

Mentoring in Teacher Professional Development: the Singapore Practice

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Introduction

- Excellence in Educational Practices must be sustainable.
- Professional Development is important to ensure good practices be sustained.
- Mentoring is one important dimension as reflected in Dimension 4 of SEAR-MTS.

Mentoring in Singapore

- Leadership in Mentoring at the systems level generates positive impact of mentoring at the ground level.
- Mentoring also deployed into new initiative into teaching mathematics in the singapore schools.
- This paper reports two such initiatives: one at the national level and the other at research level.

Benefits of Mentoring

- A fly if it clings to the tail of a thoroughbred horse, can travel ten thousand miles”

Case 1: ICAN Programme

- ICAN project in Singapore at the National Level
 - Eight principles of teaching:
 - Routines and Norms
 - Diagnosis and Feedback
 - Confidence and Motivation
 - Key ideas and Connections
 - Explicit and Direct Instructions
 - Scaffolding and Progression
 - Student Communication and Reasoning
 - Practice and Review

Case 1: ICAN Programme

- Mentoring cycle:
 - Pre-lesson discussion
 - Lesson implementation
 - Post-lesson discussion

The mentors also reflect on their practice on mentoring.

Case 2: A Research Project

- Use of comics in teaching mathematics
- Started in three schools
- Teachers share their practices with other Singapore schools
- Mentoring framework:
 - Identify potential mentors / proteges through communication
 - Team sharing to facilitate greater interactions and enhance mentoring multiplier.