

“What Makes a Good Mentor?”

Notes from Kathy O'Neill discussion

- Ability to *facilitate* learning experiences (could mean finding another “expert”)
- Mentoring is a process
- Collaborator
- Willing to be reciprocal (reciprocal learning)
- Provides on-going real-time experiences
- Promotes reflective practice
- Understands importance of relationships
- Mentors should be different than mentee, in order to complement strengths
- Can model and articulate use of data

What Research Says About Mentoring

- Mentoring alone may be insufficient
- Best results are with two – to – three year programs
- Weekly meetings lead to substantial improvement. (Less than that diminishes results proportionately.)
- Mentor and inductee are carefully matched by third party
- Mentor is trained in mentoring “best practices”.
- Geography is important (accessibility for face-to-face meeting/learning)
- An informed selection process is essential. (The best mentors are not necessarily the most “accountability successful” principals.)
- Incentives do not guarantee success

The challenge is, how do we take a vision of high quality mentoring and make it a reality?