

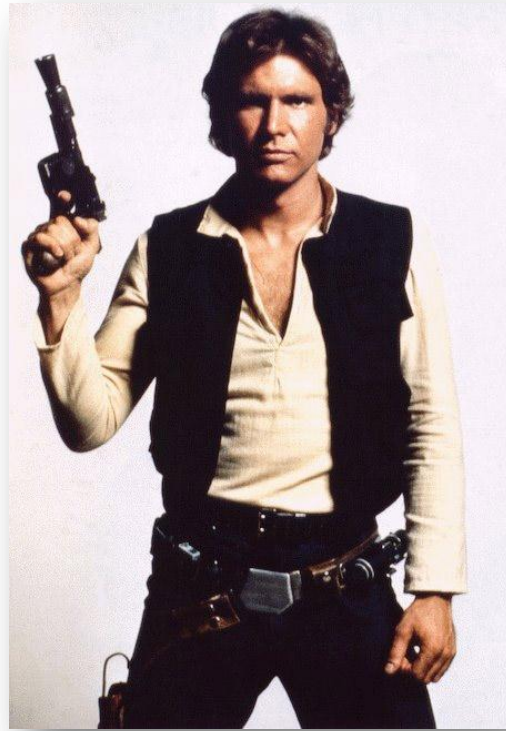
Mentoring for Year One and Beyond

Jeremy Delamarter, Ed.D.
Northwest University

A brief story



Mentoring Myths



Mentoring Realities





mentoring





What is an “induction program?”

Two types of induction programs

“informal”



“comprehensive”



Comprehensive Induction

- *Trained* mentor
- seminars/classes
- Common planning time
- Reduced teaching load/preps
- Regularly scheduled collaboration
- Regular support from administration

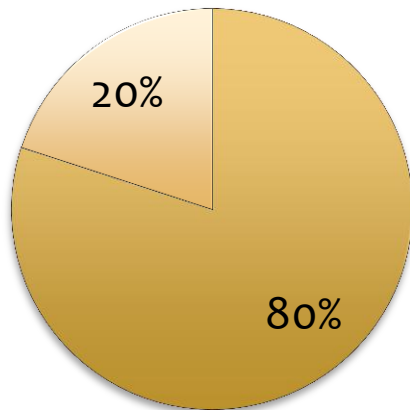


Comprehensive
Induction
programs

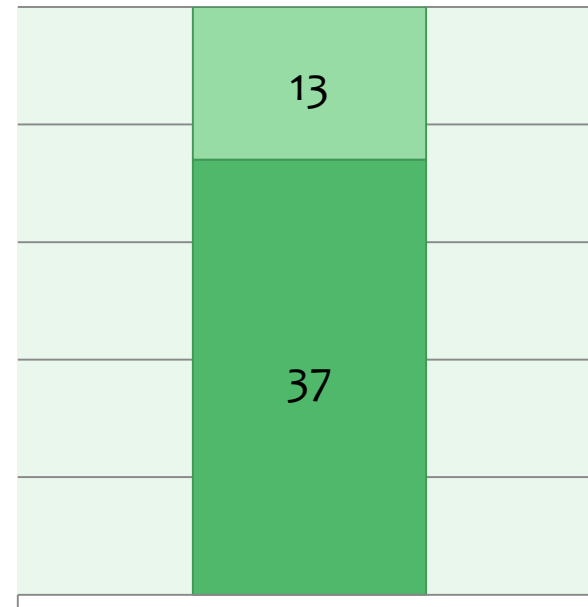


Less teacher
turnover

But this isn't what happens



■ Induction
■ No induction



■ YES
■ NO

Standards for Induction?

The PESB will
“*ADVOCATE FOR*
effective support
and funding for
beginning
educators....”





Who

When

What

New Teacher Center

NTC Reach in 2010-11

3,516

School Administrators



7,534

Mentors



24,195

Beginning Teachers



c. 1.5 million
Students



Why settle for retention?

“Mentors employ a comprehensive formative assessment system to guide the evaluation of a new teacher’s work. The system is framed by professional standards and involves formal data collection and analysis of teacher practice, including examination of student work.”

A professional teacher is “a teacher, through instruction and assessment, who has been able to document students’ increased knowledge and/or demonstration of skill related to state goals and/or EALRS.”

Why settle for retention?

formative
assessment system

professional
standards
data collection
teacher practice
examination of student
work

formal
analysis of

instruction
assessment

document
students' increased
knowledge and/or
demonstration of skill
related to state goals
and/or EALRS



mentoring could prepare teachers
for professional certification

Some take away points

- * Mentoring should start early and continue through 3rd year ProCert
- * Not all induction programs are created equal
- * Mentors need to be trained

Northwest University

- * ProCert mentoring courses
- * M.Ed in Instructional Leadership



?

Contact

jeremy.delamarter@northwestu.edu