

## Attributes of Effective Mentors

Dispositions: Effective mentors are...	Knowledge: Effective mentors know how and understand...	Skills: Effective mentors have the ability to...
<ul style="list-style-type: none"> <li>❖ Lifelong learners</li> <li>❖ Reflective about their own practice</li> <li>❖ Committed to supporting the learning of others</li> <li>❖ Respectful of their colleagues</li> <li>❖ Problem posers and problem solvers</li> <li>❖ Able to see, seek, and apply humor in appropriate ways even in challenging situations</li> <li>❖ Able to recognize the positive impact of teaching philosophies and strategies that both include and differ from their own</li> </ul>	<ul style="list-style-type: none"> <li>❖ Roles and responsibilities of mentoring candidates</li> <li>❖ Necessary and available resources to support and enhance teaching and learning</li> <li>❖ Organizational structure, policies, and practices of their school and community contexts</li> <li>❖ Needs of candidates</li> <li>❖ Conferencing strategies</li> <li>❖ Coaching observation techniques</li> <li>❖ Effective teaching strategies for all learners</li> <li>❖ Curriculum they are responsible for teaching, including the full K-12 scope and sequence</li> <li>❖ Various formal/informal assessment methods</li> <li>❖ Ways to promote positive group interactions and communication (e.g., norms)</li> <li>❖ Adult development</li> <li>❖ Change process (e.g., Concerns-based Adoption Model)</li> <li>❖ Cultural proficiency</li> <li>❖ Various strategies to promote adult learning and reflection</li> <li>❖ Different ways people process information, make decisions, and communicate thinking (e.g., Myers-Briggs Type Indicator, Keirsey Temperament Sorter)</li> </ul>	<ul style="list-style-type: none"> <li>❖ Apply knowledge in developmentally appropriate ways when working with candidates</li> <li>❖ Consistently demonstrate effective teaching, learning, and assessment strategies within their own classrooms</li> <li>❖ Effectively manage and resolve conflict in their interactions with others</li> <li>❖ Be consistently culturally proficient in their engagements with others whose backgrounds are different from their own</li> <li>❖ Enroll others to participate in and support the mentor program</li> <li>❖ Collaborate with and influence decision makers within their settings</li> <li>❖ Use a variety of data sources to refine their practice – as teachers, mentors, and leaders</li> </ul>