

The Teacher Learning Project  
Launching a Mentoring Program  
Guidelines for Mentoring and FAQ's  
2010-2011 Seattle Hebrew Academy

***What do we mean by “mentoring” at Seattle Hebrew Academy?***

Mentoring is in-person, close-to-the-classroom work between colleagues, often – but not always – a more experienced and a less experienced person. A mentoring relationship is a long-term investment in one another’s professional growth, and in enhancing the teaching and learning in the school.

***Why does SHA invest in mentoring?***

We invest in mentoring because we know that teaching is complex intellectual work and learning to do it takes time and ongoing professional development. The best professional development is grounded in the teaching we do every day.

***What are mentors expected to do?***

We expect mentors to be a warm, supportive connection that will help orient new teachers to our school.

We expect mentors to work with their mentees to help them meet the teaching and learning standards in our school. Strategies for doing so might include observing them teach and debriefing it, co-observing other classrooms, sharing articles and resources, looking together at student work, and co-planning.

We expect that mentors and mentees will meet weekly at their designated time, ground their work in the teaching standards and each teacher’s professional goals, and fill out a collaborative log at each meeting. We expect that mentors and mentees will each keep a copy of their collaborative logs in their notebooks.

We expect that mentors will participate in the monthly mentor study group.

We expect that mentors will meet regularly with the Induction Leader.

We know that mentoring is complex work, just like teaching, and we expect that mentors will develop skill and confidence over time.

***How will the mentors learn the appropriate skills?***

Monthly mentor study groups are a forum for ongoing professional development for mentors. They are a place to explore challenges, ask questions, and practice mentoring skills like focused observation, debriefing lessons, and looking together at student work.

The Induction Leader is available as a coach for the mentors. She will regularly observe mentor-mentee meetings and debrief with the mentors. She is a resource to go to with questions or challenges.

Mentors are resources for one another. When you have a question, please ask!