



# What is mentorship?

- Reciprocal
- Non-evaluative
- Voluntary
- Colleagues sharing their experiences, knowledge, skills
- Great Pro D

# The New Teacher Mentoring Project:

A collaborative project between UBC, the Ministry of Education, the BC Teachers' Federation and the BC School Superintendents Association:

- UBC provided skilled facilitators
- The Ministry provided the funding
- BCTF and BCSSA supported the initiative

*Note: Ministry funding did not continue after the 2016-17 school year*

# Purpose of the project

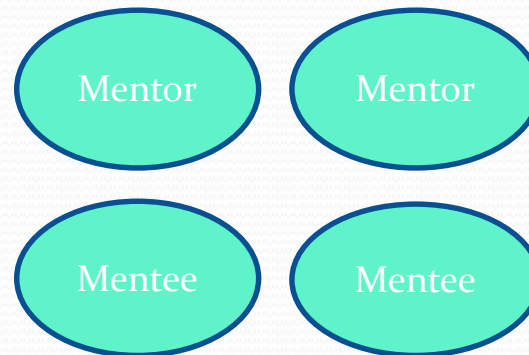
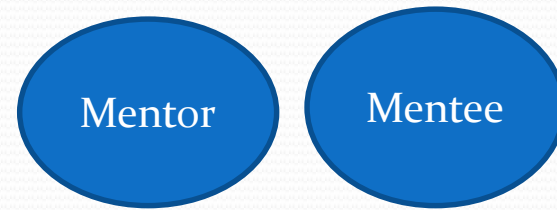
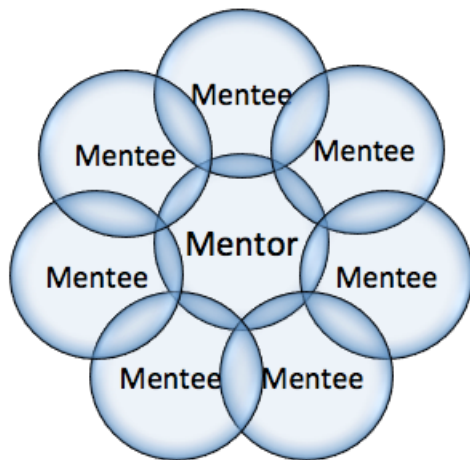
The New Teacher Mentoring Project (NTMP) is built upon the mounting research confirming how beginning teachers and those new to their role thrive under the mentorship of experienced colleagues, greatly improving both their effectiveness in the classroom and satisfaction with their work. Mentoring is a central component in helping to build and strengthen a professional culture of collegiality, collaboration, and learning within schools and districts.

<https://teach.educ.ubc.ca/ntmp-highlights/>

# GVSD's Mentorship Program

- Based on the New Teacher Mentoring Project: facilitators hold training sessions with mentors 4 times a year, guiding them and exploring active listening, conflict resolution and mentorship strategies
- Funding:
  - District: release time for 4 full day training sessions for mentors and 4 afternoon training sessions for mentees
  - GVTA: release time for coordinator, food and rental fees
- Structure:
  - Mix of one-on-one mentorship partners, one mentor with more than one mentee, cohort group with several mentors and mentees
  - In order to have collaboration time this year's participants have agreed to 2 after school training sessions
  - Between training sessions mentors and mentees get together after school and communicate via email, phone calls
  - One collaboration day for each participant from district funding with possible additional GVTA Pro D funding

# Mentoring Models:



# Who is eligible?

## Mentors

- Experienced teacher, willing to share their time and interested in acquiring mentorship skills

## Mentee

- Early Career teacher (within their first 5 years)
- Teachers new to a position

# Looking forward

Our mentorship program is an extremely valuable program supporting ongoing professional learning, not only in teachers' formative years but throughout their career.

We look forward to continued District funding and support.

