

The Kamloops Thompson Teachers' Association  
Mentorship Program  
2020-2021



*And yet they persevere because they are committed to doing the best they can for people. They have learned that nearly all people desire to do good work in good relationship with their colleagues.*

*In full awareness of the trials and tribulations that will not cease they offer their leadership skills to create islands of sanity places of possibility and sanctuary where the destructive dynamics of collapse are kept at bay.*

*For as long as they can.*

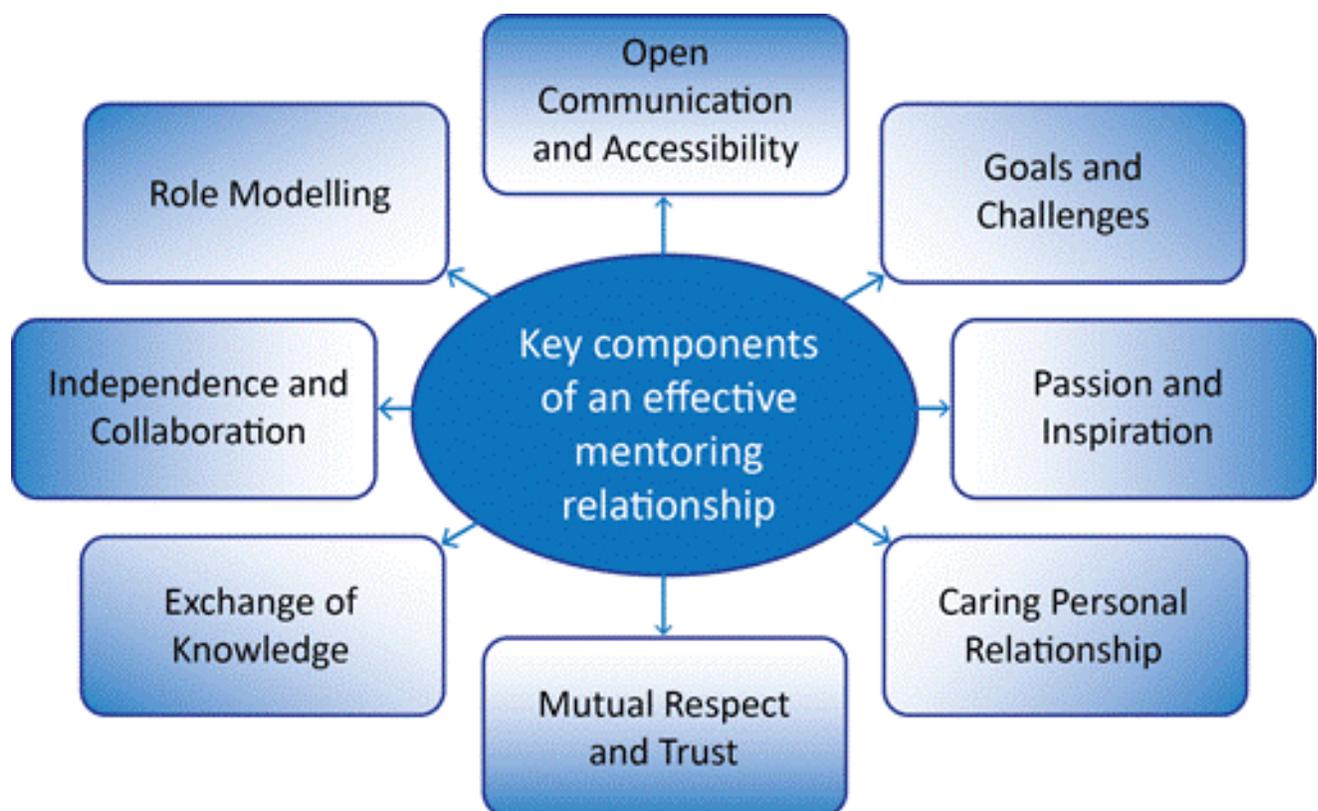
*-Margaret Wheatley*

# The Kamloops Thompson Teachers' Association Guidelines for the Mentorship Program



The Kamloops Thompson Teachers' Association has developed a mentorship program to support and encourage new teachers, including teachers with less than 5 years of teaching experience and teachers who are “new-to-role”. For the purpose of this document, the term “new teacher” represents both of the aforementioned situations.

We believe that supportive mentoring opportunities contribute to the success, development, well-being, and retention of new teachers.



## **The Kamloops Thompson Teachers' Association Mentorship Program is based on the following principles:**



- Mentorship is voluntary.
- Mentorship is a professional partnership between an experienced teacher and a teacher new to the profession.
- Mentorship may also consider a team approach between a small number of Mentors and Mentees in related grade, subject, or focus areas.
- Mentors are available and willing to guide and support the new teacher (s).
- Mentees are able to commit to being a reflective practitioner.
- The Mentor/Mentee relationship is collegial.
- Mentorship is non-evaluative and non-remedial.
- Mentorship builds on an appreciative respect for new teacher knowledge, initiative, commitment, and reflection.
- The work of a teacher is complex and challenging, and professional learning needs to be continuous and responsive to the changing contexts of teacher work.
- Mentorship program participation is available to all active KTTA members contributing union dues and adhering to the BCTF Code of Ethics.

### **Program Administration will consist of:**

- The KTTA President
- The KTTA 1<sup>st</sup> Vice President
- The KTTA Professional Development Chairperson
- Members of the KTTA Professional Development Committee

The KTTA Mentorship Program has identified some categories of support for new teachers and encourages teachers to choose and develop activities which meet their needs.

**Examples of mentorship support may include, but are not limited to:**



- Providing support to understand the professional aspects of the role of being an educator;
- Establishing a greater understanding of procedures, guidelines, or expectations of the school district;
- Collecting, disseminating or locating materials or other related resources;
- Providing guidance to create a climate that promotes fairness and respect;
- Supporting the establishment of a physical environment to engage all students;
- Giving guidance to help promote social development and group responsibility;
- Providing time and support to assist with communicating student learning;
- Encouraging effective communication strategies for working and communicating with parents, colleagues, and administration;
- Focussing on the engagement of students in problem solving, critical thinking, and other activities that promote meaningful instruction;
- Promoting self-directed and reflective learning for all students;
- Giving guidance in the area of classroom management and discipline;
- Setting up opportunities for observations with other classroom or instructional environments;
- Offering advice on effective planning of a school day, unit, semester, or school year; and
- Providing insight on how to access meaningful professional development opportunities.

The Kamloops Thompson Teachers' Association recognizes the importance of facilitating partnerships from various teaching levels and specialty areas in the district.



## **Criteria for Mentor Teachers**

- Minimum 5 years teaching experience
- Preference will be given to teachers with experience in the related subject-area of Mentees, if required
- Effective communication skills
- KTTA members in good standing and currently employed by the public school system (preferably in the same school district)
- KTTA members who are expected to follow the BCTF Code of Ethics
- Knowledge of current educational pedagogies
- Experience with professional collaboration on projects, teams, and/or committees
- Demonstrated curricular and/or instructional leadership
- Ability to consult with Mentee (s) on a regular basis, formally & informally
- Participation in an orientation at the beginning of the program
- Provide feedback on the program to KTTA program administrators
- Commitment to the entirety of the program
- Recognition of confidentiality and cultural humility

## **Criteria for Mentee Teachers**

- New teacher with less than 5 years of teaching experience or less than 5 years of teaching experience in their current role
- KTTA member
- Willingness to participate openly and be a reflective practitioner
- Effective communication skills
- Willingness to meet/converse with the Mentor on a regular basis, formally and informally
- Openness to receiving feedback and trying new strategies
- Recognition of confidentiality and cultural humility
- Commitment to the entirety of the program

**The identification of prospective participants will include the following program specific criteria:**



- **Identification and Selection of Mentors/Mentees**  
Teachers will provide their names to the Professional Development Chair if they are interested in being involved in the Mentorship program. Wherever possible, all candidates will have the opportunity to be involved in the consideration of Mentor/Mentee partnership selection.
- **Partnership Commitments**  
Participation in the Kamloops Thompson Teachers' Association Mentorship Program will require time commitments from each member of the partnership. It is recognized that consideration of school schedules will be necessary to facilitate effective and efficient time for mentoring. Mentors and Mentees will receive an orientation at the beginning of the program and all individuals will be required to attend while following all Health and Safety protocols. Participants are required to commit to the entirety of the program.

**Mentorship Commitment Requirements**

- One half-day training/orientation session to be held during the school day with release time provided.
- At least two half-day sessions and/or observations with subsequent half-day debriefing options which may include an observation of the Mentor teacher and an observation of another teacher if determined by the Mentor/Mentee with release provided.
- Formal and informal meetings as needs arise outside of the regular school day



## **Mentorship Program Funding**

- It is estimated that the cost to support each Mentorship team for the above activities will be \$2000.00 covered by funds distributed to Local Associations as part of the Collective Agreement for 2019-2022.
- This funding includes up to 9 half days of release per team.
- This funding will also include up to 6 half days of release for Professional Development Committee members to attend to the administration of the program.
- Each group will receive a small budget for supplies not exceeding \$50.00.
- Any additional costs will be subject to the Mentee accessing individual and/or school professional development funds or KTTA Initiative funds, if approved by the associated PD Committees.
- The program will continue until allocated funds are depleted.
- When booking KTTA Mentorship program activities, please select KTTA and identify the activity as KTTA Business in the description menu in Oasis.
- In the case of TTOC participation, the cost of the TTOC's daily rate will be paid.

## **KTTA Mentorship Program Deadlines**

- Applications are due to the KTTA Office by December 17<sup>th</sup>, 2020.
- Successful candidates will be notified by January 15<sup>th</sup>, 2021.
- An orientation meeting with all participants will be held on or around January 28<sup>th</sup>, 2021.
- Mentorship program meetings/sessions between Mentors and Mentees may occur between February 8<sup>th</sup> and May 14<sup>th</sup>, 2021.
- Wrap-up meeting and program evaluation will be held on or around May 28<sup>th</sup>, 2021.

## Questions?

If you have any questions, please contact your  
KTTA Professional Development Chair at: [prodchair@ktt.ca](mailto:prodchair@ktt.ca)



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