**Transcript of Sharon Clark Video**

So, our system piece of implementation of Effective Classroom Systems is to build that into our mentoring program.

One of the things we wanted to do was to ensure that all teachers were using these systems, these practices in the classroom and we didn’t want it to be happenstance, but some people received the training and some people didn’t.

So our mentor program is a three-year program.

And so all of our teachers in year one, so these are teachers with zero years experience who come to the division, receive training in Effective Classroom Systems. Each building in our division has at least one person, either the lead mentor or instructional coach, who has also received the training and they are in the building to provide support and feedback to new teachers as they learn these practices and systems, and take them back to their classroom and apply what they have learned through their training.