Challenges and Benefits of Tele-mentoring

Hanan Khaled
Using the advances in technologies, how does tele-mentoring offer new opportunities for teacher development?
What are the challenges and the rewards for mentors, mentees and institution?
What do mentors and mentees need to make tele-mentoring a successful experience?
Mentoring Context

• People involved
• Setting
• Goal of mentoring and institution
• Mentoring resources
• Time
People Involved

- Four newly-hired teachers (Mentees)
- Supervisors of mentees/Academic Specialists on site.
- Myself (Mentor)
Setting

- Two in LTD (Arabic and Pashto)—via telementoring
- Two in Presidio of Monterey (Persian Farsi) telementoring and face-to-face
- I am located in Seaside (DOD Building)
Nature of Mentoring

- Mandatory
- Mentees did not meet the criteria for certification as newly-hired or experienced instructors
- Six months
- Tele-mentoring: Less than three months
Technological Means

- Mobile technology (iPad & iPhone)
- iCloud (Calendar)
- Sakai
- Emails
- Text messages
- Skype
Mentoring is a professional development process that provides tailored guidance and support for teachers to develop expertise in proficiency-oriented instruction to better serve the DLI mission.
### FD Mentoring-1

**Assignments**

#### Assignment List

Select an assignment to view details, start working or edit your previous work.

<table>
<thead>
<tr>
<th>Assignment title</th>
<th>Status</th>
<th>Open</th>
<th>Due</th>
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<tr>
<td>Practicum of Chapter 13 &quot;Classroom Manag...</td>
<td>Not Started</td>
<td>Oct 17, 2013 9:00 am</td>
<td>Dec 15, 2013 5:00 pm</td>
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<td>Authentic Materials</td>
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## Announcements

Viewing announcements from the last 365 days

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<th>Modified Date</th>
<th>For</th>
<th>Beginning Date</th>
<th>Ending Date</th>
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<td>Hanan Khaled</td>
<td>Nov 1, 2013</td>
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<td>Hanan Khaled</td>
<td>Oct 23, 2013</td>
<td>site</td>
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Mentoring strategies

Assessed teachers’ needs (Knowledge, skills, attitude, and awareness)
Mentoring strategies

Created mentoring plan for each and adjusted it as needed
Mentoring strategies

• Observation cycle
• Stimulated recall using video
• Lesson plan adaptation
• Self-reflection
• Summary of reading articles
• Attending professional development events
• Reading about all these strategies and get familiar with steps and material used
Mentoring strategies (Cont’d)

• Pre-observation: co-development of lesson plan (phone, email, sakai)
• Observation: on site supervisor/academic specialist
• Post-observation:
  – Supervisor sends observation notes
  – Call to discuss
  – Call mentee to reflect and plan for the next step
Challenges

• Create a system for sharing resources, effective communication, assignments and assessment

• Regularly follow-up on progress of task

• Stay objective and supportive via distance
Challenges (Cont’d)

- Monitor mentees’ progress and update their supervisors
- Maintain level of motivation for both mentee and mentor
Challenges (Cont’d)

- Develop personal relationship and trust via distance
- Carefully choose words and monitor tone in written and verbal correspondences
- Avoid misunderstandings (Language barrier)
- Be ready to clear misunderstandings
- Overcome delayed responses
- Be patient
Challenges (Cont’d)

• Playing different roles via distance:
  – A trustful colleague
  – An experienced colleague
  – A facilitator
  – A controller
  – A motivator
  – A delegator

• Be a reflective practitioner

• Overcome motivation backslide
Benefits for Mentee

— Gain self-confidence and self-efficacy
— An opportunity to become a successful professional
— Enhance knowledge and skills about language education
Benefits for Mentee (Cont’d)

– Job security
– Having a colleague to trust and to ask for help when needed
– Indirectly recognize the use of technology and actively integrate technology in teaching
– Achieve success & save face in a short time (less than three months)
Benefits for Mentor

- Good mentors are better teachers
- Reach out more mentees
- Better understand own strengths and challenges
- Exceeding performance standards
- Motivated mentor/faculty member
Benefits for Institute

- Gain a confident/empowered teacher
- Support teachers in language training detachments across the globe
- Help new teachers adjust to the teaching context and requirements
Benefits for Institute

– Create a trusting, supporting teaching context for new teachers
– Achieve mission in a timely manner
Questions?
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