



WINNIPEG SCHOOL DIVISION

WSD Teacher Induction and Mentorship Program

10 things school leaders and teachers need to know

1 The intent of the WSD Induction and Mentorship Program is to provide effective teaching and career development for both mentees and mentors over a two-year timeframe.

2 Teachers are eligible if they have two years experience or less and a new permanent contract.

3 Release time (up to 5 days each for mentors and mentees) is centred around job-embedded learning which may include learning through co-planning, modelling, classroom observations, collegial feedback, and inquiry into practice.

4 Learning partnerships are established based on the mentee's articulated needs. Criteria including professional skills and strengths of participants, professional experience of participants and geographic proximity of schools are also considered.

5 Benefits to mentees include connection to a mentor and opportunities for co-planning and professional networking. Teachers direct their own professional development pathway based on student needs, teacher inquiry interests, school goals and divisional goals.

6 Benefits to mentors include professional engagement through service to the profession, developing transferrable leadership skills, practicing professional inquiry, and opportunities to refine practice.

7 All mentors receive resources, coaching and in-depth training regarding adult learning over two years.

8 All participants engage in an annual review that is used to inform program planning. This review is conducted in collaboration with The Faculty of Education (University of Manitoba).

9 The framework and design of this program is based on national and international research regarding teacher professional development that impacts student learning.

10 Individual and confidential support is available to ensure successful partnerships. Consultation is available by contacting Kathy Collis and Gail Ruta Fontaine at the PLLC office

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Online information is available at portal.wsd1.org/Programs/pllc.

Our location is Machray School, 320 Mountain Avenue, Winnipeg, MB.



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