



National Mentor Training and Certification Program™

Competency One: An effective mentor sets high expectations for self-development in high quality professional growth opportunities.

Strategies:

- Demonstrates adult learning practices through professional growth activities
- Practices professional learning that increases mentor effectiveness

Competency Two: An effective mentor has knowledge of and utilizes mentoring and coaching best practices.

Strategies:

- Utilizes effective oral and written communication skills
- Applies effective listening skills and provides constructive feedback
- Communicates a clear vision
- Understands and practices adult learning theory

Competency Three: An effective mentor is active in instructional leadership.

Strategies:

- Is grounded in national, state, and local student common core standards and curriculum goals
- Keeps current on educational and leadership issues through constant review of resources and participation in professional organizations and learning opportunities
- Takes a leadership role in the development and study of professional practice

Competency Four: An effective mentor respects confidentiality and a code of ethics in the mentor protégé relationship.

Strategies:

- Demonstrates a confidential and trusting environment
- Encourages open and reflective conversations in collaboration with protégé

Competency Five: An effective mentor contributes to the body of knowledge as it pertains to principal and administrative mentoring.

Strategies:

- Conducts action research in collaboration with protégé through a growth model
- Utilizes assessment information to adjust the mentoring process as needed
- Maintains a reflection portfolio for self and encourages the protégé to do the same

Competency Six: An effective mentor fosters a culture that promotes formal and informal mentoring relationships.

Strategies:

- Engages in professional outreach activities which include the use of technology and networking to endorse the sustainability of mentor programming for school leaders
- Acknowledges and supports the need for mentoring and coaching throughout the career continuum