

MISSISSIPPI TEACHER CENTER

Teacher Mentoring Program Overview

Welcome to the MDE Teacher Mentoring Orientation Module Series!

Why a Teacher Mentoring Program?

Mentors have an impact on new teachers in ways that no amount of training can. The real-life classroom represents questions that only real-life experience can answer. Mentors help provide those answers...[with] practical, concrete advice; pose important questions to prompt reflection; model teaching techniques in the classroom; observe and offer feedback; and offer another point of view at a time when it is easy to lose all perspective.

~Ellen Moir, New Teacher Center

It is estimated that almost 50% of all new teachers will leave the profession within their first five years in the classroom. (NCES,2012). The impact of this phenomenon compels MDE and our K-12 school districts to increase ways to retain competent beginning teachers in schools.

Research shows that grounding novice educators with awareness and tools, coupled with scaffolding skills through teacher mentor training, increase success and retention of new teachers. YOU have been identified as an expert, experienced teacher to mentor and coach a beginning teacher because although “novice teachers have gaps in skills and knowledge, and in areas of expertise, they learn alongside experienced teachers in a community of learners that is continually evolving” (NCTAF, 2005, p. 5). Moir (2010) suggests “*through targeted, tailored support we can change the arc of the new teacher’s learning curve.*”

Your mission is to bridge gaps in skills, knowledge, and expertise by working in a community of learners that is continually evolving.

Once selected as a Mentor, you are expected to provide systematic, ongoing, and sustained support for New Teachers (as per MS Law). The Teacher Mentoring Training provides information and materials to assist you in your important work.

Module One--The Mentor provides a power point guide with printable materials on Mentoring Roles and Responsibilities, Mentor Protocol, Suggestions on Mentor and New Teacher Interactions and Collaboration, Effective Communication and Questioning Techniques, and The Active Mentor Rubric.

Module Two--Supporting the New Teacher provides a power point guide with printable materials on New Teachers to support the transition from university student to professional. Information includes Needs Assessment Checklists and Questionnaires to assist you in assessing your New Teacher's Strengths and Needs, Phases of First Year Teachers, Guidelines for Scaffolding New Teachers, The MS Teaching Standards and M-STAR overview, and the Continuum of Teacher Development.

Module Three--Scaffolding the New Teacher as Colleague provides a power point guide with printable resource materials on each of the Mississippi Teaching Standards, The Standards and National Board for Professional Teaching Core Propositions (beginning with the end in mind), Professional Learning Communities as a natural extension of the Mentor/New Teacher Collaboration, Differentiating Instruction, and 21st Century Skills for 21st Century Schools. The Module concludes with a Reference section of helpful resources (books, websites, and articles).

Congratulations on your designation as Mentor Teacher!