

Answers to Chapter 6

Comprehension Questions

1. *Define and describe institutional support.*

Institutional support helps a teacher expand his or her professional network within the school, district, or education world at large. It can involve teaching a mentee about school and district culture, guiding him or her through the evaluation process, sharing expectations around duties and other responsibilities, and explaining school or district initiatives.

2. *During which phase or phases from Moir's (1999) "The Stages of a Teacher's First Year" do new teachers typically need institutional support the most? Why?*

Mentors should provide institutional support at the beginning of the year during the anticipation and survival phases when it concerns a teacher's immediate needs relative to the school system (such as forming relationships with colleagues or understanding administrative systems within the building). However, when beginning teachers move into the reflection phase, they usually have more time to think about education on a broader scale. They can consider where they have been and where they might like to go. Therefore, when institutional support concerns a teacher's long-term professional aspirations, mentors typically provide it at the end of the school year during the reflection phase.

3. *Give three examples of institutional support that a mentor can provide for a beginning teacher.*

Answers will vary. Potential responses include explaining the school culture, helping establish a support network, clarifying the teacher evaluation process, establishing collaboration time with appropriate colleagues, sharing educational research, helping secure membership in professional organizations, facilitating involvement in extracurricular activities, and fostering relationships with coworkers.

4. *Which types of institutional support do mentees only require at the beginning of the school year? Which types do they continually require throughout the year?*

At the beginning of the school year, mentors should explain school culture, help establish a local support network, clarify the evaluation process, and establish collaboration time with appropriate colleagues. Throughout the year, mentor teachers can offer information about educational research, membership in professional organizations, and extracurricular activities within the school.