

# ***Mentoring Solutions***

*for*

## ***Beginning Teachers***

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**Background:** Many states have mandated that Beginning Teachers must be mentored during their first year (and sometimes during their second year) in order to earn State Certification. To support this, we can provide these Services & Products:

***Facilitate Collaborative Planning*** of an appropriate ***Formalized Mentoring Program*** with key stakeholders to ensure success. Then, provide these Services and Products:

***Train a Program Coordinator*** to resolve problems and monitor mentoring activity.

***Train Mentoring Partners*** to develop good Relationships and produce more Results. Better than training ONLY mentors or proteges/mentees because **mentoring occurs during Training**. We can attack a **Train-the-Trainer** component to reduce future costs.

***Mentoring for Results Workbook*** contains ***Partner Training Activities*** that have benefited over 20,000 Mentoring Partners (in Corporations, Education, Government). ***Trainer's Guide*** has scripts for conducting each Training Activity. **This has reduced preparation time for more than 300 Trainers.**

***Mentoring Style Indicator for New Teachers*** Mentors employ the appropriate Mentoring Style to equip Proteges/Mentees with what Mentors know & empower what Proteges want to learn. Mentoring Partners discuss six Situations that beginning teachers commonly encounter.

***6-Step Mentoring PocketCard*** indicates how to help Proteges handle especially difficult challenges (e.g., Classroom Management; Time Management). This ***6-Step Process*** enables Mentors to avoid the extremes of “telling” what to do or “expecting” Proteges to figure out what to do when they cannot.

***Protege Needs Inventory for New Teachers*** lists 58 Needs new teachers experience. Proteges identify Needs and Mentors identify corresponding Expertise they can provide. Partners quickly convert Needs into Goals to attain.

***Mentoring Action Plan*** promotes **Protege Goal attainment**, and documents this.

***Skill Coaching Plan*** ensures needed **Competencies** are mastered and used, and documents this.

Contact me for the ***Mentoring Solutions*** your **Beginning Teachers** need.