



**SWEETWATER UNION HIGH SCHOOL DISTRICT  
HUMAN RESOURCE SERVICES DIVISION**

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**PLEASE POST  
OR CIRCULATE**

**DATE:** April 5, 2024

**TO:** All S.E.A. Bargaining Unit Members

**FROM:** Karen Hernandez, Director of Human Resources

**RE: POSTING FOR EXTRA-SERVICES POSITION**

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**APPLICATION PROCEDURE:**

Qualified certificated employees interested in being considered for the following position should complete personnel form 8029-D-90 (Application for Posted Position – Extra Service Consultant/Curriculum Work). The form is available on the district's Certificated Employment webpage or from Human Resources. **All applications must be submitted to Human Resources, email: [hrcertapplications@sweetwaterschools.org](mailto:hrcertapplications@sweetwaterschools.org), no later than 4:30 p.m. on Friday, April 12, 2024.**

POSTING NUMBER: 100-25

POSITION TITLE: **Induction Mentor Pool (Extra Duty)**

SITES(S): Variable

EFFECTIVE DATES: School Year 2024-2025

COMPENSATION: **Extra Duty Induction Mentor** compensated at a rate of \$1670 for each of up to three beginning teachers. (not to exceed 100 hours over the school year)

**DESCRIPTION OF SERVICE:**

Induction Mentors provide "just-in-time" support for candidates in accordance with Individual Learning Plans (ILP) as well as providing longer-term guidance to promote enduring professional skills. Mentors model lessons, provide guided reflection on practice, and give feedback on classroom instruction. They connect candidates with available resources and regularly review candidates' ILPs. Mentors meet, in person and virtually (50/50 model), with candidates at least 30 hours and participate regularly in on-line

communication via email and collaborative forums. They facilitate observations of teacher colleagues and engage candidates in a consistent practice of reflection on the effectiveness of instruction, analyzing student and other outcomes data. They assist candidates to connect with the larger professional learning community within the profession and participate in professional learning and training related to coaching, goal-setting, mentoring tools, reflection and support for overcoming mentoring challenges. Mentors assemble and submit evidence of effective fulfillment of mentor duties. See [Mentor Qualifications](#) for detailed information.

The qualified applicants will support beginning teachers in accordance with Article 25.

#### MINIMUM QUALIFICATIONS:

- Possess California Clear Teaching Credential
- Have completed a minimum of three years of effective teaching experience
- Complete and email the items below to [hrcertapplications@sweetwaterschools.org](mailto:hrcertapplications@sweetwaterschools.org) at HR (please do not simply share through Google Drive).
  - HR **8029-D-90 application** form linked in the posting
  - Responses to 6 questions (3 multiple choice and 3 short essays) intended to demonstrate commitment to professional learning and collaboration. Applicants should make a copy of the [Google Doc](#) containing the questions and rename with applicant's full name. After review, written responses of qualified applicants will receive scores of 3 or higher on the rubric linked [HERE](#).