

# Mentoring in Action

*Guiding, Sharing, and Reflecting with Novice Teachers in April*

## Mindful Mentoring Memo

*"A good teacher goes to teacher school."*

*1<sup>st</sup> Grade Student (page 198 Mentoring in Action Book)*



### A MESSAGE to Mentor Leaders

This memo is designed to support you in using the *Mentoring in Action* 2<sup>nd</sup> edition as a [resource](#) for purposeful mentoring conversations. Please share the new Novice Teacher Memo with teachers who are using *The First Years Matter* 2<sup>nd</sup> edition books.

Let's think about teacher leadership. Novice teachers have shared with me that they are ready to lead and yet in some of their schools the more experienced teachers hesitate to encourage leadership. One reason we hesitate is that we know that the novices are already overwhelmed with their daily tasks. Also, there are potential bumps and bruises we have all experienced from "leading" a meeting or doing something extra at our school. We want to protect our novices until they are "ready" to lead.

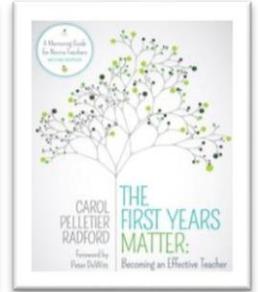
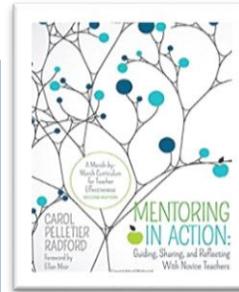
Ask your novices what types of leadership they would like to try. You may even consider some novices presenting ideas at one of your group mentor meetings! Some novices are "ready" to lead. Let's support them in becoming active and visible members of our school community.

**Balance. Inspire. Lead. Transform** from the 

Carol

[\(Listen to a message from Carol\)](#)

Carol Pelletier Radford EdD  
Founder, Mentoring in Action



### ACTIONS

Differentiating your mentoring conversations

requires good planning. You want your mentoring conversations to focus on your novice teachers' needs. Here are three ways to support you.

- Interview your mentee using The First Act on page 204.
- Review the Overview of Acts on page 205 and choose one.
- Read page 208, Act 3, to identify strategies on how to reduce teacher talk time. This particular act will have you supporting your novice teacher in creating opportunities for students to become actively engaged and talking to one another.

You can also find the videos on the [MentoringinAction.com](http://MentoringinAction.com) Video Library using the titles.

Use the templates in the Appendices to organize your conversations.

When will you schedule your time to talk?

### CONNECTIONs

Review page 203 and consider [interviewing students](#) to help your novice teacher gain a better perspective as to why they misbehave





# Being a Mindful Mentor

*"I am a mindful mentor who focuses mentoring conversations on learning."*



## REFLECT

Effective mentors take the time to reflect alone and with their mentees.



Choose a bubble stem on page 214 and complete it in your book or using the [Mentor journal](#) available from Corwin.

## NEW TEACHER PHASE

In April, the novices are now looking forward to the Reflection phase as Rejuvenation ends. They will ultimately start feeling the pressure of standardized testing and begin to question their effectiveness and ability within the classroom.

Support your novice teacher to capture a breath of fresh air to remain positive and confident!

Use the April chapter to guide your conversations.



## USING MINDFULNESS



Teaching is complex, and often, there are not clear answers to situations that arise while you are mentoring a novice. Each month, a dilemma will be featured to help you and your novice grapple with some challenging issues. By anticipating challenges and reflecting on them before they happen, we help our novice teachers to prepare instead of react.

- **Dilemma #9 is *Teaching to the Test*:** As you read the dilemma in your Mentoring in Action book, think about how you would discuss this. A mindfulness protocol is included on page 215 to help you reflect and clarify the issue for yourself.
- Note that if you are using ***The First Year Matters*** book that the dilemma is written from the novice teacher's perspective.

## VIDEO

To learn more about the April chapter, listen to one of our mentor leaders

- **April Chapter Overview**  
[Part 1](#) & [Part 2](#)



## WEBSITE RESOURCES

Visit [MentoringinAction.com](http://MentoringinAction.com) to find free resources like the District Action Plan samples and a video library. Practice mindfulness using the mindful mentor meditations that align with page 10 in your MIA book.



To purchase the 2<sup>nd</sup> editions of the **Mentoring in Action & The First Years Matter** and receive a bulk order discount call 1-800-233-9936.

## SELF CARE CORNER

Take some time for YOU! What can you do today that will refresh your spirit?



Watch the video, [What Adults can Learn from Kids](#), by Adora Svitak and listen to this student who asks teachers to be willing to learn from children as much as to teach them! Understanding the children in front of you can alleviate a lot of stress!

Review page 216 for more ideas!