



SD 61

Mentorship Program

Presentation by Lena Palermo and Ilda
Turcotte

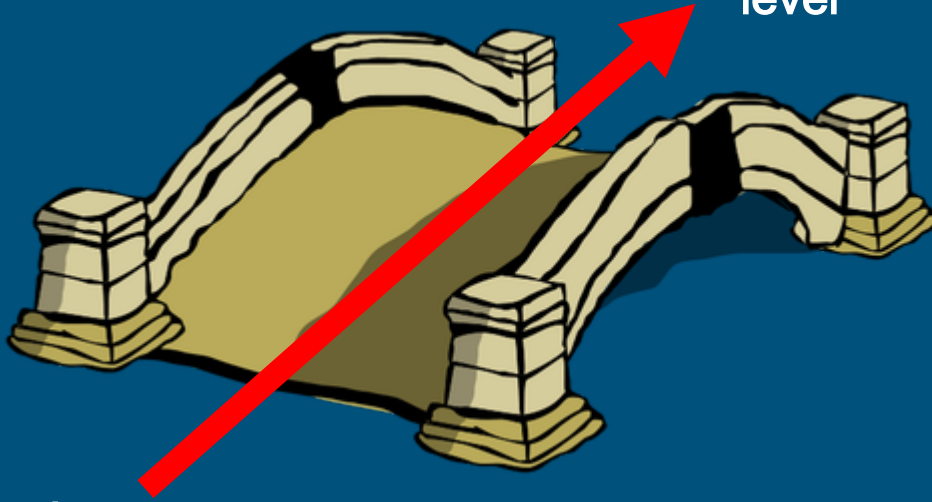


What is it?

- Reciprocal
- Non-evaluative
- Collaborative
- Sharing of skills, experience and knowledge
- Encourage personal and professional growth

Bridging the Gap

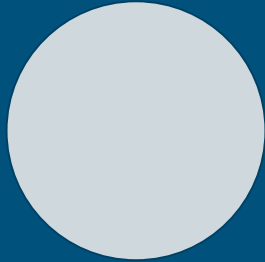
- New Teacher in first five years
- TTOC
- Teacher new to a subject area or level



- Student Teacher
- Teacher of a specific area

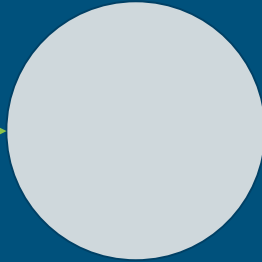
The Mentorship Program

Challenge



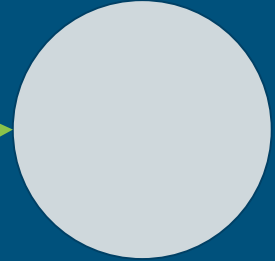
- Sharing
- Listening
- Creating a relationship
- Managing the process

Support



- Setting tasks
- Setting high standards
- Monitoring the process
- Maintaining Momentum

Vision



- Encouraging Movement
- Modelling
- Fostering reflection
- Suggesting new language

SD 61 Mentorship Program

- Training for the Mentors
- Supportive Listening
- Learning Mentoring Language
- Role play
- Reflection of own practice
- Strategies to help all new teachers in SD61
- Collegial sharing
- Teaching Observations





new teacher
mentoring project

Mentoring Language

Paraphrasing—I heard; let me see if I understand.

- In other words...
- What I'm hearing, then is...
- From what I hear you say...
- I'm hearing many things...
- As I listen to you, I'm understanding...

Clarifying questions—I heard, but I'm not sure or I would like to know more...

- Would you tell me more about...?
- Let me see if I understand...
- I'd be interested in hearing more...
- So, are you saying...?
- Tell me what you mean when you...
- It would help me understand if you give me an example...

Mediational Questions—invites thinking such as hypothesizing, analyzing, comparing, predicting, evaluating, and reflecting

- What's another way you might...?
- What would it look like if...?
- What do you think would happen if...?
- When have you done something like this before...?
- How did you decide...?
- What do you think...?

Suggestions—I'd like to offer you an idea with a rationale.

- One thing I've learned /noticed is...
- A couple of things to keep in mind are...
- What I know about _____ is...
- Because you want _____, something you might consider trying is... or ...
- Sometimes it's helpful if _____ because...
- Some teachers I know have tried a couple of things in this sort of situation and maybe one might work for you...
- A few possibilities are _____, which one might work for you?



The mentorship program has allowed me the time and space to ask the questions I needed to ask and have the time to explore the answers. I feel very grateful for this opportunity, it is such a valuable experience.

Gillian P., (Mentee)

I highly recommend the mentor program, it offers great guidance and I hope I'll be able to participate again in the future.

Thank-you,

Michele, T. (Mentee)

Positives of the Mentoring Program

Positives of the Mentorship Program

- Flexible
- Collaborative
- Confidence building
- Reflective
- Rewarding

**Thank you to SD 61 and the
GVTA for supporting this
wonderful program!**

háy'sx^w q'ə!