The Vertical vs. the Horizontal:
Reflections on peer to peer mentoring

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Implications?

* Vertical has become the dominant way of communication;

* LCI’ concerns that they might “interfere” with the vertical training authorities
Teaching is a life journey, a process of learning and changing. There is no “one-size-fits-all” method. (Prof. Hsin-hsin Liang 梁新欣， UVA)

- Constantly exploring;
- Constantly adjusting;
- Constantly adapting;

Conclusion?
Sufficient peer-to-peer mentoring is necessary.
The Journey to Become a Good Teacher

* What to teach? (novice)
* How to teach? (veteran)
* When to teach? (master) (*ACTFL survey*)

Conclusion?

Sufficient peer-to-peer mentoring is crucial.
What do studies and research say?

* novice teachers find the support and mentoring of other teachers as the most important support in their first years of teaching;

* mentors also derive substantial benefits from the process:
  * reenergized with increased professional confidence;
  * more sensitive and reflective about teaching skills;
  * get new ideas about teaching and curriculum

(ERIC Clearinghouse on Teaching and Teacher Education, 2011)
The Benefits of Peer to Peer Mentoring: my personal experiences

- Mutual trust and support;
- Collaboration instead of competition;
- Open communications and exchange;
- Psychological satisfactions
The Current Training Model: what is lacking?

* Universal vs. local
* Theory vs. reality
* General vs. specific
* Institutional vs. individual
Peer-to-peer mentoring can happen naturally:

- Timely consultation/discussion (esp. at the same office);
- “horizontal convenience”

- Plan lessons;
- Conduct team project;
- Develop teaching materials;
- Draft presentation proposal;
- Attend professional conference;
- Take a walk/eat lunch 😊
Application in FSI: Issues

- Explore the methods of mentor-mentee matching;
- Develop effective mentoring skills;
- Define/assess the roles and responsibilities of mentors;
- Professional bond vs. personal bond;
- Integrations with the vertical (various management levels)?
As a classroom teacher, I deeply appreciate the LEARN Committee to give me this opportunity to share my personal story and individual perspective.

Thank you! 谢谢