

# Fostering a Culture of Mentorship

## 01 Encourage a Network of Mentors



Identify multiple people who can support the needs of new teachers. Encourage teachers and staff to share their expertise with one another.



## Foster Mentors in the Moment

# 02

Encourage informal micro-interactions among colleagues who may not otherwise interact. Make space for colleagues to solve challenges together.

## 03 Develop Care as a Competency



See mentees as whole people. Ask about the personal lives of mentees and learn about their career aspirations.



## Consider Mentees' Identities

# 04

Create space for individuals with diverse identities to form mentoring relationships. Connect colleagues from different and similar backgrounds.

## 05 Reward Mentoring in Meaningful Ways



Consider intrinsic and extrinsic motivations to encourage people to mentor. Consider providing rewards to incentivize active participation.



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