



Learning Together this Year

The graphic above depicts a visual summary of how the Teaching Policy and Standards Branch (TPSB) has had the privilege of learning with beginning teachers, mentors and NTIP board teams this year. This month's *Mentoring Moments* is our attempt to distill what we've heard across the province from our NTIP Board Visits and provide practical resources to support the implementation of NTIP. Watch for a special companion issue highlighting the results of year 2 of the NTIP Longitudinal Research in the coming weeks.

NTIP Board Visits

From March – May 2014, TPSB in collaboration with Regional Education Officers were privileged to conduct 15 NTIP Board visits which included focus groups of new teachers, mentors and NTIP graduates (teachers in their 3rd, 4th or 5th year).

How can NTIP be even more meaningful?



At each focus group participants were asked what aspects of NTIP were most meaningful to their professional growth and how NTIP could be even more effectively implemented. Using “dotmocracy” participants voted for the ideas that they felt had the greatest resonance with their lived experiences.

In a sense the dotmocracy results are like a mirror held up to each school board. This mirror reflects both the strengths of their current program and the voices of beginning teachers and mentors as they seek to personalize and construct an authentic and meaningful NTIP that enhances the learning and growth of all.



Voices of NTIP Teachers and Mentors

Below is a summary of the voices we heard from new teachers and mentors this year across the province. Our findings echo the focus group data obtained via dotmocracy during our board visits in 2012 and 2013 so in effect represent our emerging learning from listening to over 45 school boards over the past 3 years.

“Create a mentoring web with multiple models of mentoring both within and beyond the school”



Mentorship is truly the heart of the NTIP. What our new teachers are telling us is that in addition to one-to-one mentoring they would like to build a web of mentorship with colleagues in their school and across their school board.

One Click Resources to support Building a Mentoring Web

- *Multiple Models of Mentorship* monograph and strategy harvest
- *Essential Characteristics of Effective Mentoring Relationships* monograph

“Provide choice from a menu of authentic, professional learning opportunities – practical, specific to assignment”



Choice and voice in learning acknowledges the vast array of prior experiences many NTIP teachers bring to their work and allows for differentiation of supports based on authentic learning needs.

One Click Resources to support Authentic Learning

- *Differentiating Professional Learning* monograph and strategy harvest
- *NTIP Learning Menu* monograph

“Increase number of joint release days to collaborate with multiple mentors”



Every school board we have visited offers some form of joint release days to support collaboration between new teachers and mentors. Our new teachers are simply saying “*more please*” as the personalization of learning these days provide is highly valued.

One Click Resources to support Joint Release Days

- *Powerful Designs for Mentoring* monograph and presentation
- *Classroom Observation and Debriefing* monograph and strategy harvest

“Support mentors as they are critical to the success of NTIP”



Providing ongoing learning opportunities for mentors to refine their craft and continue to grow personally and professionally is one of the most powerful actions boards can take as they seek to support new teachers.

One Click Resources to support Mentoring our Mentors

- *Mentoring our Mentors* monograph and interactive web page
- *Professional Learning Resources for Mentors* monographs, videos, slidecasts and ebook

