

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