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First Name	Last Name	Mentee Ethnicity	2013-14 School	Mentor	Mentor Ethnicity
James	Monaco	WHITE	Cholla	Lorinda Pierce	HISPA
Justine	Wolgemuth	WHITE	Hughes	Megan Chavez	WHITE
Sara	Mulcahey	WHITE	Fruchthendler	Sarah Hann	WHITE
Patti	Frey	WHITE	Bloom	Jacqueline Krieg	WHITE
Carol	Thomas	BLACK	Vesey	Robbie Ramirez	HISPA
Barbara	Isaacson	WHITE	Miles K-8	Ron Pierce	WHITE
Kathleen	Marrero	HISPA	THMS	Rosaiela Cota	HISPA
Melvin	Jorgenson	WHITE	Magee	Brenda Dinius	HISPA
Jay	Kirch	WHITE	THMS	Rachel Hochheim	WHITE
Penny	Savoie	WHITE	Sahuaro	Tamela Thomas	BLACK
Olivia	Yescas	HISPA	Wheeler	Julie Shivanonda	WHITE
Adrian	Garcia	HISPA	Borton	Megan Chavez	WHITE
Daniel	Forrest	WHITE	Doolen	Megan Chavez	WHITE
Monica	Morales	HISPA	Maldonado	Robbie Ramirez	HISPA
Donna	Robison	WHITE	Wheeler	Julie Shivanonda	WHITE
Alma (Lina)	Valdez-Pena	HISPA	Doolen	Megan Chavez	WHITE
Teresa	Bushnell	WHITE	Rincon	MaryCarmen Cruz	HISPA
Shelly	Spicer	WHITE	Maldonado	Robbie Ramirez	HISPA
Dylan	Bridegroom	WHITE	Secrist	Kristy Esquerra	AMIND
Rosalina	Jacobs-Romano	HISPA	Miller	Deborah Towle	WHITE
Lynn	Curtis	WHITE	Bonillas	Monica Ayon	HISPA
Ashley	Lane	WHITE	Santa Rita	Brenda Dinius	HISPA
Andrea	Gallegos	HISPA	Roskruge	Deborah Towle	WHITE
Amber	Merchant	WHITE	Hollinger	Sandra Herfkens	WHITE
Jaime	Valenzuela	HISPA	Davis	Rosaiela Cota	HISPA
Stephen	Baird	HISPA	Santa Rita	Tamela Thomas	BLACK
Teresa	Scotland	WHITE	Miles K-8	Ron Pierce	WHITE
Brian	Mock	WHITE	THMS	Rosaiela Cota	HISPA
Elizabeth	Breck	WHITE	Utterback	Cara Gabor	WHITE
Gail	Broussard	WHITE	Hollinger	Sandra Herfkens	WHITE
Katrina	Perez	HISPA	Oyama	Nora Jaramillo	HISPA
Ann (Charlie)	Danella	WHITE	Ochoa	Deborah Towle	WHITE
Jessica	Redondo	HISPA	Banks	Amy Horton	WHITE
Carlotta	Edwards	WHITE	Pistor	Ron Pierce	WHITE
John	Tadlock	HISPA	Palo Verde	Kristin Enger	WHITE
Sandi	Herrington	WHITE	Booth-Ficket	Reem Kievit	WHITE
Martha	Badilla	HISPA	Davis	Rosaiela Cota	HISPA
Melvin	Williams Jr	BLACK	Doolen	Megan Chavez	WHITE
Rebecca "Be"	Long	WHITE	Sahuaro	Tamela Thomas	BLACK
Ann	Timney	WHITE	Lawrence	Laurie Dietz	WHITE
Andrew	Collins	WHITE	Sabino	Brenda Dinius	HISPA
Vanessa	Iannuzzi	ASIAN	Myers	Kristin Enger	WHITE
Francisca	Maldonado	HISPA	Roberts-Naylor	Jacqueline Krieg	WHITE
Claire	Cotter	WHITE	Catalina	Alison Hernandez	WHITE

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First Name	Last Name	Mentee Ethnicity	2013-14 School	Mentor	Mentor Ethnicity
Thomas "Tor"	McElhaney	WHITE	Valencia	Lorinda Pierce	HISPA
Ernesto	Cañez	HISPA	Hollinger	Sandra Herfkens	WHITE
Shelly	Jaeger	WHITE	Howell	Jacqueline Krieg	WHITE
Andrea	Morega-Myrick	HISPA	Lawrence	Laurie Dietz	WHITE
David	Thistle	HISPA	THMS	Rosaiela Cota	HISPA
Rhonda	Gregory	WHITE	Soleng Tom	Reem Kievit	WHITE
Sharett	Brown	WHITE	McCorkle	Louise Till	WHITE
Lisa	Walker	WHITE	Myers	Kristin Enger	WHITE
Abish	Tamietti	WHITE	Safford	Gloria Carrington	HISPA
Hermogena	Slag	WHITE	Holladay	Grace Delajoux	WHITE
Ana	Lopez Medrano	HISPA	Hollinger	Grace Delajoux	WHITE
Sandra	Contreras	HISPA	McCorkle	Louise Till	WHITE
Danielle	Rodriquez	HISPA	Roskruge	Deborah Towle	WHITE
Rachel	Simmons	WHITE	Davidson	Jacqueline Krieg	WHITE
Danette	Proctor	WHITE	Sabino	Brenda Dinius	HISPA
Lisa	Bradford	WHITE	Mansfeld	Rachel Hochheim	WHITE
Armando	Pacho	HISPA	Mansfeld	Rachel Hochheim	WHITE
Ann	Tripp	WHITE	Rose K-8	Jennifer Martin	WHITE
Samantha	Gallego	HISPA	Wright	Monica Ayon	HISPA
Bonnie	Kendrix (Decker)	WHITE	Bloom	Kristin Enger	WHITE
Etsuko	McGinnis	ASIAN	McCorkle	Louise Till	WHITE
Sonya	Leyva	HISPA	Van Buskirk	Deborah Towle	WHITE
Nancy "Katie"	Marek	WHITE	Van Buskirk	Deborah Towle	WHITE
Eric	Wagner	WHITE	Borton	Megan Chavez	WHITE
Monique	Cameron	HISPA	Ochoa	Grace Delajoux	WHITE
Robyn	Soberg	WHITE	Johnson	Laurie Dietz	WHITE
Jessica	Olivarria	HISPA	Lynn/Urquides	Louise Till	WHITE
Teri	Kilcran	WHITE	Ford	Brenda Meneguín	WHITE
Manuel	Avila	HISPA	Roskruge	Deborah Towle	WHITE
Paula	Easley	WHITE	Santa Rita	Brenda Dinius	HISPA
Angela	Seal	WHITE	Roberts-Naylor	Jacqueline Krieg	WHITE
Lydia	Rollins	BLACK	Rincon	Alison Hernandez	WHITE
Brenda	Fullmer	WHITE	Marshall	Kristin Enger	WHITE
Norma	Lerma	BLACK	Lawrence	Laurie Dietz	WHITE
Mary	Nagy	WHITE	Lawrence	Nora Jaramillo	HISPA
Debra	Madson	WHITE	Magee	Brenda Dinius	HISPA
Terri	Watson-Johnson	BLACK	Banks	Ron Pierce	WHITE
Deborah	Raphael	WHITE	Hudlow	Julie Shivanonda	WHITE
Neal	Norzagaray	HISPA	Meredith	Monica Ayon	HISPA
Zenia	Sanders(Rodrigu	HISPA	Cragin	Rosaiela Cota	HISPA
John	Schlattman	WHITE	Pueblo MHS	Jennifer Martin	WHITE
Constance	Onsae	AMIND	Pueblo Magnet	Ron Pierce	WHITE
Veronica	Bonner	BLACK	Borman	Sarah Hann	WHITE
Laura	Fernandez	HISPA	McCorkle	Elizabeth Rivera	HISPA

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First Name	Last Name	Mentee Ethnicity	2013-14 School	Mentor	Mentor Ethnicity
Jennifer	Connolly	WHITE	Gale	Kristin Enger	WHITE
Rose	Mazza	WHITE	McCorkle	Lorinda Pierce	HISPA
Alicia	Romo	HISPA	Sabino	Brenda Dinius	HISPA
Mark	Pavlik	WHITE	Maxwell	Veronica Altamirano	HISPA
Rhonda	Segerman	WHITE	Lynn/Urquides	Louise Till	WHITE
Lucia	Zeffirelli	WHITE	Mansfeld	Cara Gabor	WHITE
Jason	Black	WHITE	Secrist	Kristy Esquerro	AMIND
Michelle	Wilhelm	WHITE	Lynn/Urquides	Louise Till	WHITE
Danika	Pinedo	HISPA	Lynn/Urquides	Louise Till	WHITE
Martha	Vasquez	HISPA	Safford	Gloria Carrington	HISPA
Amber	Clark	BLACK	Mansfeld	Rachel Hochheim	WHITE
Skyler	Shenk	HISPA	Utterback	Cara Gabor	WHITE
Fadwa	El-Nabulsi	WHITE	Safford	Gloria Carrington	HISPA
Chandrika	Maliyagoda	NSPEC	Sabino	Brenda Dinius	HISPA
Kristin	Grow	HISPA	Johnson	Laurie Dietz	WHITE
Arturo	Carranza-Soto	HISPA	Mission View	Sandra Herfkens	WHITE
Charles "Billy"	Campbell	WHITE	Pueblo Magnet	Amy Horton	WHITE
Christina	Colmenero	AMIND	Drachman	Sandra Herfkens	WHITE
Brett	Dusz	WHITE	Lawrence	Nora Jaramillo	HISPA
Alexandra	Edwards	WHITE	Tolson	Veronica Altamirano	HISPA
Anginette "Ar"	Renfrow	BLACK	Lawrence	Nora Jaramillo	HISPA
Lixin	Zhang	ASIAN	UniversityMandarin	Alison Hernandez	WHITE
Marisa	Gallegos	HISPA	McCorkle	Elizabeth Rivera	HISPA
Luisana	Castro	HISPA	Pistor	Amy Horton	WHITE
Laura	Hartman	WHITE	Santa Rita	Brenda Dinius	HISPA
Julia	Birdman	WHITE	Blenman	Megan Chavez	WHITE
Gerardo	Lopez	HISPA	Pistor	Ron Pierce	WHITE
Michelle	Castro	HISPA	Borton	Megan Chavez	WHITE
Julia	Westfall	WHITE	Cholla Magnet	Elizabeth Rivera	HISPA
Sara	Anderson Stewart	WHITE	Tucson Magnet	Rachel Hochheim	WHITE
Melodi	Beard	WHITE	Bonillas	Monica Ayon	HISPA
Tomas	Melendez	HISPA	Banks	Ron Pierce	WHITE
Karina	Ramirez	HISPA	Banks	Robbie Ramirez	HISPA
Leslie	Edwards	WHITE	Vesey	Robbie Ramirez	HISPA
Andrew	Roger	WHITE	White	Nora Jaramillo	HISPA
Donald	Coleman	WHITE	Erickson	Julie Shivanonda	WHITE
Gabriela	Romo	HISPA	Oyama	Laurie Dietz	WHITE
Vasumathi	Ramaswami	ASIAN	White	Cara Gabor	WHITE
Jose	Osuna Alvarez	HISPA	Catalina	Rosaiela Cota	HISPA
Jennifer	Stevens	WHITE	Lynn/Urquides	Louise Till	WHITE
Michelle	Albertson	WHITE	Pistor	Amy Horton	WHITE
Jose	Noperi	HISPA	Valencia	Nora Jaramillo	HISPA
Tasha	Love (Unterriner)	WHITE	Mansfeld	Cara Gabor	WHITE
Lourdes	DeLeon	HISPA	Lineweaver	Jacqueline Krieg	WHITE

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First Name	Last Name	Mentee Ethnicity	2013-14 School	Mentor	Mentor Ethnicity
David	Foster	WHITE	McCorkle	Elizabeth Rivera	HISPA
Christina	Loria	HISPA	Cholla	Lorinda Pierce	HISPA
Michelle	Ruiz	HISPA	Tully	Veronica Altamirano	HISPA
Kellie	LaMasney	WHITE	Wheeler	Sarah Hann	WHITE
Stuart	Galyean	WHITE	Myers	Kristin Enger	WHITE
Elizabeth	Morrison	WHITE	Meredith	Monica Ayon	HISPA
Rane	Clements	WHITE	Fruchthendler	Sarah Hann	WHITE
Artesia	Ulrich	WHITE	Vesey	Robbie Ramirez	HISPA
Leah	Gamboa	HISPA	Grijalva	Jennifer Martin	WHITE
Jill	Leon	WHITE	Soleng Tom	Reem Kievit	WHITE
Kim	McLeod	WHITE	Santa Rita	Brenda Dinius	HISPA
Rachel	Ure	WHITE	Mansfeld	Rachel Hochheim	WHITE
Ellen	Moudy	WHITE	Lynn/Urquides	Louise Till	WHITE
Anna	Mason	WHITE	Wright	Monica Ayon	HISPA
Anna	Diaz (Moreno)	HISPA	Sewell	Rosaiela Cota	HISPA
Nicole	Modisette	WHITE	Rincon	MaryCarmen Cruz	HISPA
Timothy	Sonier	WHITE	Dietz	Kristy Esquerro	AMIND
Margarita	Morado	HISPA	Warren	Deborah Towle	WHITE
Megan	Grainger	WHITE	Johnson	Laurie Dietz	WHITE
Joncie	Kennedy	WHITE	Bloom	Sarah Hann	WHITE
Lori	Gooding-DeBou	WHITE	Collier	Grace Delajoux	WHITE
Melissa	Walker	WHITE	Palo Verde Magnet	Brenda Menegu	WHITE
Stephen	Sagi	WHITE	Secrist	Kristy Esquerro	AMIND
Joanna	Valdez	HISPA	Van Buskirk	Deborah Towle	WHITE
Andrea	Burk	WHITE	Tucson Magnet	K. Gunnels/J.Marr	
Andrea	Burk	WHITE	Tucson Magnet	Katherine Gunnels	WHITE
Shawn	Mannas	WHITE	Roskrige	Cara Gabor	WHITE
Meredith (Me	Tully	WHITE	University	MaryCarmen Cruz	HISPA
Angelica	Barajas	HISPA	Maxwell	Veronica Altamirano	HISPA
Pamela	Countryman	WHITE	Gridley	Reem Kievit	WHITE
Tawnee	Arrieta	ASIAN	Rincon	MaryCarmen Cruz	HISPA
Lisa	Renner	WHITE	Gridley	Reem Kievit	WHITE
Matt	Ulrich	WHITE	University	MaryCarmen Cruz	HISPA
Beverley	Sutton	WHITE	Pistor	Ron Pierce	WHITE
Rebecca	Whiteaker	WHITE	Lynn/Urquides	Louise Till	WHITE
Maura	McKechnie	WHITE	Dodge Magnet	Brenda Menegu	WHITE
Lucas	Wildner	WHITE	University	MaryCarmen Cruz	HISPA
Elizabeth	Thomas	WHITE	Rincon	MaryCarmen Cruz	HISPA
Roberto	Collazo	HISPA	Bonillas	Megan Chavez	WHITE
Gwenn	Ryan	WHITE	Vail	Kristy Esquerro	AMIND
Angel	Sobrino	HISPA	Rose K-8	Jennifer Martin	WHITE
Jill	Bennett	WHITE	THMS	Alison Hernandez	WHITE
JD	Trebec	WHITE	Pistor	Amy Horton	WHITE
Siobhan	Daniel	WHITE	Vesey	Robbie Ramirez	HISPA

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First Name	Last Name	Mentee Ethnicity	2013-14 School	Mentor	Mentor Ethnicity
Jackson	Cintron	HISPA	Valencia	Lorinda Pierce	HISPA
Richard	Bensing	WHITE	Mansfeld	Rachel Hochheim	WHITE
Monica	Dickerson	WHITE	McCorkle	Nora Jaramillo	HISPA
Jennifer	Corwin (Evans)	WHITE	Rincon	MaryCarmen Cruz	HISPA
Patricia	Mendez	HISPA	Robison	Gloria Carrington	HISPA
Calvin	VanderLeeuw	BLACK	Maxwell	Laurie Dietz	WHITE
Lacey	Petterson	WHITE	Wright	Monica Ayon	HISPA
Yvette	Herrera	AMIND	Safford	Gloria Carrington	HISPA
Kimberly	Wojtak	WHITE	Doolen	Kristy Esquerra	AMIND
Rebekah	Acosta	HISPA	Rose K-8	Jennifer Martin	WHITE
Natalie	Dowson (Cota-Ro)	HISPA	Palo Verde Magnet	Brenda Meneguín	WHITE
Kacie	Jackson	WHITE	Palo Verde Magnet	Brenda Meneguín	WHITE
Alison	Lamm-Chapman	WHITE	Palo Verde Magnet	Brenda Meneguín	WHITE
Dana	Rothstein	WHITE	Palo Verde	Kristy Esquerra	AMIND
Sheighlin	Wilband	WHITE	Palo Verde Magnet	Brenda Meneguín	WHITE
LeeAnn	Kearney	WHITE	Rincon	MaryCarmen Cruz	HISPA
Marrisa	Stuart	HISPA	Palo Verde Magnet	Brenda Meneguín	WHITE
Joseph	Martin	BLACK	Rincon	MaryCarmen Cruz	HISPA
Erin	Gries	WHITE	Tucson Magnet	K. Gunnels/J.Marr	WHITE
Mariana	De La Pena Mont	HISPA	McCorkle	Lorinda Pierce	HISPA
Sandra	Gamez	HISPA	McCorkle	Elizabeth Rivera	HISPA
Teddy	DeSouza	BLACK	Cholla Magnet	Elizabeth Rivera	HISPA
Rachel	Mendoza	WHITE	Gale	Sarah Hann	WHITE
Michael	Gunnels	WHITE	Pueblo Magnet	Ron Pierce	WHITE
Christine	Perryman	ASIAN	Warren	Deborah Towle	WHITE
Mayte	Villegas	HISPA	Roskruge	Deborah Towle	WHITE
Mayte	Villegas	HISPA	Roskruge	Katherine Gunnels	WHITE
Megan	Wilson	WHITE	Vesey	Robbie Ramirez	HISPA
Angelica	Chavira-Ruiz	HISPA	THMS	Rachel Hochheim	WHITE
Gilbert	Tovar	HISPA	McCorkle	Lorinda Pierce	HISPA
Jennifer	Almond	WHITE	Rincon	MaryCarmen Cruz	HISPA
Andrea	Villicana	HISPA	Maldonado	Robbie Ramirez	HISPA
Alva	Monreal	HISPA	Pueblo Gardens	Jacqueline Krieg	WHITE
Evan	English	WHITE	Rincon	MaryCarmen Cruz	HISPA
Jacob	Gonzales	HISPA	Cholla Magnet	Elizabeth Rivera	HISPA
Sojung	Chun	ASIAN	Magee/Sahuaro	Brenda Dinius	HISPA
Joseph "Tim"	McConville	WHITE	Lynn/Urquides	Louise Till	WHITE
Leesa	Lopez	HISPA	Pueblo Gardens	Jacqueline Krieg	WHITE
Cody	House	WHITE	Magee	Brenda Dinius	HISPA
Erin	Hines	WHITE	Sewell	Rosaiela Cota	HISPA
Shekesha	Shelton	BLACK	Holladay	Grace Delajoux	WHITE
Mary	Zeller	WHITE	Miller	Laurie Dietz	WHITE
Emma	Pickard	HISPA	Carrillo	Gloria Carrington	HISPA
Rachel	Johnson	WHITE	Utterback	Cara Gabor	WHITE

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First Name	Last Name	Mentee Ethnicity	2013-14 School	Mentor	Mentor Ethnicity
Jeremy	Long	WHITE	Warren	Deborah Towle	WHITE
Kristin	Meza (Maynard)	WHITE	Kellond	Sarah Hann	WHITE
Rachel	Feckner	ASIAN	McCorkle	Lorinda Pierce	HISPA
Amanda	Siva	WHITE	Johnson	Laurie Dietz	WHITE
Danny	Ewy	WHITE	Lawrence	Laurie Dietz	WHITE
Jeffrey	Arthur	WHITE	THMS	Alison Hernandez	WHITE
Stephanie	Rick	WHITE	Johnson	Laurie Dietz	WHITE
Breanna	Davison	WHITE	Marshall	Kristin Enger	WHITE
Kenneth	Kim	ASIAN	Project More	Rachel Hochheim	WHITE
Amy	Hasel	WHITE	Wheeler	Sarah Hann	WHITE
Laura	Prelsnik	WHITE	Booth-Ficket	Reem Kievit	WHITE
Rosa	Gers	HISPA	Grijalva	Jennifer Martin	WHITE
Cynthia	Barnett	HISPA	Marshall	Kristin Enger	WHITE
Lisa	Gibbons	WHITE	Myers	Kristin Enger	WHITE
Amanda	Falk	WHITE	Valencia	Nora Jaramillo	HISPA
Kelli	Cilano	NSPEC	Valencia	Veronica Altamirano	HISPA
Shana	Johnson	WHITE	Robins	Veronica Altamirano	HISPA
Ade	Kaur	WHITE	Holladay	Grace Delajoux	WHITE
Ellan	Price	WHITE	Tully	Veronica Altamirano	HISPA
Leyvette	Nuguid	HISPA	Lineweaver	Monica Ayon	HISPA
Dhakniel	McNamara	WHITE	Secrist	Brenda Meneguín	WHITE
Lauren "Nicky"	Franklin	BLACK	Lawrence	Nora Jaramillo	HISPA
Jennifer	Knight	WHITE	Soleng Tom	Reem Kievit	WHITE
Christina	Garcia Mendez	HISPA	Miller	Deborah Towle	WHITE
Janeth	Gomez	NSPEC	Hollinger	Grace Delajoux	WHITE
Holly	Maza	HISPA	Wheeler	Julie Shivanonda	WHITE
Virginia	Schoppenhorst	WHITE	Lynn/Urquides	Louise Till	WHITE
Nalda	Francisco	AMIND	Safford	Gloria Carrington	HISPA
James	Bourland	WHITE	Tucson Magnet	K. Gunnels/J.Marr	WHITE
Suzanne	Wargolet(Duran)	WHITE	Robins	Veronica Altamirano	HISPA
Ross	Helland	WHITE	Valencia	Veronica Altamirano	HISPA
Sarah	Smith	WHITE	Sabino	Brenda Dinius	HISPA
Christine	Pizarro	HISPA	Borman	Sarah Hann	WHITE
Amber	Zavala	WHITE	Lawrence	Nora Jaramillo	HISPA
Lisa	Fauver	NSPEC	Secrist	Kristy Esquerra	AMIND
David	Hooper	HISPA	Pueblo Magnet	Ron Pierce	WHITE
Jamila	Miqbel	WHITE	Utterback	Cara Gabor	WHITE
Frank	Schiavone	WHITE	Bloom	Sarah Hann	WHITE
Raquel	Cruz	HISPA	Cholla Magnet	Elizabeth Rivera	HISPA
Robert	Weaver	WHITE	Agave	Rachel Hochheim	WHITE
Paul	Komar	WHITE	THMS	Rachel Hochheim	WHITE
Allison	Kramer	WHITE	Lineweaver	Jacqueline Krieg	WHITE
Rebecca	Bush	WHITE	Cragin	Monica Ayon	HISPA
Shelby	Nash	WHITE	Bloom/Dunham	Kristin Enger	WHITE

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First Name	Last Name	Mentee Ethnicity	2013-14 School	Mentor	Mentor Ethnicity
Cynthia	Berens	WHITE	Tucson Magnet	K. Gunnels/R. Hoch	WHITE
Abbigail	McCracken	WHITE	Gridley	Reem Kievit	WHITE
Carlos	Wong	ASIAN	Cholla Magnet	Elizabeth Rivera	HISPA
William	McDavid	AMIND	THMS	Alison Hernandez	WHITE
John	Burdick	WHITE	Palo Verde Magnet	Brenda Meneguín	WHITE
Nina	Djuric	WHITE	Pueblo Magnet	Ron Pierce	WHITE
Valerie	Selden	WHITE	Ochoa	Grace Delajoux	WHITE
Alexandra	DeVaughn	WHITE	Tully	Veronica Altamirano	HISPA
Lucy	Patterson	WHITE	McCorkle	Louise Till	WHITE
Brandon	Evans	WHITE	Booth-Ficket	Reem Kievit	WHITE
Gregory	Obregon	HISPA	Pueblo Magnet	Ron Pierce	WHITE
Robert	Carrillo	HISPA	McCorkle	Louise Till	WHITE
Erica	Kurz	HISPA	Mansfeld	Rachel Hochheim	WHITE
Whitney	Sheets	WHITE	University	MaryCarmen Cruz	HISPA
Erica	Stott-Blunt	HISPA	Cragin	Monica Ayon	HISPA
Christine	Cassell	WHITE	Cragin	Rosaiela Cota	HISPA
Ian	Davies	WHITE	Sahuaro	Tamela Thomas	BLACK
Ashley	Hart	WHITE	Banks	Robbie Ramirez	HISPA
Amanda	Reed	WHITE	Kellond	Sarah Hann	WHITE
Melissa	Boldt	WHITE	Fruchthendler	Sarah Hann	WHITE
Amy	Flores	ASIAN	Drachman	Sandra Herfkens	WHITE
Angela	Lopez	HISPA	Maldonado	Robbie Ramirez	HISPA
Stephanie	Beaty	ASIAN	THMS	Rosaiela Cota	HISPA
Shelby	Johnson	WHITE	Maxwell	Veronica Altamirano	HISPA
Neal	Barnett	ASIAN	University	MaryCarmen Cruz	HISPA
Emily	Adams	WHITE	McCorkle	Lorinda Pierce	HISPA
Jamie	Seymour	WHITE	Pueblo Magnet	Ron Pierce	WHITE
Sydney	Burdick	WHITE	Hughes	Megan Chavez	WHITE
Shayla	Samuels	WHITE	Robison	Gloria Carrington	HISPA
Elizabeth "Liz"	Macias	WHITE	Valencia	Veronica Altamirano	HISPA
Melissa	Klein	WHITE	Lineweaver	Jacqueline Krieg	WHITE
Stephen	Long	WHITE	Sahuaro	Tamela Thomas	BLACK
Karen	Henley	WHITE	Cragin	Monica Ayon	HISPA
Veronica	Ostertag	WHITE	University	Alison Hernandez	WHITE
Grace	Johnson	WHITE	Secrist	Brenda Meneguín	WHITE
Rima	Al-Jelwah	WHITE	THMS	Rachel Hochheim	WHITE
Jim	Jaeger	BLACK	Hughes	Megan Chavez	WHITE
Andrew	Kaigler	BLACK	Palo Verde Magnet	Brenda Meneguín	WHITE
Megan	Straube	WHITE	THMS	Rosaiela Cota	HISPA
Jessica	Knudsen (Rubens)	WHITE	Wheeler	Sarah Hann	WHITE
Erica	Mayer	WHITE	Maldonado	Robbie Ramirez	HISPA
Erin	Anderelli	WHITE	Cholla	Lorinda Pierce	HISPA
Colleen	Bradley	WHITE	Lawrence	Nora Jaramillo	HISPA
Nallely	Aguayo	HISPA	Pueblo Magnet	Amy Horton	WHITE

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First Name	Last Name	Mentee Ethnicity	2013-14 School	Mentor	Mentor Ethnicity
Patricia	Marquez	HISPA	Roberts-Naylor	Jacqueline Krieg	WHITE
Andrew	Pfannenstiel	WHITE	Sabino	Brenda Dinius	HISPA
Daniel	Cahill	WHITE	Santa Rita	Tamela Thomas	BLACK
Brianna	Wilhelm	WHITE	Robins	Veronica Altamirano	HISPA
Mariela	Cordero	BLACK	THMS	Rosaiela Cota	HISPA
Madhavi	Rachakonda	ASIAN	Booth-Ficket	Reem Kievit	WHITE
Fatima	Abdulkazem	WHITE	Safford	Gloria Carrington	HISPA
Robert	Buzzetti	WHITE	Palo Verde	Kristy Esquerra	AMIND
Cicely	Richard	BLACK	THMS	Rosaiela Cota	HISPA
Hayley	Ulrich	WHITE	Borton	Megan Chavez	WHITE
Susan	Motten	WHITE	Pueblo Magnet	Amy Horton	WHITE
Jessica	Mejia	HISPA	Pueblo MHS	Jennifer Martin	WHITE
Erika	Beam	ASIAN	Palo Verde Magnet	Brenda Meneguín	WHITE
Regina	(Escandon)Santa	WHITE	Cholla Magnet	Elizabeth Rivera	HISPA
Heidi	Wieber	HISPA	Banks	Ron Pierce	WHITE
Gloria	Nelson	BLACK	Cholla	Lorinda Pierce	HISPA
Manuel	Urquijo	HISPA	Hollinger	Sandra Herfkens	WHITE
Juan	Franco Jr	HISPA	Borton	Megan Chavez	WHITE
Deborah	Marquis	WHITE	Mission View	Sandra Herfkens	WHITE
Gavin	Wharton	WHITE	Palo Verde	Kristy Esquerra	AMIND
Sarah	Ledbetter	WHITE	Maxwell	Laurie Dietz	WHITE
Tiffany	Short	WHITE	Booth-Ficket	Reem Kievit	WHITE
Ann Marie	Condes	WHITE	Palo Verde	Kristy Esquerra	AMIND
Jennifer	Kuebrich	WHITE	Tolson	Veronica Altamirano	HISPA
Margarito	Uranga	HISPA	Sahuaro	Tamela Thomas	BLACK
Jason	Holley	BLACK	Tucson Magnet	K. Gunnels/J.Marr	WHITE
Eva Jane	Chartier	WHITE	Dietz	Kristy Esquerra	AMIND
Maria	Oliver	WHITE	Valencia	Lorinda Pierce	HISPA
Julie	Dougan	WHITE	Utterback	Cara Gabor	WHITE
Louie	Tomerlin	WHITE	Vesey	Robbie Ramirez	HISPA
Tracey	Burton	BLACK	Safford	Gloria Carrington	HISPA
Heidi	Noorlun	WHITE	Mission View	Sandra Herfkens	WHITE
Maude	Schaede	WHITE	Robison	Gloria Carrington	HISPA
Matthew	Munsey	WHITE	Tucson Magnet	K. Gunnels/J.Marr	WHITE
Jennifer	Robinson	WHITE	Robison	Gloria Carrington	HISPA
Bonnie	Berger	WHITE	Pueblo Magnet	Amy Horton	WHITE
Kevin	Nieves Pichardo	HISPA	THMS	Rachel Hochheim	WHITE
Shayna	Walton	WHITE	Santa Rita	Tamela Thomas	BLACK
John	Davidson	WHITE	Safford	Gloria Carrington	HISPA
Judith	Dodd	WHITE	Tully	Veronica Altamirano	HISPA
Layla	Vollmer	WHITE	Marshall	Kristin Enger	WHITE
Michelle	Mathews	WHITE	Santa Rita	Brenda Dinius	HISPA
Kathryn	Garcia	HISPA	Roberts-Naylor	Jacqueline Krieg	WHITE
Xochitl	Sierra	HISPA	Rose K-8/Hollinger	Jennifer Martin	WHITE

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First Name	Last Name	Mentee Ethnicity	2013-14 School	Mentor	Mentor Ethnicity
Zachary Isaia	Washington	BLACK	Rose K-8	Jennifer Martin	WHITE
Sarah	Sutton	WHITE	Pueblo Magnet	Amy Horton	WHITE
Sarah	Johnston	WHITE	Safford	Cara Gabor	WHITE
Julian	Martinez	NSPEC	Cholla	Lorinda Pierce	HISPA
Amy	Kijewski	HISPA	Pueblo MHS	Jennifer Martin	WHITE
Robert	Fuss	WHITE	Pistor	Amy Horton	WHITE
Amanda	Grumeretz	WHITE	Myers	Kristin Enger	WHITE
Kristin	Miller	WHITE	Tucson Magnet	K. Gunnels/R. Hoch	WHITE
Courtney	Owens	WHITE	Valencia	Nora Jaramillo	HISPA
Ilyssa	Whitehead	WHITE	Miles K-8	Ron Pierce	WHITE
Micaiah	Schisel	WHITE	Secrist	Brenda Meneguín	WHITE
Clare	Riley	WHITE	Drachman	Sandra Herfkens	WHITE
Kim	Cromer	WHITE	Safford	Gloria Carrington	HISPA
Jacqueline	Jendrisak	WHITE	McCorkle	Elizabeth Rivera	HISPA
Brette	Hoyt	WHITE	Whitmore	Kristin Enger	WHITE
Jacinta	Fillinger	WHITE	THMS	Rachel Hochheim	WHITE
Joseph	Farmer	WHITE	Rincon	Alison Hernandez	WHITE
Nicole	Kalal	WHITE	Cholla	Lorinda Pierce	HISPA
Kimberly	Gay	WHITE	Doolen	Megan Chavez	WHITE
Laurie	Moore	WHITE	McCorkle	Cara Gabor	WHITE
Lus	Bustillos	HISPA	Hollinger	Sandra Herfkens	WHITE
Lynette	Barley	WHITE	Palo Verde Magnet	Brenda Meneguín	WHITE
Autumn	Klesch	WHITE	Kellond	Sarah Hann	WHITE
Bernardo	Jimenez	HISPA	Santa Rita	Tamela Thomas	BLACK
Matthew	Grassmyer	WHITE	Palo Verde	Kristy Esquerra	AMIND
Kathryn	Davis	HISPA	Wheeler	Julie Shivanonda	WHITE
Joanne	Jackson	WHITE	Steele	Reem Kievit	WHITE
Jesus	Orduno	HISPA	Pueblo Magnet	Amy Horton	WHITE
Anna	Weiss	WHITE	Cragin	Monica Ayon	HISPA
Stanley	Porter	BLACK	Safford	Gloria Carrington	HISPA
Amanda	Baker	WHITE	McCorkle	Elizabeth Rivera	HISPA
Mitchell	Rutherford	WHITE	Sahuaro	Tamela Thomas	BLACK
Rebecca	Weick	WHITE	Wheeler	Julie Shivanonda	WHITE
Tamara	Fahrenreich	HISPA	Tucson Magnet	K. Gunnels/R. Hoch	WHITE
Deborah	Valerio	HISPA	Wheeler	Sarah Hann	WHITE
Whitney	Ramsey	WHITE	Wheeler	Julie Shivanonda	WHITE
Kacie	Berkson	WHITE	Ford	Brenda Meneguín	WHITE
Kristen	Belt	HISPA	McCorkle	Elizabeth Rivera	HISPA
Pei Wun	Malevich	ASIAN	Erickson	Kristin Enger	WHITE
Evangeline	Croaker	ASIAN	Cragin	Rosaiela Cota	HISPA
Kayla	Maine	WHITE	Hollinger	Sandra Herfkens	WHITE
Bradley	Searer	WHITE	Cholla	Lorinda Pierce	HISPA
Christine	Bodie	WHITE	McCorkle	Louise Till	WHITE
Nathaniel	Davis	WHITE	Booth-Ficket	Reem Kievit	WHITE

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First Name	Last Name	Mentee Ethnicity	2013-14 School	Mentor	Mentor Ethnicity
Tiffany	Mendibles Escob	HISPA	Pueblo Magnet	Amy Horton	WHITE
Sonia	Castellanos	HISPA	Davis	Rosaiela Cota	HISPA
Dustin	Pollock	WHITE	McCorkle	Amy Horton	WHITE
Laura	Davis	WHITE	Hudlow	Julie Shivanonda	WHITE
Jeremy	Jonas	WHITE	THMS	Alison Hernandez	WHITE
Justine	Mitchell	WHITE	Maldonado	Robbie Ramirez	HISPA
Anthony	Olivera	HISPA	Miles K-8	Ron Pierce	WHITE
Eric	Peterson	WHITE	Valencia	Nora Jaramillo	HISPA
Stephen	Rosenberg	WHITE	White	Nora Jaramillo	HISPA
Mark	Stockwell	WHITE	Southwest at Cholla	Elizabeth Rivera	HISPA
Rachel	Howe	WHITE	Erickson	Julie Shivanonda	WHITE
Monica	Soto	HISPA	Mission View	Sandra Herfkens	WHITE
Cherry	Howell	WHITE	White	Cara Gabor	WHITE
Juan	Colima	HISPA	Sahuaro	Tamela Thomas	BLACK
Vicki	Forte	WHITE	Blenman	Megan Chavez	WHITE
Jessie	Uptown	WHITE	Howell	Jacqueline Krieg	WHITE
Luke	VanSchie	WHITE	Secrist	Kristy Esquerra	AMIND
Maria	Langis	WHITE	Hudlow	Julie Shivanonda	WHITE
Amy	Gleeson	WHITE	Grijalva	Jennifer Martin	WHITE
Kathy	Corcoran	WHITE	Santa Rita	Brenda Dinius	HISPA
Stephanie	Tornquist	WHITE	Rose K-8	Jennifer Martin	WHITE
Alexander	Shawn	WHITE	Vail	Kristy Esquerra	AMIND
Georgina	Badoni	AMIND	Holladay	Grace Delajoux	WHITE
Daniel	Lithgow	WHITE	Hollinger	Sandra Herfkens	WHITE
Kari	Toresdahl	WHITE	Erickson	Julie Shivanonda	WHITE
Joanne	Abramson	WHITE	Utterback	Cara Gabor	WHITE
Ashley	Depugh	WHITE	Sahuaro	Tamela Thomas	BLACK
Kathleen	Knappenberger	WHITE	Lynn/Urquides	Louise Till	WHITE
Guadalupe	Vallejo	HISPA	Hollinger	Deborah Towle	WHITE
Katherine	Cheatham	ASIAN	Dietz	Kristy Esquerra	AMIND
Nikki	Molina	HISPA	Manzo	Veronica Altamirano	HISPA
Ana	Ooka	HISPA	THMS	Rosaiela Cota	HISPA
Erica	Scott	BLACK	Erickson	Julie Shivanonda	WHITE
Will	Hodges	WHITE	Pueblo MHS	Jennifer Martin	WHITE
Rhesa	Olsen	WHITE	Pueblo Magnet	Amy Horton	WHITE
Alicia	Wong	HISPA	Cholla Magnet	Elizabeth Rivera	HISPA
Victoria	Martinez	HISPA	Johnson	Laurie Dietz	WHITE
Brett	Batty	WHITE	Secrist	Brenda Meneguín	WHITE
Cristina	Fraser	HISPA	Oyama	Nora Jaramillo	HISPA
Cecelia	Padilla	HISPA	Holladay	Grace Delajoux	WHITE
Deborah	Burgkwist	WHITE	Erickson	Julie Shivanonda	WHITE
Claudio	Pierson	HISPA	Erickson	Julie Shivanonda	WHITE
Hannah	Flannery	WHITE	Blenman	Megan Chavez	WHITE
Andrea	Williams	WHITE	Erickson	Julie Shivanonda	WHITE

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First Name	Last Name	Mentee Ethnicity	2013-14 School	Mentor	Mentor Ethnicity
Alem	Giorgis	BLACK	Vail	Kristy Esquerra	AMIND
Sabrina	Smith	WHITE	Tully	Veronica Altamirano	HISPA
Rachel	Murphy	BLACK	Lawrence	Nora Jaramillo	HISPA
Laura	Lanning	AMIND	Johnson?	Laurie Dietz	WHITE
Elisabeth	Watkins	WHITE	Erickson	Julie Shivanonda	WHITE
Kristina	Fabricius	HISPA	Marshall	Kristin Enger	WHITE
Lauren	Jarvinen	WHITE	Doolen	Megan Chavez	WHITE
Melissa	Hokett	HISPA	Davidson	Jacqueline Krieg	WHITE
Michael	Saxon	WHITE	Gridley	Reem Kievit	WHITE
Katelyn	Hill	ASIAN	Ochoa	Grace Delajoux	WHITE
Ethel (Ivette)	Thornton	HISPA	Hollinger	Deborah Towle	WHITE
Maria	Blake	WHITE	THMS	Rosaiela Cota	HISPA
Amanda	Tennyson	HISPA	Lynn/Urquides	Louise Till	WHITE
Benjamin	Fife	WHITE	Howell	Monica Ayon	HISPA
Karilyn	Sharp	NSPEC	Lawrence	Nora Jaramillo	HISPA
Samantha	Hicks	WHITE	Grijalva	Jennifer Martin	WHITE
Ami	Fiero	WHITE	Mission View	Sandra Herfkens	WHITE
Jeanette	Draper	HISPA	Wright	MaryCarmen Cruz	HISPA
Lucia	Hesselton	HISPA	Vail	Monica Ayon	HISPA
Margo	Holthouse	WHITE	Lynn/Urquides	Grace Delajoux	WHITE
Robert	Troglia	HISPA	Catalina	Alison Hernandez	WHITE
Clinton	Cruice	NSPEC	Rose K-8	Jennifer Martin	WHITE
Nicole	Faries	WHITE	Ochoa	Deborah Towle	WHITE
Travis	Spillers	WHITE	Robison	Cara Gabor	WHITE
Rachel	Goldstein	WHITE	Bloom	Kristin Enger	WHITE
Brooke	Warren	WHITE	Davidson	Jacqueline Krieg	WHITE
April	Elias	HISPA	Marshall	Kristin Enger	WHITE
Joshua	Ruddick	WHITE	Santa Rita	Tamela Thomas	BLACK
Meghan	Briceland	NSPEC	Lynn/Urquides	Grace Delajoux	WHITE
Anthony	Munoz	HISPA	Utterback	Cara Gabor	WHITE
Don	Brennan	WHITE	Doolen	Megan Chavez	WHITE
Lee	Roop	WHITE	Robins	Veronica Altamirano	HISPA
Caitlin	Cardenas	WHITE	Utterback	Cara Gabor	WHITE

What do you see as the strengths of the TUSD Induction Mentoring Program?

1. Moving teachers forward with the understanding of pedagogy and active engagement of students during learning.
2. The consistency of support.
3. The program helps provide teachers strategies on classroom instruction, such as the reading/literacy block.
4. Relationship set up by mentor and teacher.
5. Non-threatening way to improve skills Someone to share ideas with other than team.
Continuous support throughout the year
6. Newer Teachers to the profession knowing that there is help beyond the building supports.
7. New teachers need extra support in a variety of ways. The mentors act as a lifeline for these teachers.
8. Moral support
9. Providing institutional knowledge. Providing feedback on class climate to teachers.
10. Consistent and applicable support system throughout the school year.
11. The mentors are a great resource for new teachers and provide valuable insight as to how simple (or complex) changes in instruction will yield greater student performance and further students' mastery of the content. They also provide teachers with a sounding board for fleshing out new ideas or discussing areas where improvement is needed.
12. Support outside of the evaluation process.
13. Our mentor this year is exceptional because she is hard working, dependable, knowledgeable and flexible. This lends credibility to her work. She has been a great asset. This hasn't always been the case for our new teacher mentors.
14. Quick evaluation of the teacher's instruction. Planning support for the teacher, coaching and instructional preparation.
15. It can be very powerful for new teachers and a person they can ask honest questions of without fear of being evaluated or judged. Peers are great, but an outside person is often a buffer for some anxieties that they don't want their immediate supervisor or team members to know. Overall great support on many levels.
16. I think the mentor program provides a neutral level of support for teachers who are already overwhelmed. It also provides, if done correctly, honest feedback to new teachers that can be immediately addressed and refined.
17. not many

18. Consistency and Knowledge of Instruction by the mentor.
19. Personalization to meet individual needs. Professional support
20. Instructing new teachers on the ins and outs of effective instruction and classroom management
21. For new teachers to have someone they can talk to in order to discuss their weaknesses and strengths without being threatened.
22. The one on one approach. It allows for instructional conversations to take place in improving all aspects of a professional educator.
23. a confidant for the new teacher
24. It provides a way for new teachers to learn and grow in the profession in a coaching model.
25. Improved consistency over the last few years with meeting to discuss teaching and learning.
26. Availability to teachers. Strength of instructional practices. Openness to suggestions
27. The structure of the program and organization of the portfolio was helpful. I'd like to see a more "natural" mentor program by having some of our own teachers serve as mentors for new teachers.
28. Support for new teacher that no one else has time for.
29. A strength would be that new teachers are able to use mentors as a sounding board and to gain strategies to have them learn balance.
30. Observation, dialogue, and coaching
31. Consistent support in place, which a principal is most likely not able to match due to day in and day out demands on the office of principal.
32. All of the myriad of successes I see can be traced back to the trusting relationships our mentor builds and sustains with the teachers she works with at our site.
33. Support for the new teacher. Someone they can talk with that does not do their evaluation. The mentor that serves my teacher is very knowledgeable, professional and helpful.
34. The teacher has some minimal knowledge of the TUSD and its resources.
35. When you do get a good mentor that is connected to TUSD resources it can be very effective.
36. One to one person
37. Someone available to assist them with things because the principal was less available this year due to plenty of things but especially Teachscape
38. It is helpful for new teachers to have a mentor. Also, the confidentiality makes teachers feel more open to discuss their concerns.
39. From my observation I have not seen any changes in my teachers separate from the path they were on to begin with.

- 40. The Teacher Mentor provides new teachers with support in a non-evaluative confidential forum. This person is a safe person to go to for advice and support. I also believe that having the mentor who does not have on-site teaching responsibilities is beneficial because it allows for the mentor to be available to the new teacher for lesson modeling and support if needed.
- 41. Nice
- 42. Consistency
- 43. Provides ongoing support for new teachers thus giving them a sense of belonging and stability.
- 44. Fosters open communication, decision-making and a sense of collegiality between new teacher and mentor.
- 45. Coordinates instructional expectations that emphasize student achievement.
- 46. Organizes new teacher in-service training and refines standards of performance for new teachers.

COMMENTS

1. I would like to see the mentors model more lessons for the teachers in the classroom. I believe it would benefit the new teachers to observe teacher mentors model guiding reading lessons, math lessons, and classroom management strategies. It would also be a good strategy to have teacher mentors help teachers during parent/teacher conferences-model communication strategies for new teachers with parents. I believe it is also extremely important for principals to be able to sit in with the mentor and new teacher when they meet for their conferences. This will help the administrator understand more in depth what the needs are of every new teacher.
2. Our school mentor has worked very closely with our new teachers and this has made an impact on making sure we establish relationships with all of them.
3. I'm happy to say that as a principal the last two years but especially this year I've had outstanding mentors.
4. The mentors at my school have been highly skilled and take their roles very seriously. They have been very good at keeping schedules and following through with mentees.
5. Our school is online so there is no environment to improve. Mr. Weaver has a strong work ethic so his attention to his responsibilities is very high to start with.
6. I would prefer this position to be within the building and transferred into an instructional coach position so they could help bridge administration and teachers.
7. I would like to see the teacher mentor role be expanded to include the ability to work with other teachers, similar to what IC's used to do.
8. The success of this position is extremely dependent upon the person and relationship that person develops with the teachers and the administrator. I've been very fortunate to have excellent mentors at this campus, but I have worked at other sites where that wasn't the case and the mentors actually undermined the administrator, colleagues, or scolded the teachers. Not a good situation, but that is a "person" issue not a position issue.
9. The mentor needs to be able to discuss weaknesses and specific suggestions given to the teacher with the administration. That will help us in also better supporting the teacher. Furthermore, I have yet to see exactly what they are coaching our teachers. It seems more like a discussion than it does giving specific recommendations, strategies etc. to use in the classroom. It definitely needs reworking.
10. A very important and useful needed to our new teachers and school communities.
11. Some of our teachers felt "stressed out" by having to spend so much time with the mentors. Several of them have backed off from school responsibilities because of this time.

12. There are some very good mentors, however, they are not part of the staff, they are not part of the PD that is at our site, and they are not here nearly enough to make a difference. I would prefer a curriculum specialist on site.
13. The mentor going with the new teacher to observe a class at another school and then coming back and planning was excellent. Could subs for the new teacher be built into the central budget, perhaps one day a year?
14. I think this is a very important program for our new teachers. If we want to retain teachers, they need the support of a mentor.
15. The mentors need to have a background that supports the schools initiatives and approaches.
16. It is hard to separate other site support with mentor support. I would like more communications as a triad with administration than only the mentor and mentee. Sometimes the mentor does not state what is the obvious to less proficient teachers.
17. I think with anything the most improvement was seen with the teachers with the most potential. Mentors at my site were more effective with the more willing and better teachers.
18. Mentors did not have a high school background and so lost some credibility with our teachers. Having coaches on campus and part of our faculty is more effective. Veteran teachers need mentoring and coaching as well as new teachers.
19. I rarely see the mentor teacher. There is little to no communication with her unless I see her in the hallway. I mostly am not aware if she is in the building. Also, the changes I have seen in my teachers are prescribed by me, the school principal. I coached a teacher to resignation who was under the mentor's list and she almost never met with him for the duration of 1.4 yrs because he made every excuse not to meet with her. This was not brought to my attention into the second year when I asked her how she was supporting him. She did not hold him accountable. Next, another new teacher this year was ill prepared for her formal fall evaluation. At that time I discovered that she had only 2 weeks of lesson plans from the beginning. The mentor teacher was not giving her feedback on plans, student engagement, discipline etc. If there were any changes with the teachers I wouldn't know since there is a disconnect between the mentor/principal relationship. Mentors asking new teachers what they want to work on is like asking a brand new swimmer how they are going to swim the English Channel. This is not working.
20. Please do not take the Induction Mentoring Program away.
21. None

Question #6 What types of support would like to have from a mentor? Choose any and all that apply.

Managing student behavior	96
Using student data to differentiate instruction	94
Managing classroom procedures	87
Reflecting on professional practice and responsibilities	84
Navigating district resources or departments	83
Planning	80
Creating cooperative learning structures	79
Collecting student data	77
Advocating for myself and my students	77
Using Teachscape	69
Understanding the Danielson Framework	69
Creating and using assessments	68
Providing information from the district	63
Teaching Reading	60
Organizing non-instructional duties ie field trips, attendance, making the grade,	57
Using and accessing technology	54
Teaching Math	46
Working with other staff members	41
Preparing for meetings and conferences	41
Teaching Other Content _____(fill in)	20
Other _____	8

Question 5

Understanding the Danielson Framework	128	55%
Reflecting on professional practice and responsibilities	123	53%
Collecting student data	105	45%
Using Teachscape	95	41%
Managing classroom procedures	89	38%
Navigating district resources or departments	79	34%
Managing student behavior	78	34%
Preparing for meetings and conferences	69	30%
Planning	56	24%
Advocating for myself and my students	55	24%
Using student data to differentiate instruction	54	23%
Providing information from the district	34	15%
Creating cooperative learning structures	27	12%
Teaching Reading	25	11%
Working with other staff members	21	9%
Organizing non-instructional duties ie field trips, attendance, making the grade,	19	8%
Creating and using assessments	15	7%
Teaching Math	13	6%
Using and accessing technology	11	5%
Other	9	4%
Teaching Other Content _____(fill in)	5	2%

The NTIP is a formal program for new teachers providing tailored support through one-on-one mentoring and professional development in order to advance teacher practices and improve student learning. Participating teachers will learn habits of mind to continuously assess and adjust their instruction, ultimately working towards independence from their mentors.

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