Leadership and Mentorship
--How our Peer Coaching System has Impacted the Effectiveness of our Program

Lisa Huang Healy
Associate Director,
Chinese Language & Culture Initiatives,
The College Board
Objectives

- Provides peer role models and advisors to participants
- Provides key leadership development opportunities
Guest Teacher Startalk Program

¬ Startalk Guest Teacher Summer Institute is the 10-day Chinese Guest Teacher Pre-service Training program (7/18-28) for over 100 Chinese teachers.

¬ Our goals:
  ¬ Prepare teachers to teach effectively in American classrooms
  ¬ Apply the learning to U.S. school context by conducting an intensive mini-course in Chinese language and culture.
Structure

- Mentors are screened and selected by the program based on applications
- Mentors are organized by teaching level and matched with Guest Teacher Advisors’ groups
- Mentors help with instruction, and help observe and evaluate the participants.
- Mentors are part of the support system
Roles

- Instructional assistants
- Residential advisors
- Cultural advisors
- Microteaching evaluators and demo instructors
- Microteaching “supervisor” and cultural activity instructor for student microteaching
Impact

- Helps with program staffing: extends the support beyond the staff team capability.
- Helps new teachers (STARTALK participants) have peer role models that they can identify with and that they feel understand their situation and concerns.
- Helps solidify the mentors’ own learning and provide the PD opportunity for mentors
- Helps build the future leadership for the Chinese teaching field, and specifically for guest teacher community.
Success Stories

Mentors have become the district/state core teachers: You Yinyao, Wu Jingjing
Success Stories

Li Xin, He De, Sun Ye
Tips

- Prepare the mentors well and set up a careful team relationship with the instructors and staff.
- Be careful to establish the mentors’ authority and roles with participants.
Questions?

Lisa Healy: lhealy@collegeboard.org
guestteacher@collegeboard.org

Thank you!