



8.8 MENTORING POLICY

JANUARY 2008

Rationale

At St Mary's Coptic Orthodox College we wish to support all beginning teachers. A mentor is an experienced, skilled teacher from whom the beginning teacher can directly learn. Meetings between the beginning teacher and the mentor provide opportunities for frank and critical discussions, lesson planning advice, career guidance, full registration support, professional development advice, and opportunity to develop a professional supporting relationship.

Aims

- To provide all beginning teachers with a targeted induction and mentoring program
- To provide casual relief teachers with support and guidance
- To provide professional reading matter
- To support the induction of new teachers into the college community
- To provide beginning teachers with opportunities for professional development

Implementation

- Provide each beginning teacher with an experienced staff member as a mentor
- Provide peer support for the induction of new staff
- Provide new staff with copies of all relevant policies, guidelines, duties, etc
- Provide time release for weekly meetings between mentor and beginning teacher
- Provide beginning teachers with opportunity to peruse "The Survival Guide for Beginning and Casual Teachers"
- Provide mentor with a current copy of the Victorian Institute of Teaching's "Supporting Provisionally Registered Teachers"
- Ensure that the beginning teacher has access to a copy of this folder
- Timetable weekly mentoring meetings
- The mentor will support the beginning teacher in organizing demonstration lessons in other classrooms
- The mentor will assist the beginning teacher in planning and delivering the required lessons for full registration
- The Head of Secondary and the Head of Primary will coordinate the mentoring and induction program within the College

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