



MENTORING IN ACTION

“Your influence begins with you and ripples outward.”

Lao Tzu



Actions	Implementing a District Action Plan for Induction and Mentoring	Videos
CREATE	<p>CREATE a vision for supporting novice teachers using the State Guidelines for Induction and Mentoring 2015. Why are you writing this plan? How will the district vision support novice teachers in being effective and provide ongoing professional development through evaluation? What will your vision include? Click here to see example visions.</p>	Teachers Make a Difference
ENGAGE	<p>ENGAGE a team of stakeholders to write the plan to meet the State Guidelines for Induction and Mentoring 2015. Who will be included on your team? Click here to see examples of ways to ENGAGE a team.</p>	Project SUCCESS: Vision to Mentoring in Action
PREPARE	<p>PREPARE qualified mentors who bring a common language to mentoring conversations that align to Standards for Effective Teaching Practices. How will you prepare first-time mentors? How will you refresh mentors who have already been trained? Click here to see examples.</p>	Project SUCCESS: A Lead Mentor's Perspective
SUPPORT	<p>SUPPORT novice teachers with relevant induction activities. How will you differentiate district induction requirements to accommodate first time in the classroom, new to the district, career changers, and new role in the school or district? How will you train and refresh mentors to differentiate for various novice teachers' needs? Click here for examples.</p>	A Mentoring in Action Conversation: Creating a Survival Packet
MEASURE	<p>MEASURE effectiveness of all components of the plan and impact on students. What tools will you use for program evaluation? How will you know if novice teachers are effective? How will you reflect on and use data from the program evaluation in preparation for completing the district's annual report to ESE? Click here to see examples.</p>	Reactions to the Student Survey
SUSTAIN	<p>SUSTAIN your vision and maintain a cadre of qualified mentors. How will you sustain the plan for induction and mentoring in your district to ensure you have qualified mentors at all times? Click here to see examples.</p>	Sharing Best Practices: Novice Teachers as Leaders
SHARE	<p>SHARE the impact of having a plan for induction and mentoring that uses qualified mentors to support novice teacher development. How will you share the positive results of an Induction and Mentoring program with the school, district, community, and state? Click here to see examples.</p>	Support for Mentoring: A Principal's Perspective