

Exhibit A

Pathway 1 - Mentoring Educators Texas Mentorship Training (TMT) Scope and Sequence

Purpose

Pathway 1 supports the preparation and ongoing development of mentor teachers in accordance with the **Texas Mentorship Training (TMT)** requirements and the **Preparing and Retaining Educators through Partnerships (PREP) Program Allotment**. Training focuses on building mentor capacity to support beginning teachers through evidence-based mentoring practices, aligned coaching cycles, and reflective feedback.

Training Format

- Delivery Mode: Primarily **in person** (unless otherwise agreed in writing)
- Audience: **Designated mentor teachers**
- Duration: **Five (5) total training sessions** delivered over the PREP implementation year
- Minimum Training Expectation: Aligned to **TMT-required hours and competencies**

Scope and Sequence

Phase	Focus Area	Description
Phase 1	Foundations of Effective Mentoring	Introduction to PREP requirements, mentor roles and responsibilities, ethics of mentoring, and characteristics of effective mentoring relationships.
Phase 2	Beginning Teacher Needs & Adult Learning	Understanding the developmental needs of beginning teachers, principles of adult learning, and culturally responsive mentoring practices.
Phase 3	Instructional Observation & Feedback	Training on non-evaluative observation techniques, evidence collection, and actionable feedback aligned to instructional goals.
Phase 4	Coaching Cycles & Reflective Practice	Implementation of structured coaching cycles, goal setting, reflection protocols, and progress monitoring.
Phase 5	Sustaining Mentorship & Program Impact	Strategies for sustaining effective mentor-mentee relationships, documenting mentoring activities, and aligning mentoring practices to district and PREP outcomes.

Key Deliverables and Artifacts

Mentor participants will be expected to:

- Attend all required training sessions
- Participate in guided discussions and scenario-based learning
- Engage in documented mentoring activities with assigned beginning teachers
- Complete required reflections, feedback tools, or implementation artifacts as defined by the Provider

Artifacts collected may include:

- Training attendance records
- Mentoring logs or hour documentation
- Reflection or feedback templates
- Aggregated survey or evaluation data

Outcomes

By the conclusion of Pathway 1 training, mentors will be able to:

- Implement high-quality, standards-aligned mentoring practices
- Support beginning teacher instructional growth and effectiveness
- Meet PREP and TMT compliance requirements
- Contribute to increased beginning teacher retention