



Beginning Teacher Responses to Five Stages of First Year Teaching

Anticipation

Recommendations for Beginning Teacher

- Talk to colleagues.
- Observe other classroom environments/set-up.
- Seek information/ask questions.
- Tour school.
- Get acquainted with neighboring classroom teachers.
- Acquaint self with district curriculum guidelines.
- Remember to balance priorities within the school day.
- Establish and continue parent communication.

Recommendations for Mentor Teacher

- Keep my hopes high.
- Be extremely supportive.
- Prepare me and give me an understanding of what is to come.
- Share experiences to prepare me for what is coming.
- Reinforce my efforts.
- Listen to me.
- Set up a specific time for us to meet on a regular basis.

Survival

Recommendations for Beginning Teacher

- Prioritize and take one day at a time.
- Prepare. Keep things in perspective.
- Relax.
- Focus on organizational skills which will help me be successful.
- Realize the multitude of tasks and complexity of the job.
- Go shopping for ideas.
- Reflect on daily successes and keep on truckin'.

Recommendations for Mentor Teacher

- Spend time with me. Make time for me.
- Be available to assist with some of my "firsts," e.g. parent calls, grade level meetings, parent conference, etc.
- Hand off a ready to use lesson and offer lesson suggestions!
- Help me understand what I need to do and when to do it.
- Check on my understanding of procedures and policies.
- Listen to me.
- Question me.
- Stop by to talk and see how I am doing.



Disillusionment

Recommendations for Beginning Teacher

- Remind myself I cannot do everything.
- Use time wisely.
- Take time out to exercise.
- Communicate and share experiences with other beginning teachers; reflect and seek solutions.
- Focus on the priorities.
- Get to know my personal interests.
- Listen to me.
- Plan time to re-energize.
- Design and implement engaging lessons plans.
- Attend BEST seminar for encouragement and strategies to implement during this challenging stage.

Recommendations for Mentor Teacher

- Tell me that you have “been there too;” share your experiences and solutions for difficult times.
- Encourage me with kind words and actions.
- When I get too frustrated, help me re-organize and begin again.
- Be positive. Focus on the good.
- Help me regroup and focus.

Rejuvenation

Recommendations for Beginning Teacher

- Keep working hard and learning.
- Spend time with family and friends.
- Prioritize.
- Be creative. Use resources.
- Take time to reflect and learn from my experiences.

Recommendations for Mentor Teacher

- Discuss upcoming activities and events.
- Listen to me.
- Have lunch together.
- Challenge me to reflect and label my strengths.
- Help me plan new goals for growth.

Reflection

Recommendations for Beginning Teacher

- Document instructional strategies that worked.
- Review the progress of my students.
- Create list of the year's accomplishments.
- Reflect and draft a professional goal for the upcoming year.
- Set summer goals for preparation for the next school year.
- Interact with other teachers and mentors.

Recommendations for Mentor Teacher

- Celebrate me.
- Continue journal sharing and e-mails.
- Conference with me and help me summarize my school year.



Behaviors of Effective Mentoring

Building Trust	
Example	Non-Example
Follow-through	Break commitment

Communicating Effectively	
Example	Non-Example
Active listening	Always talking

Cultivating Confidence	
Example	Non-Example
Providing positive feedback	General comments

Modeling Competence	
Example	Non-Example
Model reflective practice	Only one way

Welcoming Colleague	
Example	Non-Example
Schedule regular meeting times	"If you need me, my door is always open."

Instructor Reference Only.
Do not duplicate.