



Mentoring in Action

BALANCE. INSPIRE. LEAD. TRANSFORM from the ♥

mentoringinaction.com

Mentoring in Action's Purpose:

To transform education for students by supporting novice teachers and their mentors.

Mentoring for Teacher Success

Induction that Builds Competence, Inspires Confidence, and Retains Teachers

Student success is the ultimate goal of any novice teacher induction program. We mentor novices because we want them to be competent teachers who can cultivate classroom experiences where students thrive. This means mentors have to be able to reflect on their own teaching practices and lead conversations that support novices in being successful teachers.

Mentoring in Action Founder, Carol Pelletier Radford

Three Essential Steps for School Leaders

CREATE. ACT. SUSTAIN.

Steps	Program Components to Create, Implement, and Sustain a Successful Induction and Mentoring Program
<i>Begin the process.</i> CREATE ~ <i>Intentionally</i>	Write a short Vision statement with your overarching purpose for creating a District Mentoring & Induction Plan. <ul style="list-style-type: none">● Engage a team of varied stakeholders to advocate for funding and resources to sustain the plan over time.● Align your plan with current educator and leadership standards.● Distribute the PLAN to all educators in the district. <p>Sample Language https://mentoringinaction.com/wp-content/uploads/2022/01/Interactive-Action-Plan-3.pdf</p>

**Choose your
Goals.**

ACT

~

Deliberately

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With Focus

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**Based on
Needs**

IMPLEMENT GOALS Based on Your Unique Needs

Goal 1 ~ Prepare Mentors

RESOURCE: *Mentoring in Action: Guiding, Sharing, and Reflecting With Novice Teachers*

- Introduce collaborative conversations using a common language
- Use a monthly cycle ~ Plan, Connect, Act, Reflect, and Set Goals
- Integrate student perspectives into mentoring conversations

Goal 2 ~ Differentiate Support for Novices yrs 1-3

RESOURCE: *The First Years Matter: Becoming An Effective Teacher*

- Organize group mentoring options to share and solve problems
- Offer hybrid and in person meetings
- Create novice teacher and mentor leadership pathways

Goal 3 ~ Focus on Wellbeing

RESOURCE: *Teaching With Light: Ten Lessons for Finding Wisdom, Balance, and Inspiration*

- Promote resilience strategies through stories
- Cultivate a positive school culture through affirmations
- Introduce mindful living perspectives and resources

Goal 4 ~ Share Wisdom

RESOURCE: *When I Started Teaching I Wish I Had Known... Weekly Wisdom for Beginning Teachers*

- Share success stories and activities that work
- Focus on practical classroom management strategies
- Introduce ways to maintain your balance in school and at home

Goal 5 ~ Cultivate Legacy (Retired) Teachers

To be published 2025 RESOURCE: *Share Your Wisdom: Be a Legacy Teacher ~ A Guide For Retired Educators Who Are Still Inspired*

- Capture the wisdom of retired teachers and honor their service
- Create a Legacy Teacher Network to support district goals
- Offer opportunities for Legacy Teachers to continue their service

<https://mentoringinaction.com/wp-content/uploads/2024/01/MIA-Flyer-121623.pdf>

**Celebrate
What Works!**

SUSTAIN

~

**Keep
Mentoring
Results
Visible**

Collect, Reflect, and Modify actions throughout the school year in real time. Make adjustments during the year.

Evaluate all program goals through anonymous surveys at the end of the year.

Share success stories with the local press. **Present reports** of program successes and challenges to school boards and community stakeholders to ensure funding and support is continued.