



North Dakota
Teacher
Support
System

Guidelines for Selection of Mentors



The selection of the mentor for a new teacher is the most important factor in a successful mentoring partnership. Please consider the recommendations below as you think about who might provide the best support for your beginning teachers.

Interestingly, the best classroom teacher does not necessarily make the best mentor!

Things to remember ...

- ❖ A full time classroom teacher can only mentor one beginning teacher.
- ❖ The following are factors that are considered assets but are not always necessary:
 - *Close proximity of working locations of the mentor and mentee*
 - *Similarity of job descriptions*
- ❖ There are a variety of potential arrangements including:
 - *A mentor who is a full-time teacher in the same or another building within the district*
 - *A mentor who is from a neighboring district or possibly a distance away*
 - *A mentor who is a retired teacher (in which case s/he could mentor more than one new teacher)*
 - *A mentor who is a part-time teacher (possibly mentoring more than one new teacher)*
 - *Instructional coaches can mentor as part of their job duties*
 - *We have an online program available for mentoring math, science, or special education teachers*
 - *We can help connect with a mentor in some specialty areas (such as music and media/library)*
 - **Call us ... we'll help you brainstorm possibilities!**

Qualities of a Good Mentor

James B. Rowley

The Good Mentor is....

- ✓ committed to the role of mentoring
- ✓ accepting of the beginning teacher
- ✓ skilled at providing instructional support
- ✓ effective in different interpersonal contexts
- ✓ a model of a continuous learner
- ✓ communicates hope and optimism

Critical Selection Criteria

Janet Gless and Ellen Moir of the New
Teacher Center

- ✓ Strong interpersonal skills
- ✓ Credibility with peers and administrators
- ✓ A demonstrated curiosity and eagerness to learn
- ✓ Respect for multiple perspectives
- ✓ Outstanding instructional practice