



Erasmus+



# MENTOR - Mentoring between teachers in secondary and high schools

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# Implementation of the mentoring between teachers step by step.

## **STEP 1 - Presenting the validity of the mentoring in the school.**

- ✓ Encourage the headmaster(s) to implement the mentoring program in your school by adequately informing about this form of teachers' development tool;
- ✓ Have the headmasters agree to the implementation of the mentoring and to provide support to the teachers involved;
- ✓ Find out, whether there have already been mentoring programs in this school and what were their effects, make sure that it is possible to start the mentoring relation(s) in terms of availability of the teachers.

# Mentoring

## STEP 2 - Analyzing context.



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Get to know all the already existing formal and informal activities that help novice teachers.

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## **STEP 3 - Planning mentoring program's activities.**

- Selection of mentees and mentors;
- Training the mentors;
- Defining activities.

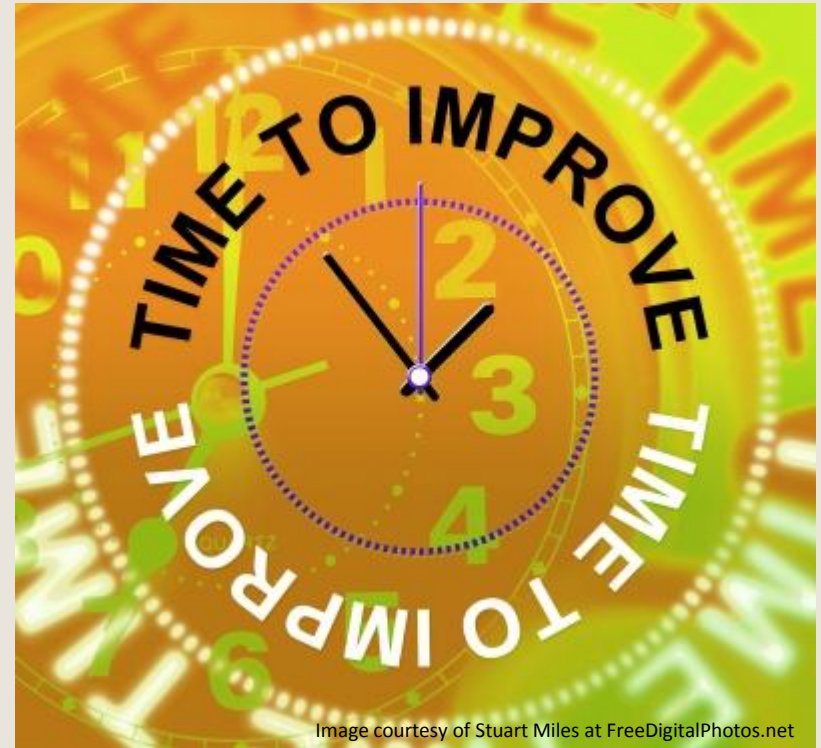


Image courtesy of Stuart Miles at FreeDigitalPhotos.net



## **STEP 4 – Mentoring activities.**

▪ **Basic activities:** face-to-face meetings and conversations between the mentor and the mentee.



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▪ **Additional activities:** classroom observations: a) mentee observes mentor or b) mentee is observed by mentor, c) mentor and mentee common activities.

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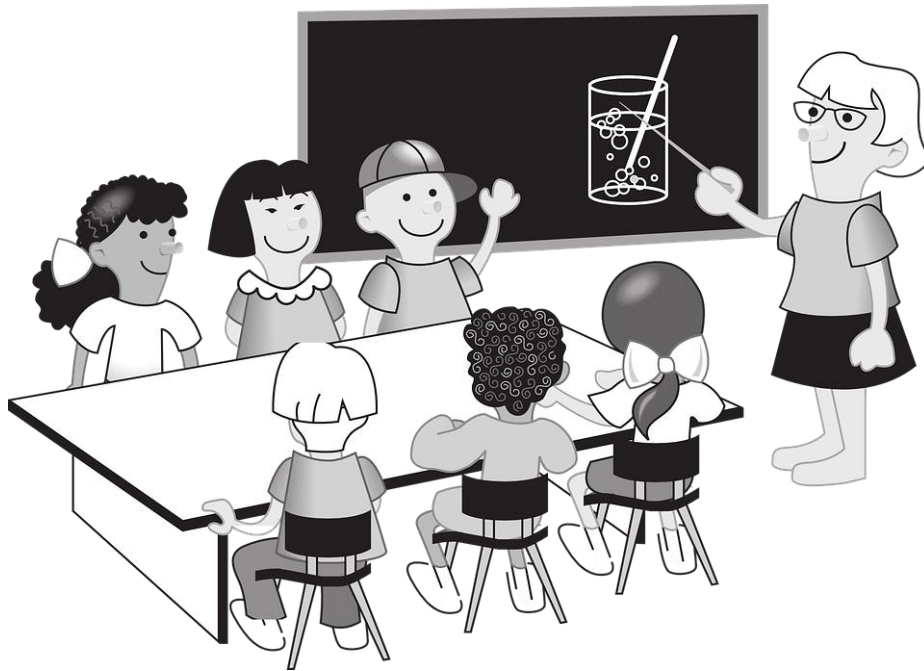
## **STEP 5 -Monitoring.**

The school management (headmaster) should monitor the program in terms of legal requirements and be mediator in the problems that might arise.



## **STEP 6 – Evaluating.**

Analyzing the beginning teacher's development in variables like teaching, absenteeism and relations with students, parents, other teachers, etc.



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## **STEP 7 - Enhancement.**

- Analyze the strengths and weaknesses of the program;
- Project and implement improvements;
- If some areas of the mentee's knowledge and skills are already well developed, both think of next areas.

