

The following is a transcription of the Role-Alike session notes written by conference participants.

Pink Marker

New Teacher

- A comfortable mentor-protégé relationship
- Surveys to check the “match”
- Solid, structured plan/program
- Organization of program
- Happy new teachers!
- Understanding expectations/procedures before school starts
- Success=teacher retention
- Success=I MADE IT!
- Trustworthy, non-judgmental mentors
- QUALITY vs. quantity
- Success=teachers feel acclimated to school/connected to staff & kids

Green Marker

- End-of-the-year celebrations
- Mentor could chart successes that mentees had
- School should publicize that mentees made it (newsletter, etc.)
- Moving from Initial to Standard certificate
- Support/encouragement/gifts throughout year
- Socials! Time to talk about feelings & ideas & celebrate!
- Mentees feel successful when they are able to have input & make it their own
- Meaningful tokens to remind new teachers of hard work
- Success is being recognized, feeling valued
- Success is CONFIDENCE!

Blue and Orange Marker

How does mentoring program benefit NEW TEACHERS? What would make it more beneficial?

- Without mentors, protégés probably wouldn't have stayed
- Some programs need better/more invested mentors
- Good mentoring programs make new teachers aware/comfortable
- New teachers would appreciate knowing the essentials up front and saving the rest for later
- Mentor observations/feedback are beneficial and appreciated (release time)
- Evolution of protégé is a good feeling/partnership with mentor

- Smaller mentor-protégé ratio and better mentors needed
- Take age, etc. into account when matching pairs

Pink, Brown and Blue Markers (with little sun-bullets)

What does success mean

- Resources/funding needed
- Beginning teachers more effective sooner
- Administrators have an easier time
- Satisfied effective teachers that leads to student achievement

How has success brought CHANGE

- Aligning evaluation tool with induction program
- Appraisals have been more positive
- Increased district coordinators
- Implementation of new teacher orientation
- Open lines of communication (more reflective)
- Collaboration with intilies (*sic*) increased (union, admin...)
- Improved action plans

Mentor highlights

- Successful programs have support from Union, Admin, Teachers
- Successful programs build in strategies that promote trust and respect
- Successful programs incorporate reflection based on data
- Successful programs are backed with funding
- Successful programs gather data through surveys, focus groups, interviews, student achievement, observations, self-evaluation on IL Continuum, IL Teaching Standards
- Successful programs have clear expectations & documentation
- Participation causes growth in mentors & novice

How do you CELEBRATE success

- Parties/celebrations
- Certificates
- Gifts (pins... bags...)
appreciation
- Community/Vendors
Message
Speakers
- Monthly newsletter
feature successful moments

How does a successful program benefit...

- Causes mentors to reflect on their own teaching
- Positive improvements in climate influences all teachers
- Connection between Admin and teachers improved
- New perspective
- More collaboration benefits students

How do we measure success

- Surveys of all participants – admin, teachers, mentors
- Analyze retention data
- Observe new teachers
- Case by case
- Moving along the continuum
- Get new teachers to turn in paperwork
- Bonding/Collaboration
- Supportive environment

Wish list: Assess/measure student achievement

- Know how to build trusting relationships
- Full participation; admin, teachers, union, etc.

What does SUCCESS look like

- Mentors initial trained and ongoing support
- Teachers stay in district
- Collaboration would be high in trust & enjoyment
- Self-reflection occurs
- Improved school climate
- Improved student achievement

Purple Marker

What does Success look like?

- Retention of quality teachers
- Personal growth & confidence
- Improved school climate/culture
- Trust ... mentor/teacher & administrator ~“buy-in”
- Develops teacher leaders
- Focus on teacher needs ~staff development

Success

- Growth... professionalism... mentor
- Impact on our children... What is best for kids!

Purple, Red, Orange, and Green Markers (Administrators)

Celebrate

- “Graduation” party at country club
- Prizes
- “Yearbook”... with stories
- Annual theme, scrapbooks

Measuring Success...

- Retention rate
- Absenteeism data
- Discipline data
- Formative assessment data
- Attendance at prof. dev.
- Mentors seeking advanced degrees
- Student achievement

Significant Change...

- Create common language, open communication
- Allocation of resources
- Evaluation system, instrument improvements
- Pre service teachers ask for mentoring
- Standards for mentoring program

Success... improvement... teaching & learning