



## Internal posting

The Eastern Shores School Board is seeking applications for the following positions:

### TEACHER MENTOR / 2025-2026 SCHOOL YEAR

<b>WORKPLACE</b>	<b>To be determined (according to the successful candidates)</b>
<b>STATUS</b>	Part time position
<b>WORKLOAD</b>	50%
<b>SUBJECT CATEGORY</b>	Mentoring teachers
<b>SALARY SCALE with legal qualifications</b>	\$52,799 to \$102,857 (Salary in accordance with the current Collective Agreement)
<b>IMMEDIATE SUPERIOR</b>	Director of Educational Services
<b>START DATE</b>	August 2025
<b>END DATE</b>	June 2026
<b>DATE OF POSTING</b>	June 13, 2025
<b>DEADLINE FOR APPLICATIONS</b>	August 8, 2025 at 4 pm

The role of a **teacher mentor** is to accompany and support colleagues in their professional development and teaching profession, particularly in planning and implementing learning activities for students. As a mentor, the teacher shares their knowledge, experience, and skills through mentoring. This contributes to the professional integration of teachers, especially those who are beginning their careers.

The teacher mentor:

- Acts as a guide, role model, and facilitator for new certified and non-certified teaching staff.
- Performs other functions compatible with clause 8-2.01, based on expertise and professional skills.
- Carries out duties in one or more establishments as determined by the School Board.

#### SELECTION AND APPOINTMENT

Each year, after consultation with the teacher's union, the School Board selects and appoints, among the teachers who have shown interest and who meet the required profile, the mentor teachers to take on this role. The decision is also influenced by the context, needs and available resources. Mentors are given 50% release from their teaching duties. They remain in the teaching field to which they belong at the time of their appointment.

#### MINIMUM QUALIFICATIONS REQUIRED

- Hold a valid teaching certificate (Brevet) and a regular status;
- Have five (5) years of relevant teaching experience at the preschool-primary or secondary level;
- Bilingualism is an asset;
- Meet the requirements stated below.





#### REQUIRED PROFILE:

##### PROMOTE PROFESSIONAL DEVELOPMENT IN THE SCHOOL BOARD

- Be informed of research in education and inclusion;
- Give importance to ongoing training;
- Take training courses on mentoring and be skilled at encouraging and supporting others;
- Have a thorough knowledge of teaching strategies and recognized pedagogical skills;
- Offer support to new teachers by fostering their professional socialization and encouraging interpersonal relationships within the organization.

##### COLLABORATE AND MASTER COMMUNICATION SKILLS

- Be caring, a good listener and show openness;
- Identify the needs of mentored teachers;
- Have great communication skills.

##### DEMONSTRATE PROFESSIONAL ETHICS IN THE ROLE OF A MENTOR

- Act with confidentiality;
- Comply with the local professional integration program;
- Maintain a positive attitude toward the teachers being mentored;
- Adopt a problem-solving attitude;
- Provide constructive and rewarding feedback and ensure mutual understanding.

##### BE FAMILIAR WITH THE ORGANIZATIONAL CULTURE, SCHOOL ENVIRONMENT AND AVAILABLE RESOURCES

- Carry the values and orientations of the school and the School Board;
- Access and use internal and external resources;
- Act in accordance and in coherence with the PEVR (Commitment to Success Plan) and the School Board's educational project.

The mentor teacher must hold a valid driver's license and have access to a vehicle and must use this vehicle to travel within the School Board's territory.

Candidates interested in this position should forward their curriculum vitae and cover letter to: [job.opportunity@essb.qc.ca](mailto:job.opportunity@essb.qc.ca) no later than August 8, 2025 at 4 pm.

Eastern Shores School Board will only contact candidates who will take part in a selection process. The starting date is to be determined. It is possible that the release will begin during the school year, or that there will be no release during the school year due to staff shortages.