

Organization: Resources for Learning, LLC



Program Name

Scaffolded Solutions™

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Mentor Training Description

Scaffolded Solutions' research-based mentor training builds on the tenets of cognitive coaching and self-efficacy. Training methods embody Knowles' principles that honor adult learners.

- **Learning is self-directed.**
- **Learning is experiential and utilizes background knowledge.**
- **Learning is relevant to current roles.**
- **Instruction is problem centered.**
- **Adults are motivated to learn.**

Mentors learn new skills based on four bodies of research:

- **Novice teacher needs**
- **Teacher self-efficacy**
- **Danielson's *A Framework for Teaching***, which is aligned to T-TESS
- **Cognitive coaching**

Additionally, mentors and beginning teachers together learn best practices in some of the areas that are most challenging for new teachers:

- **Culturally responsive teaching**
- **Data-driven instruction**
- **Lesson planning**
- **Learning environments that promote high levels of student achievement**

Between training sessions, Scaffolded Solutions' **online portal** provides mentors all the tools they need to be successful and to make their beginning teachers be successful. **Competency-focused conversations**, structures for the **observation cycle**, and periodic **newsletters** provide opportunities for rich, learning-focused conversations.

Implementation & Coaching Support

RFL works collaboratively with districts to provide **customized coaching support**, such as group and/or individual sessions. In group sessions, facilitators identify struggling mentors and provide additional support for him/her, perhaps by modeling a coaching conversation for the mentor or observing the mentor coaching and having planning and reflecting coaching conversations with the mentor.

Micro-credentials

Micro-credentials provide additional learning opportunities for mentors to apply mentoring strategies by documenting their coaching sessions with beginning teachers and reflecting on them with their mentees. Mentors who are not demonstrating the minimal acceptable standard will receive additional training and/or individual support.

Activity Log

The portal's activity log portion is an easy way for mentors and mentees to document and reflect on their work together. The log provides another tool for Scaffolded Solutions trainers to identify mentors who may be in need of individualized assistance. It is also helpful for district personnel who need to track hours in order to award mentor stipends.

Long-Term Partnership

In collaboration with each district, we will establish criteria for trainers. At a minimum, criteria would include completion of mentor training; one year of successful mentoring experience; successful attainment of five micro-credentials; a commitment to attend all sessions of the TOT; a commitment to schedule observations by the Scaffolded Solutions staff to observe the new trainer's training; and accomplished or distinguished ratings on the district teacher appraisal instrument.

A cohort of new trainers across districts could attend training together, train together, and support one another in their new roles. Because of distances between districts and uncertainties in travel, we can conduct parts of TOT via distance learning, using a blended format. Initial training will be followed up with annual updates and observations until Scaffolded Solutions facilitators are confident in the new trainers' ability to deliver the training with fidelity.