Surviving the First Year

How Mentoring Supports Social and Emotional Health of New Teachers (SEL)

Minnesota State University, Mankato
Mankato Area Public Schools
Mankato, Minnesota
First Year as an Educator

Thinking about your physical, emotional and social health, what things did you encounter in your first year as an educator?

How were you supported in those areas?
Reflection of Your First Year as an Educator

How did these factors impact you as an educator?

Do you remember how your social emotional learning (SEL) impacted your students?
Essential Question:

How does mentoring support the social and emotional health of new teachers to increase their performance and student achievement?
“Socially and emotionally competent teachers are self-aware, empathetic towards their students, capable of fostering safe and engaging classroom communities, and able to generate joy and enthusiasm for learning—both in themselves and in others.”


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Social and Emotional Learning (SEL) involves developing fundamental skills in:

- Building resilient relationships
- Enhancing social and emotional competence
- Creating a positive classroom and school community
Teachers On Special Assignment (TOSAs)
Mentors & University Supervisors

Gina Anderson  Jody Rittmiller
Mari Considine  Kari Welter
Jen Fraze
Norms

● Equity of Voice
● Active Listening and Participating
● Be Present in the Present
● Respect for All Perspectives
● Safety and Confidentiality
● Self Monitor Use of Electronics
“Being a NEW TEACHER is like trying to fly a plane while building it.”

~ Rick Smith

Unique Teaching Resources
Life Cycle of a Career Teacher Learnings

- The Novice Teacher
- The Apprentice Teacher
- The Professional Teacher
- The Expert Teacher
- The Distinguished Teacher
- The Emeritus Teacher

Phases of a First Year Teacher

Based on the work of Ellen Moir, New Teacher Center
Phases of New Teachers

How do these phases affect a new teacher’s ability to:
- build resilient relationships?
- enhance social and emotional competence?
- create a positive classroom and school community?
New Teacher Center (NTC) Tools

- NTC Tools
  - Collaborative Assessment Log (CAL)
  - Selective Scripting

These tools create structure to stay focused on Social Emotional Learning while mentoring new teachers.
# Collaborative Assessment Log (CAL)

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<th>+ What's Working: (How do you know?):</th>
<th>▲ Current Focus - Challenges - Concerns:</th>
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<th>Mentor's Next Steps:</th>
<th>Support Desired</th>
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Selective Scripting

FORMATIVE ASSESSMENT TOOL

Name: ____________________________ Observer: ____________________________

Grade Level/Subject Area: ____________________________________________________ Date: ________

Lesson Topic: ______________________ Teaching Standard: ______________________

Observation Focus: ______________________ Content Standard: ______________________

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<tr>
<th>Time</th>
<th>Teacher</th>
<th>Students</th>
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Mentor Roles

- Coach
- Collaborator
- Consultant
Examples from Mankato Area Public Schools
Mankato, Minnesota

- Three day induction orientation
- Monthly principal meetings
- Accelerating mentor/mentee relationships
- Informal and formal meetings based on individual needs
- Three year gradual release program
- Monthly mentee checklist
- Cognitive Coaching
What do you plan to do with what you learned today?
Complete the Picture
For your New Teacher
Questions?
Feedback
Thank You!