

Sequences

Introduction to Mentoring Short Sequence

Module Titles

1. Bringing the Role of Mentor into Focus (90 minutes)
2. Growing Through Practice (90 minutes)
3. Accelerating Development with Peer Support (60 minutes)

Applicable to a wide variety of roles and programs, this sequence includes material on the role(s) of a mentor and expectation setting, common challenges, and strategies for preventing them, and how to identify approaches that work for a program's context and an individual's strengths. These modules build on one another and are designed to be sequenced over a week or several months.

Note: Mentors are paired with one another for peer support at the end of Module 3. It is recommended that they have a least one month left of the program at the time of the pairing to get the most out of this activity.

Introduction to Mentoring Extended Sequence

Module Titles

1. Welcome to Lenses and Levers (90 minutes)
2. Growing Through Practice (90 minutes)
3. Inventory of Mentoring Assets (90 minutes)
4. Accelerating Growth with Peer Mentoring (60 minutes)
5. Charting a Path Forward (60 minutes)

The extended sequence covers similar core content as the short sequence, but includes more opportunities to practice, reflect, and apply learnings in the field. Applicable to a wide variety of roles and programs, this sequence helps mentors to:

- Understand the role(s) of a mentor and how to set expectations aligned to their program
- Identify their strengths and approaches that will most effectively utilize them
- Be aware of common challenges and have strategies for preventing and addressing them
- Develop supportive relationships with one another for continuous growth

The modules employ a range of adult-learning best practices to address a variety of learning styles, and to encourage engagement and immediate application of concepts into practice. These include a mix of knowledge transfer, individual reflection, group work and interactions, and inter-module activities aligned to actual program outcomes. These modules build on one another and are designed to be sequenced over a week or several months.

Note: Mentors are paired with one another for peer support at the end of Module 4. It is recommended that they have a least one month left of the program at the time of the pairing to get the most out of this activity. Module 5 can be implemented at any point after Module 4.

Mentoring Pipeline Sequence

Module Titles

1. Buddy Mentoring Basics (60 minutes)
2. From Practice to Practicum (60 minutes)
3. Developing as Mentor (60 minutes)
4. The Host with the Most: Student Teaching OR The Host with the Most: Residency (60 minutes)

This sequence is for institutions that want to create a “pipeline” to cultivate and grow mentor capacity. Typically, programs have two or three stages in their pipeline. In the first year of implementation, potential mentors are sorted into one of the three pipeline stages based on experience or principal recommendations. In subsequent years, they may stay at their current level or move on to more demanding roles when ready or needed. This allows institutions to cultivate a deeper and broader pool of mentors while also providing more structured leadership and development opportunities for teachers.

For more details on each module see the descriptions below, in “Mentor Pipeline Trainings.”