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| **Brainstorm****I. What successes have you had in meeting the needs of all mentors during forums?** |
| * Partner new mentors with veteran mentors
* Separate sessions based on experience/need
* Additional meetings for new mentors
* 3 hours on a Saturday
* Sanctioned time to meet
* Allow time to coach
* Reflection time
* Topic of PDP
* Conducted survey to assess areas of need/focus
* Use problem scenario to practice coaching language (own real mentor problems) provide feedback for next session’s topics
* Problem solve issues
* Build toolbox
* Using ASW tools
* Shared experiences
 |

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| **Brainstorm****II. What are the challenges you have encountered while trying to meet the needs of all mentors during forums?** |
| * I know it all!
* Playing catch up with those not as far along (amount of training)
* The loud mouth
* Balance of talk vs. instructional time
* Hesitant to work with those unfamiliar
* Planning time
* Restructuring mentor model
* Practicing the language/facilitator
* Mentor/mentee are not in the same building
* A large # of mentors
* Mentors not in the same district/state
* Diverse needs & roles
* Staying focused on instruction
* Finding common time to meet
* Having a growth mindset
* Realizing mentoring is not something added
* Burnout
* Knowledge of roles and responsibilities
 |

**Charting Notes from Lead Mentor Network**

**November 8, 2012**

**1. Brainstorming Activity**

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| **Brainstorm****III. Why is it important to differentiate mentor support during forums** |
| * Meeting needs of all mentors
* Meaningful PD
* Sharing knowledge/tools/strengths
* Promotes more effective mentoring
* Looking at the continuum/self-reflection
* Keep people engaged (just like students)
* Validate ideas and needs
* Builds relationships
* Moves mentor practice forward; transfers to mentee and students, fellow teachers
* We all have differing experiences
* Moves district mentoring program forward
* If needs are met you value process
* Helps build relationship outside of mentoring
* Helps us feel we are part of a larger community
 |

**2. Challenges/Issues & Solutions**

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| **Challenge/Issue** | **Solution** |
| * Hesitant to work with those who are unfamiliar
 | * Group by commonalities
* Come sort of mixer (getting to know you, practice coaching, etc.)
 |
| * “I know it all already”
 | * Challenge them
* Giving some leadership opportunities at forum
 |
| * Knowledge of roles & responsibilities
 | * Re-establishing Norms
* Written expectations (handbook, application process)
* School culture
 |

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| **Challenge/Issue** | **Solution** |
| * Forums without any certified mentors (most just instructional)
 | * Look at it as an opportunity
* Narrow focus- essential skills start small
 |
| * Equity of Voice
 | * Establish Norms , opportunities for ALL to speak
* Differentiate groups
 |
| * Balance of instruction vs. reflection/problem solving
 | * Agenda and use of a timer
 |
| * Buddy mentoring vs. mentoring
 | * Role Play
* Practice the language
* Explanation of mentoring
* Video clips
* Mentor expectations- contract (district)
 |