

Organization: National Institute for Excellence in Teaching (NIET)



Program Name

NIET Mentor Training

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<https://www.niet.org/our-work/our-services/>

Mentor Training Description

The NIET Mentor Training empowers mentor teachers to leverage instructional expertise, make data-driven decisions, and create collaborative partnerships. Each session provides mentor teachers with the skills and knowledge to deepen their teacher leadership expertise. Through very specific structures and processes that they learn through the training and ongoing, on-site coaching specific to their roles, mentors are strategically and formally involved at the school level in setting goals based on student and teacher data analysis, observing and supporting teachers, and developing new teachers. Mentor Teachers are also trained to deliver high quality, specific feedback to beginning teachers, to positively impact classroom practices. At the classroom level, mentors are trained to support teacher growth grounded in a shared set of teaching standards and common, school-wide definition of good teaching. Mentor Teachers strategically create an individual growth plan for each teacher, ensuring that the needs of their mentees are acknowledged and supported as they seek new and improved ways to increase student achievement.

Implementation & Coaching Support

NIET provides onsite, district and school-based observation, coaching, and consultation. The focus of the support is directed to a targeted best mentoring practice and/or component of the mentor training. These visits advance the efforts of those implementing the NIET Mentor Training and may be for mentors, school administrators, and/or district administrators based on the needs of the partners. Support is provided through scheduled onsite visits conducted by an NIET trainer and customized to the needs of each district or school based on where they are with implementing their district mentor program. On average there will be one session per month offered between Early fall-May.

Long-Term Partnership

Over the three years, districts can expect training and support to evolve to meet the unique needs of the district. Year one focuses on building mentoring foundational knowledge and skills, as well as setting up/formalizing the district and campus structures for a strong induction program. Year 2 and beyond returning mentor training and support are focused on the maintenance and advancement of foundational training skills, as well as supporting mentors and campus/district leadership teams to reflect on, problem solve, and create next steps for coaching plans for supporting their new teachers.