

## Discussion Notes from Kathy O'Neill's Presentation on Mentoring Best Practices

A skilled Mentor:

- Is a facilitator of the learning process
  - Probing questions
  - Cognitive coaching
- Is a collaborator
- Develops a reciprocal relationship
- Engages in reflective practice
- Is able to make the mentee/mentor relationship real time and ongoing
- Recognizes the importance of relationships
- Understands that diversity helps to transform
- Models and articulates effective use of data

## Discussion Notes from Crosswalk of SREB Leadership Critical Success Factors

- 1. Create a focused mission to improve student achievement and a vision of the elements of school, curriculum and instructional practices that make higher achievement possible.**
  - Provides professional development to support vision
  - Uses data as a measure of student achievement
  - Communication of vision
- 2. Set high expectations for all students to learn higher-level content.**
  - Academic rigor
  - Engage faculty
  - Access (?)
  - Student achievement
  - Shared Beliefs
  - Create Dissatisfaction
  - Multiple ideas and processes
  - Buy in
  - What does it look like?
- 3. Recognize and encourage implementation of good instructional practices that motivate students and increase student achievement.**
  - Technology
  - Integration
  - Alignment
  - Professional Development
- 4. Create a school organization where faculty and staff understand that every student counts and where every student has the support of a caring adult.**

- Relationship
  - Clusters personalizes
  - School connectedness
  - Process/accountable
  - Feedback
  - Active engagement of all stakeholders
5. Use data to initiate and continue improvement in school and classroom practices and student achievement.
    - Connect a variety of common assessments and rubrics to measure, analyze and continuously reshape.
  6. Keep everyone informed and focused on student achievement.
    - Effective communication consistent message
    - Engagement
    - Visibly observing
    - Successful communication
    - Creating opportunities
  7. Make parents partners in their student's education and create a structure for parent and educator collaboration.
    - Involve
    - Communicate
    - Support
    - Promote positive relationships
    - Acknowledge efforts
  8. Understand the change process and have the leadership and facilitation skills to manage it effectively.
    - Data
    - Respect
    - Colaboratiive planning
    - Develop buy-in
  9. Understand how adults learn and know how to advance meaningful change through quality sustained professional development that benefits students.
    - Continuous focused PD tied to student achievement
    - Team input/discussion
    - Model reflection and allow reflection
    - Model lifelong learning.
  10. Use and organize time in innovative ways to meet the goals and objectives of school improvement.
    - Control time - get control over schedules
    - Embedded planning into duty day
    - Collaboration

- Creative/rearrange
- Pacing – efficient use of time and effective prioritizing.

11. Acquire and use resources wisely.

- Develop partnerships
- Seek out grants
- Seek out resources
- Self-starter to improve school.

12. Obtain support from the central office and from community and parent leaders for their school improvement agenda.

- Develop key school champions
- Foster/nurture relationships
- Demonstrate genuine interest in staff/community
- Create outreach mechanisms to staff/community

13. Continuously learn and seek out colleagues who keep them abreast of new research and proven practices.

- Create ongoing professional conversations and dialogues
- Networking professional organizations
- Access professional learning opportunities, resources and research