

Role of the Mentor

Introduce your protégé to people in and around the community

Ensure your protégé is oriented to the culture of the community

Acquaint the beginning teacher with school routines, procedures, resources and facilities

Prepare to be especially helpful in areas known to be difficult for novice teachers, e.g. classroom management

Celebrate successes!

Role of the Protégé

Get to know the mentor personally and professionally

Work to create a culturally relevant learning environment

Encourage parent and community involvement

Discuss NWT curriculum and teaching strategies

Become familiar with school routines, procedures and resources



Benefits for the new teacher:

- Access to knowledge, experience and support of a mentor teacher
- Accelerated success and effectiveness
- Increased personal and professional well-being
- Enhanced commitment to students, school, community and profession

For more information:

<http://www.newteachersnwt.ca/>

Comments and suggestions welcome.

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Northwest Territories Education, Culture and Employment



Starting Off Right

New Teacher Induction & Mentorship Program



Northwest Territories Education, Culture and Employment

NWT Teacher Induction Program

The NWT Teacher Induction Program supports new and beginning teachers from the time of hire.

Goals:

- Improve teacher performance
- Retain teachers in the profession
- Increase student achievement
- Promote the personal and professional well-being of new and beginning teachers
- Transmit the culture of the system to the new and beginning teachers



Phase I - Pre-Orientation

- Pre-orientation package including Induction Binder
- Visit the NWT Teacher Induction website at <http://newteachersnwt.ca/>
- Mentor contact with new and beginning teachers by phone, mail or email

Phase II - Orientation

- Regional workshops
- Community cultural activities
- School activities
- Professional information, such as resources, curriculums, and school policies
- Mentorship training with both members and protégés. Develop mentorship plans by September 30
- DEA "meet and greet" activities

Phase III - Sustained Supports

- Formal mentor program with trained mentors and built-in release time
- Review of mentorship plan in November and May
- Experienced teacher observations
- First Class client resources and networking between fellow new and beginning teachers
- Year one newsletter

Phase IV - Professional Development

- In-service and curriculum-based workshop
- Beginning teacher workshops and courses
- On-line learning
- Committee participation
- Staff meetings

NWT Teacher Mentorship Program

The NWT Teacher Mentorship Program is a formalized partnership between an experienced Northern teacher, the **mentor**, and a teacher new to the profession, the **protégé**. The mentor should be trained to guide and support the protégé during his or her first year of teaching in the NWT.



Elements of the Mentorship Program

- Experienced teachers are invited to be mentors by principals
- Formal training is provided in the spring or early fall to all mentors at a school or regional level
- Mentor, protégé and administrator complete a formal mentorship plan
- Release time is built into the program