

MENTORING MOMENTS: GOAL SETTING CONVERSATIONS AND MORE

Setting the Stage for Success

Mentoring is consistently reported by Beginning Teachers as the most meaningful element of the New Teacher Induction Program. Yet the dynamics of mentoring relationships are complex. When there is a misalignment of expectations on the part of either the beginning teacher or their mentor(s) significant challenges can arise.

Engaging in collaborative goal setting conversations at the outset of any mentoring relationship helps to set the stage for success. Two potentially powerful outcomes of these learning focused conversations are:

- 1) Building relational trust
- 2) Clarifying roles and expectations



Goal Setting Conversations – Practical Ideas

Elements of Listening

Attending Fully



Non Verbal Encouragement



Pausing & Paraphrasing



Reflecting Feelings

Building Relational Trust

Being “present” by applying the elements of effective listening is at the core of building trust and rapport in any relationship.

Clarifying Roles and Expectations

Position yourself as a co-learner by sharing your own learning goals for the mentoring relationship. Mentoring relationships that flourish are reciprocal – both parties learn and grow.

Possible Goal Setting Questions for both Mentors and Beginning Teachers

- What strengths and attributes do you bring to your role?
- What goals do you have for your students this year? If I were to speak with your students on the last day of school, what would you like them to remember about being in your classroom?
- What goals do you have for your professional learning this year? How do your learning goals connect to your goals for your students?
- How do you see our collaboration best working? Who else can provide support and mentorship?
- What are the next steps in our collaboration?



MENTORING MOMENTS: GOAL SETTING CONVERSATIONS AND MORE

Collaborative Resources to Support NTIP



NTIP Resource Handbooks

These handbooks contain a wealth of useful information for new teachers, mentors, and principals including month by month mentoring ideas and a clear delineation of the roles of each NTIP participant.

- <http://www.edu.gov.on.ca/eng/teacher/resourcehandbooks.html>



Mentoring Moments NING

The Mentoring Moments NING is our online community of practice for educators across Ontario supporting the New Teacher Induction Program. It features blogs, discussion forums, and direct links to a growing bank of practical mentoring resources.

- <http://mentoringmoments.ning.com>

The Teaching Policy and Standards Branch welcomes your input and ideas as we build this community together.

Mentoring Toolkit

10 Mentoring Modules are now available for Boards to adapt and share as part of professional learning for Mentors. Each completed module contains:

- Monograph – similar to our current monthly mentoring moments
- Powerpoint Slides with Notes – boards can adapt for their mentor professional learning
- Adobe Presenter Slidecast – slides with voice over narration
- NING Discussion Forum – key so what / now what questions and ongoing dialogue

- <http://mentoringmoments.ning.com/group/mentoring-mentors>



Do you have a mentoring idea, resource or question? Share with us at: <http://mentoringmoments.ning.com>