**Mentor Expectations**

**Note about this document:** This document is a sample tool with resource links developed by a Professional Learning Community of induction professionals from around the state of Colorado. Nothing in this document should be considered as required by the Colorado Department of Education.

To Consider:

Training, self-assessment tools, professional publications & resources, mentor selection

**Core Competencies:**

| **Learner’s Mindset** | **People Skills** | **Models Professionalism** | **Highly Skilled in**  **Teacher Domain** | **Learning to Develop Efficacy in Coaching** |
| --- | --- | --- | --- | --- |
| * **Believes every student can learn and be supported** * Possesses and values a learner’s mindset * Sees challenges as opportunities * Willingness to be vulnerable, take risks * Values expertise in others * Engages in learning opportunities | * **Provides a well balanced socioemotional support system** * Relationship oriented for the benefit of all mentees * Thinks outside the box to support problem solving that benefits mentee * Encouraging and emotionally supportive * Highly collaborative mindset for supporting mentee * Cultivates own Emotional Intelligence (E.I.) and supports development of E.I. in others | * **Sees their success in the success of others** * Views receiving feedback as growth opportunity * Willingness to be observed * Exemplifies and models Highest Professional Standards * Is present physically and emotionally | * **Reflective practitioner** * Top quartile of teacher evaluation * Incorporates best practices | I will become or I am:   * **Seen as a confidant to mentee: builds trust encourages risk-taking, maintains confidentiality** * Versed in different coaching models * Knows when to consult, collaborate, and coaching * Understands the [phases of new teachers](http://weac.org/articles/new-teacher-handbook/phases/) to empathize and anticipate appropriate support * Skilled in giving feedback * Employs Adult Learning Theory in practice |

**Print Material:**

[Mentoring in Action](https://us.corwin.com/en-us/nam/mentoring-in-action-a-month-by-month-curriculum-for-teacher-effectiveness/book251765) by Carol Pelletier Radford

[Art of Coaching](http://brightmorningteam.com/tools-publications/books-by-elena-aguilar/) by Elena Aguilar

Coaching and Mentoring First-Year and Student Teachers 2nd ed. By Vicki Denmark

[21st Century Mentors Handbook](https://justaskpublications.com/products/books/the-21st-century-mentors-handbook/)

Supporting Beginning Teachers by Tina H. Boogren

Onward by Elena Aguilar

The Beginning Teacher’s Field Guide by Tina H. Boogren

**Online Resources:**

[Collective Teacher Efficacy](https://thelearningexchange.ca/collective-teacher-efficacy/) by Jeni Donohoo

[Six Steps for Effective Feedback](https://www.youtube.com/watch?v=EBBlhoFfqwk), Uncommon Schools

[Mentoring in the 21st Century](https://justaskpublications.com/just-ask-resource-center/mentoring-in-the-21st-century/) by Just Ask

[Phases of First Year Teaching](http://weac.org/articles/new-teacher-handbook/phases/), Wisconsin Education Association Council

[Bright Morning](http://brightmorningteam.com/tools-publications/coaching-tools/) by Elena Aguilar