

GOALS of MENTORING

The goals of the SGDSB mentoring program are:

- To continue the learning process that begins during Faculty of Education training
- To help novice teachers improve their teaching practices and job performance
- To improve student learning**
- To integrate new teachers and transmit school culture
- To contribute to a collaborative school environment
- To foster a culture of mentoring
- To promote and provide professional development opportunities for all teachers
- To promote the personal and professional well-being of novice teachers
- To reduce stress for novice teachers
- To demonstrate to the public that new teachers have the skills and support they need to be effective teachers
- To attract and retain new teachers to S.G.D.S.B.

“New teachers will choose to stay at schools where sustained and consistent supports are in place, where they can do their day-to-day jobs with confidence and where they can grow in their profession over time.”

James Rowley

PROMOTING THE GOALS OF MENTORSHIP

Learning through personal interaction

- teachers explore issues and ideas together
- teachers have opportunities for the development of a relationship

Learning through the experience of others

- mentors can pass on their knowledge and the benefits of their experiences
- mentors can function as coaches who provide guidance, give ideas and foster professional growth

Learning through shared experiences

- sharing ideas can stimulate growth for both parties as they discuss teaching, share ideas and learn from each other

Learning through observation

- watching role models teach allows new teachers to become aware of alternative behaviours, attitudes and teaching strategies
- direct role modeling helps new teachers to build self-confidence

Learning through long-term exposure

- the long-term process over one to two years enables the development of a personal bond, mutual trust and rapport which enables self-discovery for both parties

(from Careers and Guidance pg. 348)