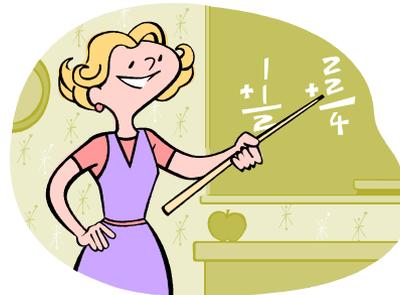


Mentor Training Development

June 13, 2012 and June 14, 2012
Dewar College of Education
Valdosta State University
Room 2130

Mentoring

A nurturing process in which a more skilled or more experienced person, serving as a role model, teaches, sponsors, encourages, counsels, and befriends a less skilled or less experienced person for the purpose of promoting the latter's professional and/or personal development. Mentoring functions are carried out within the context of an ongoing, caring relationship between mentor and mentee.



Why provide Mentor Training to Teachers?

Informal Mentoring is not enough!

- ▶ *Mentors often do not ask for the help they need.*
- ▶ *Veteran teachers do not want to intrude.*
- ▶ *Veteran teachers learn how to help others by trial and error.*
- ▶ *Difficult to identify which mentees are getting sufficient support and which are not.*
- ▶ *End result: Informal mentoring can never provide that extensive level of support and modeling!*

Our Purpose

Is to take a formal approach by adding mentor training to our program. Our goal is to develop a training program for all mentor teachers that will lead to a more productive and rewarding experience for all involved.
(mentee, mentor, and schools)



Why Me?

You have been selected because you are a great teacher and have been recognized in your school as a wonderful mentor teacher!

By developing this training program for our mentors, this will allow them the access to the wisdom of other experienced mentors (you) which will in turn provide more effective mentoring in our schools!

Who will benefit from this?

Number one: The students in the public schools in which we all teach!



Who will benefit from this mentor program? **KEEPING CHILDREN FIRST**

My concern
Is not what's best for me,
Nor what is in fashion or style.
I pledge to do
With conscience free
What's best for every child.
Even though problems, programs, and people distract
With eyes on the money purse.
I commit myself
And my every act
To Keeping Children First!



Other Benefits of a Mentor Program

- ▶ For the **mentee**: access to knowledge, experience, and support of a mentor teacher
- ▶ Personal and professional well-being from reduced stress during the semester.
- ▶ Increased success, self-confidence, and self-esteem
- ▶ Reduced trial-and-error learning and accelerated professional growth.
- ▶ Successful transition into the teaching career.



- For the **mentor**: Increased learning, renewal, and teaching performance.
- Recognition as an excellent teacher conferred through status as a mentor
- Refocusing on instructional practices and development of reflective skill.
- The gratitude of the mentee!



- ▶ For the **administration**: Increased quality of teacher performance.
- ▶ Reduced teacher attrition; experienced teachers who
who find a new challenge and growth by serving as mentors.
- ▶ Roles of all players are more defined. (mentees, mentors, schools and universities)
- ▶ Better working relationship with cooperating universities.



- ▶ For the **university**: Attract and retain the best, most creative teachers.
- ▶ Be able to provide for our students knowledgeable mentors who have a willingness and desire to mentor.
- ▶ Be able to provide wonderful clinical settings for our students which are optimal for their success.
- ▶ Better working relationships with cooperating schools.



All Around Success!



Getting Started!

What makes a good mentor?

- Deep understanding of young people
 - Understands what is required for successful teaching
 - Deep curricular knowledge; wide range of experiences to pull from.
 - Chameleon-like versatility~
 - Ability to balance the needs of both the beginning teacher and his/her students
 - Goal of any good mentor is: to improve a beginning teacher's practice and in turn, impact student learning!
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Survey Results

