**Novice Faculty**

(Fewer than 4 years of experience)

**Year One**

* Up to 12 additional contract days, attend mandatory workshops for new faculty
* Observation (1 day) of highly qualified teachers
* Meeting with District assigned Mentor on a weekly basis

**Year Two**

* Up to 12 additional contract days
* Observation (1 day) of highly qualified teachers
* Meeting with District Mentor twice a month
* By March 27, 2015 submit completed artifact demonstrating proficiency related to their field

**Year Three**

* Up to 12 additional contract days
* Meeting with District Mentor once a quarter

**Year Four**

Continuing Contract Status if the following requirements are met:

* Three years of successful evaluations
* Administrator recommendation for rehire
* Certified position in NCSD
* Completed district proficiency requirements

**Retired Teachers who return to the District**

Retired teachers returning to teach in Natrona County School District will show proficiency by providing artifacts related to their field.

**Specialists**

The mentor program supervisor will determine mentor assignments for nurses, psychologists, counselors, social workers, OTs, PTs, etc.

**Experienced Faculty**

(4 or more years of experience)

**Year One**

* Up to 12 additional contract days, may attend workshops for new faculty
* Observation (1 day) of highly qualified teacher
* Support of District Mentor once a quarter and as needed

**Year Two**

* Up to 12 additional contract days
* Observation (1 day) of highly qualified teacher
* By March 27, 2015 design and deliver artifacts demonstrating proficiency related to their field
* Meeting with District Mentor once a quarter or as needed

\*\* New faculty who have achieved Continuing Contract status in another Wyoming District, and have had no lapse in service, shall meet the requirements of year one, two and three prior to March 27, of their second year of employment.

**Year Three**

* Up to 12 additional contract days
* Support of District Mentor as needed

**Year Four**

Continuing Contract Status if the following requirements are met:

* Three years of successful evaluations
* Administrator recommendation for rehire
* Certified position in NCSD
* Completed district proficiency requirements