

Multi-Step Mentor Teacher Selection Process Moves the Needle in Teacher Preparation

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Purpose

Research points to the importance of high-quality mentors in a teacher preparation program, but how do school partners and universities achieve this?

In Tech Teach, teacher candidates work in partner districts alongside experienced and trained mentor teachers who are committed to the professional growth of their teacher candidates.

Essential Questions

- How do school partners and universities carefully select and train mentor teachers *together*?
- How do school partners and universities work *together* to ensure that mentor teachers are effective coaches of teacher candidates?
- How do school partners and universities *together* determine if mentor teachers are positively impacting teacher candidate practice?

Session Agenda

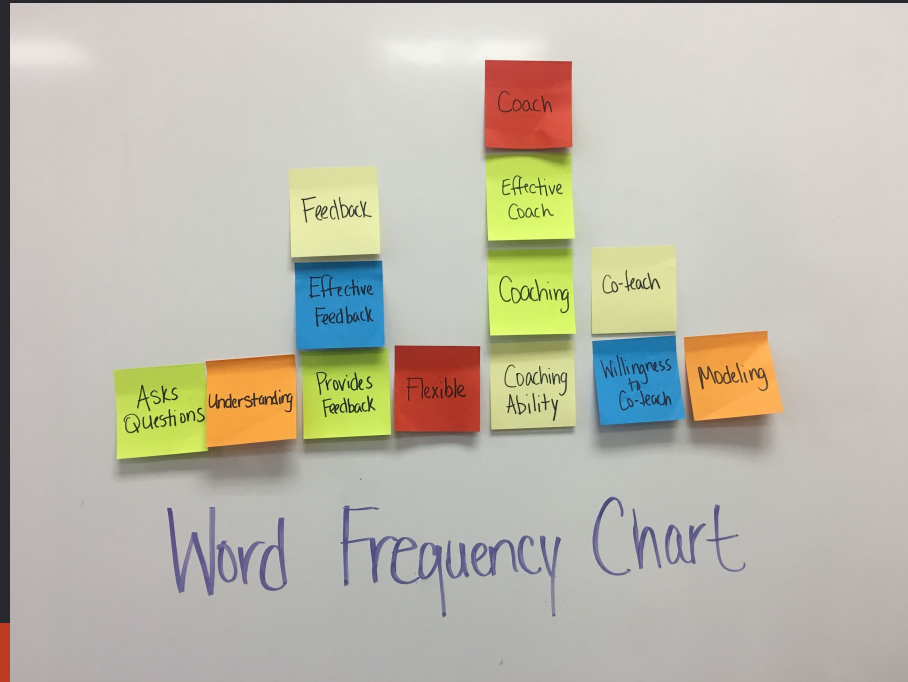
- Traditional vs. Transformed Selection Process
- Selection Process
 - Data
 - Ongoing Training
 - Evaluation
- Our Journey



Traditional vs. Transformed Selection Process

Traditional Selection	Transformed Selection
<ul style="list-style-type: none">• HR makes placements• Informal conversation between SC and administration• Minimal record keeping• No data stored• Widely varied 'criteria' for selection	<ul style="list-style-type: none">• Shared vision with district partners• Co-developed criteria/process• Systematic method of collecting and using data regarding mentor teachers• Database to store data

Qualities of an Effective Mentor Teacher



Mentor Teacher Criteria

- Minimum of 3 years as a certified teacher
- Value-added or equivalent
- Proficient or improving on evaluations

Expectations of Mentor Teachers

Expectations of a Mentor Teacher

The following information has been communicated to Mentor Teachers and is available for reference in the Mentor Teacher Handbook.

Mentor Teachers are expected to:

- Work collaboratively with Teacher Candidates to plan, deliver, and assess instruction using the co-teaching model consistent with the Teacher Candidate's progress through the teacher education program
- Provide time for instructional events during which a Teacher Candidate can conduct Apply & Evaluate assignments and Performance Assessments
- With the assistance of the Site Coordinator, guide improvement of the Teacher Candidate's instructional competency and professionalism
- Assist with the administration of the Student Engagement Survey
- Attend Mentor Teacher trainings conducted by the Site Coordinator three times a semester
- Consult informally with the Site Coordinator about Teacher Candidate's progress during walk-throughs
- Complete a bi-monthly survey concerning the performance of the Teacher Candidate

Mentor Teacher Application

- About You and Certification
- Responsibilities of a Mentor Teacher
 - Communication
 - Instructor
 - Coach
 - Co-Teaching
 - Planning
 - Teaching Opportunities

MT Application [Link](#)

How do school partners and universities work together to train and ensure mentors are effective coaches of teacher candidates?

- Regular Governance Meetings
- Site Coordinator & Campus Relationships
- Data-driven Mentor Teacher Trainings
 - Instructional Coaching
 - Positively Impacting Teacher Candidate Performance
 - Sample Agenda [Steps for Effective Learning](#)
 - Sample [Powerpoint](#)
 - Sample Video [Link](#)

Mentor Teacher Selection Process

Step 1: Site Coordinator communicates with administration of each campus about the Mentor Teacher selection process

- Logistics of the administration of the application

Step 2: Site Coordinator communicates with Mentor Teachers about the Mentor Teacher selection process

Step 3: Teacher Preparation Program sends a complete applicant list to district representative for approval

Mentor Teacher Selection Process

Step 4: Site Coordinators and Teacher Candidates complete [Mentor Teacher Inventory](#) (end of each semester)

Step 5: Site Coordinator creates Administration Approval list for each campus to be signed based on all data sources ([Administration Signature Page](#))

Step 6: Site Coordinators make placements

Benefits and Barriers

When thinking about the selection process, what are benefits and barriers that you foresee when trying to begin implementation?

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Thanks!

Any Questions?