

Mónica Leal

Modern languages teacher

Carlos Martínez

Spanish teacher

Paola Stockton

English as a Second Language teacher

Nivedita Bose

Professional Development Manager

Transcription: What are the benefits of mentoring?

Mónica Leal:

I think that the aim of mentoring is to improve your professional practice for professional fulfilment as well to feel more happy working in the school, and ultimately to improve academic performance of the children and to include all of the learnings.

Carlos Martínez:

As a mentor, it's also very beneficial, I think it makes you feel important, makes you feel like you are giving back that help that you received before. It's also a nice exercise because, I would say the first time I was trying to be a mentor to someone, I wasn't the best mentor you can be because I was all the time saying what you have to do instead of making the right questions like, "What do you think you can do to solve this?" or, "What do you think would be the best solution?"

So, yes, encouraging people to think is an exercise that needs practice and needs to be planned, so I think I've been learning a little bit about that recently.

Nivedita Bose:

I think as much as a mentee benefits, same amount the mentor also benefits because you learn so much. When you are in discussion with the mentees, you get to see their perspectives, and there's a lot that you can incorporate in your own practice after that, so it's a win-win situation for both.

Paola Stockton:

My mentoring came about eight years ago when I had one-to-one mentoring, and that was for me very distinctive to any other training that I had done in the past because I'd done training, I'd done coaching. Generally you go to conferences, you go to seminars.

However, having the mentoring as one-to-one, face-to-face tailored to my needs was very, very helpful and moved my teaching career to where it is.

Transcription: What is the wider impact of mentoring?

Mónica Leal:

Yes, it's very beneficial for the school, for more better communication, but also will impact positively to the whole community.

Carlos Martínez:

I think the most important thing here always are the learners. We are here to teach, we are here to improve society by improving the skills of the learners.

If a student benefits from your job better, it's because you've been preparing your job better.

So yes, basically the goal is to provide a better service to the students and families because this is giving opportunities to those youngsters or teenagers, it's giving hope to families. It's giving hope to the whole society that we can be better and we can do better and we can have a better life.

Transcription: How has mentoring supported your professional development?

Mónica Leal:

Yes, being more inclusive in the classroom with the guidance of my mentor has helped me to see all the differences of my learners and being more inclusive and taking all the cultural differences among them.

Yes, to keep a classroom that is more engaged and more motivated and that achieves better.

Carlos Martínez:

I remember the first month I was a teacher. It was very stressful. I was contacting all the time my mentor who was a friend of the family, and he's a teacher from 30 years ago, so a very experienced teacher and very nice person as well.

He was giving me some tips. I particularly remember about class management because I was one of those teachers that always wanted to be more of a friend, being a friend of your students, but I don't think it works like that.

It was one of my mistakes, but thanks to my mentor I was able to change that perspective and, following these tips, I decided to start a bit more as a teacher that has everything in control and become more friendly step by step, and I think that helped me to be a better professional and a better teacher for my learners.