

Conversation Stems

<p style="text-align: center;">Mentoring Conversation Protocol</p> <p>Assess the Beginning Teacher's Needs by:</p> <ul style="list-style-type: none"> • Making connections and building trust • Identifying successes and challenges <p>Establish a Focus for Work by:</p> <ul style="list-style-type: none"> • Paraphrasing • Clarifying <p>Support the Teacher's Movement Forward by:</p> <ul style="list-style-type: none"> • Direct Teaching • Collaborative problem-solving/work • Reflective questioning <p>Promote Accountability by:</p> <ul style="list-style-type: none"> • Identifying specific next steps • Agreeing to follow-up 	<p style="text-align: center;">Paraphrasing</p> <ul style="list-style-type: none"> • So, ... • So, an intention you have is to ... • In other words ... • What I'm hearing then ... • What I hear you say, ... • I'm hearing many things, ... • As I listen to you I'm hearing, ... • It sounds like you have two goals ... • I think there's a couple of themes emerging ... • On one hand ... and on the other hand ... • So, a goal here is ... • It sounds like something you value in this situation is ...
<p style="text-align: center;">Clarifying</p> <ul style="list-style-type: none"> • It sounds like you are wanting ... • So, you're concerned about ... • You're feeling like ... • Would you tell me a little more about ...? • Let me see if I understand ... • I'd be interested in hearing more about ... • It would help me understand if you would give me an example of ... • So, are you saying/suggesting ...? • Tell me what you mean when you ... • Tell me how that ideas is like (different from) ... • I am curious to know more about ... • I would like to know more about/I wonder ... 	<p style="text-align: center;">Mediational Questions</p> <ul style="list-style-type: none"> • What's another way you might ...? • What would it look like if ...? • What do you think would happen if ...? • How was ... different from (like) ...? • What's another way you might ...? • What sort of an impact do you think ...? • What criteria do you use to ...? • When have you done something like ... before? • What do you think ...? • How did you decide ... (come to that conclusion)? • What might you see happening in your classroom if ...?

Suggestion Stems

- One thing I've learned/noticed is ...
- A couple of things to keep in mind ...
- From my experience, one thing I've noticed ...
- Some teachers I know have tried a couple of different things in this sort of situation and maybe one might work for you ...
- What I know about ... is ...
- Something to keep in mind when dealing with ...
- Something you might consider trying is ...
- There are a number of approaches ...
- Sometimes it's helpful if ...
- How might that look in your classroom?
- To what extent might that work with your students?
- Which of these ideas might work best in your classroom?

Non-Evaluative Stems

- I noticed how when you ... the students really ...
- It sounds like you have a number of ideas to try out!
- It'll be interesting to see what works best for you.
- How do you think the lesson went and why?
- What did you do to make the lesson so successful?
- I am interested in hearing more about ...
- I am really looking forward to ...
- What's the most important problem you want to solve?
- How important is this goal to you? Why is it important?
- What are some possible ways to achieve ...?
- Of all the options generated, what feels like the best fit for you?
- By what date can you get this done?
- What support will you need to make this happen?

Pre-Observation Conversation Stems

- What do you already know about ...?
- What are your questions about ...?
- What part of ... would you like to focus on first?
- How would you describe the use of ... in the class?

Debriefing Conversation Stems

- We were watching for ... Did you see it?
- What did you see the students doing?
- Did you notice the students paid attention when ?
- All the students were engaged when ... ?
- ...was an effective strategy because ...
- Why do you think ... was effective?

A Conversation Tool for Closing the Performance Gap

- Describe the gap
 - Describe past performance and future potential.
- Generate options
 - Generate a few actions that will close the gap.
- Define the action
 - Identify next steps, obstacles, and needed support?
- Practice
 - Identify what this will look like.
- Plan Ahead
 - Look at lesson plans. Where can this be put into the plans?
- Follow up
 - Set a date to re-evaluate & see how the plan is working.

