

MENTOR COMPETENCIES CROSSWALK

Mentor Competencies	Mentor Roles and Competencies					
Pedagogy and Content Knowledge	Advocate	Colleague	Confidant	Facilitator	Friend	Model
<i>A quality mentor...</i>						
Supports the beginning teacher's pedagogy to increase student learning and engagement.	4	2, 3, 6, 8		1, 3		1, 2, 3
Guides understanding of the Utah Core Standards to align instructional design.	4	9				1, 2, 3
Provides direction in the use of assessment tools to drive instruction for student achievement.	4	4		1		1, 2, 3, 7
Advises the beginning teacher in implementing structured classroom management.	4	7		3		1
Assists in structuring an inclusive classroom that meets the needs of all learners.	4	5				1
Coaches the beginning teacher in strategies that ensure that all students develop meta-cognitive and higher order thinking skills.	4	6, 8		1, 3		1, 2, 3, 7

Mentor Competencies	Mentor Roles and Competencies					
Relationships	Advocate	Colleague	Confidant	Facilitator	Friend	Model
<i>A quality mentor...</i>						
Maintains confidentiality and trust.			3		5	
Fosters autonomy in the beginning teacher.	2	8	2			
Advocates for the new educator in forming networks of support.	4, 5	1				
Commits to empathetic, respectful, and positive interactions.	3		1	5, 7	2, 3	5

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Mentor Competencies	Mentor Roles and Competencies					
Communication	Advocate	Colleague	Confidant	Facilitator	Friend	Model
<i>A quality mentor...</i>						
Uses communication skills to promote reflection and improve instruction.		6, 8		6, 7	4, 5	1, 5
Collects data to facilitate conversation and influence instructional practice.		4		1, 2, 6		3, 7
Uses modeling, coaching, collaboration, and consulting skills to aid in educator development.	1, 2	1	2	1, 3, 4, 5, 6, 7	1, 4, 5	1, 2, 3, 4, 6, 7

Mentor Competencies	Mentor Roles and Competencies					
Adult Learning	Advocate	Colleague	Confidant	Facilitator	Friend	Model
<i>A quality mentor...</i>						
Knows and applies adult learning theory.	1, 2	2, 3, 4, 5, 6, 7, 8	2	1, 2, 3, 4, 5, 6, 7	1, 4, 5	1, 2, 5, 6, 7
Encourages the beginning teacher to take ownership of professional learning and growth.	2, 4, 5			3, 4, 7		2
Accepts the beginning teacher as emerging and uses techniques to support the development process.	2	1, 3, 8	2	3, 4, 7	1	1, 3, 5

Mentor Competencies	Mentor Roles and Competencies					
Mentor Growth and Learning	Advocate	Colleague	Confidant	Facilitator	Friend	Model
<i>A quality mentor...</i>						
Seeks out and collaborates on implementation of professional development opportunities.						1, 2
Deepens mentoring expertise through reflection.				2, 7		1
Coaches other mentors and is willing to be coached.						1, 2