

Chartered College
of Teaching

The Professional
Body for Teachers

Mentoring Development Certificate

Certified CPD for mentors working in education





Refine your mentoring practice through evidence-informed action and purposeful reflection, to showcase your mentoring expertise

This certified online course will enable you to explore research and apply what you learn directly to your mentoring practice, strengthening your impact and supporting teacher education in your context.

The Mentoring Development Certificate is designed to fit with your existing professional development priorities, meaning you can choose to focus on an aspect of your mentoring practice that is important to you and that will help your teachers, pupils and school to flourish.

You will engage with evidence around effective mentoring, considering the development of expertise, both for yourself as a mentor as well as for your mentees. After evaluating your mentoring approach, you'll choose a focus area to explore in more depth, engaging with research to draw out what effective mentoring practice looks like. You'll then dedicate time to apply what you have learnt utilising purposeful practice; you will identify clear goals that will help you to systematically hone your mentoring skills, reflecting deeply on your progress towards those goals.

Purposeful practice

Purposeful practice is a powerful approach that leverages the same active ingredients as deliberate practice, while acknowledging that some aspects of deliberate practice, such as gathering feedback, are more challenging within the context of mentoring. Utilising purposeful practice will include developing a sharp focus on a very specific aspect of your mentoring, cultivating a 'mental model' of what success looks like, then engaging in goal-focused, specific and systematic practice to develop and improve your mentoring skill in line with these mental models.

Develop your mentoring expertise for the benefit of your mentees and the pupils they teach

- ✓ Explore the evidence around effective mentoring and the development of expertise and how this might apply within the context of your mentoring practice
- ✓ Evaluate your current practice and choose an aspect of your mentoring to refine or develop further
- ✓ Demonstrate your expertise and share effective practice in the unit assessment
- ✓ Focus on developing effective mentoring approaches that will make a difference to teachers and pupils within your context.

Successful completion of the Mentoring Development Certificate offers **20 credits** towards:

- Chartered Teacher (Mentor) Status



£ Enrolment fee: £129

📍 Location: Online

🕒 Time commitment: 3-6 months

👤 Who is this course for?
Mentors typically working with classroom-based teachers.



Content

This assessment unit uses a combination of guided online learning, independent self-directed study and sustained periods of mentoring-focused, purposeful practice.

There is around 3-4 hours of core learning content, in which you will:

- explore research and evidence around the development of expertise and effective mentoring
- build your understanding of 'deliberate' or 'purposeful' practice and how you can use this to refine and develop your mentoring practice
- access tools and resources that will support you in evaluating your practice as part of the assessment.

Additional supporting resources include: detailed assessment guidance and exemplars; a collection of evidence-informed rubrics to support evaluation and development of mentoring practice; reading lists, resources and activities to support you with your research engagement.

Assessment

As part of this assessment, you will be required to engage with research and evidence around an area of mentoring practice of your choosing, undertaking two cycles of purposeful practice to refine your approaches. You are also required to seek feedback from a supervisor, colleague, another mentor or your mentee, as part of a professional discussion with a focus on enhancing and refining your approaches further.

Your submission will take the form of a Mentoring Development Portfolio, which must include:

- a summary of key research, including rationale for purposeful practice (500 - 800 words)
- an action plan for two cycles of purposeful practice (no word count)
- two purposeful practice reflections (500 - 800 words each)
- a recorded video presentation sharing effective practice (5-7 minutes in length)
- appendices (including evidence of feedback received).

Academic writing

Candidates will need to be comfortable with writing clearly and concisely in a formal tone and style, structuring their work in a logical manner. We expect all candidates to uphold the highest standards in academic integrity through appropriately referencing their attributions in a consistent format.



Course timings

You may begin the course at any time, and can complete the content and assessment at your own pace. We suggest that it takes around **three to six months** to prepare for and undertake the unit assessment, but most individuals can complete it within one term.

This journey has been both challenging and rewarding. It has given me the opportunity to reflect deeply on my practice, rethink the way I mentor colleagues, and refine my approach to professional development.

Lo-André Strümpher, Chartered Teacher (Mentor)

Benefits

- ✓ Engage with research to deepen and extend your knowledge of effective mentoring approaches
- ✓ Build your understanding of how you can use 'purposeful practice' to refine and hone your mentoring skills in an area of your choosing
- ✓ Have autonomy over your own professional learning as you select an aspect of your mentoring practice that is meaningful to you - and your mentees
- ✓ Be recognised for your mentoring expertise.



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The Chartered College of Teaching is incorporated by Royal Charter and a registered charity (number 313608).

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