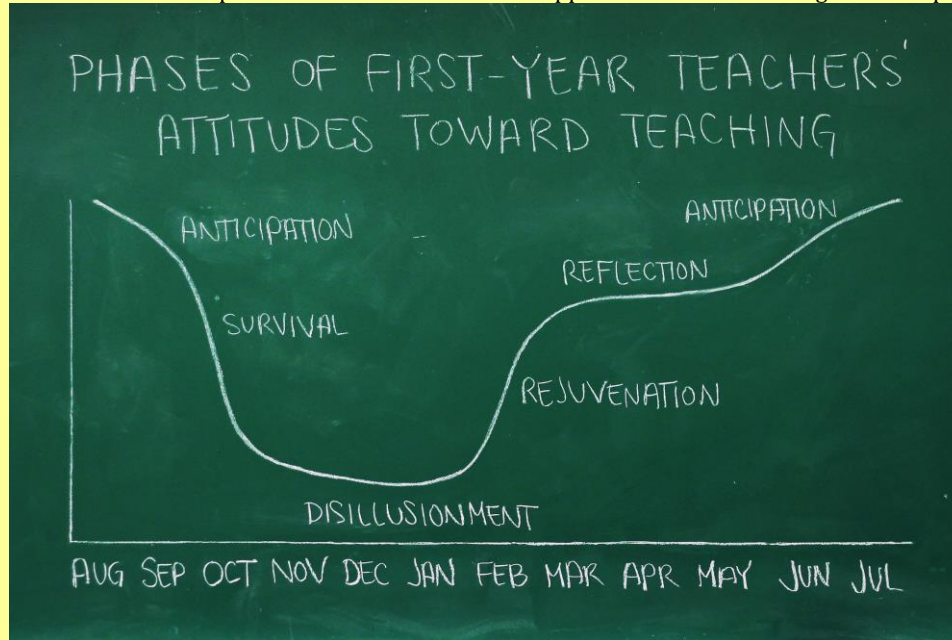


# MENTORING THROUGH ALL PHASES OF FIRST-YEAR TEACHING

The first year of teaching is a no simple task for most teachers. Finding ways to support beginning teachers as they enter the profession is critical. Based on research with nearly 1500 new teachers (Moir, 1999) it was discovered that most teachers go through five developmental phases from anticipation, to survival, to disillusionment, to rejuvenation, to reflection; then back to anticipation. Understanding the phases identified in Moir's research is helpful for mentors who strive to support new teachers throughout each phase.



This document operationalizes mentoring at each phase. Data was collected over a 9-month school year from 108 participants who were experiencing their first year of teaching in various settings. Each participant completed one survey per month identifying which developmental phase they felt they were in and the types of mentoring they needed most at that phase. Data was analyzed and is presented in this document with the intent to provide mentors with ideas to support new teachers throughout each phase.

*This research was conducted with the individuals listed below whose stewardship as supervisors provided them access to schools and new teachers. Together we identified a question, gathered and analyzed data, and organized the data in a way that can support mentors as they support new teachers.*

***Nancy Bassett, Joanne Brunetti, Carolynn Christensen, Ginger Hansen, Kerri Hundley, Tamra Lybbert, Beth Midgely, Lorraine Nelson, Sherri Peterson, Lilly Taylor, Patricia Tingey.***

*Janet Losser and Teresa Leavitt, August, 2013*

## ANTICIPATION


*In this phase beginning teachers experience the excitement that carries them through the first few weeks of school. They are determined to make a difference and have a somewhat idealistic view of how they will go about accomplishing their goals. Experienced teachers call this stage the "honeymoon phase."*

Looks like:	Sounds like:
Smiling ❖ Excited ❖ Lots of energy ❖ Bewildered ❖ New clothes freshly pressed ❖ Giddy ❖ Excited to decorate classroom ❖ Love the kids ❖ Eager ❖ Bounce in their step ❖ Unrealistic goals ❖ Invincible ❖ Asking lots of questions ❖ Working on how the classroom looks ❖ Happy ❖ Bright eyed ❖ Comparing rooms with other teachers ❖ Optimistic ❖ Enthusiastic	"Can I get my keys?" ❖ "Can I laminate this?" ❖ "Do you think I'm ready for this?" ❖ "I can't wait." ❖ "I'm just excited to finally be able to make a difference." ❖ "I love my students already." ❖ "I can't wait to have my own class." ❖ "This is what I have always dreamed about!" ❖ "Can I use the copy machine?" ❖ "I can't wait to meet my group of students."

## TOP REQUESTED SUPPORT

Emotional	Instructional	Logistical
<b>Be positive</b> <b>Communicate</b> <b>Be available</b> <b>Encourage me</b> <b>Help me keep perspective</b>	<b>Give management ideas</b> <b>Help plan lessons</b> <b>Model</b> <b>Help with resources</b> <b>Debrief after lessons</b>	<b>Provide access to classroom</b> <b>Help set up my classroom</b> <b>Help set up bulletin boards</b> <b>Help getting supplies</b> <b>Teach me school procedures</b>

## ADDITIONAL IDEAS

Emotional	Instructional	Logistical
Help me know what to expect Be patient Be explicit Develop a relationship of trust Show me rather than tell me Help me get to know my team Exchange cell phone numbers Answer questions Assure me I will make it Care about knowing me personally  	Help me set up routines Arrange for me to watch others Help me plan the first day/week Help understand the core Team teach Help establish behavioral expectations Support with difficult students Help me set up guided reading Videos of others teaching on the 1 <sup>st</sup> day Require me to turn in plan book weekly Help me set up balanced literacy Provide sample unit plans Provide materials for plans Share developmentally appropriate info How do I meet individual needs of all? Help me benchmark Fast finisher ideas Shadow teach with me Observe my teaching Go through lessons with me	Give me a list of things to do Help me prioritize Help me set up spelling groups Help me with organizational skills Help me set up a grading system Reading groups Classroom library Orient me to the school Calendar of major school events Homework program Classroom supplies Help me make games Make copies for me Go over a daily schedule with me Explain how school money works

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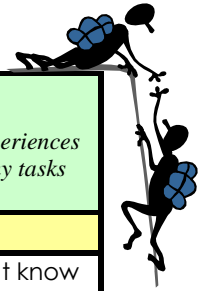
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## SURVIVAL

*The survival phase occurs when, despite all of the theories new teachers have learned about and practical experiences they have had, the realities of teaching on their own catch them off guard. They are overwhelmed by the many tasks involved in teaching and spend an inordinate amount of time trying to keep up with it all.*

Looks like:	Sounds like:
Tired eyes ❖ Not much enthusiasm ❖ Frazzled ❖ Overwhelmed ❖ Shell shocked ❖ Taking work home ❖ Working late ❖ Lacking self confidence ❖ Emotional ❖ Tears ❖ Not excited ❖ Sick ❖ Stressed ❖ Yawning ❖ Panicked ❖ Dragging feet ❖ Eating junk food ❖ At the school late ❖ Exhausted ❖ Slumped shoulders ❖ Pony tails	"Will you help me plan?" ❖ "I really don't know what to ask for." ❖ "I don't get enough sleep!" ❖ "Who knew it would be this hard?" ❖ "Will you model this for me?" ❖ "I'm so grateful for your help." ❖ "I can't think about that right now." ❖ "What exactly qualifies as a sick day?" ❖ "I don't think I will ever get this right!"

### TOP REQUESTED SUPPORT

Emotional	Instructional	Logistical
<b>Teach for me to free up my time</b> <b>Encourage me</b> <b>Be available</b> <b>Answer my questions</b> <b>Give me positive feedback</b>	<b>Help plan lessons</b> <b>Model</b> <b>Conduct weekly observations</b> <b>Provide feedback</b> <b>Give me teaching ideas</b>	<b>Help me work with parents</b> <b>Help me prepare materials</b> <b>Help me know how to grade</b> <b>Help me know how to organize</b> <b>Help me make copies</b>

### ADDITIONAL IDEAS

Emotional	Instructional	Logistical
Check in Be positive Help Listen Give advice Take class to recess for me Communicate Answer my questions Shoulder to lean on Daily connections Focus of my strengths Help me see what's coming Never seem frustrated with me Support whatever I need Take me under her wing Allow for independence	Provide opportunities to observe others Share ideas for lessons Help with weekly plans Help accommodate individual needs Help with specific students' concerns Hold weekly planning meetings Conduct read alouds Work one-on-one with my students Help organize sub plans Participate in collaboration Give me ideas for classroom management Help with reteaching Create behavioral plans for individuals Work one-on-one with lower kids □	Teach me about collaboration Share procedures of the team Show ropes of school Send me e-mail reminders Help me with time savers Help me with testing Help me with pre-assessments Help with sub plans Provide resources Help with benchmarking Help with projects Provide specific lesson materials Provide me with ideas Edit my notes Help with center ideas Help with record keeping

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## DISILLUSIONMENT

*During this time new teachers begin to question their commitment and competence. Many get sick during this stage and the constancy of being overworked starts to catch up with them. They feel frustrated with the need to constantly manage the class and overly burdened with the task of planning lessons.*

Looks like:	Sounds like:
Tears ❖ Comes to school with a 32-ounce Diet Coke ❖ Haggard ❖ Incomplete plans ❖ Defeated ❖ Sad ❖ Overwhelmed ❖ Stand-offish ❖ Chip on shoulders ❖ Avoids people ❖ Feel they don't contribute to the team ❖ Wonder about their value ❖ More worksheets ❖ Complaining about their students ❖ Easily upset ❖ Start reading self-help books ❖ Complaining ❖ Depressed ❖ Exhausted	"I just about bought a one-way ticket home for Thanksgiving" ❖ "I might have made a mistake." ❖ "Does this get any easier?" ❖ "Will I ever have a life again?" ❖ "Why does everything take me so long?" ❖ "Is this worth it?" ❖ "How many days until the weekend?" ❖ "Did I choose the right profession?" ❖ "This is so much harder than I thought!" ❖ "They don't pay teachers enough!" ❖ I need to get some Prozac!

### TOP REQUESTED SUPPORT

Emotional	Instructional	Logistical
Provide encouragement Listen Take class to give me a break Give positive feedback Help me keep perspective	Give feedback Help plan lessons Observe teaching Model Provide ideas for lessons	Parent teacher conf. advise Help grade papers Make copies Help find books Help find materials

### ADDITIONAL IDEAS

Emotional	Instructional	Logistical
Give pep talks Be positive Take my class to give me a break Believe in me Communicate Give advice Regularly stop by Be patient Be friendly Be available Be someone I can trust Validate me Give me hope Give moral support Lift my spirits Treat me like a colleague Help me see the goal Understand me Provide chocolate	Go over lessons Organize observations of other teachers Advice on how to help students Co-teach lessons Help set up literacy centers Video tape my teaching Give teaching ideas Take kids with management problems Give me ideas for management Help test students	Help working with parents Get supplies ready Help me know how to use aides Find resources Provide tools to use in the classroom Ideas for classroom activities Help with homework packets Ideas to stay organized Help with special ed. referrals Help me know how to act and dress



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## REJUVENATION

*At this point new teachers have the basic routines in place in their classrooms and are more able to focus on curriculum development, long-term planning, and best practice of teaching strategies. They feel a sense of accomplishment and are energized by a more accurate awareness of the realities of teaching. They begin to worry about whether they have done enough to prepare the students for end of year tests.*

Looks like:	Sounds like:
<p>Start focusing on the students' growth ❖                      Excited again ❖ Planning comes faster ❖                      Starting to enjoy the students ❖ Planning ahead ❖                      Start using more variety in lessons ❖                      Have better time management ❖ Seem happy again ❖                      Creative lessons ❖ More confidence ❖                      More automaticity ❖ Love students ❖                      More confidence ❖ Seek feedback again ❖                      Are able to generate more ideas ❖                      Have more energy</p>	<p>"Poor students – I've made so many mistakes"                      ❖ "Can I go watch other teachers?" ❖ "This is fun!" ❖                      "I can do this." ❖ "My kids are so good!" ❖                      "When do you want to see me teach?" ❖                      "I wish you could have seen my lesson – it was awesome!" ❖                      "I finally feel like I am contributing!" ❖                      "This is so much easier!" ❖                      "I can do this!" ❖                      "I love my class!" ❖                      "I think I am going to make it!" ❖                      "I have learned so much!"</p>

### TOP REQUESTED SUPPORT

Emotional	Instructional	Logistical
<p><b>Positive feedback Support</b>                      Encourages me                      Is available                      Checks on me</p>	<p><b>Observations Feedback</b>                      Help plan lessons                      Collaboration meetings                      Model</p>	<p><b>Materials Resources</b>                      Reminders of future events                      Helps with TWS                      Support regarding PTC</p>

### ADDITIONAL IDEAS

Emotional	Instructional	Logistical
<p>Help me keep my sanity                      Tell me what I am doing right                      Lunch together once a week                      Focus on strengths                      Validate me                      Critical feedback                      Find out what I need each day                      Communicate                      Free up my time by taking my class                      Give encouraging words                      Help me understand my team                      Stay during parent conferences                      Answer questions                      Give advise                      Help me see the humor                      Make me laugh                      Celebrate successes                      Take guided reading group                      Take class so I can prepare                      Help me see my success</p>	<p>Give me ideas to enrich teaching                      Set up time for me to observe others                      Help me meet diverse learners needs                      Share management ideas                      Share new teaching strategies                      Help me set "SMART" goals                      Provide ideas to support reading groups                      Help with guided reading                      Observations                      New curriculum ideas                      Assessment ideas                      Help utilizing literacy specialist                      Provide comprehension ideas                      Give suggestions for transitions                      Help with specific student problems                      Help teach and reteach my class                      Help me set up cooperative learning                      Fast finisher ideas                      Work with individuals in my class                      Give me a folder of ideas for teaching</p>	<p>Help with class incentives                      References                      Paperwork                      Planning for next year                      Help with parent conferences                      Help organizing book clubs                      Help with record keeping info                      Run off materials                      Help looking for jobs                      Go through DRA format                      Help get parental involvement                      Help with grading                      Internet resources                      Help getting books                      Help working with volunteers                      Pointers on staying organized                      Help with materials</p> <p style="text-align: center; color: red; font-size: 2em; font-weight: bold;">A<sup>+</sup></p>

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## REFLECTION

*The final weeks of school are spent in the reflection phase with new teachers looking back over the year, highlighting events that were and were not successful, and thinking about the variety of changes they plan to make the following year.*

<b>Looks like:</b>	<b>Sounds like:</b>
Taking notes ❖ Showing more initiative ❖ Greater awareness of practices ❖ Willing to try new things ❖ Making a list of new ideas ❖ Applying for jobs ❖ More confident ❖ Self reflecting ❖ Collaborative conversations rather than prescriptive ❖ More aware of the team and their needs ❖ Excited ❖ Listening ❖ Competent ❖ Writing thank you notes ❖ Smiling	"Next year I am going to do some things differently." ❖ "I wonder what grade I will teach next year?" ❖ I am a teacher!" ❖ "Now I know why management is so important!" ❖ "I hope my students have learned what they were supposed to." ❖ "I will definitely do centers differently!" ❖ "I think next year I want to do puppets earlier."

## TOP REQUESTED SUPPORT

Emotional	Instructional	Logistical
<b>Reflect on next year</b> <b>Reflect on the good</b> <b>Take class to free me up</b> <b>Encourage reflection</b> <b>Notice the positive</b>	<b>Allow me to observe others</b> <b>Help with struggling students</b> <b>Ideas for management</b> <b>Ideas for extension activities</b> <b>Observations</b>	<b>Ideas for next year</b> <b>Help me find a job</b> <b>List of ideas to finish the year</b> <b>Help me pack up materials</b> <b>Letter of recommendation</b>

## ADDITIONAL IDEAS

Emotional	Instructional	Logistical
Be a friend Extra support when I'm exhausted Be there for me Encourage reflection Give positive words	Debrief lessons Help figure out best practices Model End of the year teaching tips Ideas for what to do next year	Help me get enthused for next year End of the year schedule Help with testing Help with materials Running off DRAs Help with DRAs Help me know how to wrap up Help with end of year activities Help make job contacts Help with resume Help with the interview process



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