Mentoring, a key element in teacher induction programs.

Andersen, Bente Kjeldbjerg; Paaske, Karen Annette

Publication date: 2016

Abstract:

Mentoring, a key element in teacher induction programs.

Authors: Bente Kjeldbjerg Bro Andersen og Karen Paaske

Network: Guidance and Counselling

Research topic/aim and relevance for Nordic educational research:

The research project Induction programs and mentoring is carried out by Research Center VIA Profession and Education¹ as part of the program: Mentoring and counselling.² The aim of the project is to provide part of the basis on which a Danish induction program for beginning teachers can be developed. This paper focus on the part of the project related to mentoring as a key element in induction programs and is based upon the research question:

- What are the documented influence of mentoring as a key element in induction programs sustaining beginning teachers in a lifelong professional career development?
- What kind of mentoring-elements are supporting new teachers’ professional development and which mentoring-skills are essential to sustaining beginning teachers?

Theoretical framework:

The theory behind induction holds that pre-employment teacher preparation is insufficient to provide all of the knowledge and skill necessary to successful teaching and a significant part can only be acquired while on the job³.

Mentoring is one of the key elements in teacher induction programs. The goal of mentoring programs is to give newcomers a local guide, but the content and character of the programs vary widely⁴.

---

¹ The research project is a collaboration between Research Center VIA Profession and Education and The Danish Union of Teachers.
² The other parts of the project consist of a) Individual and group focused qualitative interviews with beginning teachers b) designing and carrying out a survey addressing beginning teachers. Both projects examining the beginning teachers experiences in their first years of teaching.
³ (Ingersoll & Strong, 2011)
⁴ (Ingersoll & Strong, 2011)
Methodology/research design:

We use a design-based research approach (DBR). Based on our analysis we will propose a possible prototype for mentor practice intended to support beginning teachers. The first phase of DBR contains an analysis in which we have used a qualitative meta synthesis as a method.

Expected conclusions/findings

The work is in progress. Preliminary findings shows:

Mentoring-programs

- Promote increased retention
- Reduce feeling of isolation, increase confidence and self-esteem, professional growth, improve self-reflection and problem-solving capacities
- Have a positive impact on the classroom management skills and ability to manage time and workloads
- Have a positive impact on students achievement

Mentoring is most effective when:

- Mentors have received training as mentors
- Mentors teach the same subject as their mentees
- It is responsive to the needs of the mentee
- It takes place within schools which are characterized by collegial and learning cultures

---

5 (Brandon et al., 2014)
6 (Sandelowski & Barroso, 2007)
8 (Hobson et al., 2009)(Greenfield, 2015)
9 (Hobson et al., 2009; Ingersoll & Strong, 2011; Jian Wang et al., 2008; Shockley et al., 2013)
10 (Hobson et al., 2009; Ingersoll & Strong, 2011; Jian Wang et al., 2008; Shockley et al., 2013)
11 (Hobson et al., 2009; Ingersoll & Strong, 2011; Jian Wang et al., 2008; Shockley et al., 2013)
12 (Ingersoll & Strong, 2011)(Hobson et al., 2009)
13 (Hobson et al., 2009; Jian Wang et al., 2008)
14 (Hobson et al., 2009; Ingersoll & Strong, 2011)
References


