

# January Care Package

## Mentoring for Diversity and Inclusion



Washington Office of Superintendent of  
**PUBLIC INSTRUCTION**

### Bite (5-10 minutes)



Mentoring for diversity and inclusion is important, but why? Spoiler alert: there is more than one right answer.

Please lean into this question and turn inward for a few moments to examine your beliefs and values with this topic. What experiences do you bring to the table and how might those differ from and/or add to others?

### Option 1: Get to Know the Beginning Educator Support Team

- The Beginning Educator Support Team (BEST) supports novice educators in Washington through comprehensive induction. The goal of the program is to support and retain beginning educators to ensure equitable access to high-quality education for every student in Washington. When we set up our novice teachers for success, we set up their students for success.
  - Peruse our website [here](#).

### Option 2: Examine [A Transformational Coach's Ways of Being; What We Do is Who We Are](#)

- *This resource is created by [Bright Morning](#), a consulting firm founded in 2017 by Elena Aguilar. Bright Morning is geared for designing and facilitating professional development for educators and emphasizes mentoring and coaching for equity.*

### Snack (30 minutes)

Diversity and Inclusion starts with providing intentional supports that are responsive to the individuals we are wanting to grow, develop, and retain. When districts provide intentional and responsive support, we acknowledge the humanity of our educators in ways that promotes a sense of belonging and a desire to continue working in that environment.



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Option 1: Watch the [NAKIA Academy Facilitator Panel](#) discuss why NAKIA and what makes them hopeful about the work.

➤ **Begin video at 1:12:35 to start with the panel introduction.**

*This is a recording of Day 1 of the Beginning Educator Support Team Mentor Coach Equity in Action Conference on March 8, 2023. NAKIA Academy is an excellent model of mentoring for diversity and inclusion and is done in partnership with the Washington Education Association (WEA) and OSPI/BEST. NAKIA Academy offers the highest quality learning experience aligned with best practices that provides transformational, diverse, and highly trained and qualified mentors and coaches endorsed by WEA, BEST, and OSPI.*



➤ **Prompts to engage with after the video:**

- What did you notice?
- What did you hear that was a connection for you?
- What did you hear that extended your thinking?
- What do you wonder?

Option 2: [Reflecting on The Transformational Coach's Way of Being](#)

➤ *This is an extension activity to examining the infographic "A Transformational Coach's Ways of Being" listed above.*

- Step 1: Examine the Ways of Being
- Step 2: Rate yourself and reflect on how you embody each disposition.
- Step 3: Total your scores and complete reflection questions provided.
- Step 4: Identify a next step and commit to your own learning. What's next for you?

## Meal (90 minutes +)

Mentoring for Diversity and Inclusion is an important part in making sure our students feel seen and heard through representation, and that this is one practice among many needed to make sure all in our educational system experience a sense of belonging. Partnership and collaboration are essential in developing responsive and sustainable systems.

➤ **Consider the following big picture questions while listening or reading:**

- What are some ideas that could be implemented now?
- How can a plan be created for future use to create responsive and sustainable systems, partnerships, relationships, and collaborations?



Option 1: Watch [Keynote Speech by Lori Cohen “Mentoring at the Pace of Relationships”](#) *keynote address begins at 00:14:00 – 01:12:34*

- *Lori Cohen is an Instructional Coach, School Leader, Facilitator of Professional Learning for Adults, Author, and Friend of BEST. Learn more about Lori at her website: [Lori Cohen Consulting](#).*

*“Transformation happens when we center humanity in the learning process.”  
-Lori Cohen*

➤ **Prompts to engage with after the video:**

- What did you notice?
- What did you hear that was a connection for you?
- What did you hear that extended your thinking?
- What do you wonder?

Option 2: Read Qualitative Report from UW Researchers  
[“Creating a Sustainable Web of Support for Early Career Teachers: Examining Induction and Mentoring Practices in Washington State”](#)

**Purpose of the Report**

The purpose of this report is to provide educators and policy makers in Washington state with information and analyses about teacher induction and mentoring to inform and enhance decision making regarding supports for early career teachers. This research focuses on ways in which districts and schools can create a sustainable, multi-layered system of supports, with attention to equitable practices and early career teachers of color.

➤ **Prompts to engage with during/after reading:**

- What did you notice?
- What did you hear that was a connection for you?
- What did you hear that extended your thinking?
- What do you wonder?

This report and more can be found on the [BEST website](#).



## Buffet (180 minutes +)

### Option 1: Learn More About Comprehensive Support for Educators

- [Standards for Beginning Educator Induction: Effective Support for Washington State Educators](#)

The Standards for Beginning Educator Induction document is a tool for program reflection, evaluation, and improvement. Schools and districts can begin integrating the essential components (hiring, orientation, mentoring, professional learning, formative assessment for educator growth, and induction program impact) into the context of their current efforts to promote all educators' growth.

- **Prompts to engage with during/after reading:**
  - Where is your system already strong?
  - Where could there be some additional and intentional attention directed for growth?
  - What is your call to action or next steps?

### Option 2: Download and Read the [Washington State Standards for Mentoring](#)

- The Washington State Standards for Mentoring is a tool to guide mentors in self-assessment and reflection. These standards are centered in educational equity: the heart of mentoring. Ongoing reflection and practice will deepen and refine mentoring skills, leading to gains in mentees' skill and more equitable student outcomes. These standards are designed to help both new and veteran mentors to assess their current level of understanding and abilities and to create actionable steps to improve.
- **Prompts to engage with during/after reading:**
  - What do you agree with in the standards?
  - Where do you have questions or what to learn more?
  - What parts to you want to aspire to or act upon?

### Option 3: Explore BEST Events & Trainings

- The Beginning Educator Support Team (BEST) supports novice educators in Washington through comprehensive induction. The goal of the program is to support and retain beginning educators to ensure equitable access to high-quality education for every student in Washington. When we set up our novice teachers for success, we set up their students for success.



- [BEST Events & Trainings](#): BEST will continue to provide all events online until further notice. BEST's online events are interactive learning opportunities, not webinars. We ask participants to engage using audio and encourage participants to use video when possible.
- [Mentor Roundtables](#) are opportunities for mentors and coaches to build knowledge, practice skills, collaborate with colleagues, and reflect on their work supporting educator growth and pursuing educational equity. Roundtables follow a 3-part structure: Connecting, Building, Coaching. Roundtable content is structured to help mentors learn together in a community style cohort and dive into the Washington State Mentoring Standards.

