

Mentoring in Action

Guiding, Sharing, and Reflecting with Novice Teachers in May

Mindful Mentoring Memo

*“Good teachers listen to their students and care how their students are doing academically.”
High School Student (page 218 Mentoring in Action Book)*



A MESSAGE to Mentor Leaders

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

As mentors you are supporting a novice teacher to be competent and confident. Transformation takes time. You may not see the changes you expect or hope to see by the end of the year. Teaching is a developmental continuum and phases of development have their own gestation rate. We have to trust that each phase is emerging as it should. Review this video [The Transformation of a Teacher](#) to remember how teachers emerge (page 24 in MIA book).

This may be the first time this teacher has closed out a school year, so be patient and compassionate in your coaching. Sometimes novices “Don’t know what they don’t know!” Be proactive and make recommendations for school closing routines that will minimize stress. You know what to do. Now share your wisdom in small group settings with all the novices. Follow your heart and listen to the cues you are receiving so you can provide just in time support to all your novices at the end of the school year.

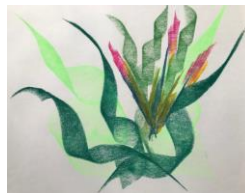
Take good care of yourself so you can be a role model for health and balance at this time of year. Continue to shine your light.

Balance. Inspire. Lead. Transform from the 

Carol

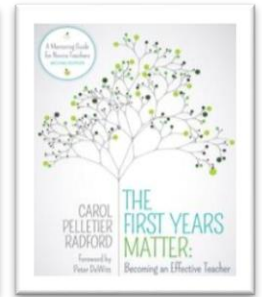
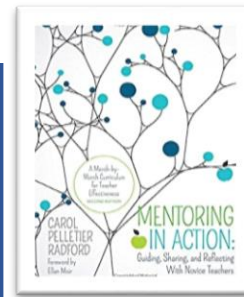
[\(Listen to a message from Carol\)](#)

Carol Pelletier Radford EdD
Founder, Mentoring in Action



CONNECTIONs

Review page 223 and encourage your novice teacher to utilize informal [student self-assessment](#) questions to gauge the overall student perception of the class (and class material).



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 224.
- Review the Overview of Acts on page 225 and choose one.
- Read page 228, Act 3, to identify the three specific types of assessments given to students. It is crucial your novice teacher understands how each type of assessment measures students’ knowledge of concepts.

You can also find the videos on the [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?



Being a Mindful Mentor

"I use my strengths to lead by example."



REFLECT

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



Choose a bubble stem on page 234 and complete it in your book or using the [Mentor journal](#) available from Corwin.

NEW TEACHER PHASE

In May, the novices enter the reflection phase. It is here they reminisce about their successes as well as their challenges. This reflection phase will enable the novice teachers to begin thinking about how to implement various strategies and techniques for next year!

Use the May 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 #10 is *Becoming an Effective Teacher*:** 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 235 to help you reflect and clarify the issue for yourself.
- Note that if you are using *The First Years Matter* book that the dilemma is written from the novice teacher's perspective.

VIDEO

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

- [May Chapter Overview](#)



WEBSITE RESOURCES

Visit [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 2nd 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 videos, [Reflections of the Power of Teachers](#) and [The Power of a Teacher](#). As the year is quickly coming to an end, you need to take time to realize just how special your job is (as well as the impact you have)! It's really important to realize that you do make a difference!

Review page 236 for more ideas!