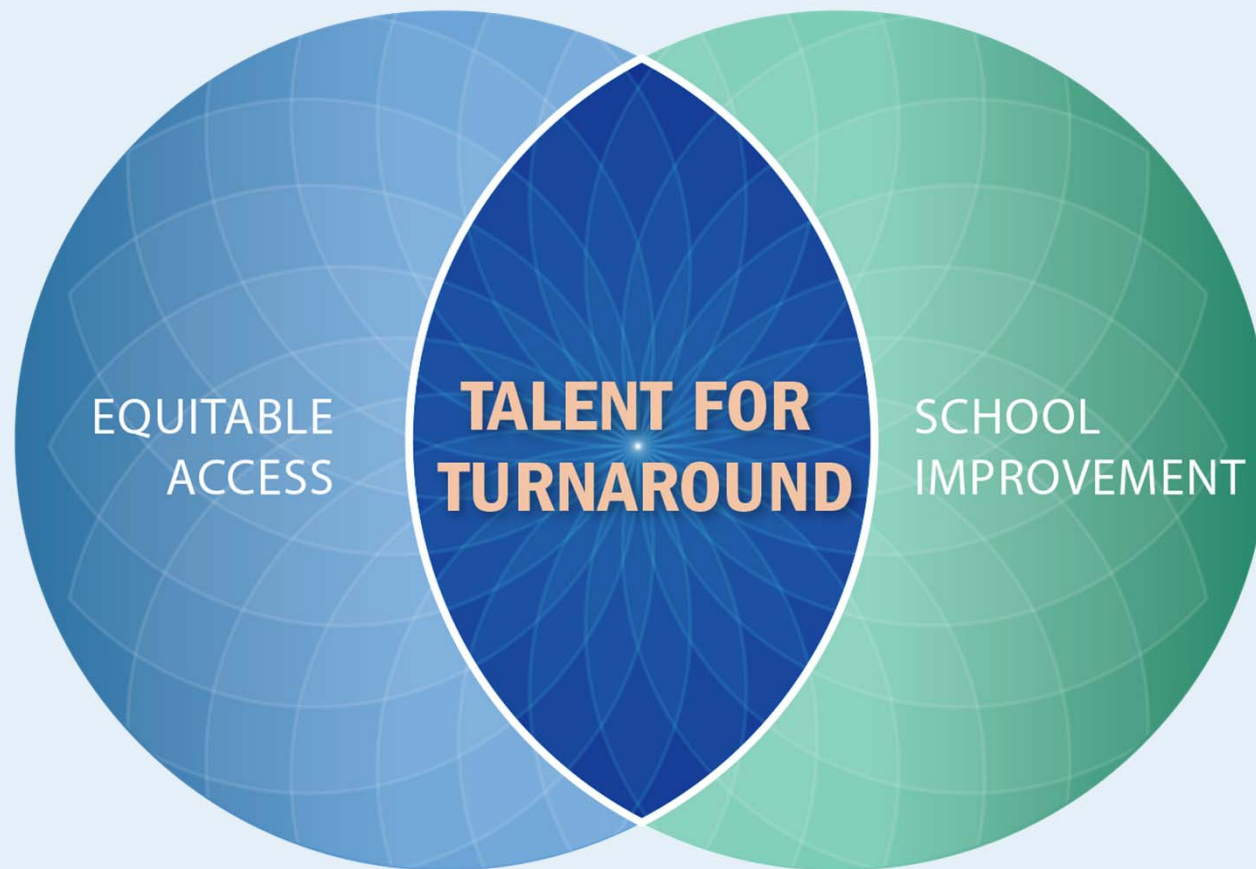


Mentoring and Induction in a Turnaround Context: Evidence-Based Practices

Day 2: Welcome Back



Day 2: Agenda

9:15–9:30 a.m.	Introduction to Peer-to-Peer Consultancy
9:30–10:30 a.m.	Peer-to-Peer Consultancy
10:30–10:45 a.m.	Break
10:45–11:45 a.m.	Flexible Team Time
11:45 a.m.–12:15 p.m.	Team Share-Out
12:15–12:30 p.m.	Next Steps, Evaluation, and Goodbyes
12:30–4:00 p.m.	Optional Team Planning Time

Critical Friends Consultancy Protocol

Andrew Morrill, The Center on School Turnaround



TALENT FOR TURNAROUND

EQUITABLE ACCESS | SCHOOL IMPROVEMENT

Protocol Group Member Roles

Facilitator

- Reviews the process at the outset.
- Sets time limits and keeps time carefully.
- Participates in discussions but is on the lookout for others who want to get in conversations. Adjusts time slightly depending on participation.
- May end one part early or extend another but is aware of the need to keep time.
- Reminds discussants of roles, provides warm and cool feedback, and keeps on the topic that the presenter designated.

Protocol Group Member Roles

Presenter

- Prepares and presents an issue for consultancy. Is clear about the specific questions that should be addressed.
- Unlike most discussions, the presenter does not participate in the group discussion.
- Sits outside the group and does not maintain eye contact during the discussion. Takes notes and gauges what is helpful and what is not. Later, is specific about the feedback that was helpful.

Framing the Issue

Note to Presenters

- It is important to provide the discussants with enough information to discuss effectively and create solutions for the issue you are presenting.
- Remember that you have only 5 minutes to present your issue. Discussants do have 5 minutes to clarify, but that time is intended for them to get a better idea of the scenario.
- Be clear about what you would like the group to discuss or the outcome you seek from the discussants (alternate suggestions, reinforcement for your actions, identification of potential obstacles for you, etc.).

Protocol Group Member Roles

Discussants

- Address the issue brought by the presenter and give feedback that is both warm (positive) and cool (critical).
- The feedback should be given in a supportive tone and discussants should provide practical suggestions.

Discussants: Warm and Cool Feedback

Warm: Positive

- What are the strengths and assets in this situation?
- What is the good news here?

Cool: Critical

- Where are the gaps and disconnects?
- What is the presenter not considering?
- What are the limits in thinking?

The Consultancy Process: Two Rounds, 30 Minutes Per Round

Step 1: Facilitator Overview and Check-in (3 minutes)

- Review the process and set time limits.

Step 2: Presenter Overview (5 minutes)

- Share the issue: Short- and long-term goals for mentor recruitment and selection.
- Frame key question for specific consideration.
- Provide context.

After Your Presentation:

- Listen carefully and take notes.
- Distance yourself from the discussants so that you can capture all the information discussed.
- Avoid making judgments during the discussion.

The Consultancy Process

Step 3: Probing or Clarifying Questions (5 minutes)

- Group members ask more questions to learn about the issue.
- This is not the time to give advice or for the presenter to get into the discussion.

Step 4: Discussants' Group Discussion (12 minutes)

- The group discusses the issue (both warm and cold).
- The presenter is silent, only taking notes.
- The group addresses possible suggestions related to the question or issue.

Discussants' Group Discussion

Step 4: Discussants' Group Discussion (12 minutes)

- The group talks to each other about the dilemma related to the questions framed by the presenter around the issue.
- The presenter is not allowed to speak during this part of the session but should take notes.
- The discussion may address the following:
 - What did we hear? What did we not hear that we needed to know more about?
 - What thoughts do we have from our own experiences that might inform this dilemma?
 - What do we think about the question and issue(s) presented?

The Consultancy Process

Step 5: Presenter Response (5 minutes)

- The presenter responds to group feedback.
- Clarification of feedback is more helpful than a debate.

For the Presenter Response

- This time portion is your opportunity to respond to the group discussion.
- This is not the time to continue the discussion with you involved. This is an opportunity for you to summarize your impressions of the discussion.
- Consider all the information gathered and identify which ideas might be useful and which ones you are unlikely to pursue.

Room Assignments for Consultancies

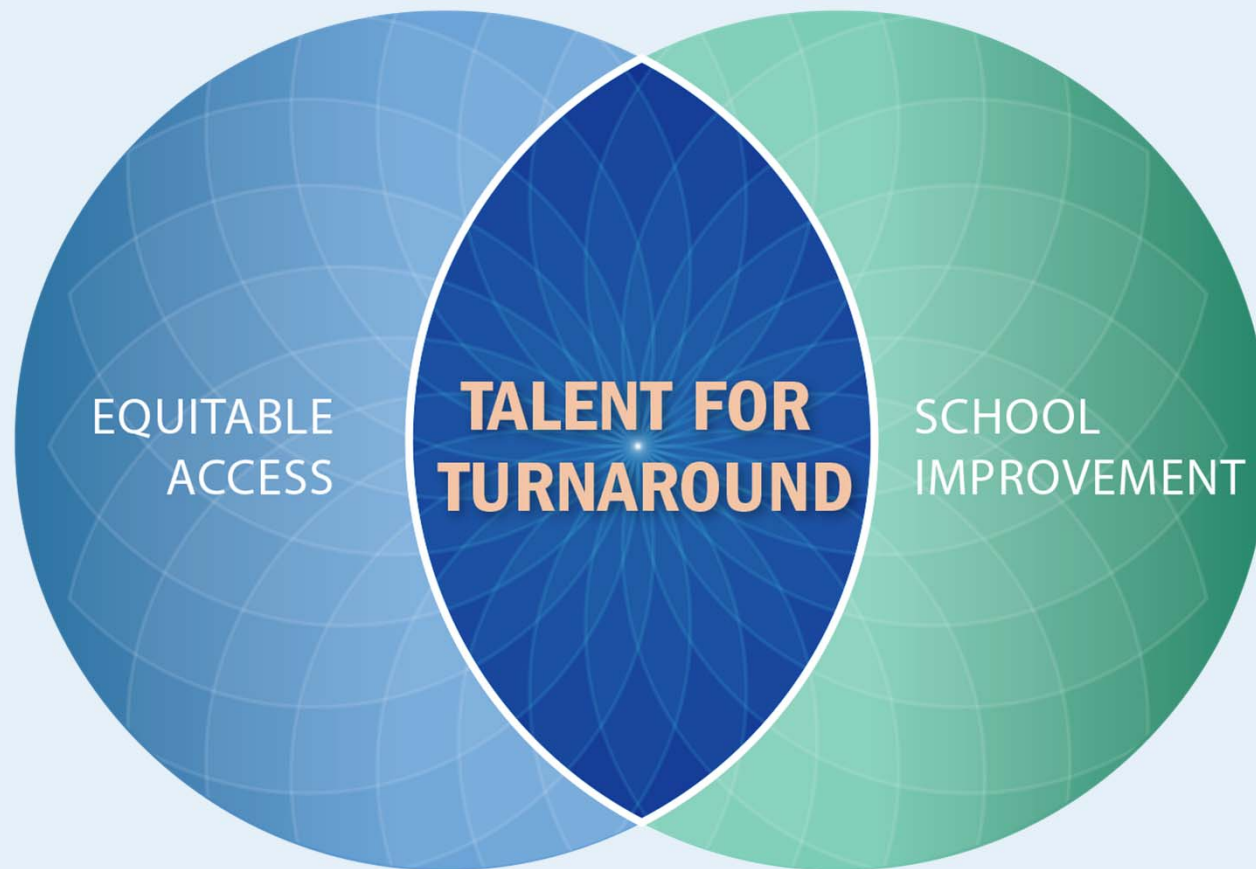
Kokomo, IN & Central Falls, RI: Room 6170

Yazoo City, MS & Dougherty County, GA: Room 6207

Quitman City, MS & Huerfano, CO: Room 6131

Mentoring and Induction Affinity Group

Break (15 minutes)



Flexible Team Time



TALENT FOR TURNAROUND

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Room Assignments for Team Time

Dougherty County, GA	Room 6131
Central Falls, RI	Room 6170
Kokomo, IN	Room 6209
Huerfano, CO	Room 6211
Yazoo City, MS	Room 6207/6213
Quitman County, MS	Room 6207/6213

Next Steps, Evaluation, and Goodbyes



TALENT FOR TURNAROUND

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Workshop 1: Mentor Development and Evaluation

- Teams will learn strategies for incorporating research-based best practices into the design of their mentoring and induction program, including:
 - Mentor development standards and practices
 - Content and format for mentor professional learning
 - Methods of feedback and ongoing formative assessment

**Please provide us some
feedback.**



Thank you!

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