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**Development of mentoring skills, knowledge, and**

**values: a self-assessment tool for mentors**

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| --- | --- | --- | --- |
|  | **I am just beginning** | **I am developing** | **I am fully -integrating** |
| ***Am I committed to the roles and responsibilities of mentoring****:* * by dedicating regular time to meeting with my partner?
* by being accessible and responsive to various means of connecting and communicating with my partner?
* by initiating both formal and informal connections with my partner?
 |  |  |  |
| ***Am I building a relationship of trust and care with my partner:*** * by understanding the needs of early career teachers from multiple perspectives?
* by empathizing with my partner’s challenges and vulnerabilities and sharing my own?
* by communicating respect and positive regard for my partner?
* by modelling acceptance of diversity in others?
* by providing emotional support when needed?
* by respecting the confidentiality of the mentoring partnership?
 |  |  |  |
| ***Am I building a toolkit for effective interpersonal communication and feedback:**** by practising attentive listening?
* by pausing and paraphrasing effectively?
* by using inquiring, probing, and extending questions to deepen reflection on practice?
* by providing non-evaluative feedback on observations?
* by employing questions that invite description and encourage interpretation when looking at data?
* by encouraging feedback on my effectiveness as a mentor?
 |  |  |  |
| ***Am I serving as an instructional coach and collaborative partner:**** by encouraging development of my partner’s unique teaching style and strengths?
* by developing an awareness of connection between student needs, instructional strategies, and assessments?
* by collaborating on analysis of student work and implications for ongoing practice?
* by assisting my partner with problem-solving by providing alternate perspectives and a range of possible solutions?
* by providing opportunities for productive collaboration with colleagues?
* by providing access to helpful resources?
* by modelling my commitment to staying current in content and instructional approaches?
 |  |  |  |
|  | **I am just beginning** | **I am developing** | **I am fully -integrating** |
| ***Do I model commitment to personal and professional growth:**** by supporting my partner in identifying professional goals and defining inquiry questions?
* by helping to plan activities to move forward with professional goals?
* by advising my partner on professional growth opportunities?
* by demonstrating respect for research relevant to practice?
* by modelling and discussing ethical professional behaviours with students, parents, and colleagues?
* By encouraging the concept of teacher as lifelong learner?
 |  |  |  |
| ***Do I facilitate vision, optimism, and hope:**** by encouraging my partner in his/her efforts?
* by celebrating my partner’s successes?
* by increasing my partner’s sense of self-efficacy and self-confidence?
* By advocating for increased equitable opportunities for all learners?
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| ***What mentor skills, knowledge, and values do I want to improve upon?***  | ***What steps will I take?***  |
| 1. |  |
| 2. |  |
| 3. |  |