



Mentoring Structure

Focus

Potential Use in Education

Possible Situations

Research/ Information

One-to-One

- relationship building
- Individual skill building

- support for:
- beginning teacher
 - new to campus teacher
 - new to district teacher
- Use:
- experienced teachers
 - teacher leaders

- check-ins – virtual or in person
- eat together
- shared reflection journal

<https://files.eric.ed.gov/fulltext/EJ1287181.pdf>

Situational (or Flash or Spot)

- a specific skill or technique
- immediate implementation

- instructional technique
- technology trick
- ongoing teacher support
- one

- lunch and learn
- [Breakfast Club](#)
- drop-ins
- Information desk

<https://graduway.com/benefits-of-flash-mentoring/>

Developmental (or Career)

- long-term skill growth
- career paths

- becoming a specialist
- becoming a team lead
- becoming a mentor
- master teacher support

- office visits
- shadow days
- training invitations
- heart-to-hearts
- coffee talks

<https://digitalcommons.unomaha.edu/cgi/viewcontent.cgi?article=1026&context=tedefacproc>

Reverse

- sharing knowledge across the campus / district
- flip traditional mentor to be learner

- district instructional days
- younger teachers showing older teachers something new (i.e. technology)

- classroom visits
- speed training (train someone to do something fast)
- staff show-n-share

<https://www.aeaweb.org/articles?id=10.1257/app.1.4.85>

Group-Based

- accountability for implementing new skill or technique campus or district initiatives

- specific to a content area or grade level
- back to school required training
- group support

- all-together in a room or online
- [PLCs](#)
- [Breakfast Club](#)

https://challengingbehavior.org/docs/Group-Coaching_Group-Tips.pdf

Peer-Based

- continued learning for all
- accountability for implementing new skill or technique
- shared responsibility

- improving instructional practices
- book study
- peer support

- classroom visits
- [PLCs](#)
- [Breakfast Club](#)

<https://www.edutopia.org/article/tapping-expertise-building>