



## **New Teacher Mentoring Programs: Potential Benefits of Mentoring Programs**

- 1. The school benefits from a dramatic increase in the likelihood of new teacher retention.**
- 2. The students benefit in that a new teacher's transition from a "beginning teacher focused on personal adjustment and survival" to a more experienced teacher focused on students and their learning needs tends to happen more quickly.**
- 3. Administrators benefit in that they can feel confident that a new teacher has a contact who will answer the kinds of questions that might otherwise go unasked.**
- 4. New teachers benefit in many ways:**
  - They receive early feedback from someone who is not responsible for their professional evaluation.**
  - They have a trusted contact who can explain the unique culture and expectations of the school and its supporting community.**
  - They have an advocate committed to their success.**
  - They will have a coach who will encourage them to move beyond adjustment and survival to continued professional growth.**
- 5. The mentors benefit from a professional relationship which acknowledges their competence and deepens it.**