Mentoring Programs in Manitoba
A Baseline Study

Barbara Lepp
Professional Learning

Image courtesy of mentorguru.info
Definition

- **Mentoring** provides one-to-one support to a beginning teacher by an experienced teacher to introduce the beginning teacher to the school culture as he or she develops his or her abilities to become an effective teacher (Hobson, Ashby, Malderez and Tomlinson, 2009).
The Literature

- With improved and sustained mentoring and induction, new teachers or those new to the system have more support and are more likely to meet the challenges of teaching with a stronger sense of efficacy.

Advancing High-Quality Professional Learning Through Collective Bargaining and State Policy: An initial review and recommendations to support student learning, p. 79.
Good teaching develops over time.
The Research Study

- Is formal mentoring a common practice in Manitoba?
Significance of the Study

Provides a profile of formal mentoring programs for beginning teachers in Manitoba public school divisions.
The Research Questions

- What types of formal mentoring programs exist in Manitoba public school divisions?
- What is the history and philosophy of these mentoring programs?
- What strengths and challenges do division-level professional leaders face when developing and implementing their programs?
- Why do formal mentoring programs not exist in some Manitoba public school divisions?
Purposeful Sample

- 38 school divisions
- Only public schools
- Same funding formula
- 2 Interview Protocols
- Telephone or in-person interviews
Findings

- Mentoring looks very different from SD to SD
- Reasons for mentoring – same
- Mentors are voluntary (usually invited)
- Administrators mentor
- New teachers positive
- Very little assessment
- Training for mentors
- Time away from classroom
- Perspective/Reflection
Implications of the Study

“The purpose of research is to extend people’s knowledge and understanding, enabling them to make more informed choices and judgments about the complex issues embedded in their professional lives.”

Stringer (2008)
Mentoring matters
challenging
mentor
taking
heart
believing
leading
taking
time
counting
taking
lead
making
lead