

# The Vertical vs. the Horizontal:

## Reflections on peer to peer mentoring

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# A Personal Story

## Implications?

- \* Vertical has become the dominant way of communication;
- \* LCI' concerns that they might “interfere” with the vertical training authorities

# What is Teaching?

Teaching is a life journey, a process of learning and changing. There is no “one-size-fits-all” method. (Prof. Hsin-hsin Liang 梁新欣, UVA)

- \* Constantly exploring;
- \* Constantly adjusting;
- \* Constantly adapting;

Conclusion?

Sufficient peer-to-peer mentoring is necessary.

# The Journey to Become a Good Teacher

- \* What to teach? (novice)
- \* How to teach? (veteran)
- \* When to teach? (master) (*ACTFL survey*)

Conclusion?

Sufficient peer-to-peer mentoring is crucial.

# Peer-to-peer mentoring as professional development

What do studies and research say?

- \* novice teachers find the support and mentoring of other teachers as the most important support in their first years of teaching;

- \*mentors also derive substantial benefits from the process:

- \* reenergized with increased professional confidence;
- \* more sensitive and reflective about teaching skills;
- \* get new ideas about teaching and curriculum

*(ERIC Clearinghouse on Teaching and Teacher Education, 2011 )*

# The Benefits of Peer to Peer Mentoring: my personal experiences

- \* Mutual trust and support;
- \* Collaboration instead of competition;
- \* Open communications and exchange;
- \* Psychological satisfactions

# The Current Training Model: what is lacking?

- \* Universal vs. local
- \* Theory vs. reality
- \* General vs. specific
- \* Institutional vs. individual

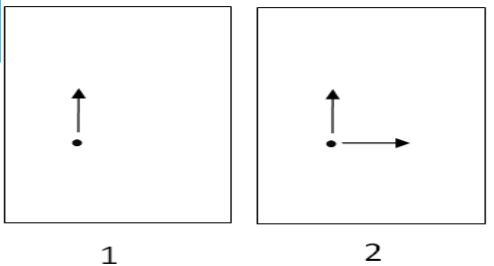
# Feasibility

Peer-to-peer mentoring can happen naturally:

- \* Timely consultation/discussion (esp. at the same office);
- \* “horizontal convenience”
  - \* Plan lessons;
  - \* Conduct team project;
  - \* Develop teaching materials;
  - \* Draft presentation proposal;
  - \* Attend professional conference;
  - \* Take a walk/eat lunch 😊



# Application in FSI: Issues



- \* Explore the methods of mentor-mentee matching;
- \* Develop effective mentoring skills;
- \* Define/assess the roles and responsibilities of mentors;
- \* Professional bond vs. personal bond;
- \* Integrations with the vertical (various management levels)?

# The End

As a classroom teacher, I deeply appreciate the LEARN Committee to give me this opportunity to share my personal story and individual perspective.

Thank you! 谢谢