Silverton P.S.

Teacher Mentoring Program
Mentor

- a skilled and trusted counsellor
Background

• The D.E.&T contracted Monash University Professional Development Institute to develop the program.

• The program was written by Tony Ross and Muffy Hand and was piloted by schools throughout Victoria in 2001-2002.

• Their aim was to develop a program for mentor training and on-going mentor development.
Why Have a Mentoring Program?

• The department sees a need to assist beginning and returning teachers.

• It provides the chance to support teacher development.

• It is seen as an important School Improvement Initiative.

• It is seen as a means of improving teacher status.

• It is expected to lead to improved teacher effectiveness and hence improved student outcomes.
Proposed Timeline

• June 2002 – Appoint program co-ordinator.
• August 02 – Principal and Co-ordinator attend Training Workshop #1.
• August 02 – Introduce the program to staff and council.
• September 02 – Seek expressions of interest from staff members.
• Training for mentors Term 4 2002.
• Connect mentors and mentorees Dec – Jan.
• Program commences February 2003.
Points to Note

1. Mentoring is NOT coaching. It is a two way relationship. It should not be seen as hierarchical.
2. The program needs a structure.
3. There must be an attitude of mutual respect.
4. Mentorees should have a management role within the relationship.
5. Both must have clear roles.
6. Like any relationship you should expect to work through stages.
What’s to be Gained?

**Mentor**
- A chance to re-energise.
- The opportunity to reflect on your own practices.
- Improve your own coaching and feedback skills.
- Increase your awareness of the needs of staff development.
- Professional Recognition.
- Increased knowledge.

**Mentoree**
- Knowledge of the organisation.
- A raised profile.
- A development focus.
- Quality feedback.
- Extended professional networks.
- Help to reflect on current skills.
- Improved performance.
What’s Next?

• Think about it.
• Ask questions about issues which you may need clarified.
• Seek an “Expression of Interest” form and complete it.
• Participate in the training program in Term Four.