

# Are you looking for ways to attract and retain qualified new teachers?

You are faced with recruiting and retaining qualified new teachers as well as supporting an induction system that will continue to strengthen new teachers' skills, knowledge, and dispositions. We can assist you in developing an approach that fulfills your vision and works in your setting. A well developed program brings the bonus of motivating, energizing, and enriching your seasoned faculty.

## Key Features of Effective Mentoring Programs

Mentoring programs that are most effective provide new teachers with focused support from experienced colleagues. The primary focus for such support is continuous reflection and dialogue about the new teacher's practice. Through conferencing and classroom observations, mentors serve as coaches to support new teachers in enhancing their knowledge of content and ways to best teach that content to diverse groups of students. While mentoring is most often implemented in a one-to-one model, emerging models include teams of experienced teachers working together to support new teacher learning.

## Mentoring Services and Resources

For over a decade, staff from Learning Innovations has been working with clients in the design, planning, implementation and evaluation of mentor programs. Our services are informed by research and best practice and are always customized to best meet the needs of a specific context of the school, district and state level. *Mentoring: A Resource and Training Guide for Educators*, one of our landmark publications, is full of evidence based tools, and includes over 65 activities and strategies to use in mentor program design and implementation and in the preparation of mentor teachers. *Mentoring Programs for New Teachers: Models of Induction and Support*, authored by Learning Innovations staff member Susan Villani, provides 17 different models of mentoring currently being implemented in various schools and districts across the country. Key features that we provide include:

- Mentor Program Planning and Implementation, e.g., facilitation of school, district or state level teams charged with developing a mentor program and consultation in the development of standards for effective mentor programs
- Mentor Training, e.g., workshops and institutes for mentor teachers with particular emphasis on content-based coaching, questioning and observation techniques, and coaching of mentors including on-line support
- Administrator Training, e.g., workshops and institutes for administrators around their roles in an effective mentor program
- Mentor Program Evaluation, e.g., data-gathering and analysis to track the impact of mentor programs
- Training-the-Trainers for selected experienced mentors to become staff developers of future mentors
- Developing Teacher Leadership

We are eager to discuss how some or all of these elements might assist you in meeting your needs.

Some of the Learning Innovations at WestEd staff who provide these services include: Kathy Dunne, Susan Vilani, and Ann Abeille

To find out how Learning Innovations at WestEd can help you,  
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