

OFFICE OF EDUCATOR QUALITY



Mentoring
April 13, 2015

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Missouri Department
of Elementary and Secondary Education

REL Central 5 State Study

- 73% of responding districts indicated observations by mentors are required.
 - Those responding indicated that the number of times per semester a mentee is observed by their mentor is:
 - Urban – 1.0
 - Suburban – 1.6
 - Town – 1.5
 - Rural – 1.2
- 42% of responding districts indicated that mentor training is required.
 - Of those that responded that mentoring training was required, the average duration of this training in hours per socioeconomic area is:
 - Urban – 2.4 hours
 - Suburban – 4.2 hours
 - Town – 3.1 hours
 - Rural – 5.7 hours

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- 29% of responding districts indicated that mentors are not paid a stipend for mentoring.
- The average stipend paid for mentoring (per candidate) was \$476 across all states; Missouri's average is \$299 per mentee which is far below the average of the other 4 states in the study.
- 45% of responding districts indicated that the district has a set requirement for the amount of time a mentor interacts with 1st year mentees.
 - Of the 45% responders, the average number of hours of expected mentor/mentee interaction during the 1st year is:
 - Overall – 28.9
 - Urban – 26.5
 - Suburban – 25.8
 - Town – 34.5
 - Rural – 27.4



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- 54% of responders that indicated that the district did not require a set amount of time for mentors to interact with 1st year mentees, the average number of times that a mentor records supporting mentees is:
 - Overall – 4
 - Urban – 3.6
 - Suburban – 6
 - Town – 5.4
 - Rural – 3.5
- 42.3% of Missouri responders indicated that the mentoring program stays the same after the 1st year.
- 53.6% of Missouri responders indicated that the mentoring program decreases after the first year.



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- 4% of Missouri responders indicated that mentoring is only provided for the 1st year.
- The Average number of mentees per mentor in Missouri is:
 - Overall – 1.8
 - Urban – 4.1
 - Suburban – 3.4
 - Town – 1.1
 - Rural – 1.7
- 13% of Missouri responders indicated that mentors were serving in an evaluative role with mentees.



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- 53% of Missouri responders indicated that specific content was required in the mentoring of mentees.
- Of those that required specific content, the following percentages represent the inclusion of the following content:
 - 77.3% - Planning instruction
 - 68.4% - Using Assessment Data to Guide Instruction
 - 79.1% - Classroom Management
 - 75.4% - Understanding/Implementing district curriculum
 - 55.7% - Communication Skills
 - 16.5% - none of the above



Why Review the Mentoring Standards?

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- The Mentoring Standards were adopted by the State Board of Education and went into the Code of State Regulations in 2008.
- The PD Guidelines were reviewed and updated in 2012-2013.
- Learning Forward revised the Standards for Professional Learning in 2012.
- New research around mentoring and professional learning.



MACCE's Role/Process

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- A sub committee of MACCE developed the 2008 Mentoring Standards.
- Select a subcommittee representative of the teachers organizations (at a minimum) and any other interested members.
- The Rule Making process will take a minimum of 6 months - set a time for completion.
- Set a timeline for the work (Backwards design).

