# Physics & Astronomy Mentor TA Program

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## Professional Development for Mentors

Peer Review Training

Culture & Diversity Training

Peer Mentoring Formative
Evaluation
from Trainees

Peer Observation

# Skills and competencies

### Mentees

- In-situ feedback
- Deliberate practice
- Reflection
- Ongoing support & follow-up

### Mentors

- Peer review training
- Mentoring & role model experience
- Observing other teaching styles
- Culture & diversity training
- Receive feedback from observations & discussions

# Mentor TA program

Each new TA is paired with a single Mentor TA for the duration of the fall term, and participates in a series of peer-review sessions.

- All mentors participate in a peer review training session offered by the Center for Teaching Learning and Technology (CTLT, formerly TAG)
- The program is mainly facilitated by a Head Mentor whose responsibilities are to:
  - communicate with and support the mentors
  - coordinates the pairing of mentors with mentees
  - act as a liaison with the TA Training Facilitators

# Mentor Program Overview

- a) Teaching goals are discussed, skills to evaluate identified
  - b) Mentee observes mentor

### 2 - In-class observation

Mentor observes the mentee in the classroom

### 3 - Post-observation debrief

Pair discusses the mentor's observations

### 4 - In-class observation

- a) Peer-review: Mentee observes another mentee in class
- b) Mentor observe mentee in class

### 5 - Follow-up discussion

Post peer-observation discussion facilitated by the mentors

# Logistics

• 5 interactions • ~ 24 hours 6 mentees Training Creating Inclusive • ~ 3 hours Classrooms Run by CTLT • ~ 6 hours Peer-Review Trainin Monthly • ~ 4 hours Mentor meetings

# Logistics

\$1200 per mentor

• \$2400 per 72 hour TAship

\$200 per mentee