

IMPORTANCE OF MENTORING PROFICIENT TEACHERS

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Mentoring is one of the major roles of highly proficient teachers in shaping the values, principles, beliefs, and teaching skills and practices of proficient teachers. These activities have a huge influence on their behavior and the choices they make in their personal and professional career. In addition, mentoring has the functions to orient, instruct, guide, support, and provides feedback.

Moreover, in the process of mentoring, communication is one of the crucial elements. There should never be too much, especially since the novice teachers might be hesitant to ask for help. The mentor which is the highly proficient teacher should be sensitive to the proficient teacher's feelings to help diagnose the situations and come up with the potential solutions. He should give helpful advice to novice teachers to improve the latter's teaching methods, strategies, and practices. Thus, mentors must be an observer, a role model, a counselor, quality controller, critical friend, assessor, and manager.

In addition, the perceptions of mentors on their roles have evolved. They saw a transition from their relationships with their mentees from one-way to a two-way. They recognized the transition from giving feedbacks to giving feedbacks and receiving some from their mentees. This only suggest a more collaborative form of mentoring which involves dialogue between the highly proficient teachers and the proficient teachers. Thus, creating a learning environment for both parties.

Furthermore, the benefits of mentoring are not limited to the apprentice. The proficient teachers are more exposed to the 21st century teaching and learning strategies education. This gives the highly proficient teachers to learn technology-based practices and observe

them being taught. The exposure to new ideas and strategies often breeds renewed enthusiasm in the mentors.

Although a match in personality between the mentors and mentees may influence the teaching and learning experience, overall, proficient teachers receive very high evaluations regardless of personality match when making placement decisions.

With proper guidance and encouragement from the mentors, these proficient teachers will grow and greatly benefit. However, understanding the functions and roles of all parties and mentoring with clear guidelines are crucial to the level of the success of mentoring program.

As it takes time to master the craft of teaching and developing teaching expertise, proficient teachers who experience the positive mentoring period by having all necessary elements in place will be able to maximize their full potential and develop their personal and professional career with increased enthusiasm and commitment.

The Official Website of DepED Division of Bataan

References:

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