

MERN

Common Denominators for a Successful Mentoring Program

1. Provided for all novice teachers
2. Complete contact information for protégé and advisor is needed
3. A pilot-mentoring program should be initiated in the beginning
4. Formal time for mentoring should be for a minimum of one school year
5. Selecting experienced, successful and effective advisors is of major importance
6. Advisor and protégé pairing with same teaching area and geographical area
7. Strong advisor-protégé relationships contribute to the retention and success of new teachers
8. Matching advisor's and protégé's teaching area and grade level is desirable
9. Training of advisors about the program is desirable
 - a. Expectations of advisor
 - b. Timeline for activities
 - c. Suggested procedures
10. Advisor's ability to understand the "life world" of the protégé's teaching situation
11. Advisor developing a relationship with the protégé's lead music teacher, administrator and/or principal
12. Advisor and protégé developing a positive working relationship with each other
13. Advisors should be in contact with their protégé at least twice a month
14. Contact at first meeting is face to face and before school year begins
15. Monthly contacts via email, phone call, and face to face
16. Flexibility in meetings with more contact at the beginning of the year
17. Advisors and protégés should log all contact and communication
18. Advisors and protégés should keep a journal of first year teaching experiences
19. Advisors and protégés are TMEA members and are strongly encouraged to attend the convention
Protégé's attendance at a summer music convention is strongly recommended
20. Advisors are not be paid for serving
21. Release time and opportunities for protégé to observe experienced and successful teachers is encouraged
22. Organizing a "chat room" for protégés and advisors is a desirable goal
23. A second year program expanded with advisor, the 2nd year protégé and new first year protégé is encouraged
24. A follow-up "end of the year" analysis is required