Teaching for Success online conference

Making mentoring a meaningful CPD experience

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- ## Talk aims :

    1. Brief discussion & definition of term 'mentoring'.

    2.   Tips on how to establish, nurture & conclude the mentoring relationship with the mentee.

    3. Brief reflection on talk.

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- **1. Discussion & definition of term 'mentoring'.**

What is Mentoring

Mentoring is where one more experienced individual gives time to help the development of a less experienced colleague.

Source : British Council Human Resources Career Management intranet

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Coaching versus mentoring

- *Coaching* tends to have a specific and tightly focused goal (e.g. helping someone to prepare for an interview board or to make a presentation to a client). It tends to be more intensive than mentoring, executive coaching is most often done by someone who is professionally trained and has previous experience in coaching.
- *Mentoring* goes further in offering support and advice to someone as a person, and may touch on any aspect of their life; The mentor is very often a more experienced and will often have a particular expertise; they often know the organisation well and their experiences are useful to help the mentee understand and develop

Source : British Council Human Resources Career Management intranet

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- **2. Establish, nurture & conclude.**

Establish
- Understand your mentee and set the scene.
- The mentee makes an action plan – goal/s and steps to get there.

Possible mentee task

Look at the following list and decide if you think it is a personal strength, a weakness or an area you are satisfied with in your own teaching. Write strength, weakness or area of satisfaction next to the items in the list.

1. Using class routines and effective classroom management techniques.

2. Making your lessons learner-centred.

3. Developing HOTS & LOTS.

4. Giving learners plenty of time to speak in class.

Source : Sarah Priestley, British Council Italy

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Nurture

- Have regular check-ins with the mentee. Optional mid-year chat.

Conclude

- Reflect and review.

Possible reflection questions

What was your personal development goal?

How successful have you been in developing this? How do you know this?
What have you learnt from this?

Source : Sarah Priestley, British Council Italy

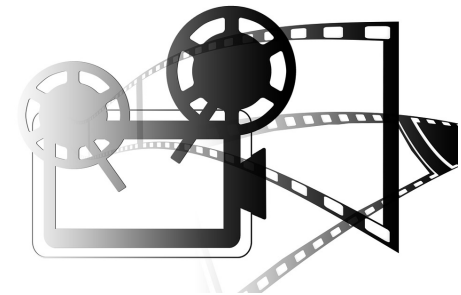# Making mentoring a meaningful CPD experience

- **Video task**

Sarah interviewed 2 teachers she mentored last year. They are giving advice to mentors. Watch the 2 clips and afterwards answer the poll question.

POLL. Whose advice is more relevant to you and your context ?
Victoria (blond teacher)
Claudia (dark-haired teacher)
Both

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- **Brief reflection on talk**

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- **Question time**

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- All images are taken from www.pixabay.com .

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