



MENTOR MODULE 1: PHASES AND STAGES OF EDUCATOR DEVELOPMENT



“Life’s greatest gift is the opportunity to throw oneself into a job that puts meaning and hope into the lives of other people. Seizing this opportunity is the surest way to put meaning and hope into one’s own life.”

Martin Haberman





TRAINING GOALS

- To become familiar with two models of educator development
- To gain awareness of how support varies based on the teacher's stage of development





QUESTION TO PONDER

What are the most commonly reported challenges of student educators
as reported by student educators?





STUDENT EDUCATORS MOST OFTEN REPORT THESE CHALLENGES:

9. Relations with colleagues
8. Students' personal problems
7. Insufficient materials and supplies
6. Evaluating student work
5. Planning class work
4. Parent relations
3. Dealing with individual differences
2. Motivating students
- 1. Classroom discipline**



WHAT WOULD A STUDENT EDUCATOR SAY IN...?

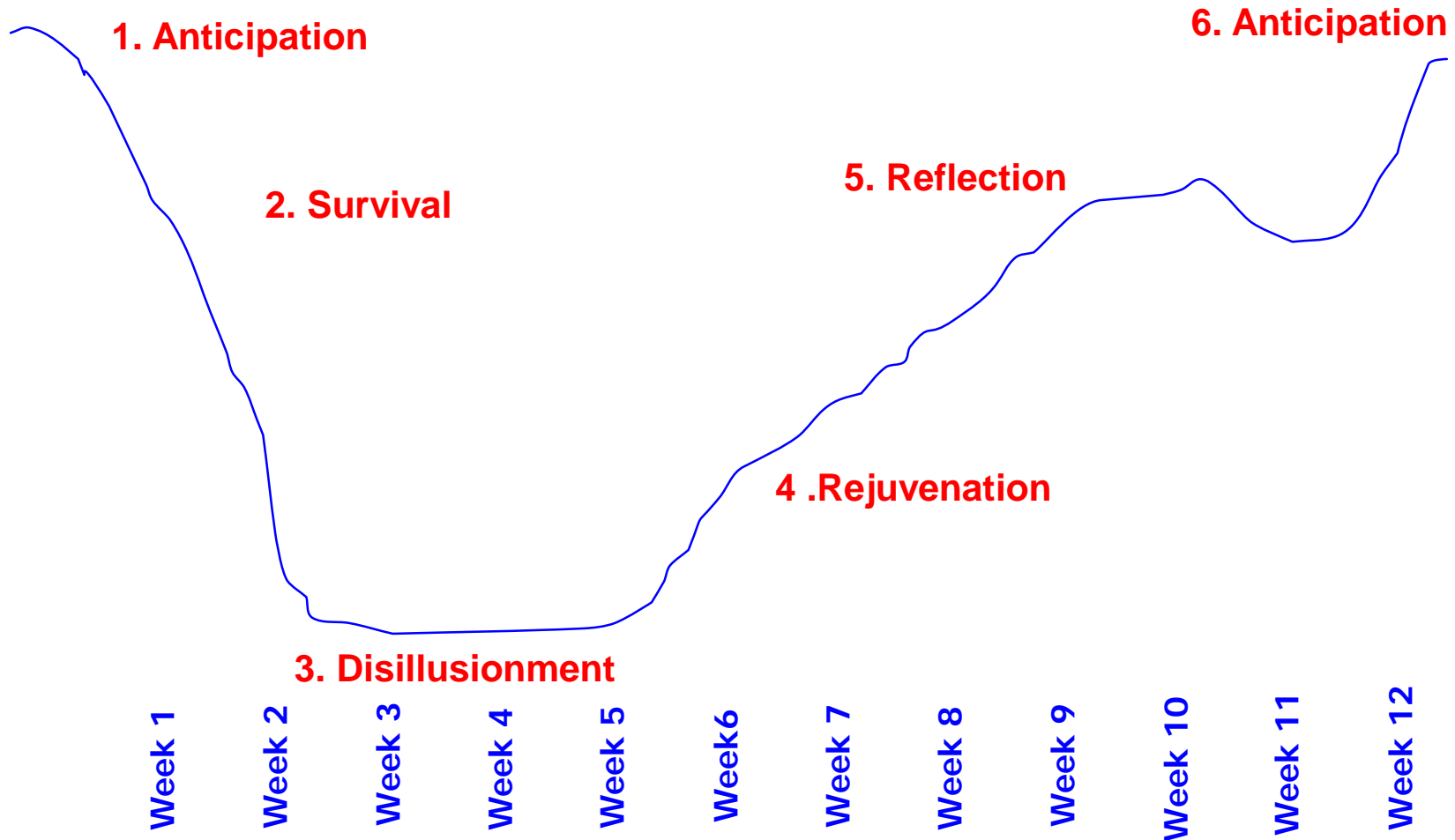
- Weeks 1–4
- Weeks 5–8
- Weeks 9–12





FOR YOUR REVIEW:

PHASES OF TEACHING



PHASE ONE: ANTICIPATION




- Begins during the student teaching experience
- Is marked by **romanticization** and a **commitment to making a difference**
- Carries through the first weeks of school





PHASE TWO: SURVIVAL



- Reality hits!
 - student educators are primarily focused on “self”
 - Survival phase questions:
 - How am I doing?
 - Will I make it?
 - Do others approve of my performance?
- 



PHASE THREE: DISILLUSIONMENT

- Extensive time commitment—seventy (70) hours per week
- High stress
- Self-doubt
- Lower self-esteem

PHASE FOUR: REJUVENATION

- Focus on time and tasks
- Rejuvenation phase questions
 - Is there a better way?
 - How can I do all that is expected of me?
 - How can I improve this?



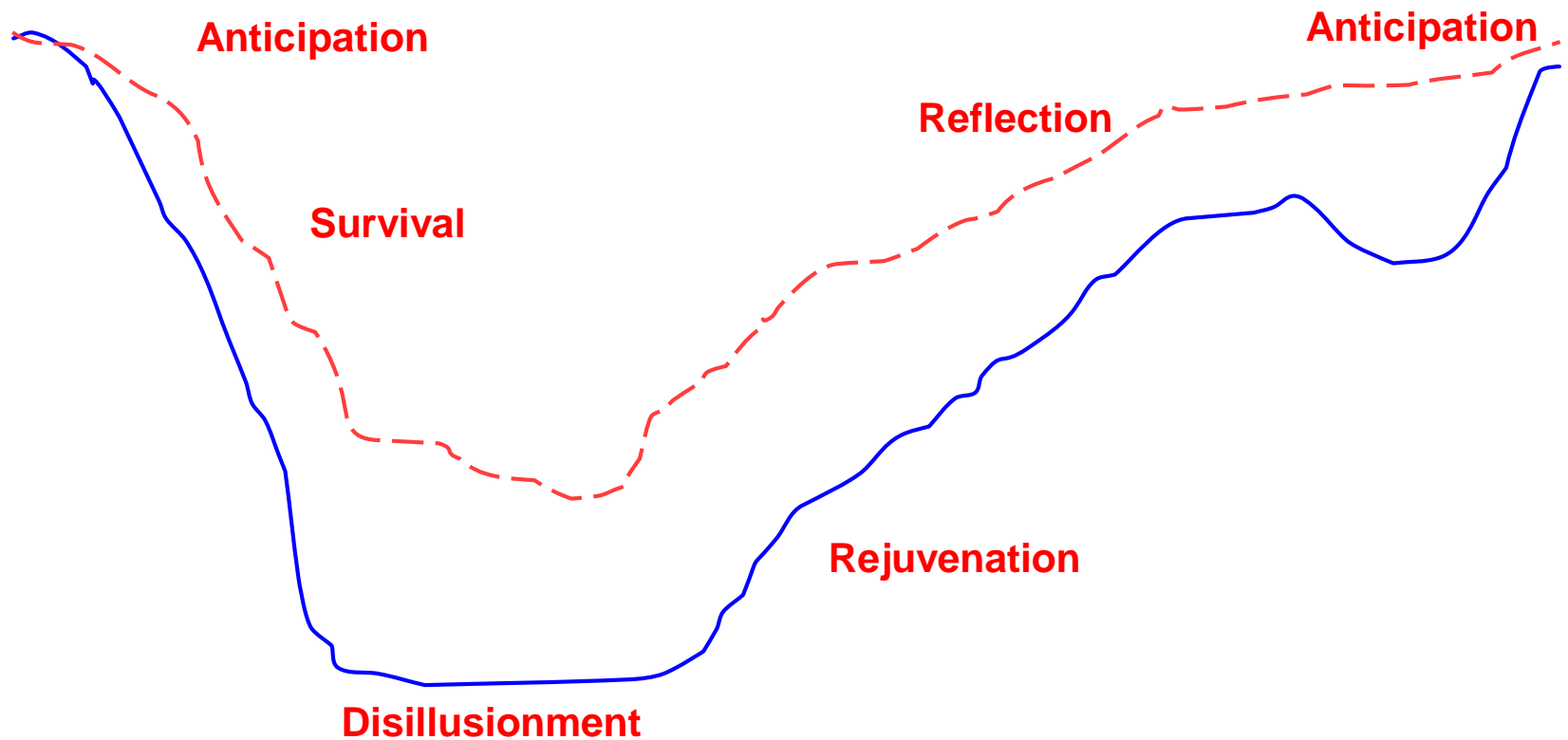


PHASE FIVE: REFLECTION

- Assessment of impact on students
- **Focus on student learning**
- Reflection phase questions
 - Are students learning?
 - What are students learning?
 - How can I raise achievement levels?
 - Is this meaningful to students?



PHASES OF TEACHING REVISITED





DEVELOPMENTAL STAGES OF CONCERN

Frances Fuller (educational researcher and theorist) asked teachers to describe their chief concerns about teaching. The study resulted in the identification of **three developmental levels of teacher concern.**





THE STAGES OF CONCERN

Stage 1: **Survival**

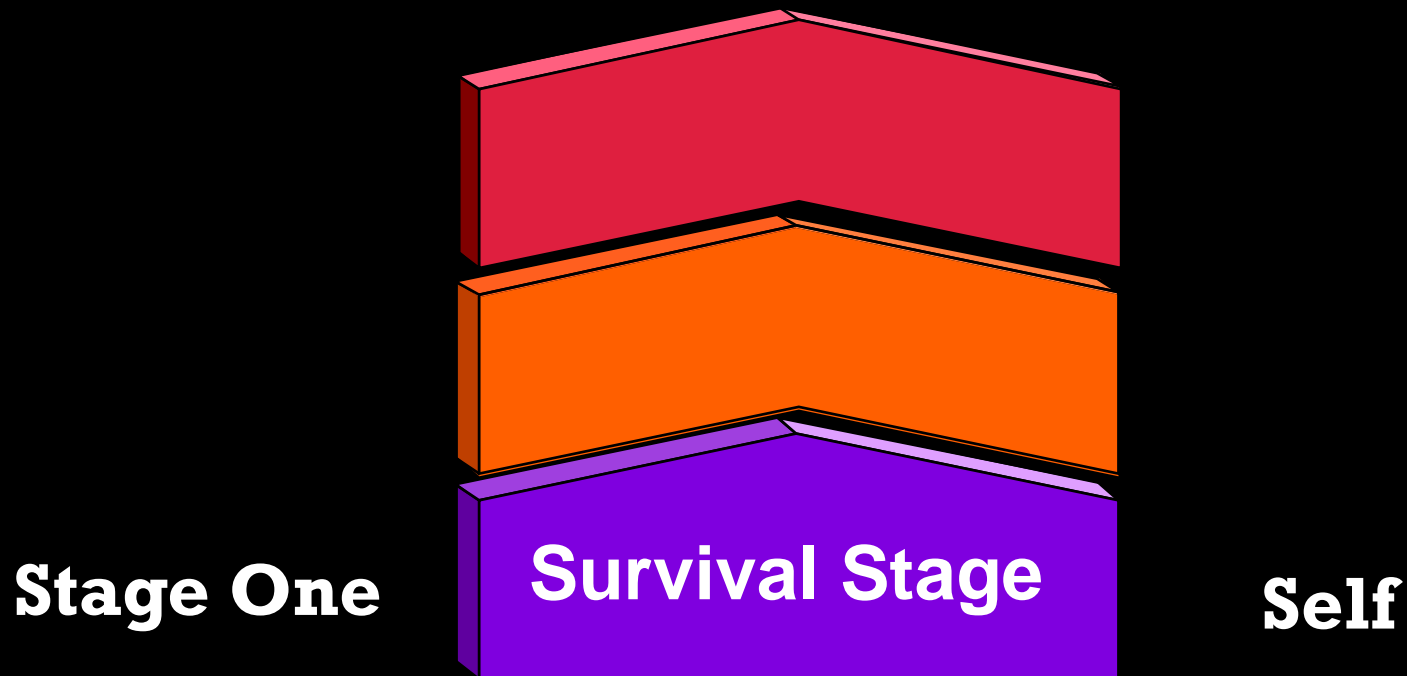
Stage 2: **Task**

Stage 3: **Impact**



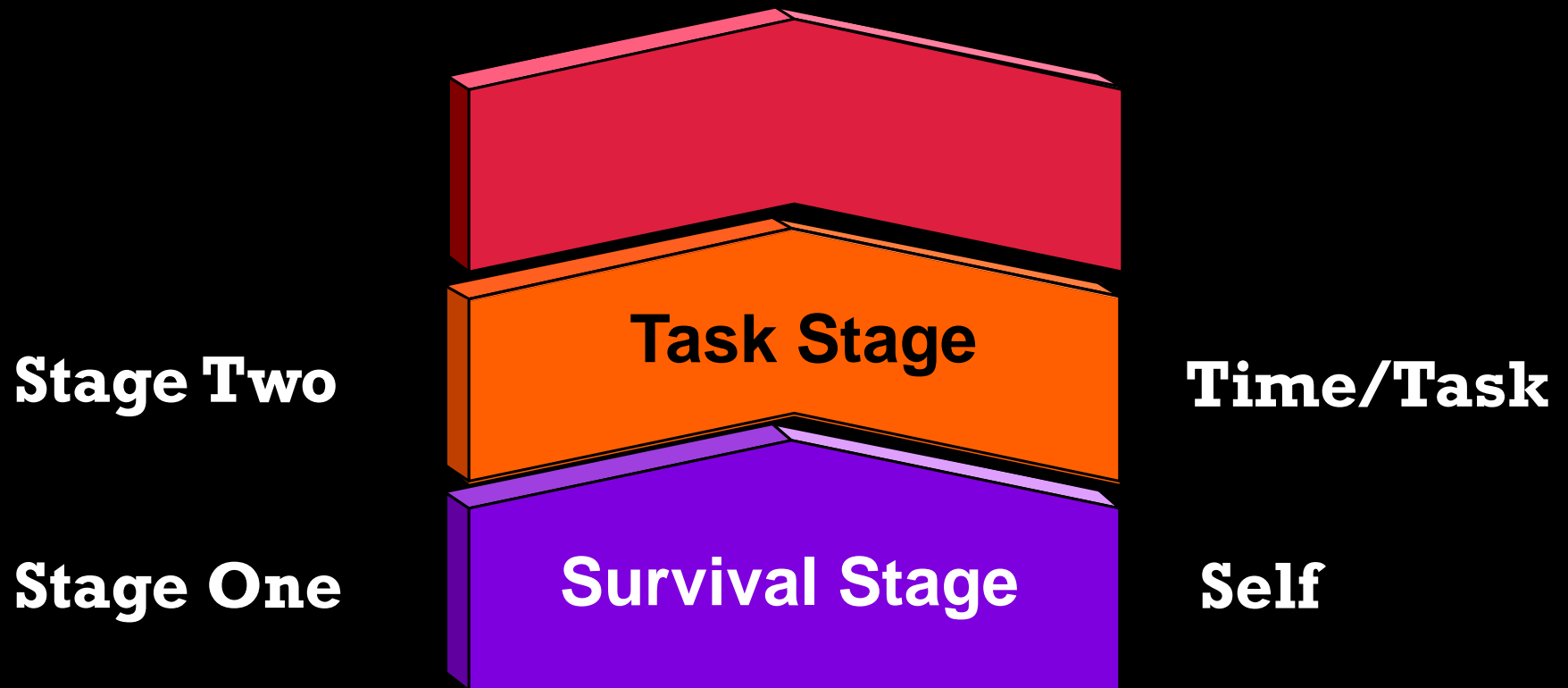
STAGE 1

The **SURVIVAL** Stage



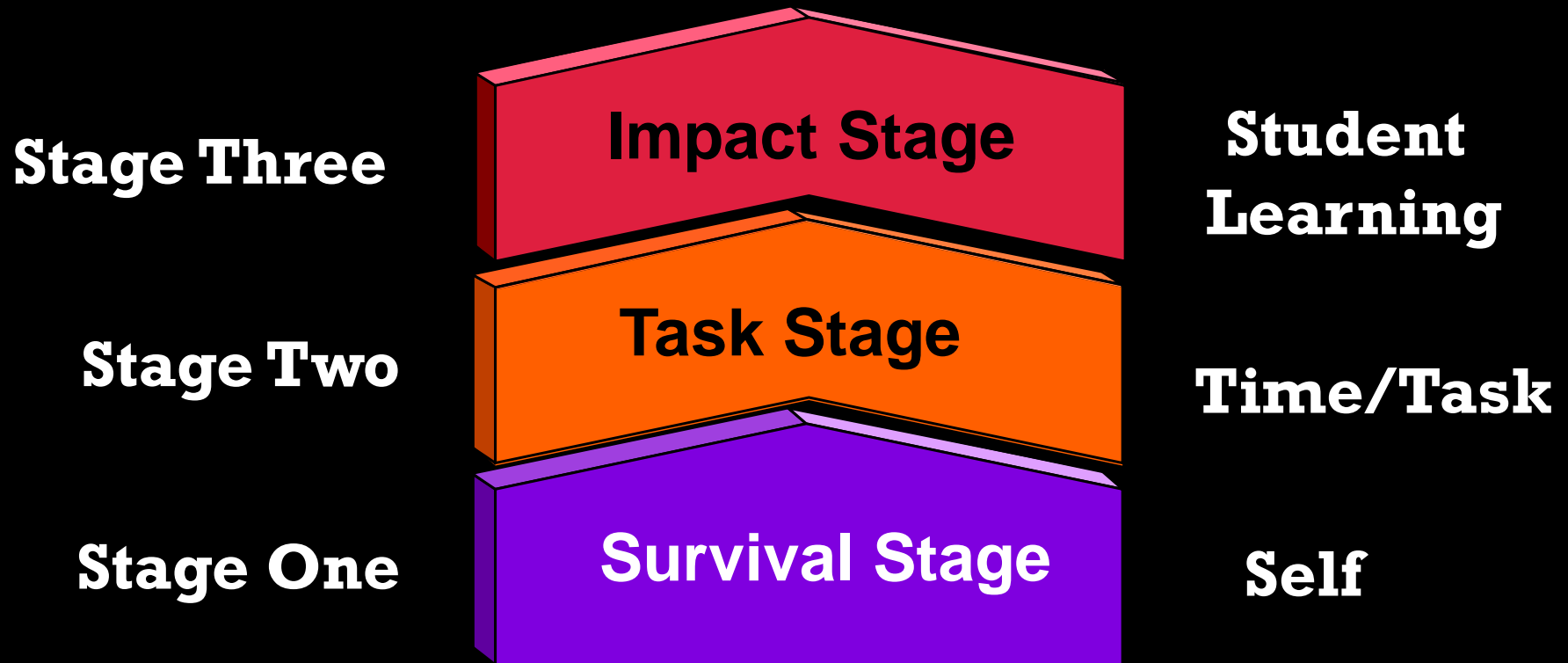
STAGE 2

The **TASK** Stage



STAGE 3

The **IMPACT** Stage





“The most important characteristic of a successful mentor is a commitment to provide **personal time and attention** to the beginner.”

Steven Gordon

NEXT STEPS

Continue to [Module 2](#).

