Standalone Offerings

Introductory Trainings

Learning to Mentor (90 minutes)

A single-session, general introduction to mentoring for those new to mentoring, or to establish a common language and expectations across a program. This covers the role of the mentor, expectation setting, some tools for reflection to develop in your practice, and some common challenges and how to navigate them.

Getting the Most as a Mentee (60 minutes)

A single session for mentees. This can be used as a compliment to mentor training or on its own. The session covers the range of roles mentors and mentees occupy, the responsibilities of a mentee, understanding expectations, reflection activities, and some common challenges and how to navigate them.

Intro to Peer-to-Peer Support (60 minutes)
A complement to any mentoring program, this training builds an understanding of the benefits of peer-to-peer support, establishes basic expectations, and provides tools for reflection and connection. It includes matching participants to one another based on their profile information to launch those experiences.

Returning-Mentor Trainings

For those who have already taken an introductory course or sequence. These sessions build on the concepts as well as the experiences that mentors have had in the field.

Organizational Assets: Expectation Setting 2.0 (60 minutes)
This follow-up focuses on reflecting on prior experiences with expectation setting, how and when to be flexible, and techniques for resetting expectations when a mentoring relationship has gone off course.

Interpersonal Assets: Knowing and Growing (60 minutes)
Deeper reflection on interpersonal assets with supports to identify and prioritize areas for individual participants. These may be strengths areas that take little effort or areas that take the most effort! We will also provide tools to use during this process.

Content and Domain Assets: Mentoring vs Educating (60 minutes)
Understanding the similarities and differences between mentoring and educating can be the key to passing on your content and domain knowledge effectively particularly when it comes to areas like navigating institutional culture, understanding role responsibilities, upwards management, or working with a wide range of stakeholders. This session will help participants build their own tool kit of resources to use with their mentees.

Professional Satisfaction and Personal Sustainability (60 minutes)
This session is designed for mentors with some experience and focuses on reflection to help each individual better understand their own approach, where to lean into what comes easily, and how to seek out tools and approaches to support practices that require more effort.

Extending Networks and Perspectives (60 minutes)
Building out a network of colleagues to learn from and with can be a cornerstone of individual professional development and can strengthen institutional culture. Encouraging people to "network" can be an effective strategy, but not everyone is equally adept or inclined to make these connections on their own. This course is designed to provide institutional structure and support to make networks stronger and more consistently distributed across staff and sites. This session reviews the benefits of peer support, provides a space to reflect on where participants are currently, and then connects them with others in the program for peer-to-peer support.

Note: This session can be repeated by participants for multiple cycles building more and more connections with each iteration.

Mentor Pipeline Training

Buddy Mentoring Basics (60 minutes)

Buddy Mentoring is typically a first step into mentoring for potential mentors that also serves to provide a different type of support to new staff in addition to their primary mentor. This can help to build additional relationships across sites, provide an opportunity to have a mentor who can focus on onboarding questions (as opposed to more complex problems of practice), and who can provide additional perspectives and emotional support. This session covers the basics of what constitutes friendly professionalism, setting expectations, maintaining appropriate confidentiality, active listening, and suggestions for how to share your experience while maintaining the focus of the relationship on the mentee. Ideally, this session is completed prior to embarking on buddy mentoring, though early in the program can still be helpful.

From Practice to Practicum (60 minutes)

We will cover what it means to have a future educator in your classroom, be a positive role model, and represent your profession and institution. This session will cover introducing them to your classroom and students, setting expectations with the person you are hosting, techniques for helping them make the most of the experience, and strategies for developing in your leadership. Ideally, this session is completed prior to welcoming practicum students into a teacher's classroom.

Developing as a Mentor (60 minutes)

This session provides a framework for developing as a mentor. It can be taken at any point while hosting practicum students or before hosting a student teacher, but ideally, while a teacher still has some practicum experience ahead of them to use the resources to deepen their skills—for instance between the 1st and 2nd semesters, or before the second year of practicum hosting. This session can be used as a requirement for eligibility to host a student teacher.

The Host with the Most: Student Teaching (90 minutes)
Hosting a student teacher or a teacher resident is a larger responsibility than welcoming a practicum student into a classroom. This course covers the basics of these enhanced responsibilities and the tools and resources to help meet them. Prior experience hosting a practicum or field study student is not required, however, this session will distinguish between the two roles as a starting point and will encourage participants who have had those opportunities to draw on them. We will cover introducing a student teacher to a classroom and students, the reflection process, and expectation setting.

The Host with the Most: Residency (90 minutes)
This course covers the basics of hosting a teacher resident. Prior experience hosting a practicum or field study student is not required, however, this session will build an understanding of what may be unique to hosting a resident, and we will encourage participants who have had those opportunities to draw on them. We will cover introducing a resident to a classroom and students, the reflection process, and expectation setting.

Note: *Though not required, it is recommended that hosts have taken either a Torace Introduction to Mentoring Sequence, Torace Intro Trainings, or Developing as Mentor before taking either of the Host with the Most courses.*

Beyond the Structured Program

These training courses encourage participants in structured mentoring experiences to seek out mentorship opportunities beyond the confines of the program itself or following a structured program. A Torace Introductory Sequence for mentors or mentees is a prerequisite.

Mentoring in the Wild: A Practical Guide to Applying Your Skills (60 minutes)
This session focuses on different types of informal or organic mentorship, the benefits, the differences from structured institutional experiences, and recommendations for building relationships with potential mentees.

Finding Mentors in the Wild: A Practical Guide to Continued Growth (60 minutes)
This session focuses on different types of informal or organic mentorship, the benefits, the differences from structured institutional experiences, and recommendations for identifying potential mentors and building relationships with them.