



Creating Mentoring and Induction Program Goals

When building a mentoring program, it is wise to begin with the end in mind. Create a purpose for the mentoring program. A strong program begins with a solid foundation.

EFFECTIVE MENTORING requires planning and direction. This begins with a clear goal. Determine the objective of the mentoring program.

-Purpose: set clear goals

-Support: provide training and resources

-Alignment: consider district goals and priorities

What obstacles does the district face regarding teacher recruitment and retention?	
Set a clear and measurable goal(s) for your school's staff.	
What are some of the specific needs of new teachers in your school/district?	
How can an effective mentoring program help to address these challenges?	



<p>What resources could the district utilize to support the mentoring program (funding, time, tools, handbooks, training, etc.)?</p>	
<p>How will your district structure the time, format, and communication methods for mentor-mentee interactions throughout the school year?</p>	
<p>What ongoing training and support could be provided to mentors?</p>	
<p>What is the ideal outcome for each?</p>	<p>Students:</p>
	<p>Mentee:</p>
	<p>Mentor:</p>
	<p>School/District:</p>
<p>What mechanisms will be in place to gather feedback throughout the year? How will you use this feedback to make ongoing improvements to the program?</p>	

