

## Mentorship Report

### Enhancing Mentorship: Strengthening Support for Teachers to Thrive

#### Mentorship Program Goals

- To provide personal and professional supports for beginning teachers and teachers experiencing change.
- To provide an opportunity to collaborate, share, support and nurture continued growth as teachers.

#### Mentorship Program 2023-24

For the 2023-24 school year, the program was offered in the same way that it has been for the last few years. Teachers interested in membership could apply to access release time to work on their personal practice as a teacher with a mentor. The majority of these mentorships were developed by individuals; they had an area they were hoping to strengthen and a mentor in mind to support the development of skills and teaching techniques. Several partnerships were connected through the NDTA office to match teachers' skills and backgrounds to the needs of the mentee. Over the year, there were 119 Teachers involved with approved mentorships spanning a variety of topics and grade levels.

#### Committee Activities

Over the past year, the Committee has been actively engaged in a range of initiatives aimed at improving and expanding mentorship opportunities for teachers. Key activities include:

1. **Philosophical Conversations:** We have engaged in meaningful conversations about mentorship philosophy, recognizing its significance as a foundational element in supporting teachers to thrive in their professional growth.
2. **Application Process Revisions:** We have diligently revised the application process to ensure that teachers can effectively access the mentorship program. These revisions aim to streamline the process and make it more accessible to all teachers in need of support.
3. **Approval Process:** To enhance transparency and ensure that applications align with the goals of the mentorship program, we have formalized the approval process. This ensures that all applications are carefully reviewed and that the program's objectives are consistently met.
4. **Teacher Mentorship BC (TMBC) Conference Attendance:** Members of the Committee attended the TMBC conference, expanding our understanding of mentorship and structures across the province. This experience has provided valuable insights for the enhancement of our local mentorship program.

### Committee Goals Going Forward

Looking ahead, the Committee has identified several key goals to further enhance mentorship within our district:

1. **Collaboration with Provincial Programs:** We aim to foster meaningful collaboration with other mentorship programs across the province. By sharing best practices and resources, we can strengthen mentorship initiatives and be part of the conversation about mentorship happening provincewide.
2. **Data Collection and Analysis:** We will continue to collect data on the impact of mentorship program for teachers. This will enable us to assess effectiveness, identify areas for improvement, and ensure that our programs are meeting the needs of our members.
3. **Mentor Training:** We are committed to providing comprehensive training for mentors, building a bank of teachers with a deeper understanding of mentorship principles, practices, and grade + subject specific skills. This will empower mentors to effectively support their mentees and contribute to their professional growth.
4. **Incorporating Teachers Teaching On Call (TTOC):** We will explore ways to include TTOCs into our mentorship programs.

### Conclusion

In conclusion, the Committee remains dedicated to enhancing mentorship opportunities for teachers within Nanaimo Ladysmith Public Schools. Through our ongoing efforts and collaborative approach, we are committed to supporting teachers' Professional growth and providing them the opportunity to thrive.