



# SELECTING MENTORS

## FOR GENERAL AND SPECIAL EDUCATION

There are several considerations when selecting mentors for new teachers to support effective mentoring partnerships. Some of these considerations are context-specific (i.e., they depend upon the specific situation in the school and/or district). Others are necessary to meet the needs of all new teachers. When possible, mentors should be selected after the new teacher is hired.

**MENTORS PROVIDE** an array of services to meet the needs of new teachers which have implications for selecting mentors.

Ideally, one person could serve the mentor role, but this is often not possible. *In this case, you may need a school-based mentor and a role-based mentor.*

- **Instruction, Content, and Procedure Support**
  - Role-based mentors should have the same subject area and grade level
- **Emotional and School Culture Support**
  - School-based mentors should be in the same school location

Mentors and mentees should also have compatible planning time.

## MENTOR CHARACTERISTIC CHECKLIST

Research identifies the following personal and professional characteristics necessary for effective mentoring.

	Mentor Selection - General and Special Education	YES	NO
<b>Most important selection factors, all teachers</b>	Same subject area		
	Same grade level		
	Same school		
	Three or more years of effective teaching experience		
	Compatible schedules that allow for meeting time		
<b>Additional considerations for beginning special educators</b>	Experience as a special educator		
	Experience effectively teaching students who have similar disabilities		
	Knowledge of district and school policies and procedures for students with disabilities		
<b>Professional Characteristics</b>	Understanding of the challenges of teaching and classroom dynamics		
	Knowledge of student assessment, both formative and summative		
	Knowledge of teaching and learning standards		
	Respected as effective educators by peers		
	Strong commitment to teaching and their own professional development		
	Willingness to serve as a role model		
	Advocate for colleagues		
<b>Personal Characteristics</b>	Reflective, willing to accept feedback, and eager to learn from mistakes		
	Persistent, resilient, focused		
	Positive and resourceful		
	Non-judgmental, open-minded, inclusive		
	Patient and trustworthy		
	Energetic and enthusiastic		
	Good listener and communicator		

