

Building a STARfleet:

Mentoring for Teacher Retention

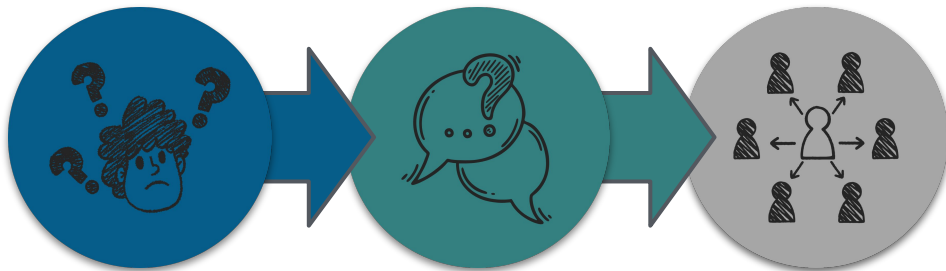
Katie Jones

USBE Educator Development Specialist

Learning Intentions

1. Examine the importance of mentoring in teacher connection and retention
2. Identify the [Roles and Competencies](#) of a Teacher Mentor
3. Learn the fundamental strategies of the STAR mentor model - **S**upport, **T**rain, **A**dvice, & **R**etain

LI:1 Why Mentoring?



Think

Pair

Share



<https://tinyurl.com/USBEinductionguide>

LI:1 **Why Mentoring?**

Teacher mentors play a fundamental role in **helping beginning teachers acclimate to the teaching profession** as well as to the **communities of practice** in their school and/or district.

A mentor's impact goes beyond merely showing beginning teachers where the copy machine or teachers' lounge is located. **At its best, mentoring is the fostering of a bi-directional learning relationship** wherein both the beginning teacher and the mentor develop **toward better professional and personal versions of themselves.**



(Utah's Educator Induction Guidebook, Ch 2: Mentoring, Pg 17)



LI:1 Mentoring Goals in UT

Two goals of **HIGH QUALITY MENTORING** are:

- a. to provide psychosocial **support** as beginning teachers face disparities between *what they thought* teaching would be like and *what is actually* playing out in the classroom, and
- b. to encourage and support beginning teachers' **ongoing reflection** about their *instructional practice* and their **development of the skills and expertise** articulated in the *Utah Effective Teaching Standards*.

[*\(Utah's Educator Induction Guidebook, Ch 2: Mentoring, Pg 17\)*](#)



LI: 3

Shoot for the STARs!

STAR Mentors

Support	Create a welcoming and supportive environment addressing emotional and practical needs.
Train	Targeted PD on effective teaching practices, curriculum development, and classroom management.
Advise	Offer constructive feedback focused on best practices while helping new teachers navigate challenges.
Retain	Foster a sense of belonging and promote teacher leadership.

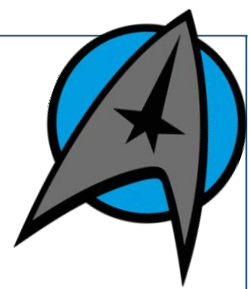


“
Make
it so!”



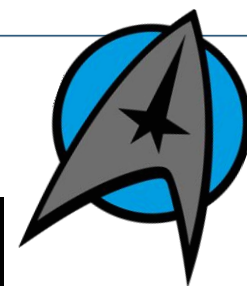
LI: 3

Mentoring and Culture Building



S
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A
R

Prime Directive!



S

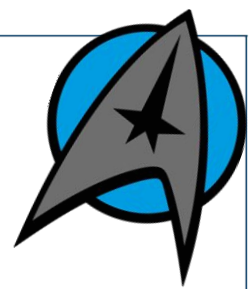
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Prime Directive!

- Utah's Effective Teaching Standards
- The Field Guide to the UETS
- Growth-Oriented Educator Evaluation



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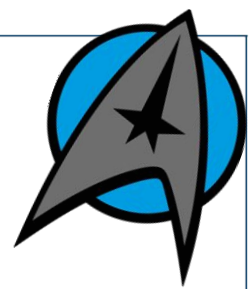
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LI: 2

The Captain is the Key Advisor

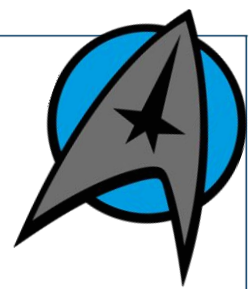


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LI: 2

The Captain is the Key Advisor

- Open Communication
- Safety
- Reflection
- Continuous Improvement
- Trust



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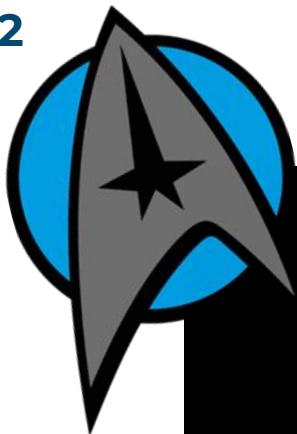
LI: 2

STAR Mentoring

1. Who is the mentor in this scenario?
2. What STAR mentoring moves did you view?
3. What other mentoring takeaways did you notice?



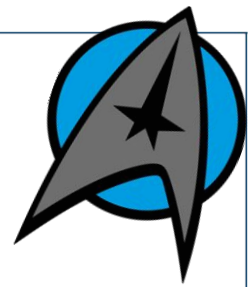
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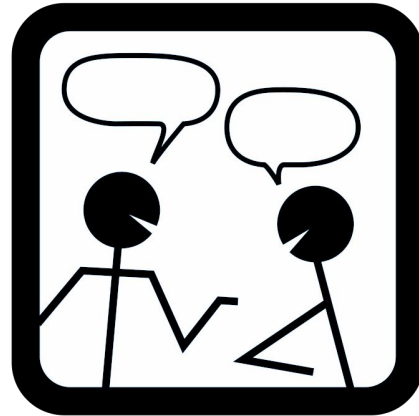
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LI: 2

STAR Mentoring



1. Who is the mentor in this scenario?
2. What STAR mentoring moves did you view?
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Identifying STAR Mentors!



“One man cannot
summon the future.”

~ Spock

“But one man can
change the present.”

~ Captain Kirk

Mentor Roles & Competencies

- Colleague
- Friend
- Confidant
- Model
- Facilitator
- Advocate



<https://bit.ly/mentor-roles>



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How to Become a Mentor



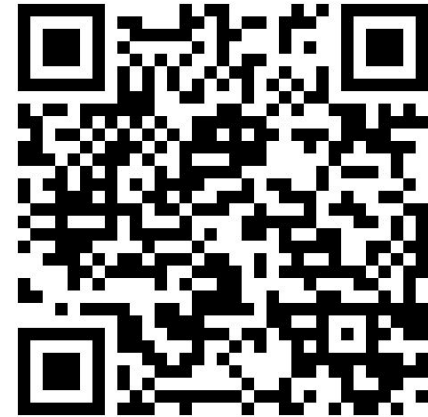
https://bit.ly/USBE_mentoring_resources

Mentoring Community of Practice

Mentoring
Mondays

Book
Study

Marvelous
Mentors



Mentoring & Induction Collaborative



ignite your
S.A.I.N.E.[®]



Monday, August 4
9:00 am - 3:00 pm

<https://tinyurl.com/Mandlcollab>

USBE - 250 E 500 S, SLC



A Final Call to Action!



- Use the tools
- Build a STAR mentoring program
- Identify STAR mentors
- Share the STAR mentor model
- Provide opportunities for teachers to become endorsed

Let's build a STARfleet and help the Next Generation!



Thank you!

For more resources & information contact

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