

MASTER TEACHERS: PROVIDING TECHNICAL ASSISTANCE, COACHING, AND MENTORING TO FELLOW TEACHERS

by:

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Coaching and mentoring sessions, meetings, Lesson Study, Analysis of Learning, Collaboration (LAC) sessions, Focus Group Discussions (FGDs), and other collegial discussions are invaluable opportunities for professional growth and development.

Based on experiences, here are some reflections observe during providing technical assistance

Active Listening: During sessions, strive to be an active listener, carefully absorb the concerns, ideas, and challenges shared by the teachers. This allows to gain a comprehensive understanding of unique situations, needs, and aspirations. By actively listening, it can provide meaningful and targeted support to address specific requirements effectively.

Building Trust and Rapport: Establishing a foundation of trust and rapport is crucial in coaching and mentoring relationships. Reflect on approach and demeanor to ensure that it will create a safe and non-judgmental space for teachers to openly express their thoughts and concerns. Trust empowers teachers to be vulnerable, share their successes and struggles, and seek guidance without hesitation.

Tailoring Support: Each teacher has their own strengths, challenges, and teaching contexts. Reflecting on the diverse needs of the teachers to work with, strive to tailor support accordingly. This may involve adapting strategies, resources, or approaches to align with their goals and aspirations. By offering personalized assistance, it can help them grow as professionals in a way that is meaningful to them.

Promoting Reflective Practice: Encourage teachers to engage in reflective practice during sessions. By guiding them to critically examine their teaching practices, pedagogical choices, and student outcomes, it can help them develop a deeper understanding of their impact in the classroom. Reflective practice fosters continuous improvement and empowers teachers to make informed decisions about their instructional approaches.

Sharing Best Practices: In collaborative discussions, ensure that there is a two-way exchange of knowledge. Actively share best practices, research-based strategies, and innovative ideas that may benefit the teachers. At the same time, remain open to learning from their experiences and ideas. These interactions become opportunities for mutual growth and professional development.

Encouraging Peer Collaboration: Reflect on the importance of fostering a culture of collaboration and peer support among teachers. During meetings, LAC sessions, FGDs, and other collegial discussions, encourage teachers to share their expertise, insights, and classroom experiences. This creates a rich learning environment where teachers can benefit from the collective wisdom and diverse perspectives of their colleagues.

Providing Constructive Feedback: Constructive feedback is an essential component of coaching and mentoring. Reflect on the way how to deliver feedback to ensure it is specific, actionable, and supportive. By focusing on strengths and areas for growth, It help teachers develop self-awareness and guide them towards improvement. Constructive feedback should always be delivered with empathy, sensitivity, and respect.

Celebrating Successes: Reflecting on discussions, recognize the importance of celebrating the successes and achievements of the teachers. By acknowledging their growth, milestones, and positive impacts on student learning, reinforce their dedication and commitment. Celebrating successes motivates teachers and fosters a positive and nurturing professional culture.

Continuous Learning: Embrace these coaching and mentoring sessions, meetings, LAC sessions, FGDs, and collegial discussions as opportunities for growth as well. Reflecting on role as a facilitator, continuously seek to enhance coaching and mentoring skills. Engage in professional development, research, and networking to stay abreast of current educational trends and practices. This ensures that it can provide up-to-date and relevant support to the teachers work with.

Overall, the coaching and mentoring sessions, meetings, LAC sessions, FGDs, and other collegial discussions are invaluable platforms for professional growth and development. Through continuous reflection on own practice and the impact of these interactions, strive to be an effective and supportive Master Teacher, empowering my colleagues to reach their full potential as educators.

References:

Mentoring Skills and Technical Assistance of Master Teachers in Pangasinan Sangalang Leomar <https://www.psurj.org/wp-content/uploads/2019/01/6.-Mentoring-Skills-and-Technical-Assistance.pdf>

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