The Mentor's Capacity Programme at a glance
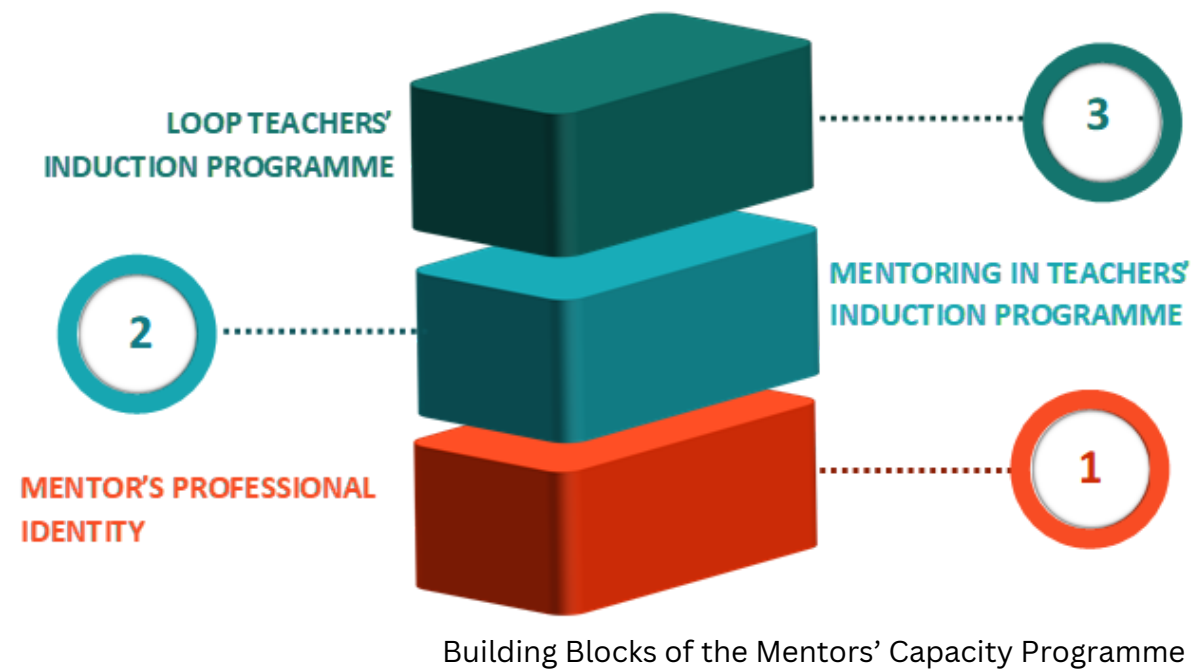
How is it organised?

3 Blocks

12 Modules

27 Hours of training in hybrid format

For teachers, mentoring presents itself as a challenge that requires training to improve competencies and respond effectively to professional situations. By establishing relationships between supervision and supporting the induction of another professional, mentoring also offers an opportunity for professional development.

LOOP TEACHERS' INDUCTION PROGRAMME — **3**

MENTORING IN TEACHERS' INDUCTION PROGRAMME — **2**

MENTOR'S PROFESSIONAL IDENTITY — **1**

Building Blocks of the Mentors' Capacity Programme

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LOOP
Mentors' Capacity Programme

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Find the full document here

What is the LOOP Mentors' Capacity Programme?

The LOOP Mentors Capacity Programme aims to provide teachers with opportunities to diversify their roles by serving as mentors to their peers and supporting their induction. The training of mentors is a crucial factor in ensuring the successful implementation of the induction programme.

Mentoring should be explicit (not incidental), evidence-based (not circumstantial) and collaborative (not isolated), involving dedicated time for reflection and feedback.

The LOOP Mentors' Capacity Programme enables participants to:
- understand the responsibilities and manage the expectations associated with their role as a mentor;
- develop competencies in different areas of teaching professionalism, including scientific/didactic, administrative/normative, interpersonal, and moral/social competencies;
- receive support for informed intervention in professional contexts;
- participate in the development of norms and protocols to implement the mentoring programme;
- access exercises, activities, and resources to enhance their mentoring competencies.

Who is the Mentors' Capacity Programme intended for?

This programme is designed for a group of experienced and dedicated teachers who are recognized by their peers as competent and responsible professionals

What are the key features of the Mentors' Capacity Programme?

The Mentors' Capacity Programme is characterized by the following features:
- **Focused well-defined objectives,** yet flexible enough to adjust to national contexts and specific needs.
- **Adaptable** to differences in national contexts and the group of mentors during programme implementation.
- **Inclusive,** as it allows for the addition and modification of activities to meet specific adaptation needs.
- **Reliable,** as it is the result of the collaborative work of various entities with different expertise and working groups.
- **Positive,** as it recognizes that competencies can be improved and all participants have the potential to change and grow.

How to implement the Mentors' Capacity Programme?

The Mentors' Capacity Programme can be adapted to various national contexts and needs. Each country can design policies that are most suitable for their context, specifying the criteria to select the teachers and evaluate the impact.

Structure of the programme

Building Block I — MENTOR'S PROFESSIONAL IDENTITY

Professional identity of the Mentor. Attributes to be effective in mentoring.
- Me as a beginning teacher: pathways as a beginning teacher
- Me as a mentor teacher: misunderstandings and expectation management
- Self-reflection at the core of professional development
- Teaching for a growth mindset
- Communication and interpersonal skills
- Empathetic listening in the context of non-violent communication
- Managing stressful situations

Building Block II — MENTORING IN TEACHERS' INDUCTION PROGRAMME

Mentoring in the Teacher Induction Programme. Duties, rights and principles of the different types of mentoring.
- Definition of Mentoring
- The Role of the teacher mentor
- Mentoring styles
- How to develop a mentoring relationship
- Identifying the duties and responsibilities of teachers mentors
- Code of ethics for a teacher mentor
- Challenges of mentoring

Building Block III — TEACHERS' INDUCTION PROGRAMME

Induction Programme in LOOP project. Introducing the programme to teachers
- Establishment a professional network
- What is the teacher induction programme and how to use it?