

Ms. Maria Teresa Rojas, Board Member

Co-Sponsors: Ms. Susie Castillo, Board Member  
Dr. Steve Gallon III, Board Member } Added

**SUBJECT: MIAMI-DADE COUNTY PUBLIC SCHOOLS (M-DCPS)  
MENTORING AND INDUCTION FOR NEW TEACHERS  
(MINT) PROGRAM**

**COMMITTEE: PERSONNEL SERVICES AND STUDENT AND SCHOOL  
SUPPORT**

**LINK TO STRATEGIC  
BLUEPRINT: HIGHLY EFFECTIVE TEACHERS, LEADERS, AND STAFF**

Teacher mentors promote the growth and development of novice teachers to improve student learning. Mentors are critical supports in guiding new teachers to enhance their planning, instruction, and content knowledge. Mentors help orient new teachers to the school community and to teaching in general and also serve as collegial and emotional support for this challenging phase of a teacher's career.

Miami-Dade County Public Schools *Mentoring and Induction for New Teachers (MINT) Program* was developed to support and retain new and early career teachers to insure that students in M-DCPS have access to highly qualified and accomplished teachers. The three year plan details levels of support and resources provided to new and early career teachers.

The School Board, the Superintendent, and his staff are commended for having the vision to develop the MINT program which has impacted and will continue to impact so many new teachers as they join the profession and the Miami-Dade County Public Schools family. Therefore, in order to ensure that the program is formalized in policy, this item requests authorization for the Superintendent to initiate rulemaking to incorporate the MINT program in Board policy.

This item has been reviewed and approved by the School Board Attorney's office as to form and legal sufficiency.

**ACTION PROPOSED BY**

**MS. MARIA TERESA ROJAS:** That The School Board of Miami-Dade County, Florida, authorize the Superintendent to initiate rulemaking to incorporate the *Mentoring and Induction for New Teachers (MINT) Program* in Board policy.