



Conferência Internacional

**O professor e a aprendizagem com e-mentoria -
um contributo para o futuro da Educação**

A importância das comunidades online e dos programas de mentoria e e-mentoria para professores em início de carreira e “em mobilidade”

The importance of online communities and (e)-mentoring programmes for early career and "on the move" teachers

40%

“on the
move”

Jovens
professores
Young teachers



2,3%

**+ 1 trabalho
+ 1 job**

**2 escolas
2 schools**



~70km

(Romania, Poland)

1^a escola
e
2^a escola

1st school
and
2nd school



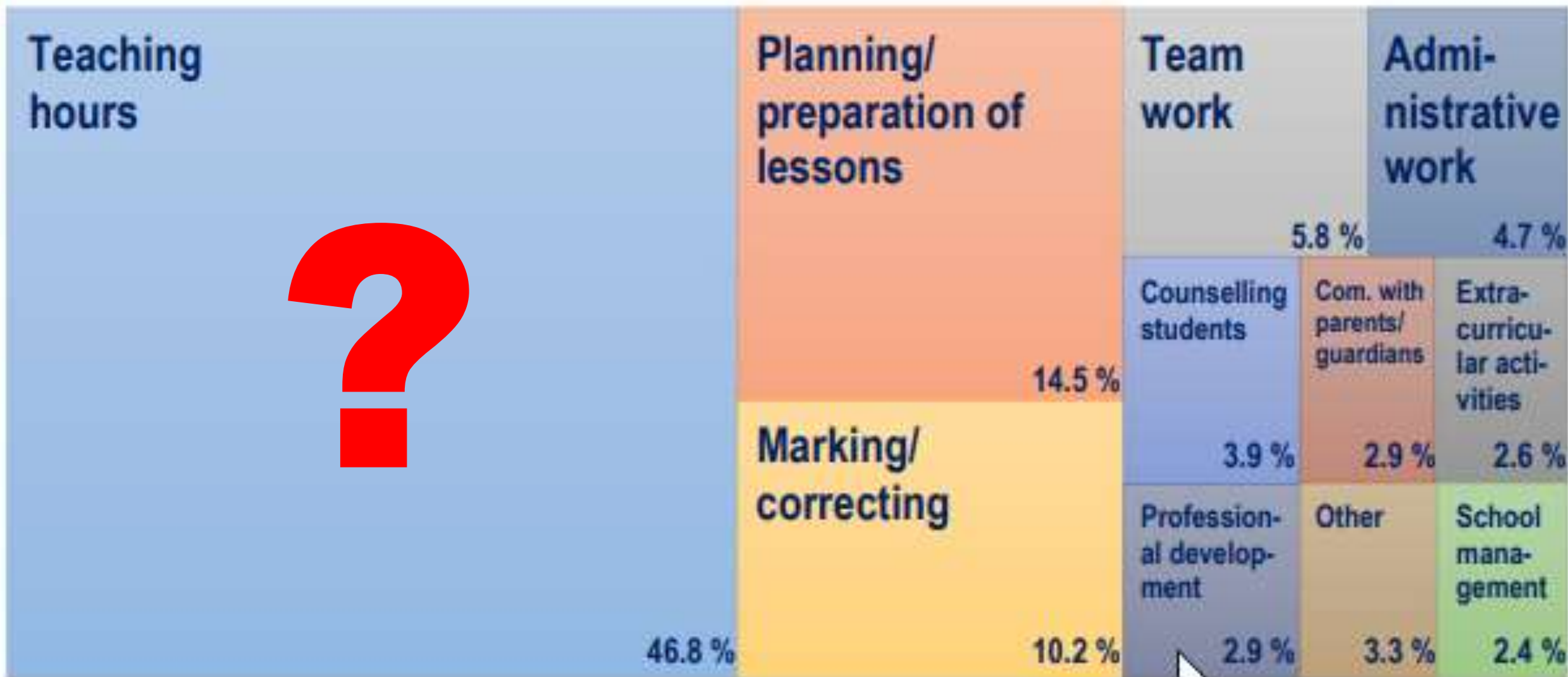
tempo ?

time ?

Mentoria
mentoring



Figure 1.6: Proportion of time lower secondary education teachers report on activities related to their job, full-time teachers, EU level, 2018



Source: Eurydice, on the basis of TALIS 2018 (see Table 1.5 in Annex II).

e-mentoring ?

**Sempre
disponível**

**Always
available**



e-mentoring ?

Seguro

eficiente

Safe

quicker



e-mentoring ?

**Partilha
experiências**

**Sharing
experiences**



Coordinators



Supervisors



Head of Department

Teaching



Learners want instruction on new knowledge or skills.

Mentoring



Person being mentored gets guidance and advice to reach their objectives.

Teachers and Mentors provide their expertise and advice

Coaching



Person being coached draws on their own experiences to reach their objectives.

Teachers on the move

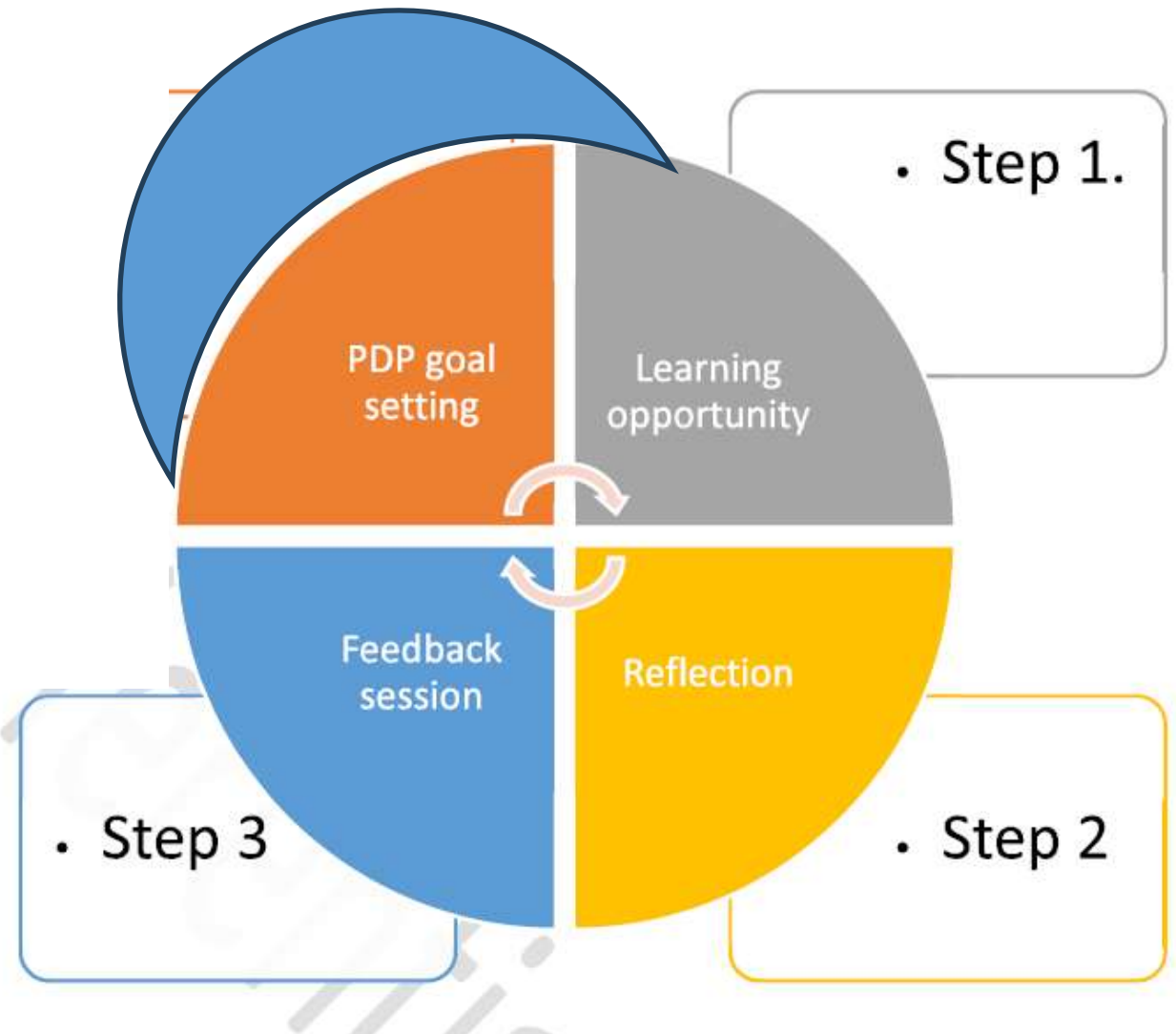
Mentoring Cycle

- **Pre-meeting – Professional Development Plan (PDP)**

1. Observation

2. Reflection

**3. Post observation meeting
(continuation of planning the
steps needed to reach goal.)**



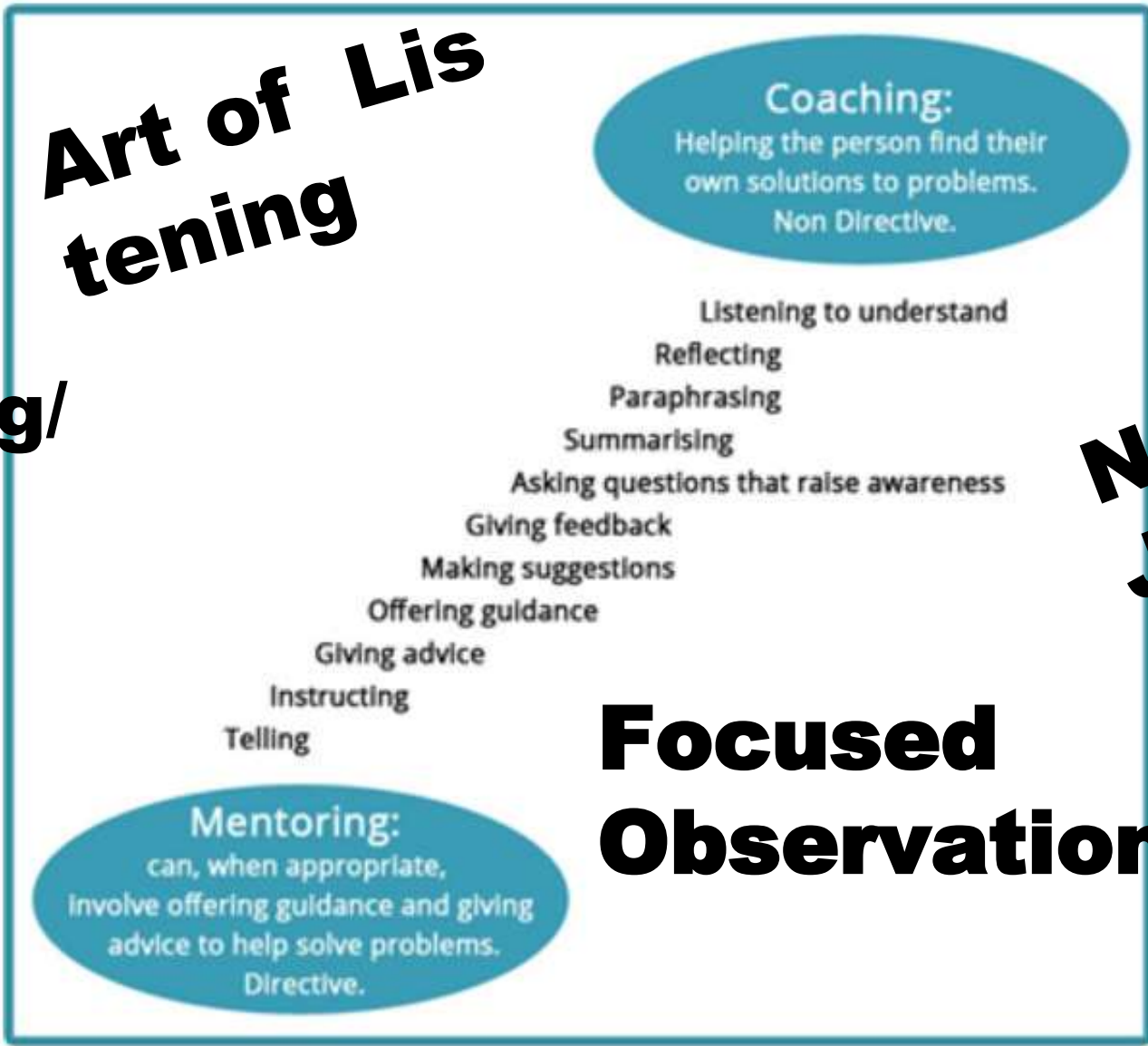
Essential Skills...

MOOCs

(massive online open courses)

**Paraphrasing/
questioning**

**Data
Collection**



Empathy

**Non-
Judgmental**

Life skills

**Mentoring and
Coaching the Head of
English as an additional
language**

Mentoring and Coaching

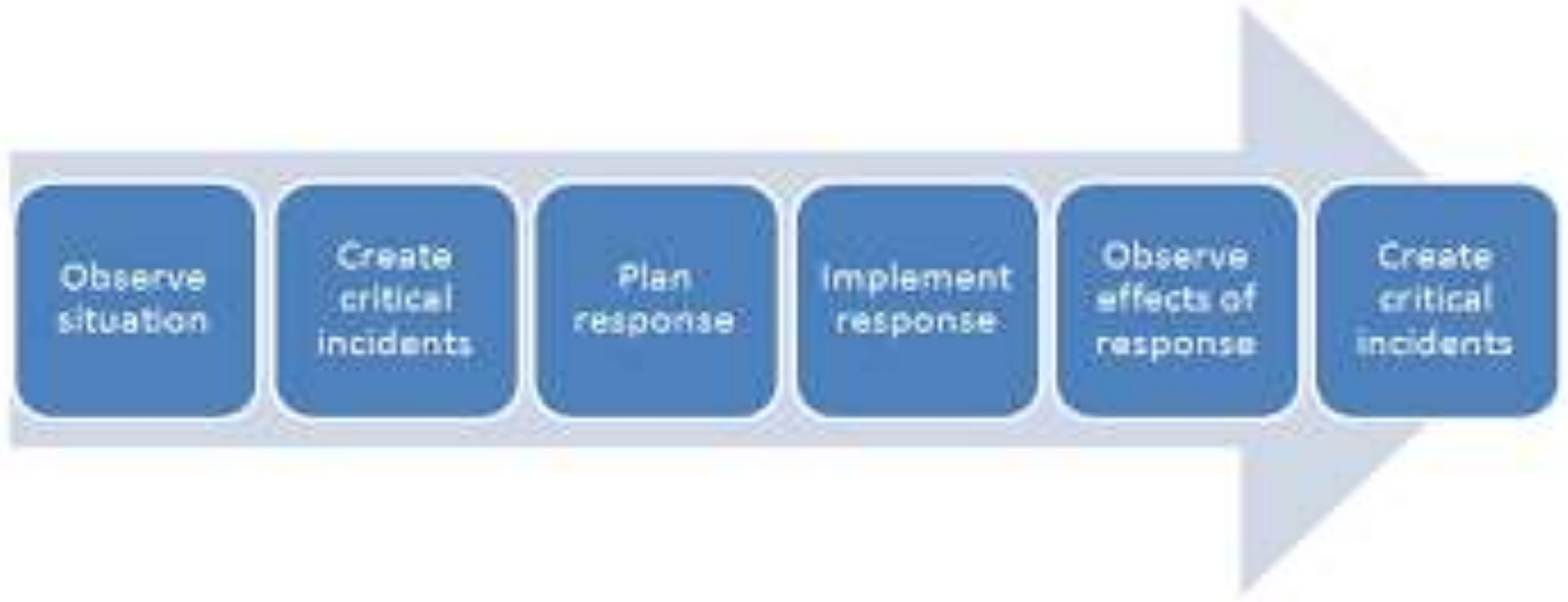


Benefits of coaching

“ Coaching is a way of working alongside someone, giving him/her an opportunity to set goals and the support to achieve them.”

(Tolhurst, 2010:3)

My Journey



Always Remember!

Four main ideas that proved to be important during this process:

Listening

Building a good relationship

Asking the right questions to promote personal development

Autonomy and reflection.

Loop International
Conference

Mentoring as Head of School

Head of School



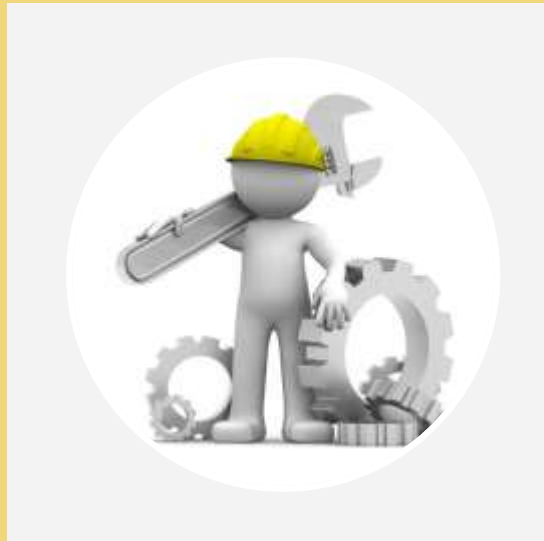
Team



Wellbeing



**Professional
Competence**



**Professional
Development**



Team - Wellbeing



- Valuing everyone's work
- Importance of feeling heard
- Mistakes are part of the path, they have to be faced, assumed and understood
- Fell supported in difficult moments and decisions
- Life is not just work.
- Building a community.



Team - Wellbeing



- Leaders must always be available and open-minded
- Importance of flexibility in managing people and their time
- "embracing" the concept that we are all different and respect the individuality and specificities of each one
- provide help and be present in meetings or difficult situations



Team - Professional Competence



- Genuine concern for the individual student
- Purposefully produce of resources and planning
- Action - Reflection cycle
- "handing the power" of learning to the student

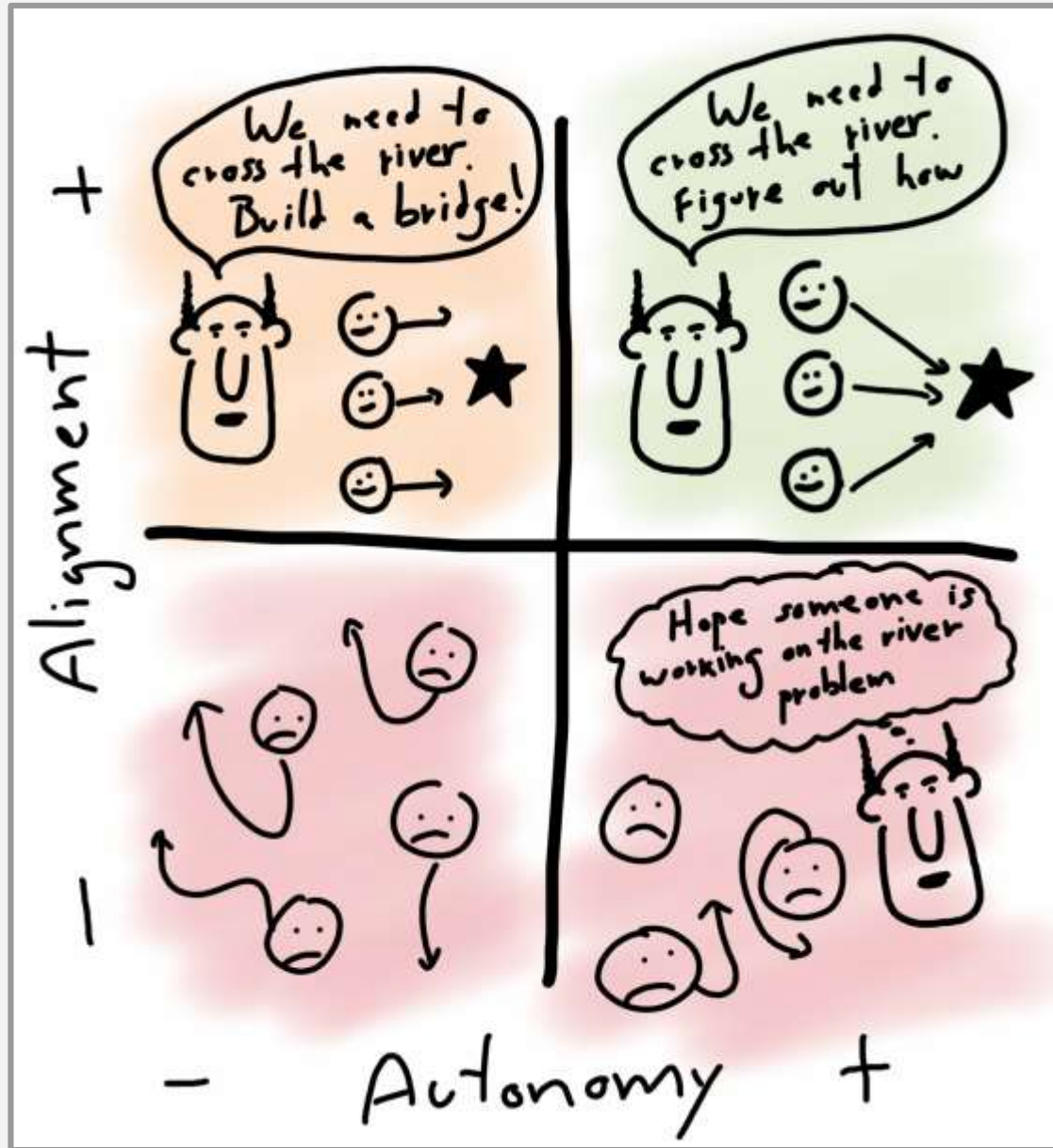
Team - Professional Competence



- Weekly planning meetings
- Meetings for sharing and reflect on practices
- Analyse the resources produced as a team
- Class observation with feedback and reflection
- Leader should work with class to understand them



Team Professional Competence



Team - Professional Development



- The teacher needs to be available for this kind of work
- Open classrooms without constraints
- Speak openly about difficulties
- The need for honesty in reflections
- Continuous feedback



E-mentoring



Same rules



**Schedule
Flexibility**



Wider community



WELCOME TO LOOP MATCH THE MENTOR

Teachers helping teachers

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