

NEW TEACHER MENTORING PROGRAM EVALUATION

SUMMARY DEC 2016
SHAWNA FABER



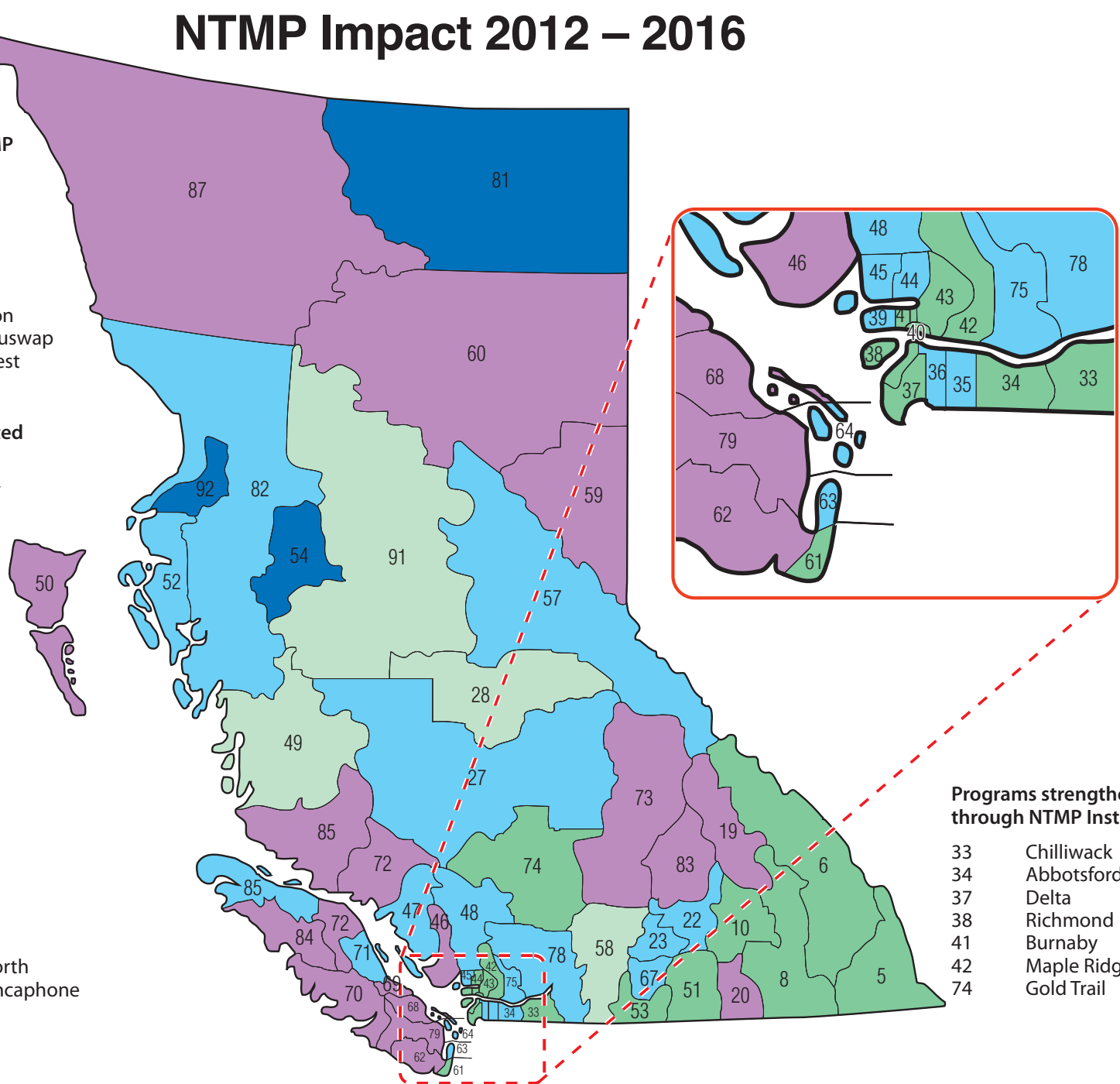
NTMP Impact 2012 – 2016

New Programs built by NTMP

- 19 Revelstoke
- 20 Kootenay-Columbia
- 50 Haida Gwaii
- 59 Peace River South
- 60 Peace River North
- 62 Sooke
- 73 Kamloops/Thompson
- 83 North Okanagan Shuswap
- 84 Vancouver Island West
- 87 Stikine

Programs initiated/supported with NTMP outreach

- 5 Southeast Kootenay
- 22 Vernon
- 23 Central Okanagan
- 27 Cariboo-Chilcotin
- 35 Langley
- 36 Surrey
- 39 Vancouver
- 43 Coquitlam
- 44 North Vancouver
- 45 West Vancouver
- 47 Powell River
- 48 Sea to Sky
- 52 Prince Rupert
- 57 Prince George
- 58 Nicola-Similkameen
- 61 Greater Victoria
- 63 Saanich
- 64 Gulf Islands
- 67 Okanagan Skaha
- 71 Comox
- 82 Coast Mountains
- 85 Vancouver Island North
- 93 Conseil Scolaire Francophone





Participants

- Mentors
- Mentees
- Provincial Mentoring Resource Team (PMRT)
- District Advisory Committee

Data Collection (2012 - 16)

- Surveys
- Focus Groups
- Interviews

(n = 15)





Summary of Results Mentors and Mentees (2012 - 16)

- successful matching of mentors and mentees
- deemed as valuable experience for both groups
- ment**ee** classroom practice improved (97%)
- ment**or** classroom practice improved (92%)
- student learning improved (mentors – 87%
mentees – 94%)
- increased problem-solving abilities
- reduced isolation
- changed school culture

Mentee Quotes

- I am gathering so many wonderful ideas and ways to organize my class. This has been priceless.
- My classroom not only improved this year, but because we spent a lot of our focus on the redesigned curriculum, it will help me next year as well.
- The value of sharing of experience cannot be overstated.
- Technology-enhanced communications transformed my classroom.

Mentor Quotes

- I found myself examining my own practice and wanting to improve to "live up to" my expectations of myself as a coach/support for my mentee.
- It made me think about "best practices".
- It's always helpful to remind ourselves why do things the way we do - this happens when mentees ask good questions, which they do often!

Challenges

Time

- Even with release time hard to plan for (or find) a TTOC
- Takes time away from class
- Finding time to meet regularly

Planning

- Sometimes difficult figuring out where to start
- Coming up with the right questions
- Logistics – due to geographic distance



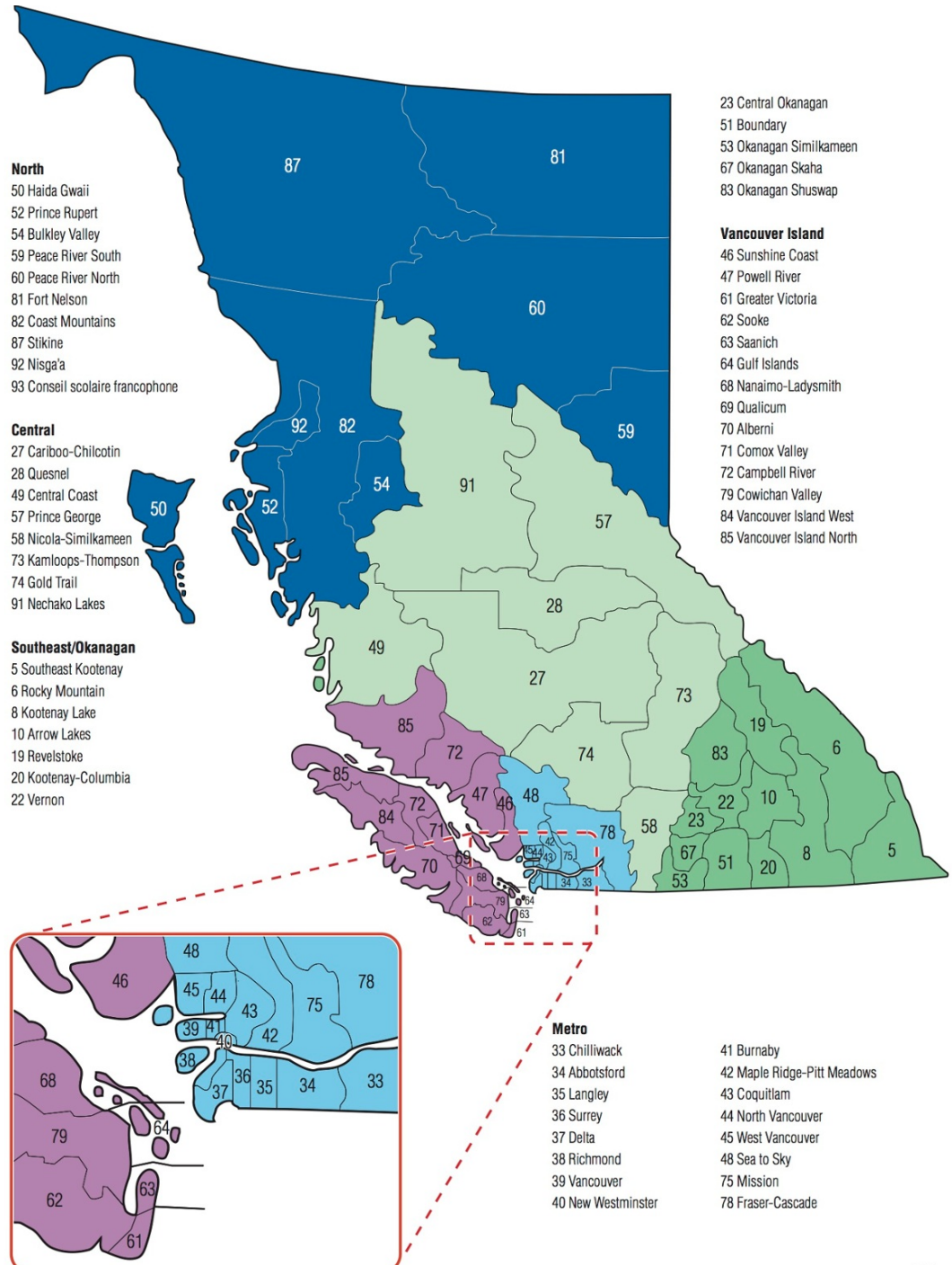
Lessons learned

- Same school and same grade/subject
- Pair/group as early as possible
- Set aside time for social interaction
- Flexibility is important
- Release time is important
- Checking in on pairs/groups
- Mentor the mentors/mentees
- Timeline for release time



Provincial Mentorship Resource Team (PMRT) Regions

3 mentors in each of 5 BC regions





PMRT Goals

- Promote the development of quality induction and mentoring programs across BC
- Consult with district/locals and co-facilitate the design, development, implementation of mentorship programs
- Facilitate mentor/mentee training



PMRT Requests for Support

- Developing new mentorship programs in districts
- Reinvigorating existing mentorship programs
- Supporting & expanding mentor training
- Planning and delivery workshops
- Support with steering committees



PMRT Lessons

- Need in BC for mentorship program support
- Great diversity in BC in terms of mentorship programs and practices; need for quality
- No one-size fits-all for district mentoring programs
- Centralized knowledge base supports mentorship in many forms
- Technology supports outreach