

OSTU & SD 67 Teacher Mentorship Program

What is mentorship?

Mentoring is a reciprocal and non-evaluative process by which colleagues collaborate to share their experiences, knowledge, and skills for personal and professional growth.

How will mentorship strengthen my practice?

Mentoring relationships:

- build confidence
- encourage reflective practice
- develop proactive problem solving
- affirm skills and capacities
- help focus participants on student learning
- provide different points of view
- model instructional strategies

Who is mentorship for in our district?

The mentorship program is for teachers within their first five years of practice, and for teachers transitioning into new assignments.

How will the mentor/mentee relationship look for me over the next year of teaching?

For OSTU Mentorship Program	For Early Learning and Literacy Program (K-2) with Kirsten Odian (limited to 3 applicants)
<ul style="list-style-type: none">• Each mentee-mentor pair will have 4 release days to meet and collaborate (this can be designed by the partnership to best meet the learning goals of the mentee)• Each mentee will have one and one-half days of Professional Development on designated PD days (whether the partnership chooses to use other PD days for this process, will be up to them)	<ul style="list-style-type: none">• Each mentee will be required to attend 2-30 minute sessions outside of instructional time• Each mentee will receive 3-half-days of release time (this will be designed by the mentee and Kirsten to best meet the learning goals of the mentee)• Possible half-day professional development on a designated PD day

As a mentee, what will my responsibilities be?

- be prepared to share learning aspirations and work collaboratively and reciprocally with others
- reflect on daily practice and identify professional goals
- commit to continuous learning
- consider formative feedback

How will I be paired with a mentor?

You will fill in an application form in September. On the form you can identify two possible colleagues you would like to work with as mentors. The Mentorship Steering Committee will consider your requests and confirm who is able to commit. Alternately, the committee will attempt to pair you with a colleague whom they consider is best able to support your learning goals. Those that have applied for the Early Learning and Literacy Program mentorship will be selected from applicants and partnered with Kirsten Odian (Early Learning and Literacy Program Helping Teacher).

Is a mentorship relationship worth the time and effort?

Teachers who participated in mentoring programs through the New Teacher Mentoring Project have unanimously said YES! The structure provided opportunities for teachers to think, plan, and work together in ways that may not have been as effective through informal mentorship.

If you have any further questions, please contact Angie Seppola at aseppola@summer.com.