



FORMALISING MENTORING PARTNERSHIPS

Megan Colwell

What is a mentoring partnership?

Often seen as a way to address a deficit within a teachers practice- false

Assistance in helping develop as a whole person who achieves their goals – true



How this project fits

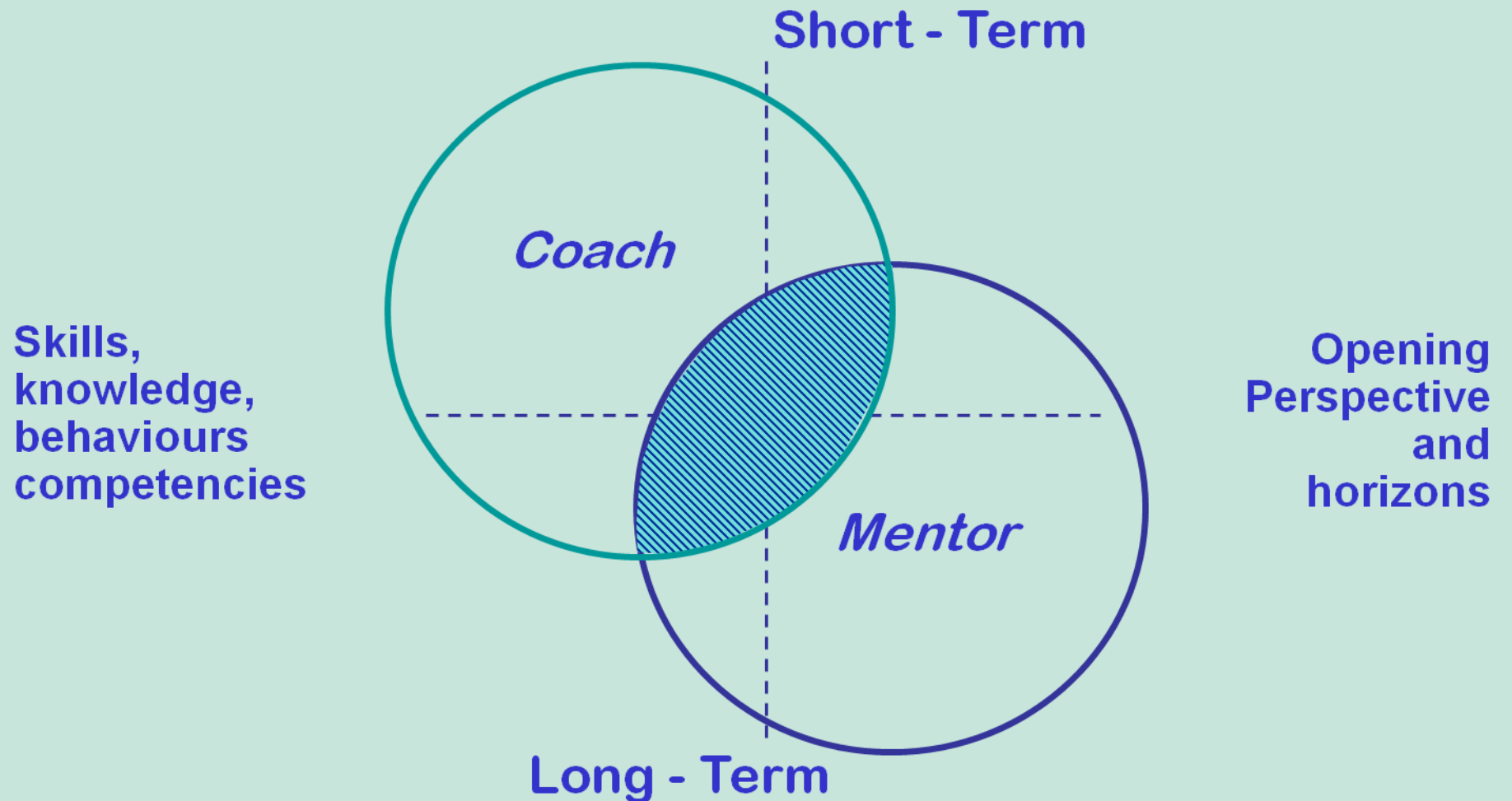
- Strategic Plan 2012- 2022
 - Goal 5: Versatile, skilled and committed staff
- 1. An adaptable workforce with skills aligned to strategic directions
- 2. A supportive, rewarding and equitable work environment
 - Key indicator- staff perception and staff retention

How it addresses the key indicator and why it is needed

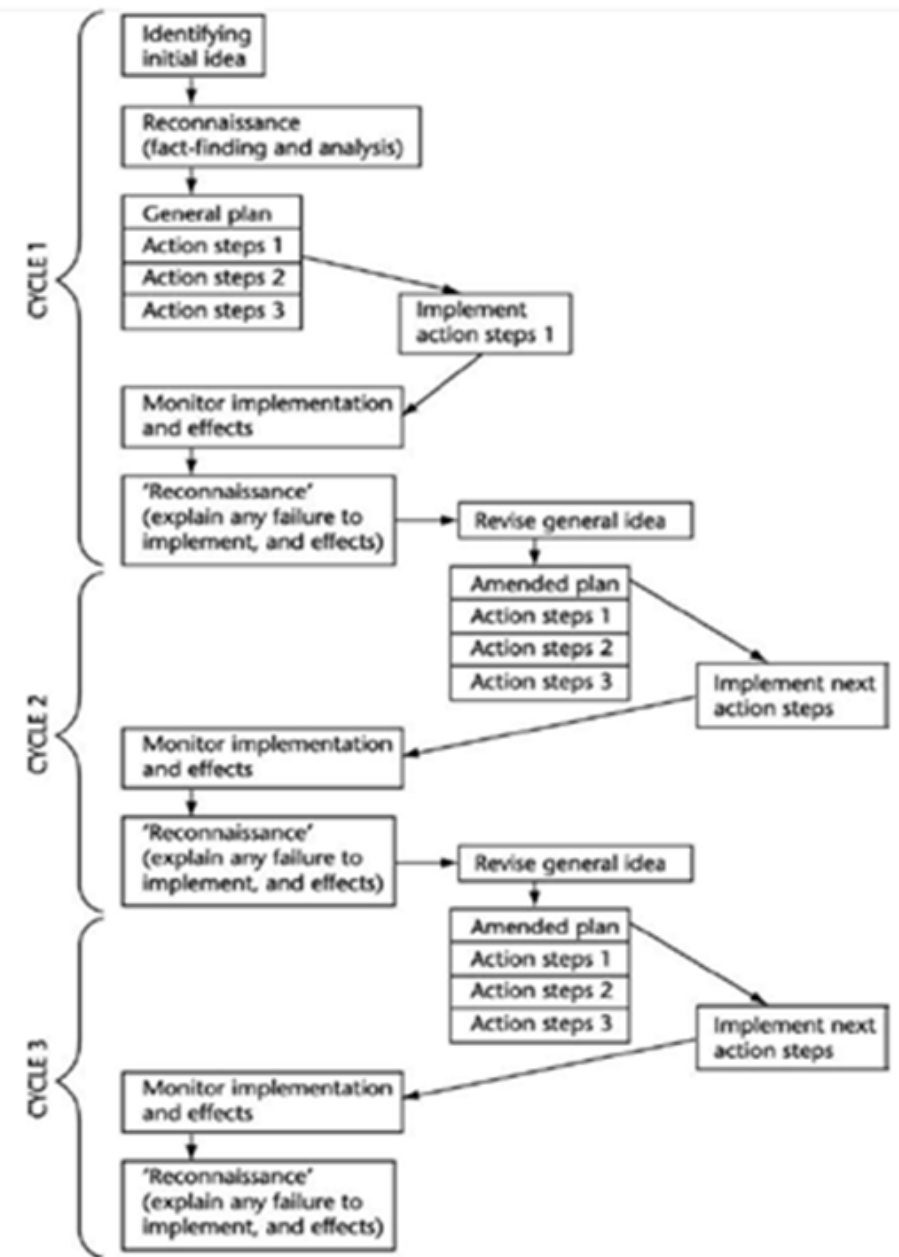
- 27.7% had left the profession in the first five years
- *This doubles for the first ten years*
- 23.4% failed to gain full registration within the first four years of teaching
- 49.3% had not observed another teacher's lessons
- 33.8% had not been observed by another teacher and then given feedback on their teaching
- 28.8% had not participated in professional development related to beginning teachers needs
- 21.1% had not participated in an induction program for beginning teachers

Where we
are now

Coaching versus Mentoring



AR framework for the project



Elliott's action research model (Elliott, 1991: 71)

Step 1. Feedback

- Question 1. Rate the importance of a mentor being assigned to you for your first year of teaching.
- Question 2. Rate the importance of a mentor being assigned to you for your second year of teaching.
- Question 3. Do you think we place enough effort on mentoring?

MPA

What is it?

- Learning plans
 - How they are going to conduct their partnership
 - Key areas of focus
 - Continually revisited
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- Benefits
 - Evidence
 - Live document
 - Assistance when something goes wrong

Step 2. Developing a framework

- Difficult to include both the mentor and mentee preferences
- Looking outside the education realm for a framework- widely used within business



Goals for 2018

Raise the profile of mentoring partnerships through:

- Gathering more evidence
- Presenting the framework with data to the AP
- Mentoring training package
- Present to the CCC for feedback
- Implement the plan

