

# Mentoring Practices for Growth and Professional Learning

## Mentoring Practices

### Mentor Professional Learning

Program leaders support mentor development in the same responsive ways that mentors support residents. Mentors foster collaboration with other mentors to promote knowledge and skills.

Mentors:

- Assess mentoring practice using the mentor standards to identify areas of growth, to set goals and prioritize;
- Use evidence to measure progress on mentoring goals;
- Use Resident Educator formative assessment data to inform mentoring focus;
- Advocate for conditions that support optimal learning environments and address the variable learning needs of all students;
- Model and promote a growth mindset (residents and students);
- Differentiate mentoring language and mentor stances to facilitate strengths-based, reflective mentor conversations;
- Apply an equity lens in instructional mentoring conversations; and,
- Facilitate reflective conversations to support the resident's emerging role as a teacher leader.

### Resident Educator Professional Learning

Mentors differentiate Resident Educator professional learning experiences based on adult learning principles and assessed needs and interests of the beginning teacher.

Mentors:

- Use the Continuum of Teacher Development to identify resident areas of growth, to set goals and prioritize;
- Use mentor tools and strategies to facilitate instructionally focused mentor conversations, collaborative lesson planning, lesson reflection and collaborative analysis of student learning;
- Promote resident understanding of the teaching and learning cycle, formative assessment strategies and tools that impact instruction, and equitable and effective instructional practices;
- Promote resident educator knowledge and skills to deliver standards-aligned instruction in ways that promote learner agency and meet the variable needs of all students;
- Engage resident educators in equity-based conversations to raise awareness and address bias in the classroom and in the school environment;
- Facilitate resident educator capacity to apply an equity lens to the teaching and learning cycle, instructional practices, materials and assessments; and,
- Promote resident educator's understanding of the role of family and two-way communication in student learning.

## Tools and Resources

### Mentor Tools and Resources

Mentors select tools and resources as they apply strategies to support resident educators' classroom practices and engage in mentor conversations.

- Continuum of Teacher Development
- OTES Self-Assessment and Professional Growth Plan
- Authentic teacher work: Lesson plans, assessments, reflections on lessons
- Collaborative Log
- Equity Conversation Planning Tool
- Teaching Observations: Informal, Peer, Exemplary, Reciprocal and by Mentor
- Video-recorded lessons
- Informational, Collaborative, Facilitative (ICF) Chart
- LMS Courses (Exploring Teacher Leadership, Advanced Mentoring Course)
- Mentoring Language Tool
- Resident Educator Program Standards
- Resident Educator Program Mentor Standards
- Mentor Reflection Questions Tool
- Teaching and Learning Cycle