

Mentoring the AIPS Way

Ahmad Ibrahim Primary School embarked on the Instructional Mentoring Programme (IMP) to make mentoring a way of life and build on a school culture that is collaborative and innovative. Through mentoring, we hope to nurture a strong culture of care and support for one another, which would be aligned to our strategic thrust on Quality Staff.

Our mentoring programme integrated the principles, strategies, protocols and skills from IMP and routines from Making Thinking Visible. Our mentors and mentees also committed themselves to use the Singapore Teaching Practice (STP) in their conversations. To support mentors and mentees' familiarity with the STP, learning goals were framed according to the four STP Teaching Processes. The use of STP brought greater clarity and focus to the mentoring conversations. This helped to rapidly upskill the competencies of our mentees.

This year, the school introduced the Teacher Buddy Programme to complement IMP. Through this programme, different segments of teachers who could take on the role of a coach in different areas were identified and the school also determined segments of teachers who could benefit from this coach and 'coachee' partnership. When teachers share in areas that they are good at and co-develop resources that can be used in the classrooms of both the coach and 'coachee', they begin to embrace mentoring as an opportunity to learn from one another.

Moving ahead, the school will continue to encourage mentors to hone their craft while inviting others to join the mentoring journey. Through this, AIPS hopes to move towards a vision of empowering every teacher to be a mentor to build a strong culture of care and support for our teachers.



Informal 'kopi' session between mentor and mentee