Overview of the Mentoring Process within the Induction Programme
A guide to training mentors
• Mentoring expectations
• Needs of Beginning Teachers
• Stages of Beginning Teaching
• Characteristics of a Mentor
• Establishing a mentoring relationship
• Classroom observation
• Reflective practice and questioning
• Actionable feedback
• WHAT IS MENTORING?
  • A person-to-person experience that is...
  • A confidential, non-judgmental process which...
  • Ensures beginning teacher support and guidance on effective teaching practice...
  • Based on national, provincial, district and school needs and the needs of the beginning teacher.
FORMAL MENTORING

• Is an action – by a person, for a person
• Provides the mentor and the beginning teacher with a roadmap for effective teaching.
• Provides the beginning teacher with a sense of security.
• Provides the mentor with a focus for dialogue and support.
• Provides the district with teachers who understand the culture and the curriculum.
• Provides the beginning teacher with models of practice.
WHO IS THE BEGINNING TEACHER?

• Work in groups.
• Get chart paper and markers.
• Draw a picture of what a beginning teacher looks like.
COMPONENTS OF A MENTORING RELATIONSHIP

• Trust
• Confidentiality
• Communication
• Collaboration/courage
Training platforms

- Workshop
- Google Classroom