



COMPETENCIES OF A QUALITY MENTOR

The primary goal of quality mentoring is to support beginning teachers in the development of skills and expertise to become successful practitioners of effective instruction as required in the Utah Effective Teaching Standards.

PEDAGOGY AND CONTENT KNOWLEDGE

A quality mentor...

- ▶ Supports the beginning teacher's pedagogy to increase student learning and engagement.
- ▶ Guides understanding of the Utah Core Standards to align instructional design.
- ▶ Provides direction in the use of assessment tools to drive instruction for student achievement.
- ▶ Advises the beginning teacher in implementing structured classroom management.
- ▶ Assists in structuring an inclusive classroom that meets the needs of all learners.
- ▶ Coaches the beginning teacher in strategies that ensure all students develop meta-cognitive and higher order thinking skills.

RELATIONSHIPS

A quality mentor...

- ▶ Maintains confidentiality and trust.
- ▶ Fosters autonomy in the beginning teacher.
- ▶ Advocates for the new educator in forming networks of support.
- ▶ Commits to empathetic, respectful, and positive interactions.

COMMUNICATION

A quality mentor...

- ▶ Uses communication skills to promote reflection and improve instruction.
- ▶ Collects data to facilitate conversation and influence instructional practice.
- ▶ Uses modeling, coaching, collaboration, and consulting skills to aid in educator development.

ADULT LEARNING

A quality mentor...

- ▶ Knows and applies adult learning theory.
- ▶ Encourages the beginning teacher to take ownership of professional learning and growth.
- ▶ Accepts the beginning teacher as emerging and uses techniques to support the development process.

MENTOR GROWTH AND LEARNING

A quality mentor...

- ▶ Seeks out and collaborates on implementation of professional development opportunities.
- ▶ Deepens mentoring expertise through reflection.
- ▶ Coaches other mentors and is willing to be coached.