

MENTORING MOMENTS: BUILDING EFFECTIVE MENTORING RELATIONSHIPS

Essential Characteristics of Effective Mentoring Relationships

Multiple models of mentorship provide a “web” of personalized support for beginning teachers and directly align with the key goals of the New Teacher Induction Program. The chart below outlines core elements of authentic, learning focused mentoring relationships and is intended as a reflective tool for beginning teachers, mentors, principals, and board teams supporting NTIP.

Mutual	<ul style="list-style-type: none"> ■ Mentoring relationships that flourish are reciprocal – all parties learn and grow
Evolving	<ul style="list-style-type: none"> ■ Mentors exhibit flexibility of stance and role based on the needs of the beginning teachers they are supporting
Non- evaluative	<ul style="list-style-type: none"> ■ Mentoring supports are not connected to evaluation or judgment of a teachers performance
Trusting	<ul style="list-style-type: none"> ■ Relational trust is built through effective listening and fostered in an environment characterized by emotional safety and mutual respect
Open	<ul style="list-style-type: none"> ■ Through powerful learning designs (e.g., classroom observation and debriefing) teaching practice is deprivatized and the intentional sharing of knowledge and practice occurs
Real	<ul style="list-style-type: none"> ■ Mentoring activities are based on the authentic learning goals of the beginning teacher and connected to their “real world” of teaching and learning
Supported	<ul style="list-style-type: none"> ■ Conditions to foster effective mentoring relationships are supported at both the school and board level (e.g., joint release days for beginning teachers and mentors)
Honours strengths	<ul style="list-style-type: none"> ■ A deliberate seeking out of the strengths and attributes that each person brings to the mentoring relationship sets the context for meaningful sharing to occur
Invitational	<ul style="list-style-type: none"> ■ All parties have voluntarily chosen to engage in mentorship
Personalized	<ul style="list-style-type: none"> ■ Beginning teachers may choose to engage in multiple models of mentorship as they build a web of mentoring supports

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Issue 18 / September 2013

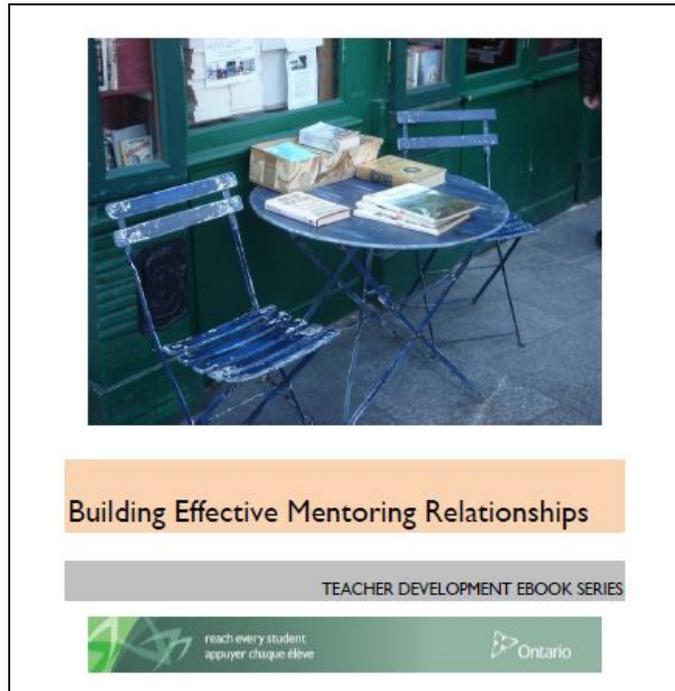
Building Effective Mentoring Relationships ebook

Who mentors the mentors?

Mentorship consistently emerges as the most valued aspect of NTIP by beginning teachers and is at the heart of the success of New Teacher Induction Program (NTIP). The purpose of this ebook is to provide a starting point for mentors, principals, and board teams as they seek to provide a menu of meaningful mentorship supports for beginning teachers.

Features of the ebook include:

- 38 pages of practical tools and resources to support mentorship at the classroom, school and board level
- Over 100 embedded links to Mentoring Modules, Monographs, Adobe Slidecasts, Video Clips, Powerpoint presentations and Strategy Harvests from the Mentoring Moments Ning



The *Building Effective Mentoring Relationships* ebook can either be read online or downloaded as an interactive PDF file which is compatible with all personal computers and tablets with internet access. The URL to access the ebook is:

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

The Teaching Policy and Standards Branch wishes to thank all participants in the 2012 – 2013 Adobe Connect professional learning sessions for board NTIP teams whose engagement and contributions have greatly enriched this ebook.

Continuing the Learning

Board teams and mentors are encouraged to adapt and share these resources as part of the ongoing support and professional learning they provide NTIP teachers. Suggestions and contributions regarding additional resources are more than welcome and can be shared at: <http://mentoringmoments.ning.com>

Additionally, an online resource page to support professional learning has been created for NTIP board teams on the Mentoring Moments Ning at:

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