



Scaffolding in Teachers Development: Mentoring and Mentors in Induction Programs



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Scaffolding in Teachers Development:
Mentoring and Mentors in Induction Programs

Teachers Development



Dr. Angela Hoffmann

Schulzentrum Carl von Ossietzky
Gymnasiale Oberstufe



SEESTADT
BREMERHAVEN
GERMANY



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Europäische Lehrkräfte als Vorbilder für lebenslanges Lernen, demokratisches Denken und gemeinschaftliches Handeln



einschl. Rückblick auf unsere LOOP-Aktivitäten

Schulzentrum Carl von Ossietzky
Gymnasiale Oberstufe



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Scaffolding in Teachers Development:
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Outline

LOOP project

- Background and aims
Qualification and Good Mentoring
- Project flow and results
Meetings, Match the Mentor and MOOCs
- Implications and visions
International conference and LOOP community

Our school

- Development
Teachers and concept





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Background and aims

Partners



<https://www.facebook.com/internationalprojectloop>

Teacher trainings are the key to students success
Qualification and mentoring programs



Project flow and results

Find and work on your strength and weaknesses

- Questionnaire from NKUA
- Based on the **definition of Good Mentoring**
 - Knowledge (e.g. innovative teaching methodologies like entrepreneurship education)
 - Skills (e.g. communication, leadership)
 - Attitudes (e.g. self-awareness)

Let's take 7 min to discuss with partner:
Which item(s) need(s) the most development in
young teachers and mentors?

Self-assessment



Project flow and results

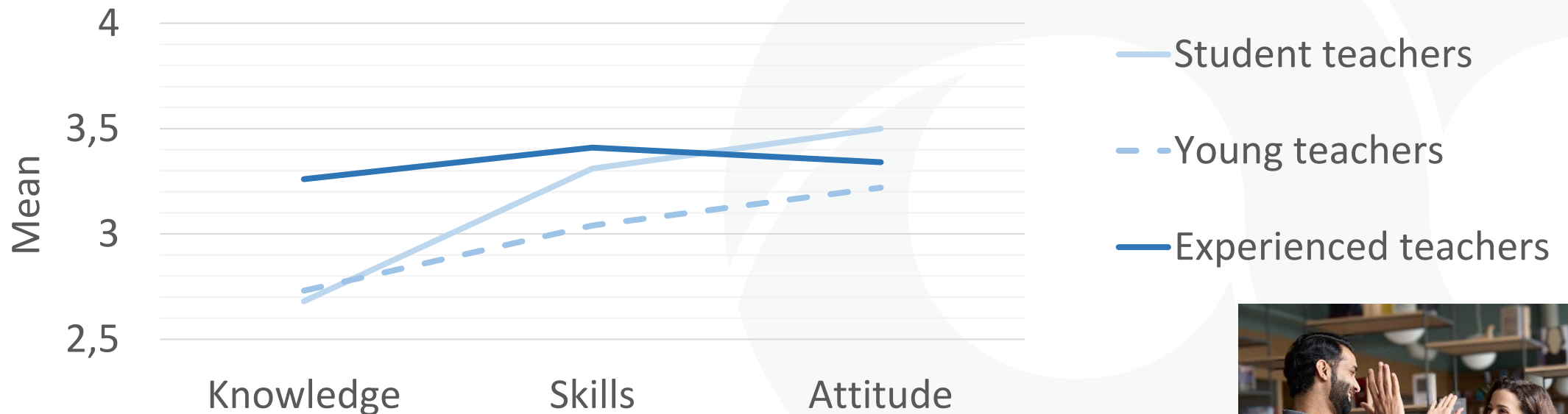
Learn about your/our strength and weaknesses

- Questionnaire from NKUA
- Based on the **definition of Good Mentoring**
 - Knowledge (e.g. innovative teaching methodologies like entrepreneurship education)
 - Skills (e.g. communication, leadership)
 - Attitudes (e.g. self-awareness)

Let's see what we learn from the self-assessment of teachers and mentors!



Statistics – qualification of teachers



On average, experienced teachers assess themselves most qualified. However, student teachers assess their attitude even better than the experienced ones. Due to their self-assessment, early teachers tend to loose during their induction programs.

Source: Own results, n=65

Dr. Angela Hoffmann 08.03.2023



Results

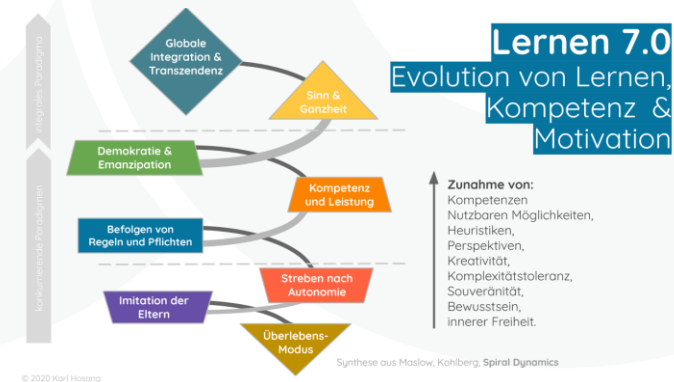
Discussion → Focus groups

- German teachers and trainers conclude that the longer you are working as a teacher (more experience) and the longer you learn (induction phase) the more critical and self-reflective you are.
- Teachers and scientists from Portugal, Italy and Greece state that the longer you are a teacher (more experience) **the less you are willing to learn**. More experienced participants are not more self-reflective, they are honest about their laziness and they tend to be less flexible and open-minded.
- What do the self-assessments tell us about the qualification of teachers and the importance of life long learning?

What are the outcomes of qualifications?

H1: The longer you learn, the better you are.

H2: Qualified teachers (2nd examination) are better teachers.



Project flow and results

Find and work on your strength and weaknesses


- Collaboration with colleagues



- Massive open online courses (MOOCs)



- Mentees
- Mentors

KNOWLEDGE	SKILLS	ATTITUDE
ICT tools to communicate information <i>app.diagrams.net</i>	Communication <i>Survey and report</i> <i>Good Mentoring</i>	Empathy <i>Mood Meter</i> <i>(ICT Tools)</i>
Trends of innovative teaching methodologies <i>Entrepreneurship Education</i>	Good listening <i>Video and Report</i> <i>Good Mentoring</i>	Empathy <i>Honey and Mumford Learning Styles</i> <i>(ICT Tools)</i>
Principles of assessment <i>Skill-based evaluation</i>	Leadership <i>Quiet Leadership</i>	Self-awareness <i>Resilience Questionnaire</i> <i>(ICT Tools)</i>
Tools beyond the expected outcomes <i>Lesson planning tool</i>	Teamworking <i>Reflecting on teamwork</i> <i>(World Teachers' Day)</i>	Self-discipline <i>Mentors Checklist</i>
	Creativity <i>Reflecting on Creativity</i>	Building the Relationship <i>Unconferences</i>



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Project flow and results

The screenshot displays the Match the Mentor website interface. At the top, the navigation bar includes links for 'About Loop', 'Start Here', 'Trending Now', 'Communities', 'Resources', 'Search & Choice', and 'Login'. The main banner features a large image of a group of diverse people smiling and looking at a smartphone, with the text 'WELCOME TO LOOP MATCH THE MENTOR' and 'Teachers helping teachers' overlaid. A 'Join Now!' button is prominently displayed. Below the banner, there are several user profile cards. Each card shows a circular profile picture, the user's name, and a list of their details. The profiles shown are:

- Daniel Ehlert**: Profile picture of a man with glasses.
- Elisabete Santa**: Profile picture of a woman.
- Marcos Tsch**: Profile picture of a man with glasses. Details: First Name: Marcos, Last Name: Tsch.
- Miguel Coelho**: Profile picture of a man with glasses. Details: First Name: Miguel, Last Name: Coelho, Country of residence: Portugal.
- Talissa Terjen**: Profile picture of a woman. Details: First Name: Talissa, Last Name: Terjen.
- Jill-Marie Uekermann**: Profile picture of a woman. Details: First Name: Jill-Marie, Last Name: Uekermann.
- Angela Hoffmann**: Profile picture of a woman with glasses. Details: GERMANY, +3 MORE GROUPS.

The bottom of the page features a navigation bar with links for 'About', 'Groups', 'Blog', 'Messages', 'Notifications', 'Friends', 'Settings', and 'GROUP RESOURCES'.

Implications and visions

Implications

- Teamworking and collaboration
- Feedback and reflections
- **Teachers development**

Visions

- Teamworking and collaboration
- Conception and commitment
- **School development**





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Our school – teachers and concept



CVO GyO - Leitbild



Elternbeirat



Förderkreis



Mensa



Personal



Schulleitung



Schüler:innenvertretung



Was uns ausmacht

SZ Carl von Ossietzky – gymnasiale Oberstufe

Erasmus+

OUR PROJECTS

TRAINING COURSES ATTENDED

OUR DIARY

ERASMUS+

IMAGE FILM

IMPRINT



„BUILDING A DEMOCRATIC
SCHOOL CULTURE“

„CAREER ORIENTATION IN
SCHOOLS“

„LOOP – SCAFFOLDING IN
TEACHERS DEVELOPMENT“

„LEARNING FROM THE PAST FOR
THE FUTURE!“



Featured post

Hello and welcome!

The time has come! - Since 01 March 2021 we are accredited with Erasmus+. This means that we can benefit from a very far-reaching funding program of the EU, which offers us completely

RECENT POSTS

[Schlierbach on a visit!](#)

[Ireland Project Trip](#)

[Kind regards from Kraków](#)

[LOOP-Leaflet](#)

[Principal](#)



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Our school – development



Loop

Dr. Angela Hoffmann, Alhifatu Bourai-Touré, Daniel Ehlert, Marcus Siebs und Ingo Beck waren in Braga!

22.7.2023



Liebe Grüße aus Krakau!

Wir sind zwischen dem 12. und 16. Juni 2023 vor Ort zu Gast.

13.6.2023



Europäische Erinnerungskultur und Antisemitismus

"Europäische Erinnerungskultur und Antisemitismus - Was wir aus der Vergangenheit für die Zukunft lernen können! # Zukunft"

21.4.2023



Sky is the limit - alles ist möglich!

Der Leistungskurs Wirtschaft wünscht allen Lerngruppen und Kursen eine gute Zeit und viel Inspiration im von uns selbst gestrichenen und gestalteten Raum 141.

15.6.2023



Irland-Projektfahrt

Irland-Projektfahrt nach Dublin vom 13.06. - 17.06.2023

26.6.2023



Europawochen 2023

"Ist die 4-Tage-Woche ein Beitrag zu einem lebenswerten Europa?"

9.5.2023



Erasmus-News

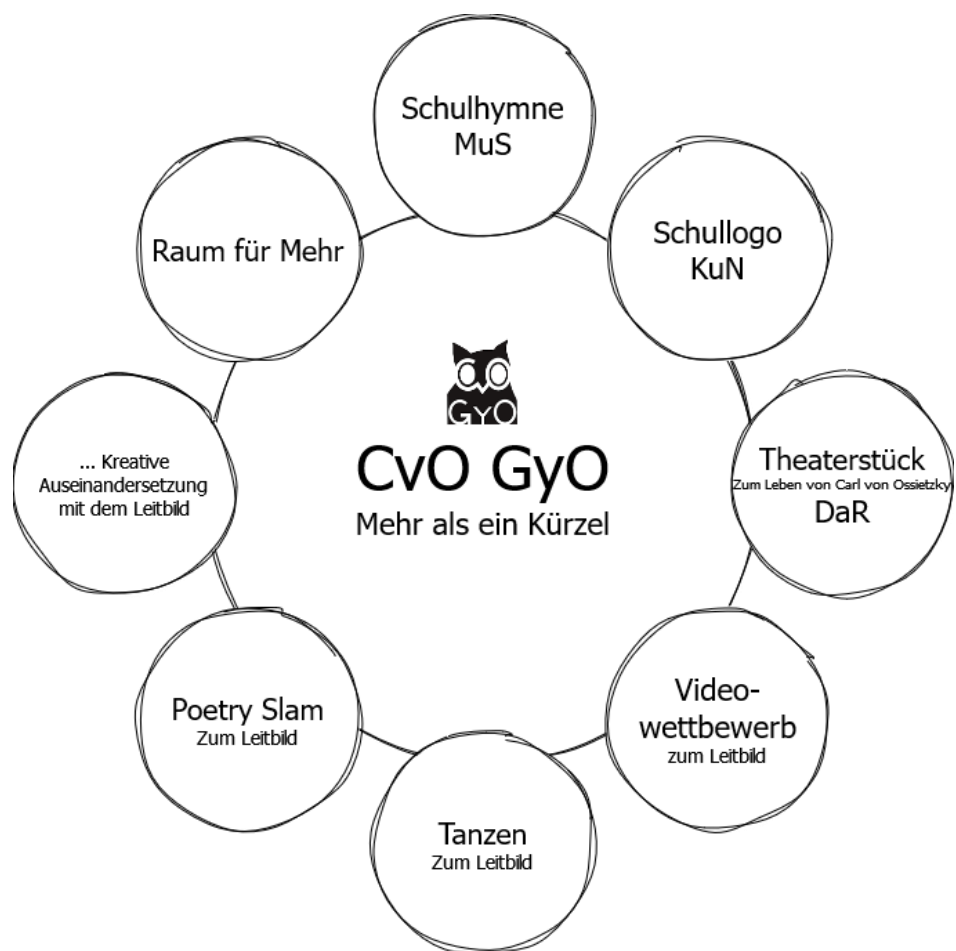
Jil-Marie Uekermann, Nils Wandrey, Ingo Beck und vier Schülerinnen nahmen eine Woche lang in Österreich mit dem Gymnasium in Schlierbach an Chor- und Orchesterproben teil! Der Gegenbesuch folgt im Juni!

5.3.2023



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Our school – development



Wir sind CvO GyO

Unser Leitbild stellt das Selbstverständnis und die geltenden Grundprinzipien unserer Schule dar. Es gibt allen Lehrkräften, Mitarbeitenden und Schüler:innen an der CvO GyO eine Handlungsorientierung und macht klar, wofür unsere Schule steht.



C – Couragiert

Wir sind couragiert, das heißt wir sind mutig, tolerant und respektvoll.

Gemeinsam arbeiten wir daran, dass Rassismus, Sexismus und andere Formen der Diskriminierung an unserer Schule keinen Platz haben zum Beispiel als Teil des Netzwerkes "Schule ohne Rassismus - Schule mit Courage".

Wir erwarten voneinander Engagement für das Schulklima und Akzeptanz verschiedener Lebensweisen und das Eintreten füreinander und gegen Ungerechtigkeiten.

V – Verantwortungsvoll

Wir sind engagiert für ein harmonisches und wertschätzendes Schulleben und eine lebenswerte Zukunft über die Schulmauern hinaus, für uns selbst und andere.

Gemeinsam übernehmen wir Verantwortung, zum Beispiel in der Sustainability-AG oder bei den Schulsanitäter:innen, aber auch für uns selbst, unsere stetige Weiterentwicklung, unsere Bildung und Umwelt sowie für die Gesellschaft.

Wir erwarten voneinander Verlässlichkeit bei der Einhaltung von unseren gemeinsamen Regeln, Pünktlichkeit und Zuverlässigkeit bei Terminen und Absprachen sowie Eigeninitiative bei der erfolgreichen Gestaltung der Zukunft auch über den Schulalltag hinaus.

O – Ossietzky

Wir sind Carl von Ossietzky:

Unsere Schule besteht seit 1975 und trägt den Namen des Journalisten und Friedensnobelpreisträgers, der sich für den Frieden und die Demokratie einsetzte. Er starb 1938 im Kampf für seine Überzeugungen an den Folgen nationalsozialistischer Folter.



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Thank you very much for your attention!

<https://loop.casadoprofessor.pt/project/>

<https://www.cvo-gyo.de/>

<https://erasmus.cvo-gyo.de/en/>

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