Section 3

Guiding Your Mentee “Guiding means to direct or supervise toward some desirable end or development. Guiding is the mentoring function that is directly concerned with the ongoing professional development of the mentee. The ability to reflect is paramount for the mentee and can lead to the identification of professional situations that need attention. Here are some questions that can stimulate reflection in your mentee:

* + What is the most stressful part of your workday? Why?
  + What recent developments have occurred in your field?
  + What do you know about your students that helps you to teach them more effectively?
  + Which of your teaching methods is strongest? Weakest?
  + How would you evaluate whether your students are able to apply what you have taught them for real-world situations?
  + In what way did you use supplementary material in a recent class? Why did you use it?

### Guiding Principles

* Determine your mentee’s motivation and ability to address the problem.
* Use coaching and relating behaviors that are appropriate to the situation: less willingness and confidence--use more relating and reinforcing behaviors, and less knowledge and skill--use more structure in your coaching strategies.
* Use coaching and relating behaviors that ‘raise the bar’ and challenge the mentee to grow professionally.
* Monitor the mentee’s progress and vary your behaviors accordingly.

Text taken from Hal Portner, *Mentoring New Teachers*, Corwin Press, 2003.

Applying These Principles

##### Unwilling or Unable Mentee

Coaching Strategies

* + Realize the immediate need for structure
  + Use show and tell style of coaching
  + Observe mentor’s techniques
  + Observe another teacher’s techniques Relating Strategies
  + Strengthen and support willingness and motivation
  + Set short-term realistic goals
  + Acknowledge efforts and validate ideas
  + Defuse unjust criticism
  + Provide resources

##### Moderately Willing & Somewhat Able Mentee

Coaching Strategies

* + Encourage reflection on ideas
  + Ask probing, open-ended questions
  + Encourage new approaches
  + Videotape the class lesson

Relating Strategies

* + Listen to ideas
  + Celebrate successes
  + Provide feedback on new ideas

##### Competent and Confident Mentee

Coaching and Relating Strategies

* Honor the strengths by not interfering
* Recognize the success by offering new opportunities