Coaching to Build Mentor Expertise

Mentors are Made Rather Than Born
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Quality Mentoring

- Relational Trust
- Mentor Goals
- Inquiry Protocols
- Equality
- Choice
- Dialogue
- Reflection
- Voice
- Praxis
- Reciprocity   "What Good Coaches Do" by Jim Knight 2011

Cognitively Rich Coaching

- Analysis of Mentoring Stance
- Reflect on and Re-Craft Mentoring Questions
- Compare/Contrast Observation Notes
- Co-Create Observation Debrief Questions
- Collaborative Log Analysis

Additional Possibilities for Engagement

- Peer Co-Mentoring and Reflection

- "Critical Friends" partners or small groups

- Record and transcribe mentoring sessions with peer reflection

- Email reflection on written mentoring work, conversation transcription, or in preparation for a mentoring session

- Video peer review/reflection with protocol

Insights and Applications

- What mentor coaching focus areas apply to my context and how might I incorporate them in ongoing professional development?

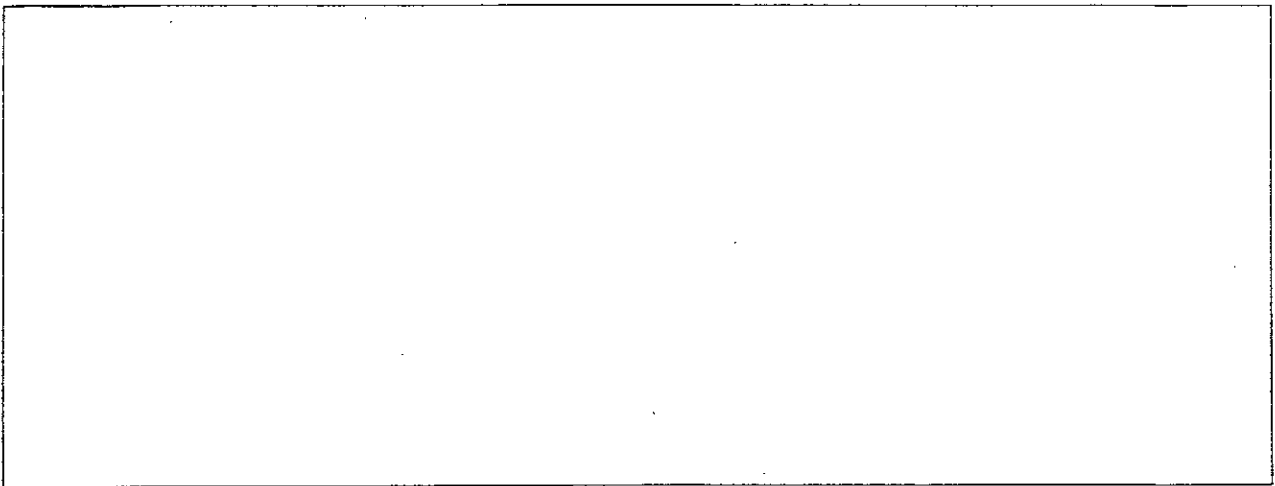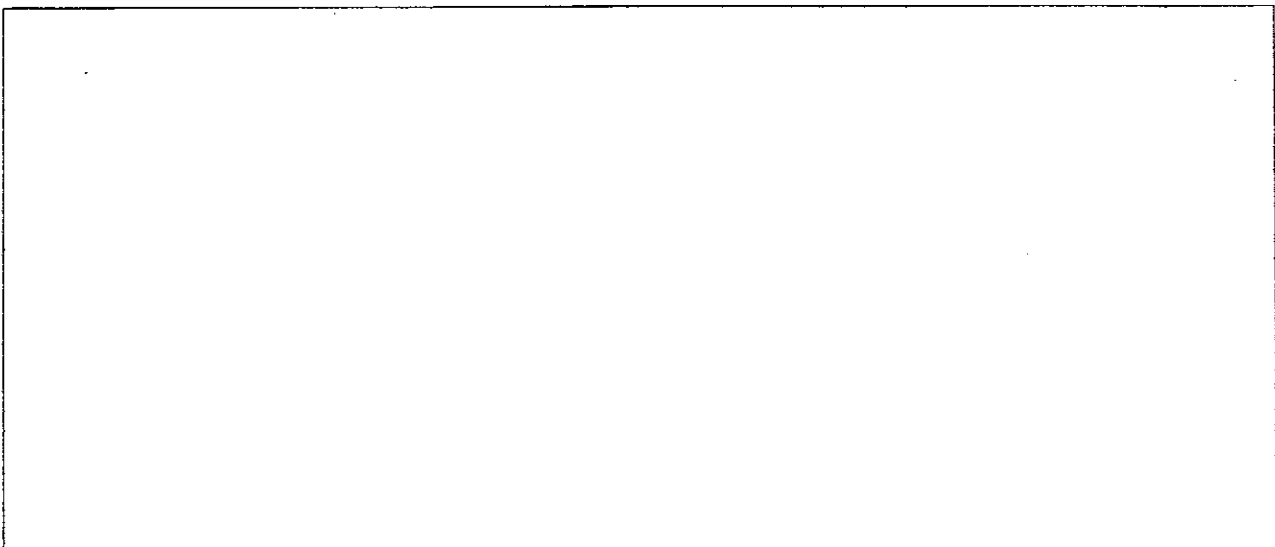- How might my program incorporate or extend fieldwork based professional development?

Insights and Applications

*What mentor coaching focus areas apply to my context and how might I incorporate them in ongoing professional development?

*How might my program incorporate or extend fieldwork-based professional development?

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Mentor Practice: Protocols and Practices

Cognitively Rich Coaching

Narrowing the Focus:

- Analysis of Mentoring Stance: "I-C-F"

- Reflect on and Re-Craft Mentoring Questions

- Compare and Contrast Observation Notes

- Co-create Observation Debrief Questions

- Collaborative Log Analysis – Patterns

Additional possibilities for engagement

- Peer Co-Mentoring and reflection

- "Critical Friends" partners or small groups

- Record and transcribe mentoring sessions with peer reflection

- Email reflection on written mentoring work, conversation transcription, or in preparation for a mentoring session

- Reflect on mentoring work in small groups with an anchor text

- Video followed by peer or small group reflection with protocol