Do Now!

Reflect on the new role of Mentor Teacher...

What are you *excited about*?

What *questions* do you have?
ORIENTATION FOR MENTOR TEACHERS

(TEACHER CAREER LADDER)

MARCH 2014
Let’s Break the Ice!

Quick Jot...
✓ Describe a meaningful mentoring experience you’ve been a part of... either as the mentor OR the mentee

Famous Pairs...
✓ Find the person in the room who has the match to your “Famous Pair” (ex. Peanut Butter should find Jelly)
✓ Discuss what made the experience so meaningful
Session Agenda

- Ice-Breaker (Mentoring Experiences)
- Background and Expectations for Mentor Teachers
- Barriers to the current Mentoring structure
- Problems / Solutions

~ Break! ~

- Diving into the Research
- Best Practices for Providing Feedback
- Role Play / Video / Practice
- Wrapping Up / Next Steps
Background on SCSD Mentoring

- Peer Assistance and Review Program
  - Successes
  - Challenges

- Mentor Teacher Induction Program
  - Successes
  - Challenges

- Peer Observer Program
  - Successes
  - Challenges
Mentor Teacher Expectations

- Review of Teacher Incentive Fund Career Ladder
- Review of the Mentor Teacher Qualifications
- Discussion of Job Description
- Goal-Setting for 2013-2014 and Beyond
Barriers to Current Mentoring Practice

Think-Pair-Share

Think about some of the barriers in the District's various current mentoring programs.

Pair with your elbow partner to discuss those barriers.

Share your barriers with the whole group.
Find a partner who is wearing the same color as you.

Create a T-Chart to identify at least 1 solution to your assigned “Barrier.”

Take a “Gallery Walk” to view and respond to the other posters.
Break!
Diving into the Research

Golden Line Protocol

✓ Read the article “The Good Mentor: What it Takes to Be Effective”
✓ As you read, underline sentences or phrases that resonate with you
✓ In groups, share 1 of your phrases and why it resonated with you
✓ Each group member will have the chance to respond
✓ No phrase should be repeated as each member shares
Best Practices for Providing Feedback

Turn-n-Talk

What are some best practices you utilize for providing new teachers with high quality feedback?
Feedback is...

- Timely
- Selective and Bite-size
- Based on Specific Evidence
- Clear about the Problem and Degree
- Actionable
- Timely
Role-Play

What does the role-play look like? Sound like?
Using your note-catcher, collect evidence of areas of strength and opportunities for growth

Consider the role-play conversation you just viewed

Prioritize the identified opportunities for growth

Craft a feedback statement that you would deliver in-person, over the phone or via e-mail
Practicing how you deliver feedback

- With a partner deliver the feedback statement you crafted.
- The person receiving the feedback should provide feedback on whether it was actionable, clear, timely, etc.
- Make revisions to your feedback statement if necessary.
Next Steps / Important Info

Feedback

Contact Info
talentmanagement@scsd.us
(Kelly or Pat)