

Tool: Six Environmental Difficulties

Purpose: For mentoring teams to identify ways to eliminate or minimize the negative impact of these typical school-based challenges for novice teachers.

Timing: Before new teachers are hired.

Resource: Gordon, S. (1991). *How to help beginning teachers succeed*. Alexandria, VA: ASCD.

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Difficult Work Assignments

Unclear Expectations

Inadequate Resources

Isolation

Role Conflict

Reality Shock

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Tool: Twelve Potential Needs

Purpose: For mentoring teams to identify ways to eliminate or minimize the negative impact of these typical challenges for novice teachers.

Timing: When mentoring begins

Resource: Gordon, S. (1991). *How to help beginning teachers succeed*. Alexandria, VA: ASCD.

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Managing the classroom

Acquiring information about the school system

Obtaining instructional resources and materials

Planning, organizing, and managing instruction and other professional responsibilities

Assessing students and evaluating student progress

Motivating students

Using effective teaching methods

Dealing with individual students' needs, interests, abilities, and problems

Communicating with colleagues, including administrators, supervisors, and teachers

Communicating with parents

Adjusting to the teaching environment

Receiving emotional support