**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
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**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