

# Edcouch-Elsa ISD



## Mentor/Mentee Overview

### Why Mentoring?

According to research, starting teachers feel ill prepared in a variety of areas. Multi-year teacher mentoring plans lead to improvements in student performance, teacher effectiveness, and teacher retention (Ingersoll and Strong, 2011). In Edcouch-Elsa, this concept aligns with our overarching goal of improving teaching and learning. It is important to us that mentors act as more than a friend, but as an actual guide, or coach, to the new teacher.

### Purposes of Mentoring

While both the mentor and mentee serve many roles and may cover a variety of topics, most discussions will fall into one of the three categories below.

#### **A. Initial Orientation to Many Challenges**

- How do you learn to plan and teach?
- How do you plan curriculum?
- How do you manage student behavior?

#### **B. Improvement of Professional Practices**

- How do you learn to improve teaching practice?
- What do you do to make it work better?
- How do you reflect?

#### **C. Development of the School as a Learning Community**

- What needs to be done to develop a collaborative community of learners?

### Reciprocity in Mentoring

Edcouch-Elsa ISD promotes reciprocity through our mentoring program. While the mentor is acting as a guide to the mentee, there are also opportunities for the mentor to learn from

the mentee’s knowledge. While the mentee will have access to the knowledge and support of their mentor teacher and will be working to build their toolkit for curriculum and instructional strategies, the mentor will continue to grow their knowledge and will have time to refocus on instructional practices and develop reflective skills.

**Roles and Responsibilities**

Both the mentor and mentee have several roles and responsibilities throughout their partnership. These roles and responsibilities often compliment each other and clearly outline the expectation for each person.

| <b>Mentor (Experienced Teacher)</b>   | <b>Mentee (Novice Teacher)</b>   |
|---|--|
| <ul style="list-style-type: none"> <li>● Encourage and support the acculturation of the mentee into the district</li> <li>● Work with mentee to prepare and implement a joint mentorship growth plan</li> <li>● Maintain a relationship with the mentee consistent with the Code of Professional Conduct</li> <li>● Model and demonstrate effective teaching strategies</li> <li>● Observe and provide feedback to the mentee</li> <li>● Assist the mentee in identifying personal strengths and planning for further professional growth</li> <li>● Assist the mentee with curriculum and instructional planning.</li> </ul> | <ul style="list-style-type: none"> <li>● Work with mentor to become acclimated to district and campus procedures. Don’t be afraid to ask questions!</li> <li>● Work with mentor to develop a joint mentorship growth plan</li> <li>● Maintain a relationship with the mentor consistent with the Code of Professional Conduct</li> <li>● Implement suggested/modeled effective teaching strategies</li> <li>● Be open to observation and feedback from mentor</li> <li>● Identify personal strengths and plan for further professional growth with mentor</li> <li>● Work with mentor on curriculum and instructional planning.</li> </ul> |

**Ongoing Support**

Edcouch-Elsa ISD started the mentor/mentee program during new teacher orientation in August 2022. However, to ensure the success of the program, the district will continue to provide monthly professional learning surrounding both curriculum and classroom management throughout the school year.