

2025-26 Mentor Roundtable Scope and Sequence

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Session	Phase of first year teacher attitudes	Lori Cohen Phases of Mentoring First Year Educators	Washington State Standards for Mentoring	Essential Question	Things to Consider
September	Anticipation	Entering the school year: Establishing relationship	Standard 1: Learning Focused Relationship: 1a	How do we establish learning-focused relationships that create safe spaces for beginning educators while helping them navigate their new systems and communities?	Know your mentee(s), Help mentee know their learners, School year kick-off, back to school night preparation, Learn about the community, district systems and resources
October	Survival -> Disillusionment	Entering the school year: Ease in by doing what is essential	Standard 1b	How does listening impact our learning-focused relationships, and how might we develop and grow this skill?	Learning-focused conversation strategies and tools, observation and feedback tools
November	Survival -> Disillusionment	Time for peak moments + rest and recovery	Standard 1 + 2	How do we reflect upon inclusive practices in our lesson planning?	Reflection tools, inspire lesson planning ideas that mentees can use with their students going into winter break, Ongoing professional growth for both mentors and mentees, Early warning survey, Inclusive classroom management



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January	Disillusionment	Winter: Slow it all down	Standard 4 + 6	How do we help educators transition from survival mode to focusing on equitable instructional practices that impact student learning?	Preparing for new quarter/semester, Mentor and peer observations, Mid-year reflection, Mid-year goal reflections for both mentors and mentees, Plan for classroom norms and expectations reminders for learners
February	Transition to Rejuvenation	Winter: Slow it all down	Standard 2 + 4	How do we capitalize on the renewed energy to deepen beginning educators' reflective practices and instructional skills?	Observation and feedback, Mid-year evaluation, Address potential upcoming uncertainty, Parent communication, Student-led conferences, Need for self-care, SEL
March	Rejuvenation	Spring: Time for peak moments + rest and recovery	Standard 4 + 6	How do we help mentees sustain instructional momentum while cultivating clarity and resilience in the face of spring's accelerating pace and upcoming challenges?	Support mentee's reflection using the instructional framework, Student growth goals, Balance between finding a stride and the pace of speeding up, explore professional vision, addressing uncertainty,

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					Getting ready for state assessments
May	Reflection	Exiting the school year: Ease out with intentional rituals and endings	Standard 1 + 2 + 3 + 5	How do we guide educators in meaningful celebration of growth while strengthening their connections to professional learning communities?	State assessments, Spring fever, Support reflection for summative evaluation, Staying strong through the remainder of the year