

**NDTA**  
***Mentorship***  
***Committee***  
***Report to the Board***



# ***What is a Mentor?***

"A Mentor {to me} is someone who allows you to see the hope inside of yourself."



# ***Why Mentorship?***

Benefits of Mentorship:

- Teacher Wellness
- Professional Growth
- Student Success
- Leadership



# ***Teacher Wellness***

Positive, supportive relationships improve teacher well-being.



# **Professional Growth**

Inspires a contagious culture of continuous learning.



# ***Student Success***

Strong teaching practices lead to improved student outcomes.

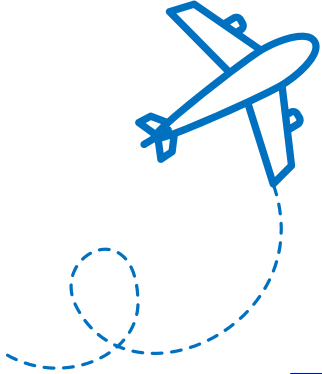


# ***Leadership***

Cultivates leadership by building networks of mentors and advisors.



## Year 1: Planting the Seeds (2022-2023)



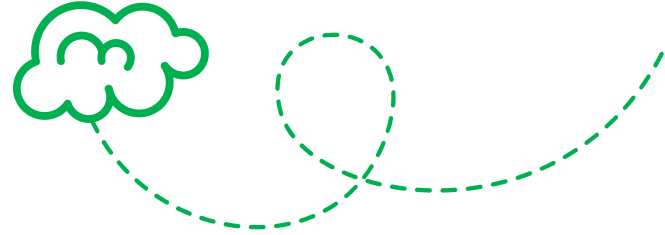
### Committee Realization

Recognized the need for a **committee** aimed at broadening **access** and ensuring **sustainability** in our initiatives.

**Total Mentorships  
: 52**

### Mentorship Access

Accessed **mentorship** through **NDTA** during challenging times, leveraging both support and prior knowledge to navigate difficulties.





## Year 2: Building the Framework (2023-2024)



Sept/Oct

A **committee** is formed, and **forms** are revised to be made **centrally accessible online**.



On Going

Implementation of **peer-to-peer mentorship**, primarily within the same **schools**.



March/April

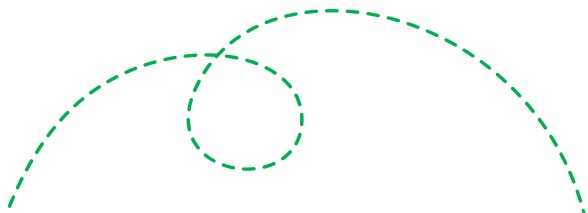
Attendance at the **TMBC Conference**, gaining insights from other **districts**.



May/June

A shift towards a **coaching model** where **mentors** walk alongside **mentees**. Mentorship is opened to all teachers, emphasizing that "A mentor is someone who walks alongside us to guide us on what we can do."

**Total Mentorships  
: 65**



## Year 3: Growing the Network (2024-2025)

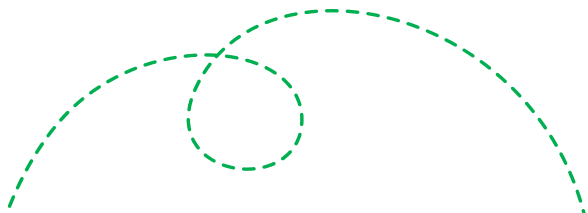


Another team is sent to the **TMBC Conference** to further enhance learning.

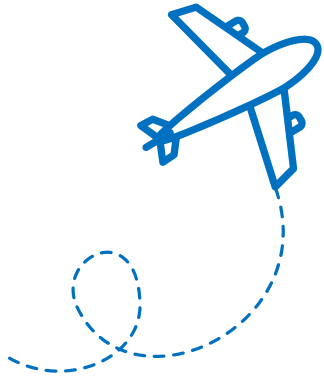
Early formation of an **Island Mentorship Coalition** to strengthen connections.

Growth of **cross-school mentorships** and **learning networks**. The impact is seen as mentorship becomes **infectious**, spreading through **staff rooms** and **hallways**.

**Total Mentorships  
: 79**



# What are Participants Saying?



## Participant Survey

Had 19 respondents from Mentorships of the 2024/25 School year.

## Quotes from Survey Results

"I was teaching for the first time with a teacher who had taught it before and was able to support me."

"Fruitful conversations, more connection between schools, great sharing of resources"

"I was able to focus on story workshop as I had hoped and feel more confident implementing it into my classroom."

"This is the second year I have done the mentorship program, and it is my favourite form of professional development. I take the most away from these experiences."

# ***Plans for the Future***

## ***Overview of Future Plans:***

- Surge of interest at the NDTA AGM — from 0 to overflow of volunteers.
- Committee growth and excitement.

## ***Goals:***

- Continue to build a mentor bank.
- Provide mentor training (coaching skills)
- Recruit more high school mentors
- Continue to learn from other districts at TMBC in the fall, and building the Island Mentorship Coalition



# *Why We Do This Work?*

Core Motivations:

- Supporting Early Career Teachers
- Supporting Middle/late Career Teachers with Change
- Revitalize teaching careers.
- Help educators rediscover joy and fulfillment.
- Create the conditions for teachers — and students — to thrive. Closing Thought: Mentorship is a springboard for positive change. Thank you for giving us the time to share our story.

