

GROW YOUR OWN REGISTERED TEACHER APPRENTICESHIP PROGRAM

Mentor Training Guide and Toolkit

To support the success of Grow Your Own (GYO) mentor teachers and apprentices, the Tennessee GYO Center has developed a toolkit of resources for local education agencies (LEA) and education preparation providers (EPP) leaders of GYO apprenticeship programs. The mentor training guide includes resources and guidance on mentor selection and assignment to GYO apprentice teachers, mentor support strategies, training timelines and formats, potential scenarios mentors might face, and answers to frequently asked questions.

The Importance of Mentorship

A critical component of the GYO apprenticeship model is the role of the clinical mentor in training and supporting teacher apprentices. While teacher apprentices learn through related technical instruction as provided by EPPs, teacher mentors guide apprentices as they develop on-the-job competencies in professionalism, planning, and instruction. A significant body of research supports the importance of mentorship in the preparation and retention of high-quality teachers, as well as improving student outcomes. Mentorship can improve teacher instructional practices and ensure teachers receive the support they need to be successful in their roles.

As teacher apprentices require significant training to become successful classroom teachers, mentor teachers also need training to be effective in their mentorship roles. Research has demonstrated the positive impact mentorship training has on mentorship skills including communication, assessment, and mentee development of independence. The mentor toolkit was created to aid in the training of excellent mentor teachers.

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