

Welcome New Mentors

Peer Assistance & Review (PAR) Mentor Training



Introductions

1. Your Name
2. Your Department or CTE Program
3. Name of PAR Faculty you are mentoring
4. What attracted you to mentor PAR Faculty?



Scenarios

What knowledge might you share with your PAR Faculty?

“The delicate balance in mentoring someone is not creating them in your own image but giving them the opportunity to create themselves.”

Steven Spielberg



Mentor – Mentee Relationship

COLLABORATING

What does a healthy mentoring relationship look like?

COLLABORATING

RESPECT

RESPONSIVENESS

CONFIDENTIALITY

JOINT ACCOUNTABILITY

FREE & HONEST EXPRESSION



BALANCE



LISTENING



DIRECTION

PAR Mentor Training Goals

1. PAR Resources
2. Mentor Responsibilities
 1. FALL
 2. SPRING
3. What is an Instructional Observation
 1. Mentor Observation Form
 2. Providing Useful Feedback
4. What are IDPs

MCC PAR Resources

<https://learn.maricopa.edu/courses/906181>

Mentor Responsibilities

FALL

1. Classroom Visit

1. Ideally before Chair & Dean evaluation
 1. Schedule in September, if possible
2. YR1 & YR2 must complete before Thanksgiving break
3. YR3 – YR 5 preferred in the Fall, must complete before Spring break

2. Written Feedback

1. Mentor Observation Form
2. Complete within a week of the classroom visit

3. Available 'As Needed'



Mentor Responsibilities

SPRING

1. **Review 'Draft' IDP Due 1/15/16**
 1. Google Site link will be shared
 2. 'What to Look for in an IDP' document
2. **Classroom Visit**
 1. Ideally before Chair & Dean evaluation
 2. YR1 & YR2 must complete before Spring break
 3. Yr3 – YR5 before Spring break, *if not completed in the Fall*
3. **Written Feedback**
 1. Mentor Observation form
 2. Completed within a week of the classroom visit
4. **Available 'As Needed'**

Note: PAR Faculty IDPs due to PARc team 3/25/16



Instructional Observation

1. Review PAR Faculty selected 2 areas
2. Describe what you observed and give suggestions
3. Share strategies that have worked for you

https://learn.maricopa.edu/courses/906181/files/33489384?module_item_id=7333235

Roll Dice & Total



Roll the dice, add the two numbers, and write down the total.

Written Observation Feedback

- Look at the list of suggested areas for observation/feedback.
- With your teammate select a few areas from the list and extrapolate what type of feedback you might provide.
 - Remember: describe what you observed, give suggestions, share strategies that have worked for you.
- Share with the group

Individual Development Plan, IDP

MCC IDP Template 2015 - 16:

1. Overall Instructional Narrative
2. Service
 1. RFP definition
3. Professional Development
 1. RFP definition

Activities in the current academic year.

<https://sites.google.com/a/mesacc.edu/janice-pierson-idp-2015-16-1/>

Mentor – Mentee Relationship CLOSING

At the end of the year,
are you going to
continue the mentor –
mentee relationship?
If yes, in what capacity
(formal or informal)?



Thank You!

Let not roll the dice and take a chance that our new faculty will learn what they need to know to succeed.



Mentor them to be successful!