Benefits of Teacher Mentoring in Education

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Teacher mentoring is one of the best interactive systems that mentors, mentees, and the educational system can actively participate in. It helps create a quantitative program to help train new teachers, develop more experienced educators, and improve the techniques and methods used in instruction. It also helps build a sense of community within the school and help it comply with existing standards.

Limitations of teacher mentoring

Teacher mentoring has its benefits and has been acknowledged as very advantageous especially for beginners. However, it has its list of disadvantages. In 1996, teacher mentoring was criticized as a means with which to promote practices and norms that are deemed too conventional. Critics say that most teacher mentoring programs encourage participants to learn and implement outdated practices. Teacher mentoring participants may also risk picking up bad habits as demonstrated by their mentors.

The lack of trust and follow-up can also spell a huge difference in teacher mentoring programs. If the system cannot be assessed or evaluated properly, it is easy for the program to fail. An ineffective evaluation system can also frustrate the mentor, especially if the system is too saddled with details and other unnecessary activities.

Implementing an effective teacher mentoring program

The most important consideration when implementing a teacher mentoring program for an educational institution is determining its match to the goals and objectives of the school system. Choosing the type of mentoring programs that are appropriate to the grade level of the teacher mentee is also essential. If there is a fit, it is easier for the program to be designed and put into practice. It is also important that the processes and methods are clear and specific, something that can be quantified and measured, to allow administrators to determine whether the program works or not.

It is also important that the teacher mentoring program receives sufficient support from the school management and that sufficient resources are provided for the participants. Without support from the administration, a mentoring program will be difficult to sustain if it is run independently of the institution. Appropriate methods for assessment of the program is also important, to allow the organization to determine if it is effective or if there is a need to improve certain aspects.

References: