

# Challenges and Benefits of Tele-mentoring

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**DLIFLC**  
DEFENSE LANGUAGE INSTITUTE  
FOREIGN LANGUAGE CENTER



# 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



# Mentoring Resources

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## FD Mentoring-1

A Professional and Collaborative Approach

**A Professional and Collaborative Approach**

*Mentoring is a professional development process that provides tailored guidance and support for teachers to develop expertise in proficiency-oriented instruction to better serve the DLI mission.*

## Recent Announcements

Options

**Announcements** (viewing last 10 days)

There are currently no announcements in this location.

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**FD Mentoring-1**

**Assignments**

Assignment List

Select an assignment to view details, start working or edit your previous work.

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< < Show 200 items... > >

	Assignment title	Status	Open	Due
	<a href="#">Practicum of Chapter 13 "Classroom Manag...</a>	Not Started	Oct 17, 2013 9:00 am	Dec 15, 2013 5:00 pm
	<a href="#">Authentic Materials</a>	Not Started	Oct 10, 2013 12:00 pm	Dec 15, 2013 5:00 pm
	<a href="#">Pashto_Mr. A-First Draft of LP</a>	Not Started	Oct 28, 2013 12:00 pm	Dec 5, 2013 5:00 pm
	<a href="#">Summary of "Classroom Management" Chapte...</a>	Not Started	Oct 17, 2013 12:00 pm	Nov 30, 2013 5:00 pm
	<a href="#">PF-Mr. A- Revised LP</a>	Not Started	Oct 31, 2013 12:00 pm	Nov 5, 2013 5:00 pm
	<a href="#">PF-Mr. A First draft of LP for teaching ...</a>	Not Started	Oct 23, 2013 12:00 pm	Oct 28, 2013 5:00 pm
	<a href="#">Reflection on teaching of lesson plan de...</a>	Not Started	Jul 31, 2013 12:00 pm	Aug 23, 2013 5:00 pm



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## FD Mentoring-1

[Announcements](#)

**Announcements** (viewing announcements from the last 365 days)

View

Viewing 1 - 10 of 30 items

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<a href="#">Subject</a>	<a href="#">Saved By</a>	<a href="#">Modified Date</a>	<a href="#">For</a>	<a href="#">Beginning Date</a>	<a href="#">Ending Date</a>
<a href="#">Edited Assignment: Open Date for 'Practicum of Chapter 13 "Classroom Management"'</a>	Hanan Khaled	Nov 1, 2013 10:21 am	site		
<a href="#">Edited Assignment: Open Date for 'Authentic Materials'</a>	Hanan Khaled	Oct 31, 2013 12:54 pm	site		
<a href="#">Edited Assignment: Open Date for 'Summary of "Classroom Management" Chapter'</a>	Hanan Khaled	Oct 31, 2013 12:54 pm	site		
<a href="#">Edited Assignment: Open Date for 'PF-Mr. A First draft of LP for teaching Listening'</a>	Hanan Khaled	Oct 23, 2013 10:45 am	site		



# *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





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