Challenges and Benefits of Tele-mentoring

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Agenda

Using the advances in technologies, how does tele-mentoring offer new opportunities for teacher development?

Agenda

What are the challenges and the rewards for mentors, mentees and institution?

Agenda

What do mentors and mentees need to make tele-mentoring a successful experience?

Mentoring Context

- People involved
- Setting
- Goal of mentoring and institution
- Mentoring resources
- Time

People Involved

- Four newly-hired teachers (Mentees)
- Supervisors of mentees/Academic Specialists on site.
- Myself (Mentor)

Setting

- Two in LTD (Arabic and Pashto)—via telementoring
- Two in Presidio of Monterey (Persian Farsi) telementoring and face-to-face
- I am located in Seaside (DOD Building)

Nature of Mentoring

- Mandatory
- Mentees did not meet the criteria for certification as newly-hired or experienced instructors
- Six months
- Tele-mentoring: Less than three months

Technological Means

- Mobile technology (iPad & iPhone)
- iCloud (Calendar)
- Sakai
- Emails
- Text messages
- Skype

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Mentoring Resources

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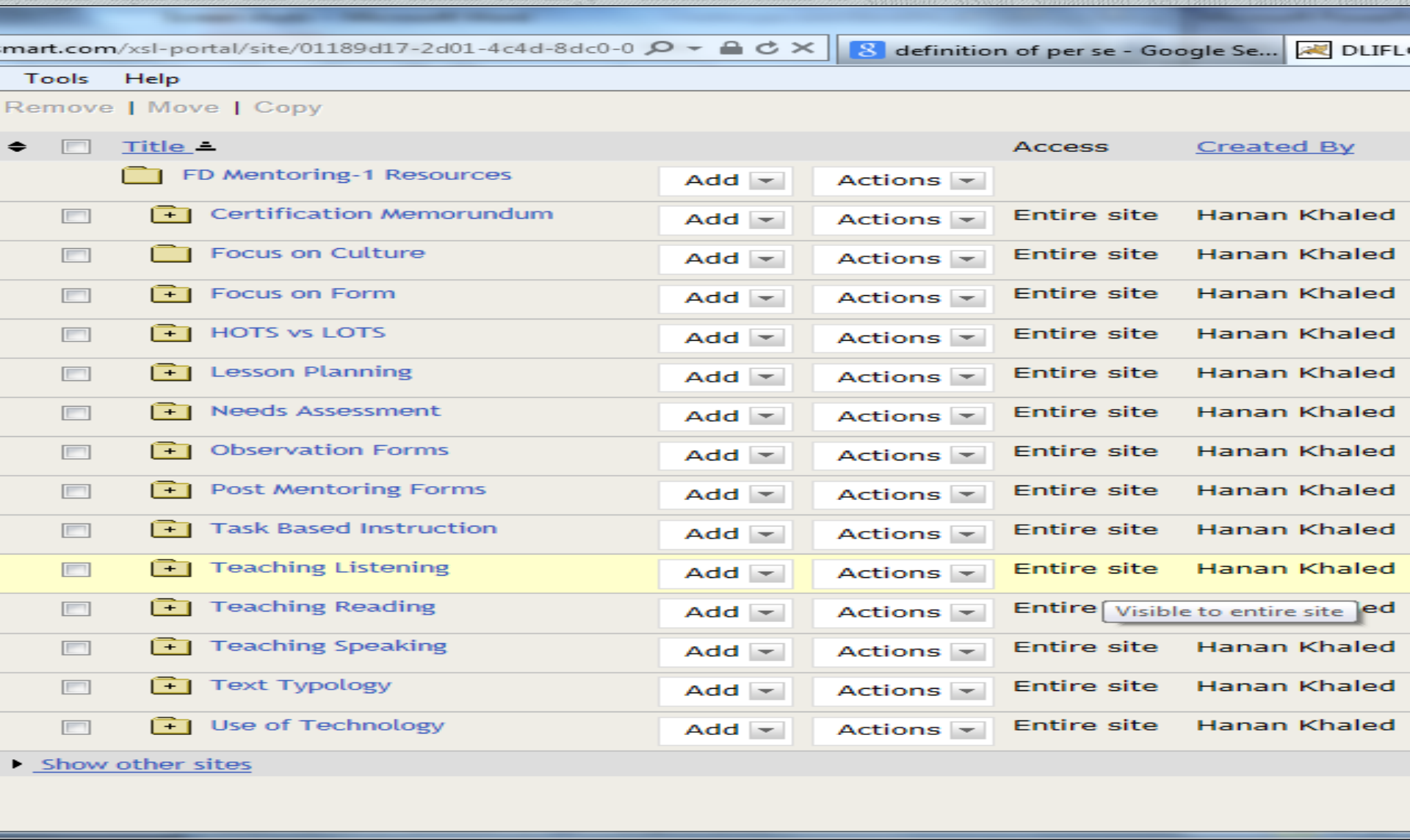
Mentoring Resources



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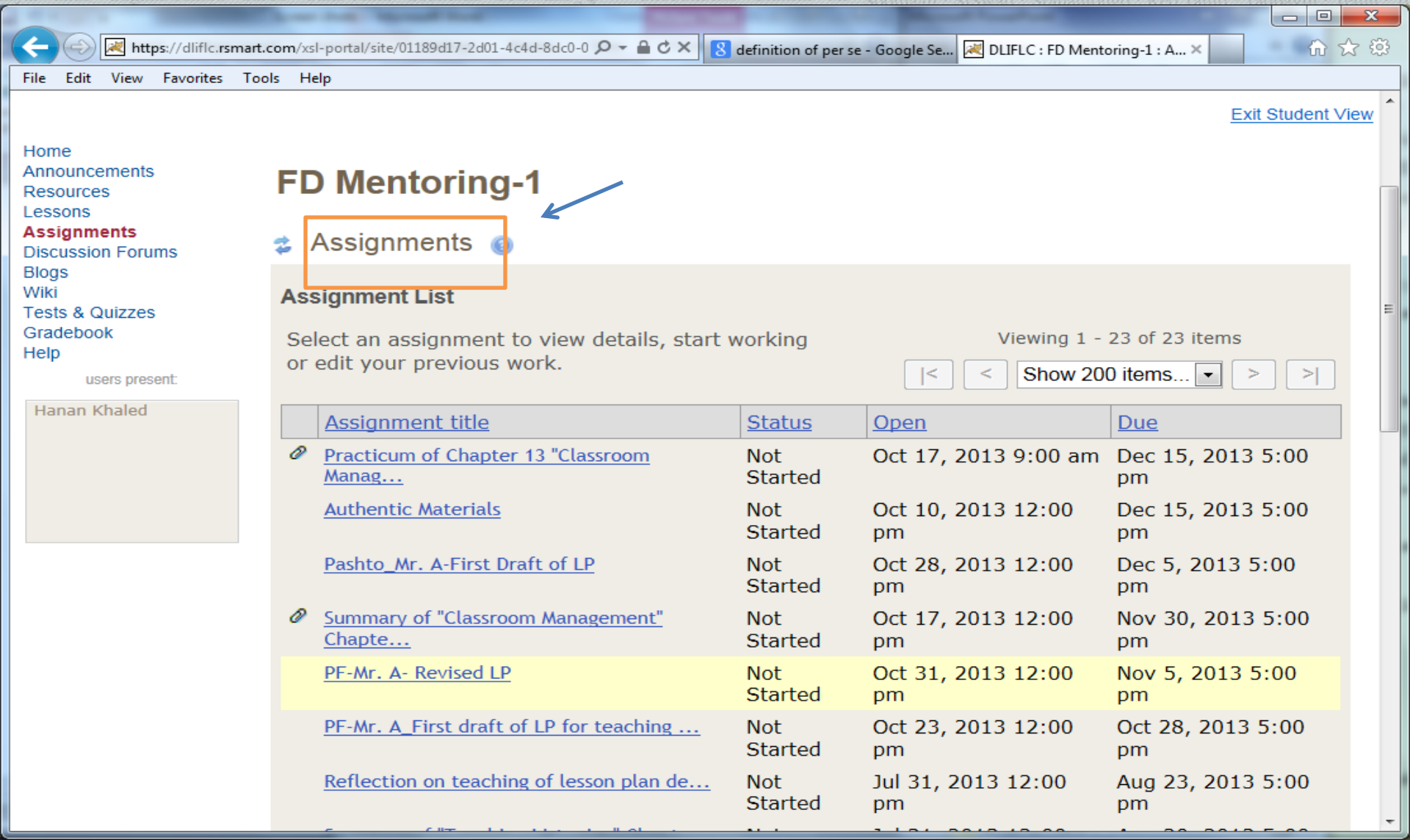
Mentoring Resources



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Mentoring Resources

Mentoring strategies

Assessed teachers' needs (Knowledge, skills, attitude, and awareness)

Mentoring strategies

Created mentoring plan for each and adjusted it as needed

Mentoring strategies

- Observation cycle
- Stimulated recall using video
- Lesson plan adaptation
- Self-reflection
- Summary of reading articles
- Attending professional development events
- Reading about all these strategies and get familiar with steps and material used

Mentoring strategies (Cont'd)

- Pre-observation: co-development of lesson plan (phone, email, sakai)
- Observation: on site supervisor/academic specialist
- Post-observation:
  - Supervisor sends observation notes
  - Call to discuss
  - Call mentee to reflect and plan for the next step

Challenges

- Create a system for sharing resources, effective communication, assignments and assessment
- Regularly follow-up on progress of task
- Stay objective and supportive via distance

Challenges (Cont'd)

- Monitor mentees' progress and update their supervisors
- Maintain level of motivation for both mentee and mentor

Challenges (Cont'd)

- Develop personal relationship and trust via distance
- Carefully choose words and monitor tone in written and verbal correspondences
- Avoid misunderstandings (Language barrier)
- Be ready to clear misunderstandings
- Overcome delayed responses
- Be patient

Challenges (Cont'd)

- Playing different roles via distance:
  - A trustful colleague
  - An experienced colleague
  - A facilitator
  - A controller
  - A motivator
  - A delegator
- Be a reflective practitioner
- Overcome motivation backslide

Benefits for Mentee

- Gain self-confidence and self-efficacy
- An opportunity to become a successful professional
- Enhance knowledge and skills about language education

Benefits for Mentee (Cont'd)

- Job security
- Having a colleague to trust and to ask for help when needed
- Indirectly recognize the use of technology and actively integrate technology in teaching
- Achieve success & save face in a short time (less than three months)

Benefits for Mentor

- Good mentors are better teachers
- Reach out more mentees
- Better understand own strengths and challenges
- Exceeding performance standards
- Motivated mentor/faculty member

Benefits for Institute

- Gain a confident/empowered teacher
- Support teachers in language training detachments across the globe
- Help new teachers adjust to the teaching context and requirements

Benefits for Institute

- Create a trusting, supporting teaching context for new teachers
- Achieve mission in a timely manner

Questions?

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