



Mentoring in Action

BALANCE. INSPIRE. LEAD. *TRANSFORM* from the ♥
mentoringinaction.com

Mindful Mentoring for Teacher & Student Success

Induction that Builds Competence, Inspires Confidence, and Retains Teachers

Student success is the ultimate goal of any novice teacher induction program. We mentor novices because we want them to be competent teachers who can cultivate classroom experiences where students thrive.

This means mentors have to be able to reflect on their own teaching practices, focus on the importance of well-being, and lead conversations that support novices in being successful teachers. All of this requires district leaders to have a plan for supporting both the mentors and the novices so they in turn can be the best teachers for their students.

Mentoring in Action Founder, Carol Pelletier Radford

Steps	Three Essential Steps for School Leaders: CREATE. ACT. SUSTAIN. ~ <i>How to refresh & re-focus your mentoring and induction program.</i>
Step 1 <i>Begin the process.</i> Intentionally CREATE your PLAN <i>to build competence and inspire confidence.</i>	Write a short vision statement with your overarching purpose for creating a district mentoring & induction PLAN. What is your WHY? What are your needs? • Engage a team of varied stakeholders to advocate for funding and resources to sustain the plan over time. • Align your PLAN with current educator standards. • Share the PLAN district-wide to make it visible to all educators.

Step 2
Choose the goals that relate to your needs.

ACT
Deliberately and prioritize your needs.

Take ACTION by targeting goals based on your unique district needs. Where will you focus your attention?

Goal 1 ~ Intentionally Prepare Mentors

RESOURCES: *Mentoring in Action: Guiding, Sharing, and Reflecting With Novice Teachers and Corwin's Teacher to Teacher podcast Season 4.*

- Use a monthly protocol ~ Plan, Connect, Act, Reflect, and Set Goals
- Integrate student perspectives into mentoring conversations
- Focus on needs of mentees and mentors

Goal 2 ~ Differentiate Support for Novices yrs 1-3

RESOURCES: *The First Years Matter: Becoming An Effective Teacher and Corwin's Teacher to Teacher podcast Season 1.*

- Organize group mentoring options to share and solve problems
- Plan hybrid and in person meetings
- Offer novice teacher and mentor leadership pathways

Goal 3 ~ Focus on Wellbeing

RESOURCES: *Teaching With Light: Ten Lessons for Finding Wisdom, Balance, and Inspiration and Corwin's Teacher to Teacher podcast Season 3.*

- Promote resilience strategies through stories
- Cultivate a positive school culture through affirmations and sharing
- Introduce mindful living perspectives and resources

Goal 4 ~ Share Successful Practices

RESOURCE: *When I Started Teaching I Wish I Had Known... Weekly Wisdom for Beginning Teachers and Corwin's Teacher to Teacher podcast Seasons 1&2*

- Share success stories, resilience strategies, and what works
- Focus on practical classroom management strategies
- Introduce ways to maintain balance in school and at home

Goal 5 ~ Access the Wisdom of Experienced Educators

To be published November 2025: RESOURCE: *Be a Legacy Teacher ~ Five Purpose-Filled Pathways to Inspire Late Career and Retiring Educators.*

- Honor the wisdom of late career and retired educators
- Offer opportunities for Legacy Teachers to continue their service
- Create a Legacy Teacher Network to honor teachers & support district goals

Step 3
Update your stakeholders

SUSTAIN
your program through
VISIBLE
Mentoring!

Celebrate what works! Assess, reflect, and modify your goals to meet the needs of your district mentees and their mentors.

Share success stories with the local press. **Report** program successes and challenges to school boards.

Collect data, reflect on your evolving needs, and modify your goals and actions.

Evaluate the impact of program goals through anonymous surveys and make adjustments each year.