

# Creating Coherence, Honouring Diversity:

a partnership approach  
to teacher mentorship  
in British Columbia



# British Columbia

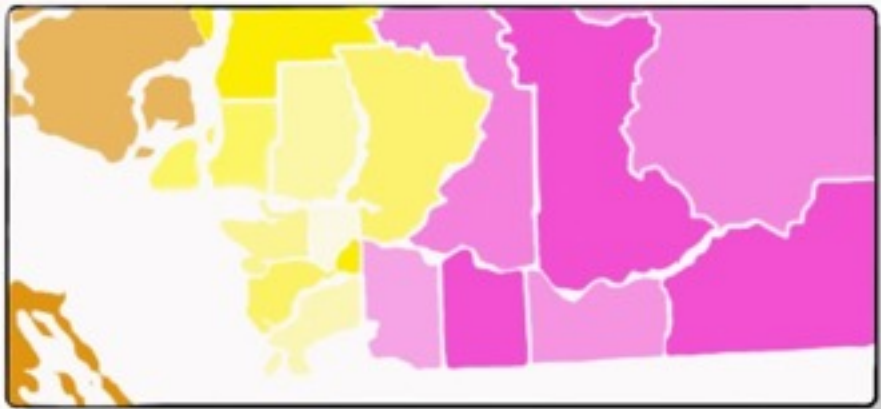
60 districts:

many successful  
programs

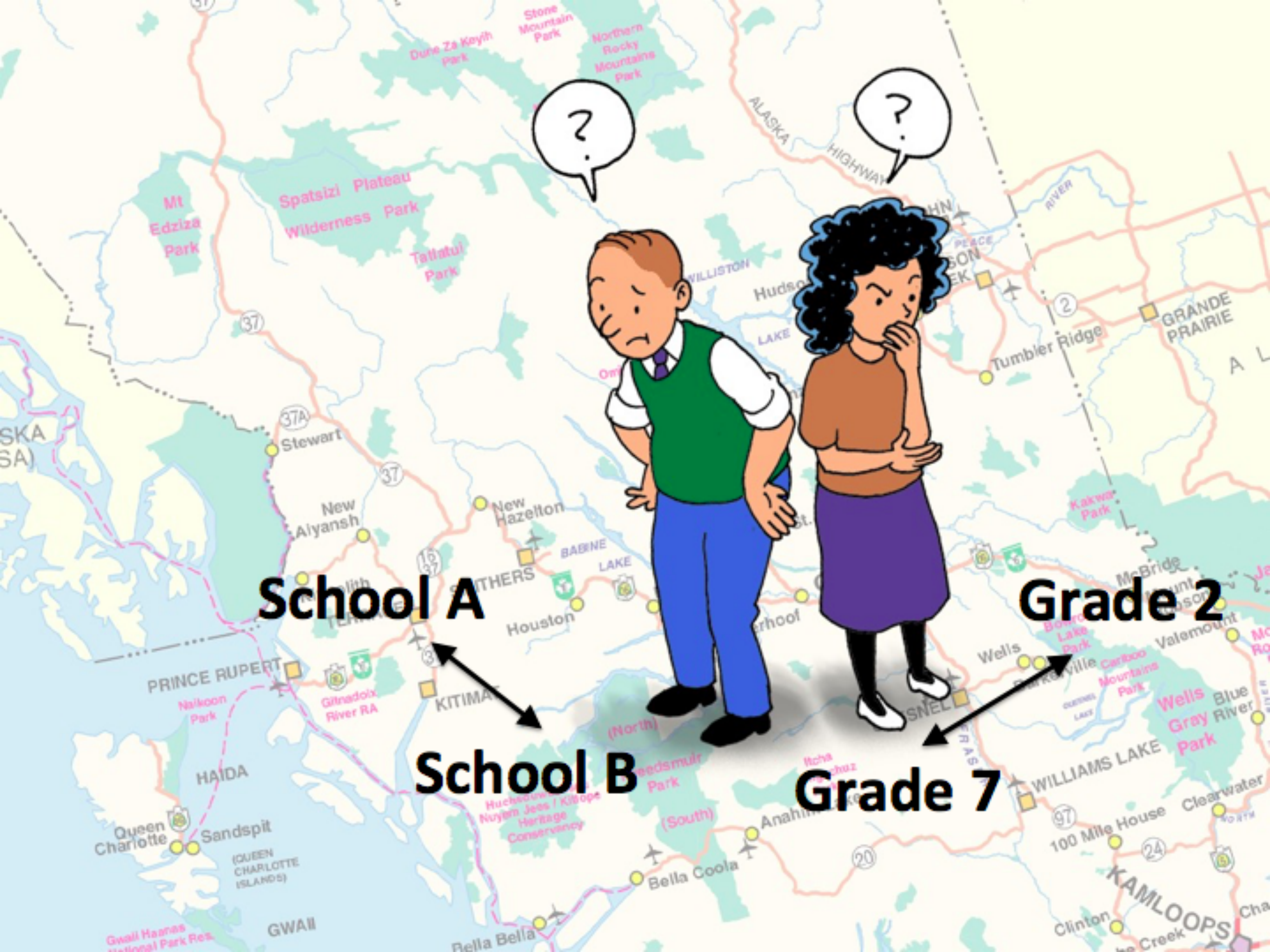
challenges:  
lack of coherent vision

insecure funding

variable implementation







**School A**

**School B**

**Grade 2**

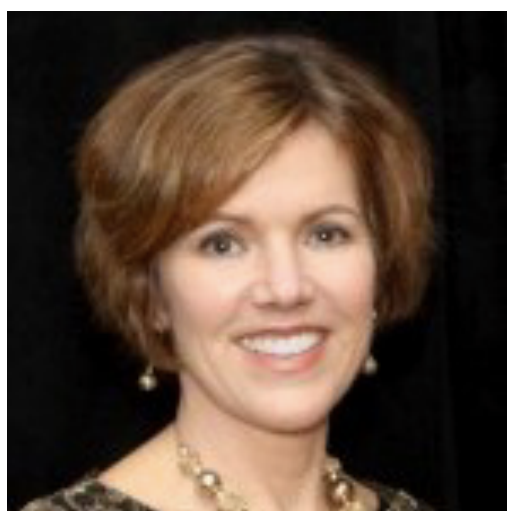
**Grade 7**





How might a provincial approach to mentorship provide core guiding principles and regional responsiveness?





# The Partnership

a place of mind



British Columbia  
Teachers' Federation



**BCSSA** British Columbia  
School Superintendents Association

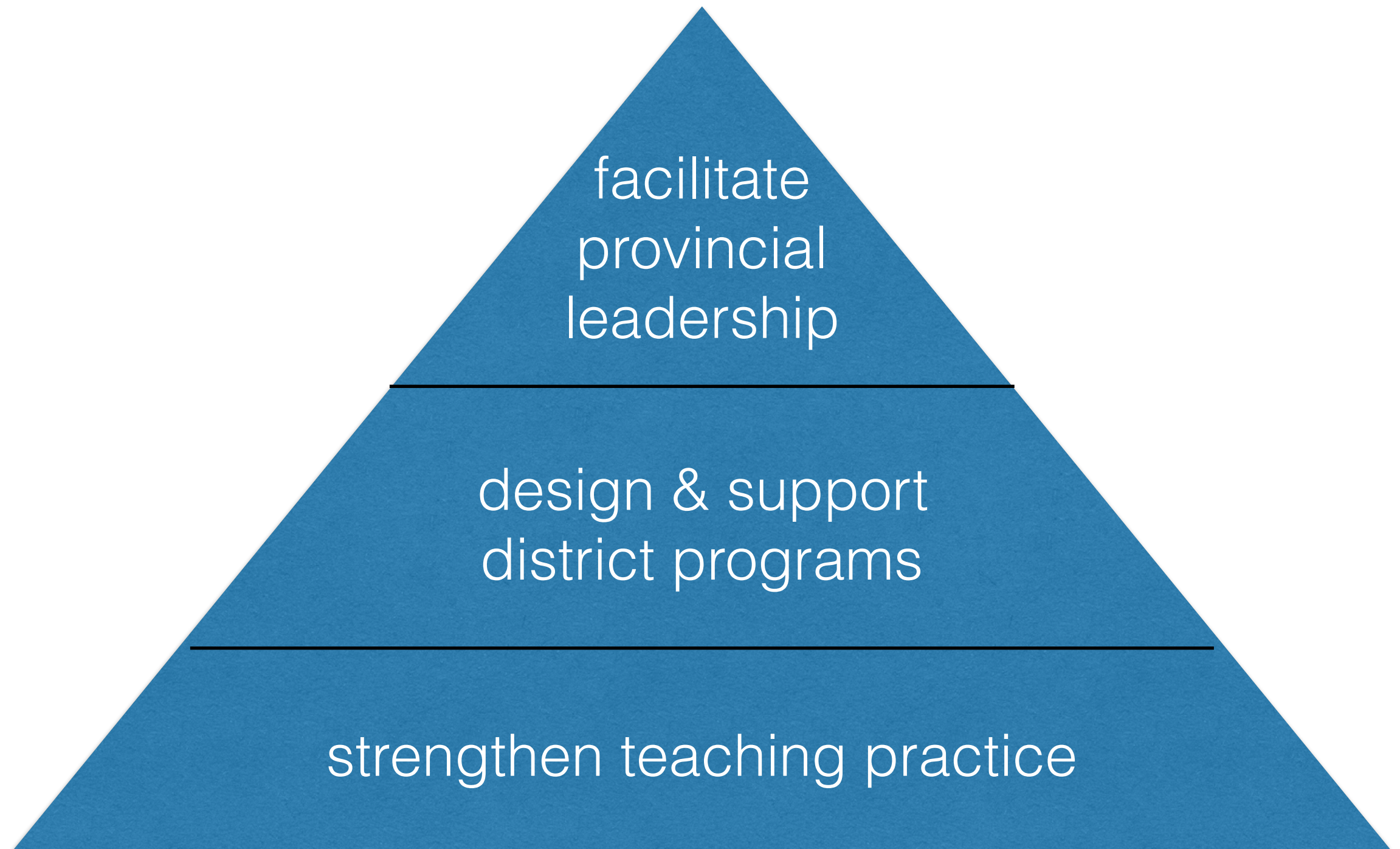


# Project Principles

- informed by research and sustainable
- responsive to geographic & cultural diversity
- non-evaluative, voluntary, growth-oriented participation
- partnership amongst stakeholders
- inquiry lens
- trust in the teaching profession to be self-directed and collaborative learners



# Three Dimensions



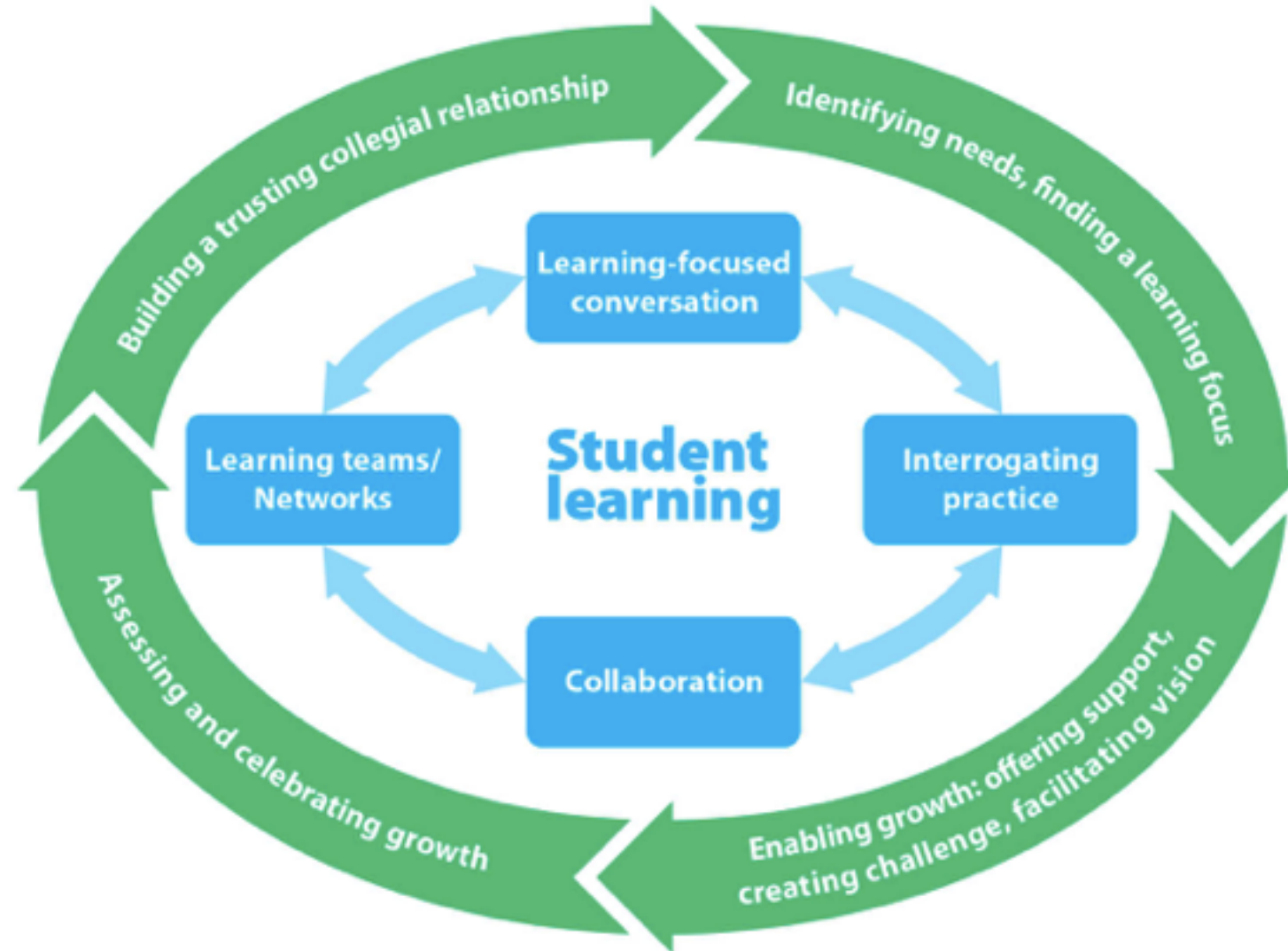




How can technology enable and enhance?

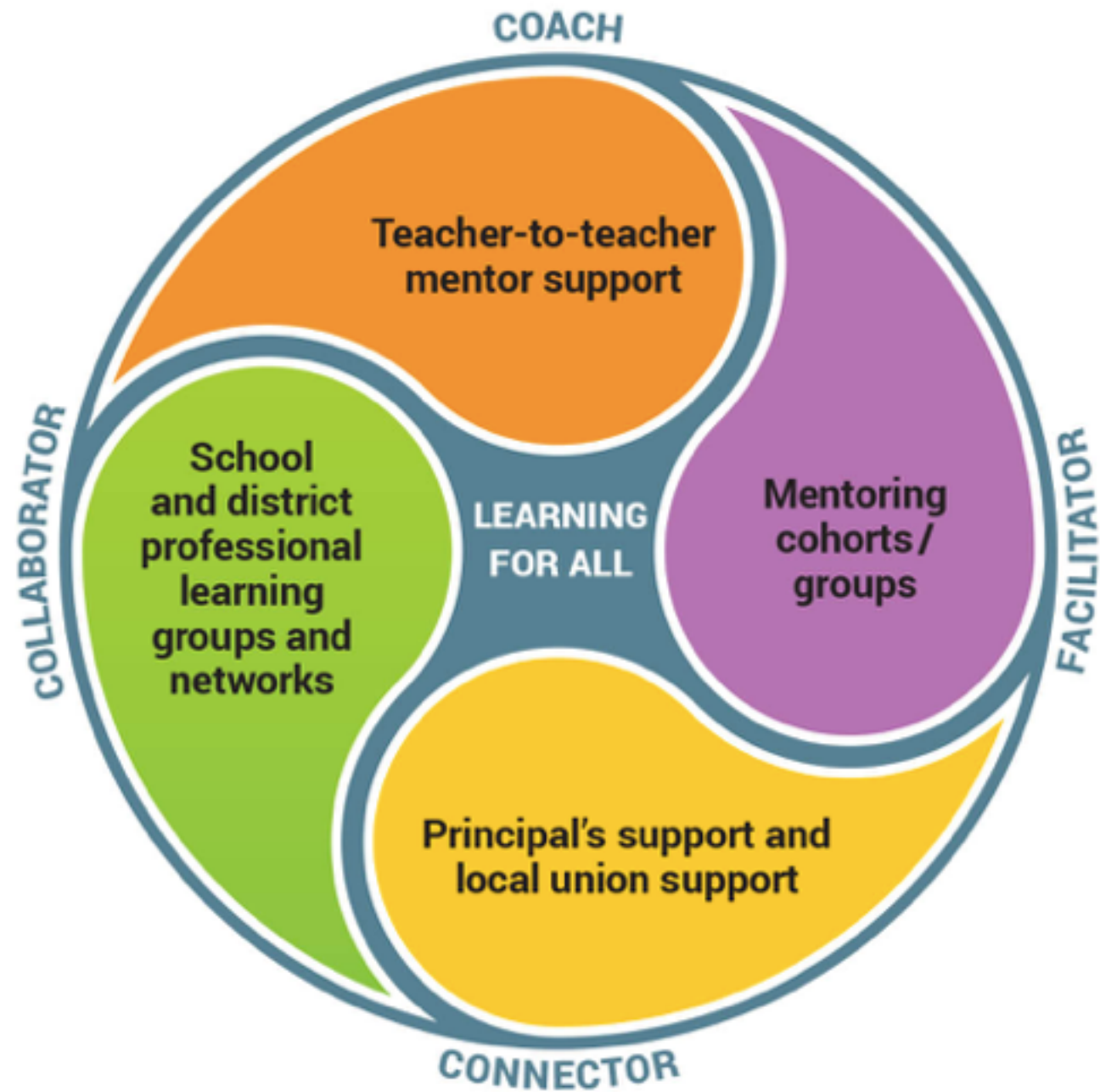
# Mentoring cycle

Adapted from Lois Zachary, *The mentoring Guide*, 2<sup>nd</sup> Edition, San Francisco, 2012

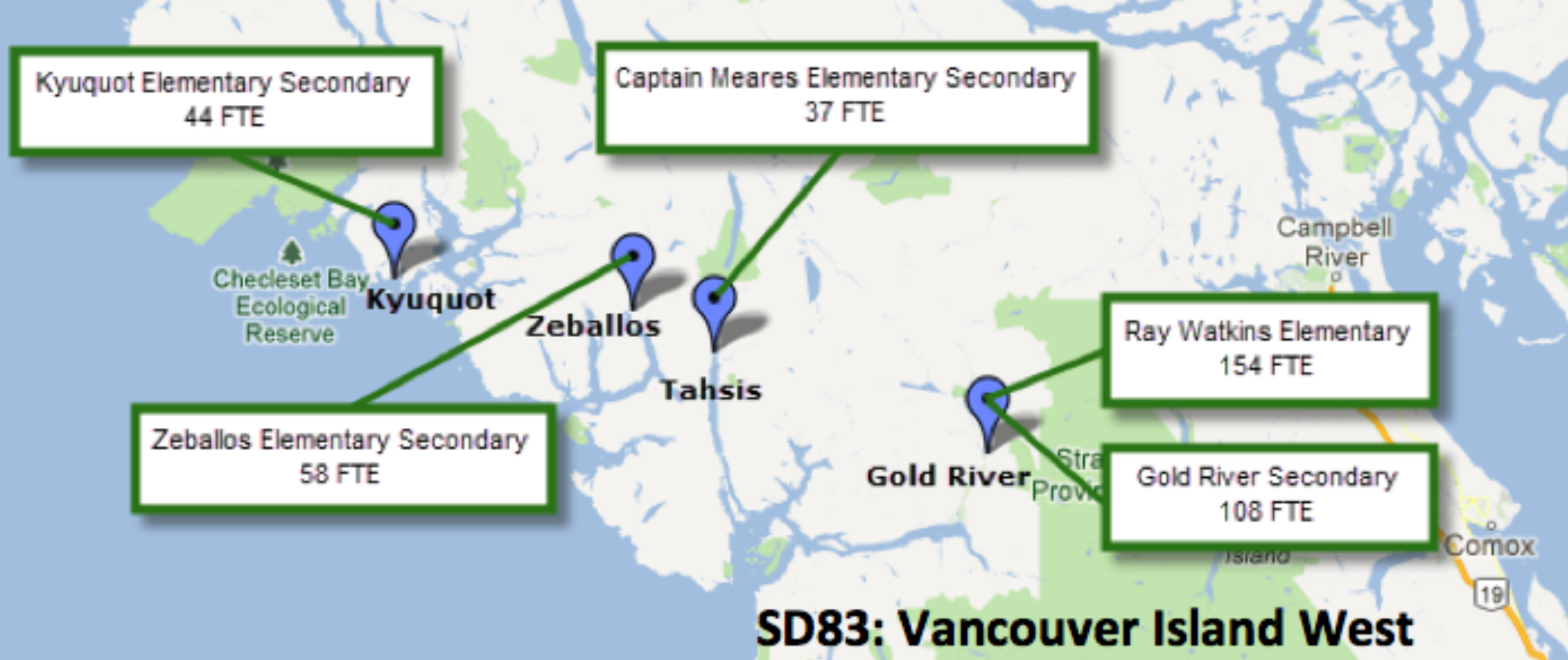


strengthen teaching practice





**GROWING A CULTURE OF  
COLLECTIVE RESPONSIBILITY  
FOR INDUCTION AND MENTORSHIP**





facilitate  
provincial  
leadership



## **MENTORSHIP INSTITUTE AT UBC**

July 4, 5 & 6, 2016

AMS Student Nest on the UBC Vancouver Campus

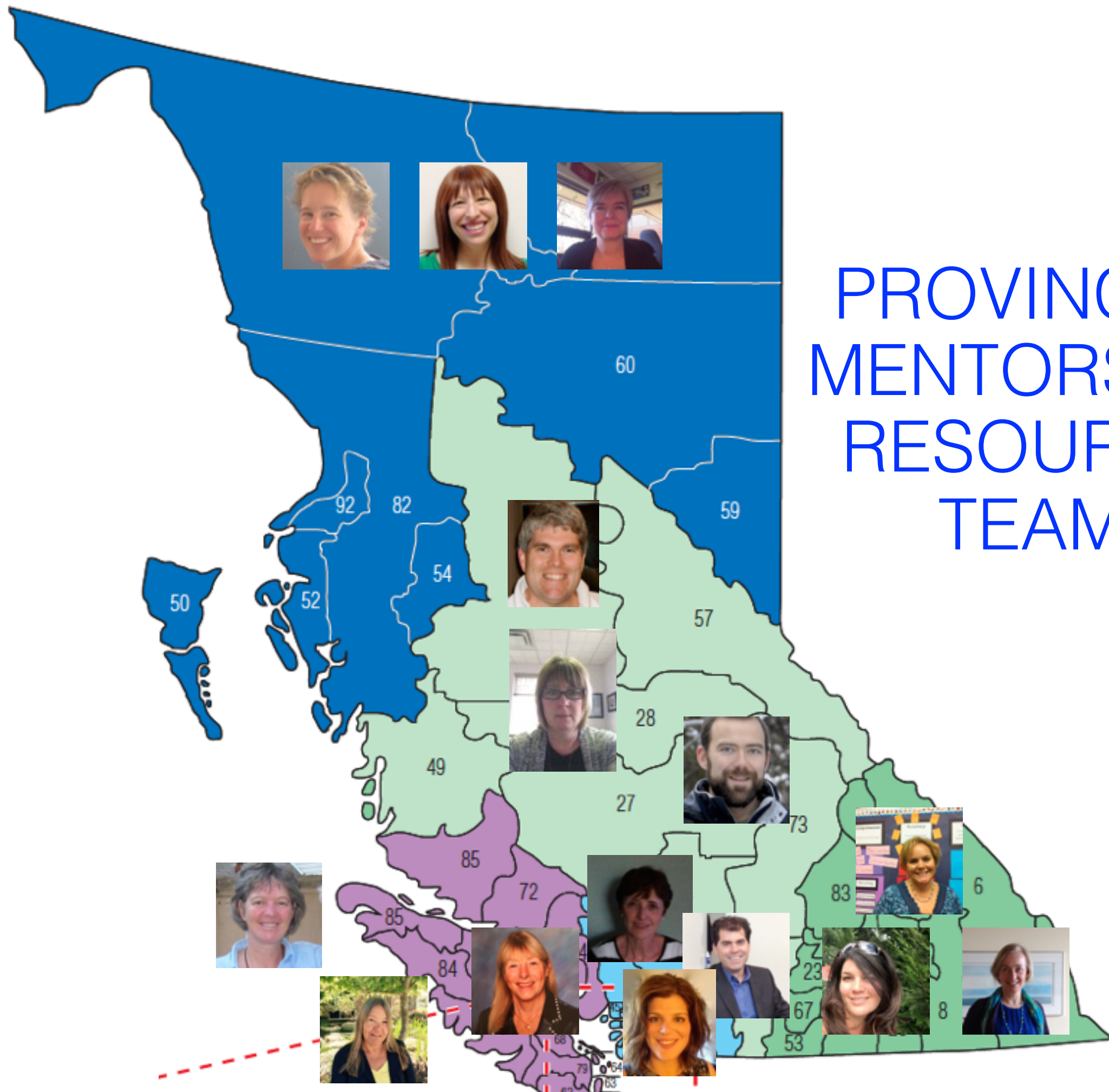
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**LEADING TOGETHER: SUSTAINING MENTORSHIP,  
STRENGTHENING TEACHING**

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# PROVINCIAL MENTORSHIP RESOURCE TEAM





# Evolving Vision

The NTMP is committed to building a mentoring culture within all districts that welcomes and retains BC's newest teachers, provides for continuity of teachers' professional learning, and reinvigorates teaching and learning communities.



# PEDAGOGICAL ASSEMBLAGE BUILDING and SUSTAINING TEACHER CAPACITY through MENTORING PROGRAMS in BRITISH COLUMBIA CANADA



Social Sciences and  
Humanities Research  
Council of Canada

Conseil de recherches  
en sciences humaines  
du Canada

Canada



new teacher  
mentoring project



BCSSA

British Columbia School Superintendents Association



Ministry of  
Education



# Changing Discourses



How can a partnership approach provide insights into strategies related to mentoring programs in BC?



How might teacher mentoring serve as means to larger purposes of educational change that meet the needs of students?



**Create quality  
teacher mentoring  
programs**

**Integrate  
mentoring as part  
of transforming  
teaching**

## **Mentoring for the purpose of retention**

- **Mentor selection & training**
- **Informal vs. formal**
- **Program evaluation**
- **Pairing**
- **Time**

**How might we  
challenge and extend  
the purposes of  
mentoring in a world  
where the very nature  
of teaching is  
changing ?**



# Changing Cultures





**Peer Collaborators**



**Mentoring relationship**

**Top-down**

**Mentoring relationship**

**Networked**

**Knowledge  
transmission**

**Knowledge  
co-construction**



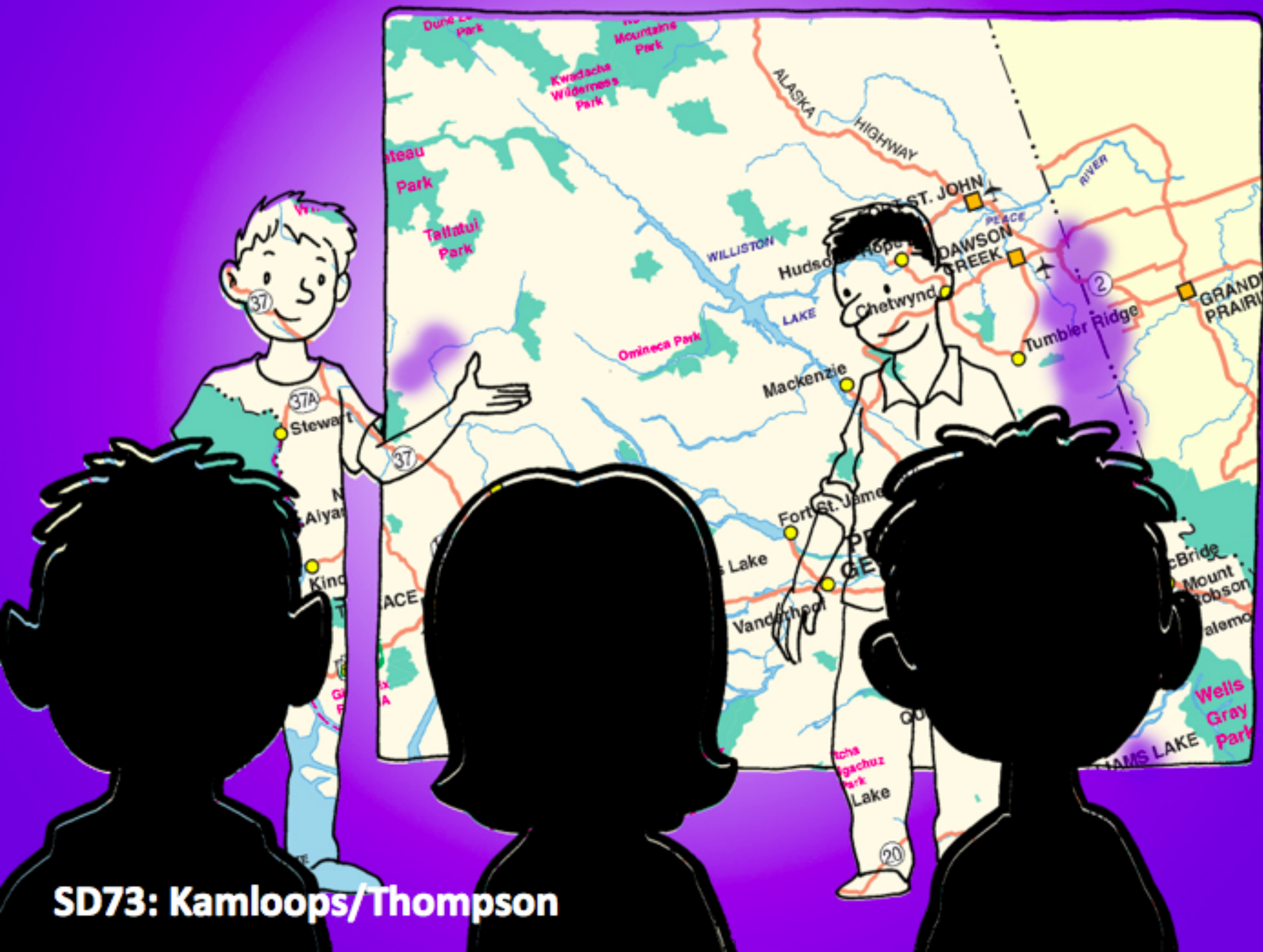
**Hierarchical  
dispensation  
of wisdom**

**Shared  
inquiries into  
practice**

## SD83: North Okanagan Shuswap



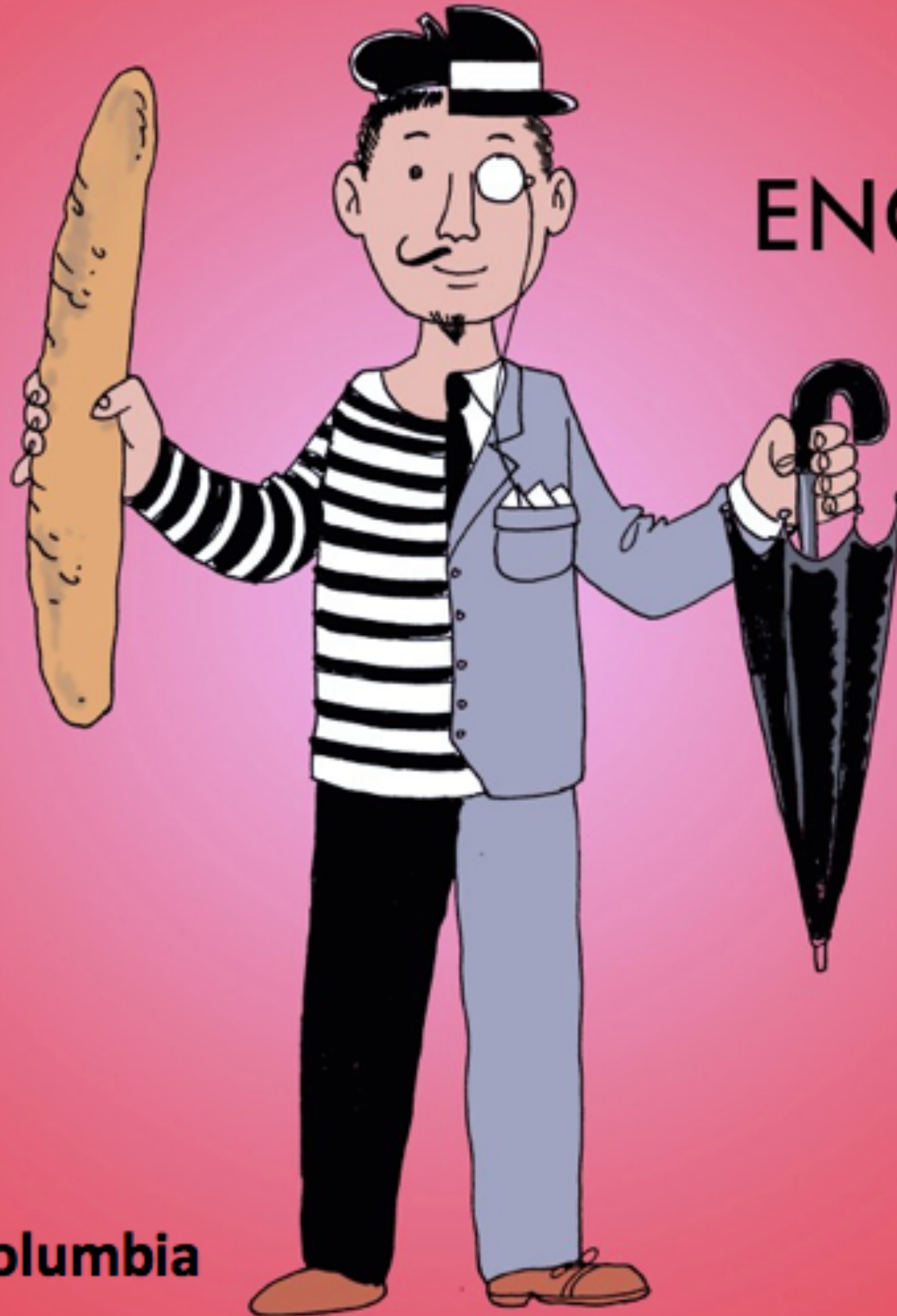




**SD73: Kamloops/Thompson**

FRENCH 7

ENGLISH 7



SD20: Kootenay-Columbia

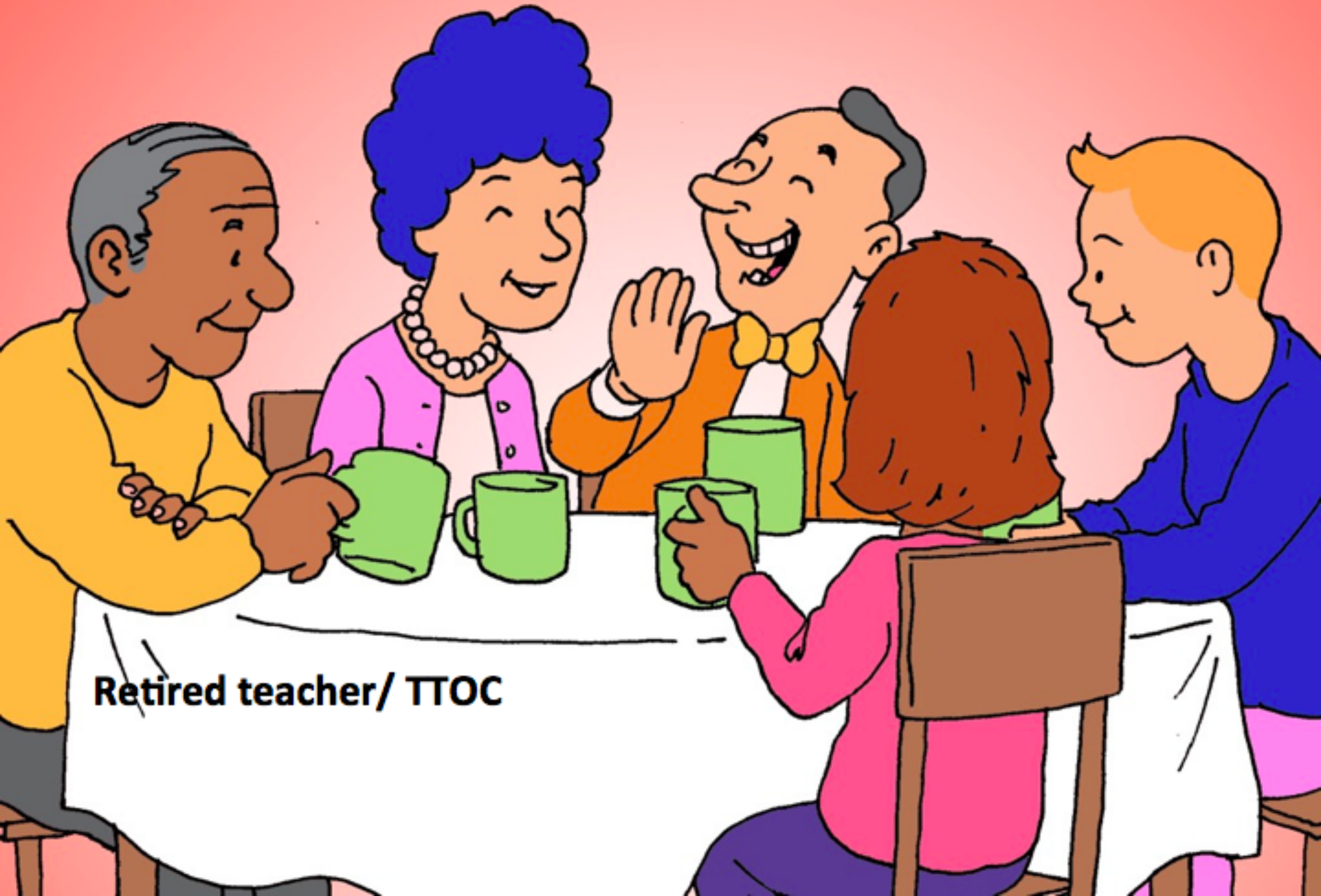


**Management**

**Reciprocity**

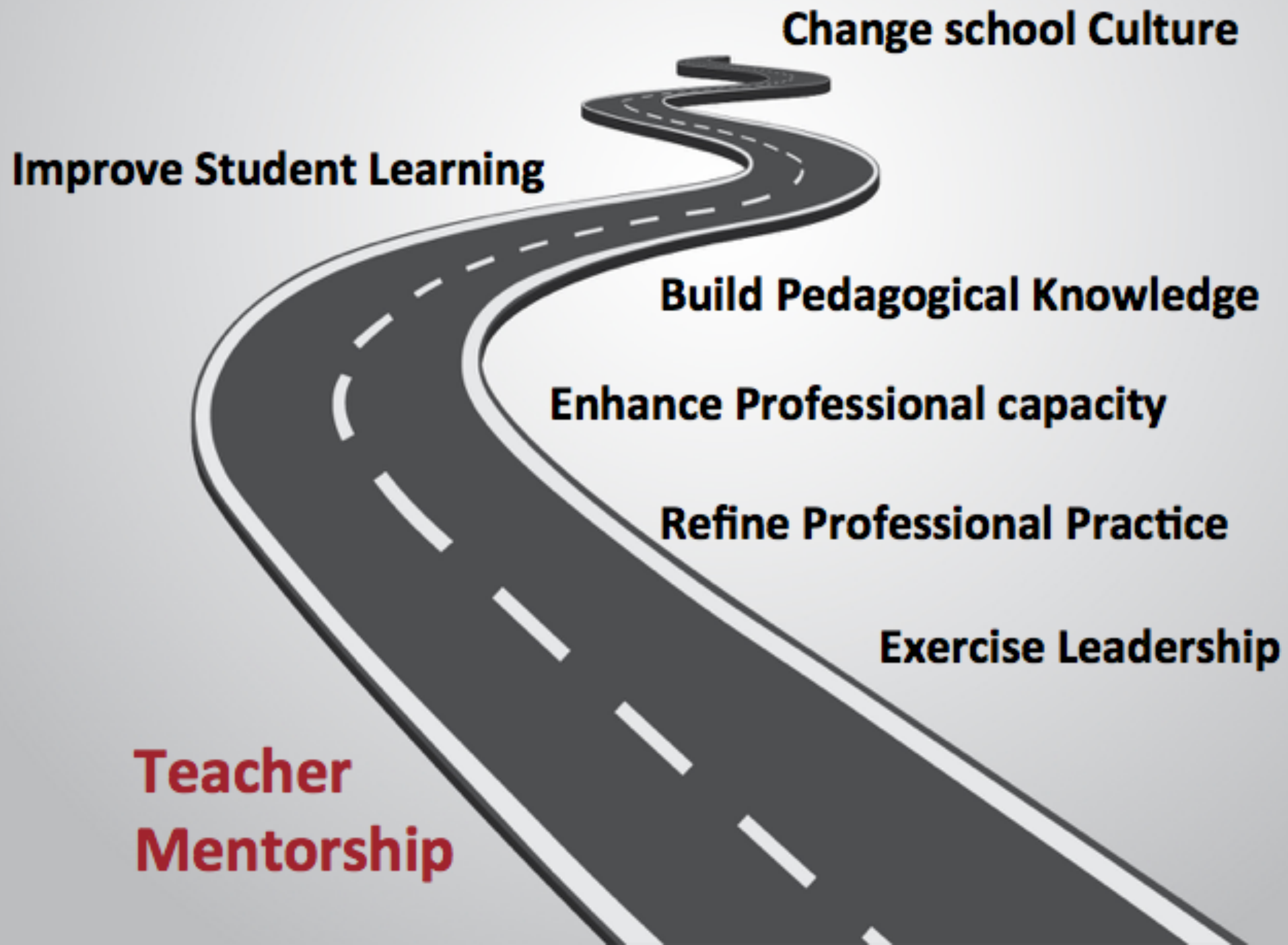
**Accountability**

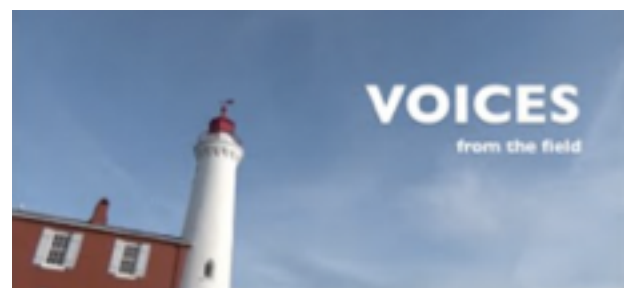
**Responsibility**



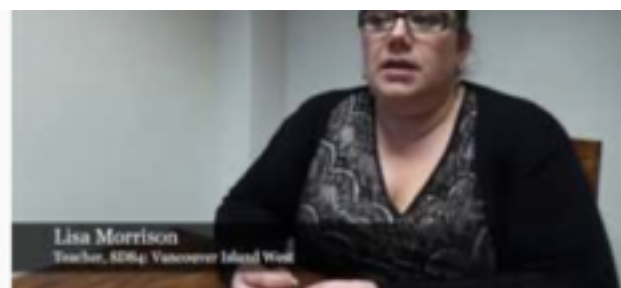
**Retired teacher/ TTOC**







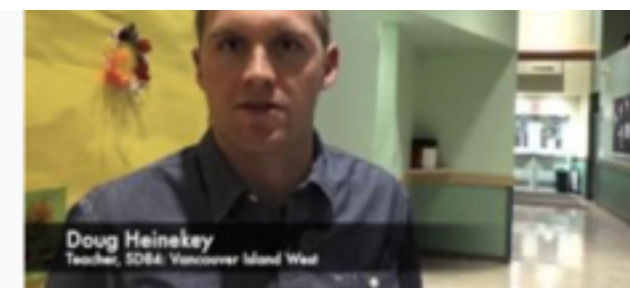
Voices from the Field (interview collage)



SD84 Lisa Morrison



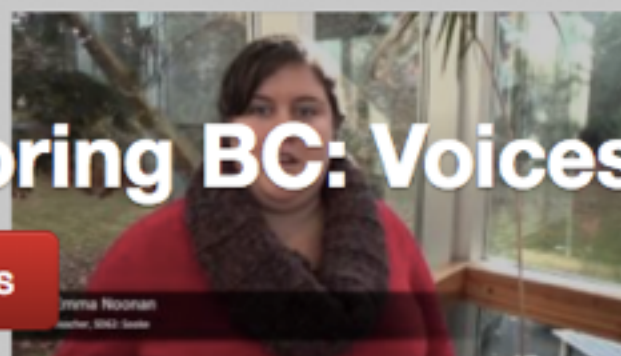
SD84 Jim Norman



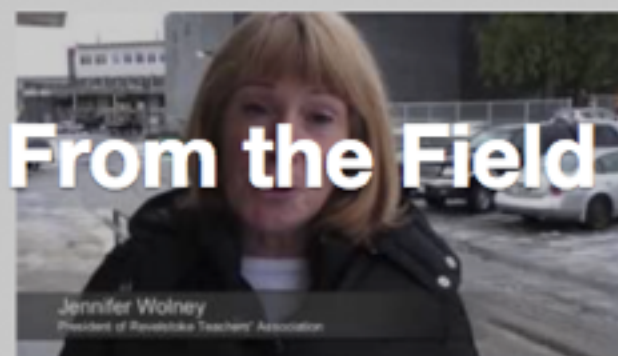
SD84 Doug Heinekey



SD19\_Superintendent\_Mike Hooker



SD62 Emma Noonan



SD19\_Jennifer Wolney



SD62\_Laura Lancaster & Vivian Collyer



voice of Tiffany Lombaert  
Teacher, SD 83: North Okanagan Shuswap



Voice of Carol McAndrew  
Teacher, SD83: North Okanagan Shuswap



Sherry  
Teacher, SD 83: North Okanagan Shuswap



Kyla Hodden  
Teacher & Pre-D Chair of the North Okanagan Shuswap Teachers' Association

[www.mentoringbc.ca](http://www.mentoringbc.ca)

