Every student succeeding
State Schools Strategy 2014–2018
Mentoring Beginning Teachers

Principals

Beginning teachers can benefit enormously from engaging with experienced teachers in a structured way, on a regular basis.

From 2015, all eligible beginning teachers in Queensland state schools will have access to a mentor. For the first time in our schools, the department will fund release time for mentors to work with beginning teachers and support their ongoing networking and professional development.

Role of the principal

The principal is pivotal in ensuring the school gains maximum benefit from the Mentoring Beginning Teachers (MBT) program. Principals are responsible for matching beginning teachers with mentors. They are encouraged to:

- establish a collegial and supportive school culture for mentoring relationships
- promote the opportunities available to appropriate staff
- ensure prospective mentors understand the mentor role
- respect and support the confidential relationship between the beginning teacher and the mentor
- assist in managing the MBT funding provided to the school to best support the beginning teacher.

Who is eligible for the program?

All provisionally registered teachers with fewer than 200 days teaching experience, who are permanently employed or on a term-long contract in a Queensland state school, will be matched with a mentor during their first 12 months of teaching.

Supporting the mentoring relationship

Schools will receive funding for up to 72 hours of release time per year, per beginning teacher. The release time is to be used to support the mentoring relationship. Principals have the flexibility to decide how the mentoring arrangements will be managed to best suit the context and needs of their school.

Matching mentors to beginning teachers

The compatibility of mentors and beginning teachers is critical to the program’s success.

When matching mentors and beginning teachers, principals should consider:

- accessibility
- location
- year level
- subject area
- teaching style and philosophy.

Where a limited number of these factors can be satisfied, online mentoring may be the best option.