

The Central Goal
for mentoring programs is
improved student learning.

"Mentoring a teacher does not mean you have to know everything! Instead it calls for you to be a reflective listener and to give thought to your own teaching practices. It's not a time to judge, instead, it is an important stage during which you can tap into your professional knowledge and expertise and relate those to the current experiences of a beginning teacher. We learned from and alongside each other every time we met!"

Mentor

"Beginning a new position last year in Learning Services stretched me as a teacher, but having a mentor along the way helped to support me through the challenges. I expected to learn from my mentor, to get advice and to be encouraged, but at the end of the day I got so much more. I now have a teacher that I can collaborate with, someone to call when I've had a great day or a difficult one and most importantly a new friend. I would highly recommend this program!"

"Teaching is a demanding career. This rings true especially in those first years on the job. It's then that you really need someone alongside you, to help you make sense of your new surroundings. As a beginning teacher in Abbotsford I found myself wanting to connect with experienced teachers to share resources and talk about challenges. Ultimately, I wanted to have those professional conversations on a regular basis. I found the answer to all this in Abbotsford's Mentorship Program. Being a protégé, and having a seasoned teacher willing to take time to work with me over the course of two years, was invaluable. I highly recommend this program to those who consider themselves 'new' teachers in Abbotsford."

Protégés

Why have a Mentor?

The protégé:

- Gains a deeper understanding of their content
- Gains a bigger bag of tricks to explore
- Increases learning and teaching performance
- Brings us out of isolation and encourages us to collaborate with our colleagues
- Mentoring relationships offer opportunity for reciprocal growth and learning

CONTACT INFORMATION

For a new teacher application form, contact the Curriculum Department @ CORE
604-504-4612

or abbyconnect

<http://goo.gl/vw6zBl>



**The
Mentorship
Program**
for teachers new to the
profession, grade, or subject
area

Protégés

The Program

Mentor programs help teachers in new positions make a successful transition. Mentors provide guidance, support, effective feedback, technical skills and expertise to the protégé that allows for greater mastery of the job.

The Curriculum Department is currently accepting applications from teachers new to the profession or new to a subject area/grade level and would like to participate in the Mentorship Program.

Protégés will receive:

1. Two half days release time to meet with their mentor.
2. Afterschool workshop opportunities for protégés and or/mentors.
3. A year end celebration dinner

*A two-year commitment is required

Role of the Mentor

Consultant

Offering Support and Providing Resources

- Establish contact at the beginning of the school year
- Orient the protégé to the school district expectations and supports
- Model effective teaching practices

Collaborator

Creating Challenge and Encouraging Growth

- Work with the protégé to develop a personal growth plan
- Assist the protégé with curriculum planning
- Work collaboratively to identify the protégé's needs and adjust the mentoring process throughout the year

Coach

Facilitating Professional Vision

- Provide support and coaching in effective classroom management, parent communication, and other critical facets of professional practice
- Provide emotional support and encouragement
- Provide professional feedback

Skills and Attributes of a Quality Mentor

- Strong interpersonal skills
- Exemplary teaching practices
- A variety of instructional strategies
- Effective communicator
- Open-minded and willing to learn and grow professionally
- Able to work collaboratively
- Reflective practitioner who analyzes his or her own practice

Role and Responsibility of the Protégé

- A desire to learn new or develop existing skills and abilities
- Be available to receive the support of the mentor
- Attend an initial training session with mentor
- Be open and receptive to new ways of learning
- Be open to feedback
- Prepare and implement a joint mentorship growth plan with the mentor
- Work with the mentor to develop a personal growth plan
- Maintain a relationship with the mentor, consistent with the Code of Professional Conduct

Who dares to teach
must never cease to
learn.

John Cotton Dana