

Organization: Education Service Center, Region 18 - TxCEE



Program Name

TxCEE Mentoring Program

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<https://www.txcee.org/teacher-residency-program/>

Mentor Training Description

TxCEE provides a system of support for mentor teachers including resources and tools throughout the year, beginning with a Mentor Institute, as well as opportunities for them to collaborate and practice using these tools to build efficacy. Mentors receive guidance on research-based strategies that are aligned with adult learning principles and include coaching, communication, establishing a culture of data use and improvement, and learner-centered instruction. Mentor training is also designed to target interpersonal relationships and building trust with beginning teachers (BTs), coaching techniques such as guiding teacher self-reflection and feedback, and deepening their knowledge of standards and content. TxCEE works with mentors to use data to guide the support they provide to BTs; mentors in turn work with BTs to identify the types of data necessary to guide their instructional planning. This includes prioritizing content by looking at historical data, unpacking the skills to master the prioritized content, creating formative assessments to monitor progress, and expanding on the content.

Implementation & Coaching Support

TxCEE incorporates a multi-tier system of support for mentors using research-based strategies, including at least ten one-on-one individualized coaching sessions, job shadowing, feedback/reflection sessions, and monthly virtual learning communities with their peers. Mentors in turn use these strategies to help BTs enhance their skills by connecting professional learning to practice, planning lessons collaboratively, implementing best practice instructional strategies, analyzing student work, and reflecting on their practice. A first-year and second-year teacher have different needs; therefore, mentors will provide a gradual release of support as the BT gains knowledge, skills and experience. TxCEE embeds components of ESC 18-TxCEE's System for Effective Educator Development (SEED), a professional learning model that has been shown to improve practice and collegiality. Mentors and BTs participate in SEED Collaborative

Learning Communities (CLCs) with their peers to test new teaching and learning strategies, embed effective practice into instruction, and monitor individual student progress.

Long-Term Partnership

Over the three years, ESC 18-TxCEE will work with mentors to deepen practices like coaching, goal setting, and communication while refining the tools in their toolkits. Mentors will gain various levels of knowledge and practice. First year mentors will build the foundations for effective mentoring and will need more support in coaching, communication, establishing a culture of data use and improvement, and learner-centered instruction. Second year mentors will build on that foundation and have a deeper focus on analysis of student work, progress monitoring, and reflection practices. Third year mentors will be able to provide peer coaching alongside first and second year mentors while deepening their practices in coaching and problem-solving.