

Mentorship Program GUIDING PRINCIPLES

Principles	
1.	Mentorship is a key feature of an effective induction process.
2.	Mentoring allows teachers new to the profession time to advance their knowledge, skills and attributes as stated in the Teaching Quality Standard more quickly.
3.	A collaborative effort between the school jurisdictions Buffalo Trail Public Schools Regional Division No 28, East Central Alberta Catholic Separate Schools Regional Division No 16, ATA Provincial Association and ATA Park Plains East Local No 31 involving commitment from all parties to the program and the partnership is essential.
4.	Flexibility in activities, structures, programs, and partnership must be built into the program.
5.	Involvement in the program is voluntary but there are obligations once mentor and/or protégé agree to participate. Mentorship pairings need to be approved by school administration through the <i>Administration Approval/Support Form</i> before being submitted to the ATA Mentorship Steering Committee Chair.
6.	Professional development built on the needs identified by participants is a key component.
7.	The program requires a formalized commitment by mentors and protégés to participate and to develop and review a mentorship action plan.
8.	The Mentorship Plan can form a strong component of the Teacher Professional Growth Plan or be incorporated into the Growth Plan if mentor and/or protégé choose.
9.	Learning how to be effective in a mentorship partnership takes time and flexibility. Any concerns that may arise within the mentorship partnership must follow the steps outlined in the <i>ATA Code of Conduct</i> .
10.	Relational trust is critical to a successful mentorship partnership.
11.	A combination of face-to-face meetings as well as connections through technology should be used to make the best use of available resources.
12.	The tripartite Mentorship partnerships as well as the overall program should be reviewed and revised as necessary.
13.	Time is required in order to participate in the program and/or the steering committee.
14.	Support and representation from central office staff and school-based administrators is crucial.