

Attributes of Effective Mentors

Dispositions: Effective mentors are...

- lifelong learners
- reflective about their own practice
- committed to supporting the learning of others
- respectful of their colleagues
- problem posers and problem solvers
- able to see, seek, and apply humor in appropriate ways in even the most challenging of situations
- able to recognize the positive impact of teaching philosophies and strategies that both include and differ from their own

Knowledge: Effective mentors know and understand...

- the roles and responsibilities of mentoring new teachers
- necessary and available resources to support and enhance the teaching and learning process
- organizational structure, policies, and practices of their school and community contexts
- the needs of new teachers
- conferencing strategies
- coaching observation techniques
- effective teaching strategies for all learners
- curriculum they are responsible for teaching, including the full K-12 scope and sequence
- various formal and informal methods for student assessment
- ways to promote positive pair and/or group interactions and communication (e.g., norms of collaboration)
- adult development
- change process (e.g., *Concerns-based Adoption Model*)
- cultural proficiency
- various strategies to promote adult learning and reflection
- different ways people process information, make decisions, and communicate their thinking (e.g., *Myers-Briggs Type Indicator*, *Keirsey Temperament Sorter*)

Skills: Effective mentors have the ability to...

- apply their knowledge in developmentally appropriate ways when working with new teachers
- consistently demonstrate effective teaching, learning, and assessment strategies within their own classrooms
- effectively manage and resolve conflict in their interactions with others
- be consistently culturally proficient in their engagements with others whose backgrounds are different from their own
- enroll others to participate in and support the mentor program
- collaborate with and influence decision makers within their settings
- use a variety of data sources to refine their practice - as teachers, mentors, and leaders