

Tips for Effective Mentoring

Consider this: A mentor’s role is to help the new teacher discover solutions to their problems.



What might that look like?

Listening should allow for “venting” but the conversation should be “turned around” to the positive. Here’s some tips:

- ✓ RESPECT-Let the other person finish their thought/no interruptions
- ✓ FOCUS-Give eye contact and focus on only the speaker.
- ✓ OBSERVE-body language
- ✓ NOD/SMILE-demonstrate listening and understanding
- ✓ PROBE-use open ended questions to seek understanding
- ✓ REFLECT-paraphrase back what the speaker said and ask, “Is that right?”
- ✓ ACKNOWLEDGE-what the speaker said even if you don’t agree

Which of these is your strength? _____

Which do you want to focus on? _____

Observation should be non-evaluative, with a coaching model approach. Feedback should begin with an invitation for reflection.

- ✓ How do you think it went?
- ✓ Tell me more about that.

What will you do when your mentee is speaking? _____

Questioning should be open-ended and support those reflections.

- ✓ What went really well?
- ✓ What might you do differently?
- ✓ What have you tried so far?
- ✓ What did you notice the students doing when ...?

Brainstorm some questions you will ask your mentee when debriefing:

Only AFTER asking various questions should you share feedback.

- ✓ Choose 1-2 areas to focus on.
- ✓ Provide positive feedback first.
- ✓ Feedback should be actionable-“Consider using a timer on the Smartboard to keep the students on task, instead of, Make sure you finish your entire lesson.”

Practice giving feedback to a peer about a common new teacher concern.
