

Overview of the Mentoring Process within the Induction Programme




basic education

Department:
Basic Education
REPUBLIC OF SOUTH AFRICA


A guide to training mentors



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- 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.
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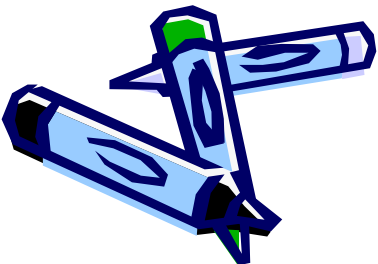
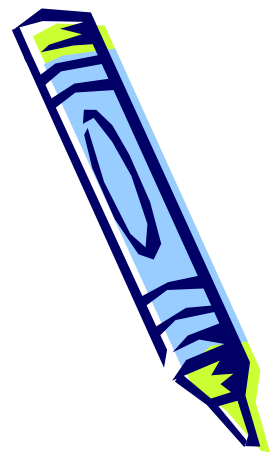


FORMAL MENTORING

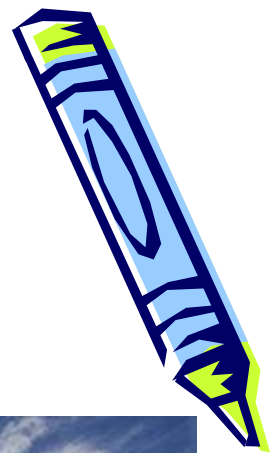
- Is an action - by a person, for a person
- Provides the mentor and the beginning teacher with a roadmap for effective teaching.
- Provides the beginning teacher with a sense of security.
- Provides the mentor with a focus for dialogue and support.
- Provides the district with teachers who understand the culture and the curriculum.
- Provides the beginning teacher with models of practice.

WHO IS THE BEGINNING TEACHER?

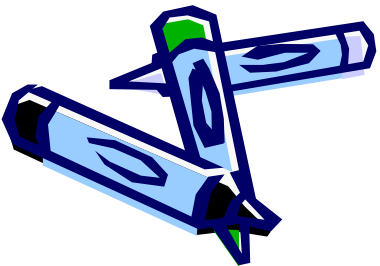
- Work in groups.
- Get chart paper and markers.
- Draw a picture of what a beginning teacher looks like.



COMPONENTS OF A MENTORING RELATIONSHIP



- Trust
- Confidentiality
- Communication
- Collaboration/courage





Training platforms

- Workshop
 - Google Classroom
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MENTORING

for SUCCESS