



## Teacher Mentoring in Challenging Times

The first three years in a classroom are a unique time in a teacher's career (New Teacher Center, 2018). As schools have shifted to socially distanced or virtual instruction in response to Covid-19, supporting new teachers is more important now than ever. An effective mentor can be critical to beginning teachers' feelings of success and their long-term commitment to the teaching profession. Strong teacher induction programs should remain the goal of every school division during these uncertain times to increase new teacher effectiveness, teacher retention, and ensure positive outcomes for all Virginia learners.

**Get Ready** to focus on the social and emotional needs of new teachers. As a result of COVID-19, many teachers have expressed feeling anxious, fearful, worried, overwhelmed, and sad (Cipriano & Brackett, 2020).

**Tip #1:** Create a culture that allows and encourages beginning teachers to:

- Recognize emotions
- Understand how emotions impact decision-making
- Feel safe to express emotions
- Learn to regulate emotions

(Cipriano & Brackett, 2020)

**Tip #2:** Make guidance from experts in the global Social Emotional Learning (SEL) community an integral part of the teacher mentorship experience. The [CASEL Cares Initiative](#) (2020) curates [resources](#) and [webinars](#) to assist educators in meeting their SEL needs and those of their students.

**Get Set** to equip school leaders, new teachers, and teacher mentors with the necessary tools to establish and maintain powerful mentorship programs using these free resources:

- The [VDOE's Mentor Programs and Guidelines](#) website page.
- The [New Teacher Center's Toolbox for Mentors and Coaches](#) coursework.
- Mentor Module's [Mentoring New Teachers](#) modules.

## Go

For more information on strengthening teacher mentoring during these unprecedented times, read and review:

- [Supporting New Teachers in the Time of Covid-19](#) by Angela Adamas
- [6 Tips for Mentoring New Teachers During Distance Learning](#) by Amie Weinberg
- [Perspective | Coaching during COVID-19 with NC New Teacher Support Program's Innovative Supports](#) by Karen Walker, Betsy Rosenbalm, Angela Hill, Mark Meacham, Evan Hill, Maghan Kirschner and Marquis Mason

## References

Cipriano, C., & Brackett, M. (2020, April). How to support teachers' emotional needs right now. *Greater Good Magazine*. Retrieved from: [https://greatergood.berkeley.edu/article/item/how\\_to\\_support\\_teachers\\_emotional\\_needs\\_right\\_now](https://greatergood.berkeley.edu/article/item/how_to_support_teachers_emotional_needs_right_now)

Collaborative for Academic, Social, and Emotional Learning. (2020). *CASEL cares initiative: connecting the SEL community*. <https://casel.org/covid-resources/>

New Teacher Center. (2018, February 12). *New Teacher Center Establishes First Ever Industry Standards for Teacher Induction Programs - New Teacher Center*. [online] Available at: <https://newteachercenter.org/news-story/new-teacher-center-establishes-first-ever-industry-standards-teacher-induction-programs> [Accessed 4 October 2020].

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