



New Teacher Center
Chicago

Mentor Selection

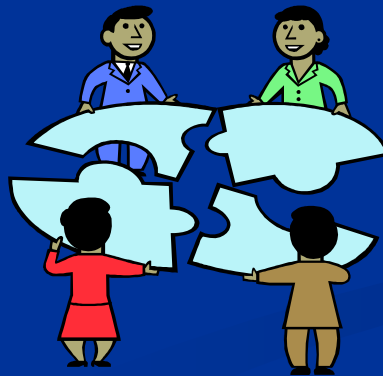
Illinois New Teacher Collaborative
February 23, 2010

Rochelle Bryant, Lead Induction Coach
Tamiko Clark, Lead Induction Coach
Christopher Twomey, Induction Coach



Connector

On a note card jot down a few characteristics
/criteria of a quality mentor.



Learning Outcomes

- Identify the steps in the process of mentor selection
- Introduce the use of various protocols throughout the mentor selection process
- Understand the need for a mentor selection rubric

AGENDA

- ❑ Connector
- ❑ Overview of the Process
- ❑ Mentor Criteria
- ❑ Protocols
- ❑ Mentor Selection Rubric
- ❑ Closure

Overview

- ❑ Paper Application Review
- ❑ First Interview (Phone)
- ❑ Second Interview (Panel)
- ❑ Third interview (CNTC Leadership)
- ❑ Reference check

Context

- ❑ Urban District-CPS
- ❑ Scale up
 - ❑ 1104 Teachers
 - ❑ 379 Schools
- ❑ Free released mentor
 - ❑ Average Coach: Teacher Ratio
 - ❑ 1:16 and 1:30
- ❑ Programs
 - ❑ IS (562), CS (441) and Combo (101)

Mentor Criteria

What Are the Qualities of an effective Mentor?

- ❑ Exemplary teacher and role model
- ❑ Classroom experience
- ❑ Valid certification
- ❑ Knowledge
- ❑ Standards based instruction



Mentor Criteria

- ❑ Successful working with diverse student populations
- ❑ Participate in professional preparation
- ❑ Engage in formative assessment process
- ❑ Collaborative

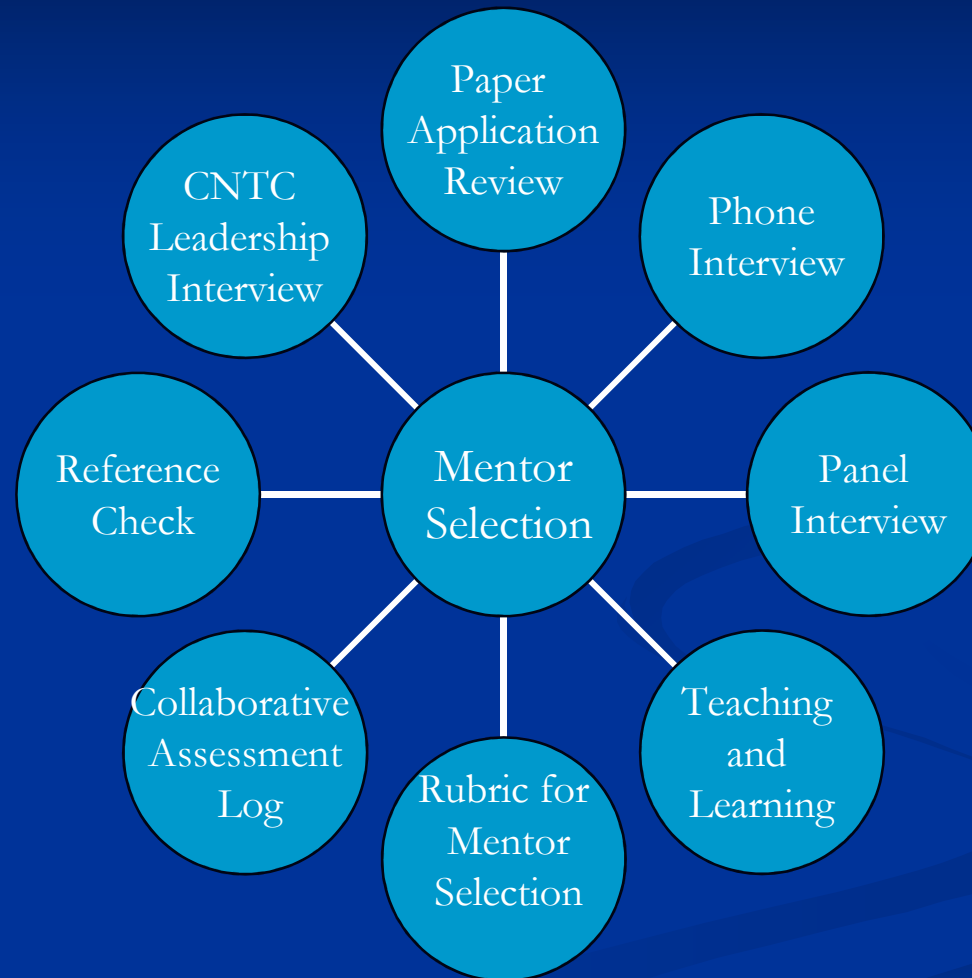


Mentor Criteria

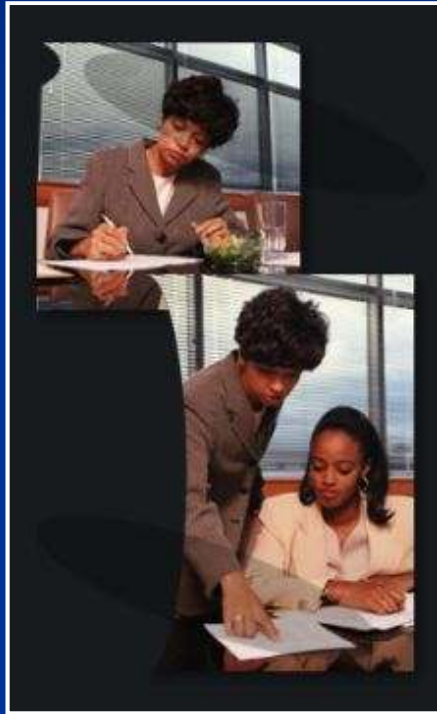
- ❑ Designing and facilitating professional development
- ❑ Communication skills
- ❑ Creditable with peers and administrators
- ❑ Respect for multiple perspectives
- ❑ Commitment



Protocols



Paper Application Review



What were are we
looking for?

First Interview (Phone Screening)

- ❑ Experience
- ❑ Expectations
- ❑ Next steps



Second Interview-Panel

- ❑ Panel Protocol
 - ❑ Components
 - ❑ Professional Practice Inquiry
 - ❑ Teaching and Learning
 - ❑ Artifacts
 - ❑ Debrief



Rubric For Mentor Selection

- ❑ Interpersonal Skills
- ❑ Classroom Practice
- ❑ Working with Diverse Student Populations
- ❑ Differentiation
- ❑ Use of Assessments in practice
- ❑ Professional Development
- ❑ Relationships
- ❑ Collaboration
- ❑ Confidence
- ❑ Language

Collaborative Assessment Log



Status

Final Decisions

- Reference Check
- Final Interview with CNTC Leadership
- Program Placement



Closure

Thinking about your context, please record your insights and one next step that you may implement for your mentor selection process. We encourage you to share with an elbow partner.





New Teacher Center
Chicago

Mentor Selection-Thank you!

For more information:

Rochelle Bryant,

rbryant@newteachercenter.org