

Mentoring Practices for Growth and Professional Learning

Mentoring Practices

Mentor Professional Learning

Program leaders support mentor development in the same responsive ways that mentors support residents. Mentors foster collaboration with other mentors to promote knowledge and skills.

Mentors:

- Assess mentoring practice using the mentor standards to identify areas of growth, to set goals and prioritize;
- Use evidence to measure progress on mentoring goals;
- Use Resident Educator formative assessment data to inform mentoring focus;
- Advocate for conditions that support optimal learning environments and address the variable learning needs of all students;
- Model and promote a growth mindset (residents and students);
- Differentiate mentoring language and mentor stances to facilitate strengths-based, reflective mentor conversations;
- Apply an equity lens in instructional mentoring conversations; and,
- Facilitate reflective conversations to support the resident's emerging role as a teacher leader.

Resident Educator Professional Learning

Mentors differentiate Resident Educator professional learning experiences based on adult learning principles and assessed needs and interests of the beginning teacher.

Mentors:

- Use the Continuum of Teacher Development to identify resident areas of growth, to set goals and prioritize;
- Use mentor tools and strategies to facilitate instructionally focused mentor conversations, collaborative lesson planning, lesson reflection and collaborative analysis of student learning;
- Promote resident understanding of the teaching and learning cycle, formative assessment strategies and tools that impact instruction, and equitable and effective instructional practices;
- Promote resident educator knowledge and skills to deliver standards-aligned instruction in ways that promote learner agency and meet the variable needs of all students;
- Engage resident educators in equity-based conversations to raise awareness and address bias in the classroom and in the school environment;
- Facilitate resident educator capacity to apply an equity lens to the teaching and learning cycle, instructional practices, materials and assessments; and,
- Promote resident educator's understanding of the role of family and two-way communication in student learning.

Tools and Resources

Mentor Tools and Resources

Mentors select tools and resources as they apply strategies to support resident educators' classroom practices and engage in mentor conversations.

- Continuum of Teacher Development
- OTES Self-Assessment and Professional Growth Plan
- Authentic teacher work: Lesson plans, assessments, reflections on lessons
- Collaborative Log
- Equity Conversation Planning Tool
- Teaching Observations: Informal, Peer, Exemplary, Reciprocal and by Mentor
- Video-recorded lessons
- Informational, Collaborative, Facilitative (ICF) Chart
- LMS Courses (Exploring Teacher Leadership, Advanced Mentoring Course)
- Mentoring Language Tool
- Resident Educator Program Standards
- Resident Educator Program Mentor Standards
- Mentor Reflection Questions Tool
- Teaching and Learning Cycle