



# School-to-School Mentoring Report:

## *Our experience in MenSI*

Mentor school: GO! BS Klim O  
Pilot school year: 2021/22  
Mentor school coordinator: Wouter Willems

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# 1. Composition of the MenSI Pilot School cluster

School Name	Role	Location	Website	Nr students	Nr teachers
GO! BS Klim Op	MENTOR SCHOOL	Bonheiden	<a href="https://www.bs-klimop.be/">https://www.bs-klimop.be/</a>	408	37
GO! BS Maurits Sabbe	MENTEE SCHOOL	Mechelen	<a href="https://mauritsabbe.be/">https://mauritsabbe.be/</a>	376	48
GO! BS De Zonnebergen	MENTEE SCHOOL	Walem	<a href="https://www.dezonnebergen.be/">https://www.dezonnebergen.be/</a>	365	35
GO! BS De Cocon	MENTEE SCHOOL	Tremelo	<a href="https://www.bs-decocon.be/">https://www.bs-decocon.be/</a>	352	35
GO! 't Wensbos	MENTEE SCHOOL	Heist-op-den-Berg	<a href="https://www.atheneumheist.be/t-wensbos">https://www.atheneumheist.be/t-wensbos</a>	390	38



## 2. Priorities and Goals

*(Please describe the priority areas and goals of the mentoring activities that were implemented within your school cluster in terms of innovative pedagogical practices and use of digital technologies to improve teaching and learning)*

### Priorities

- Promoting personalized collaborative learning through digital transformation.
- Making a link between digitization and executive functions with a focus on: task initiation, planning and flexibility.
- Drawing up the SOP ICT policy

### Goals

- Digital didactics as leverage
- Mapping expertise in the school group
- Support for drawing up the SOP ICT policy
- Sharing practical handles by means of concrete materials (templates and tools).



# 3. Mentoring activities

## 3.1 Preparation

What steps did you undertake in order to initiate dialogue within your cluster of Mentee schools and identify their specific needs. Describe approximately how many interviews, meetings, questionnaires and surveys, SELFIE tests, etc. did you implement?

Please add/delete rows as appropriate.

ACTIVITIES	ACHIEVEMENTS	CHALLENGES
<i>What did you do to achieve your goals?</i>	<i>What positive results did you achieve?</i>	<i>What difficulties did you face?</i>
Online meeting	Direct feedback	Because of the COVID pandemic this was an efficient way to meet and get the dialogue started.
SELFIE	A (clear) overview of the initial needs	SELFIE was a good base to start and identify the needs of the schools in our cluster but more context was needed because of some of the questions.

## 3.2 Creating a framework for school-to-school networking

What steps did you undertake in order to coordinate mentoring activities and facilitate collaboration within your school cluster? e.g.

- Spaces both physical and virtual (e.g., hubs, online forums, platforms, etc.)
- Human resources (e.g., teams of school leaders, coordinators, experts and teacher trainers, reviewers, students' representatives, etc.)
- Digital infrastructure and resources
- Incentive and reward schemes to offer a tangible return on the schools' additional workload.



ACTIVITIES	ACHIEVEMENTS	CHALLENGES
<i>What did you do to achieve your goals?</i>	<i>What positive results did you achieve?</i>	<i>What difficulties did you face?</i>
<i>Physical hub meetings</i>	<i>Hub meetings with teachers and school leaders from the different schools.</i>	<i>Sometimes it was difficult to have a lot of teachers in the meeting because of the teacher shortage in Flanders.</i>
<i>Online meetings</i>	<i>Online meetings with only the school leaders regarding the SOP ICT-policy.</i>	<i>More difficult to have a long focus.</i>

### 3.3 Building up a community of practice

*What steps did you undertake in order to facilitate dialogue and exchange of best practices within your school cluster (e.g. online sharing / repository / community platforms, regional hubs meetings and forums, blogs, websites, newsletters, cluster diaries, etc.)*

ACTIVITIES	ACHIEVEMENTS	CHALLENGES
<i>What did you do to achieve your goals?</i>	<i>What positive results did you achieve?</i>	<i>What difficulties did you face?</i>
<i>Online sharing supported by Microsoft Teams</i>	<i>The easiest way to share documents, ideas, templates, ...</i>	<i>Most of the time it was the same teachers or school leaders who shared info.</i>
<i>Hub meetings</i>	<i>To share ideas or to have a brainstorming session.</i>	<i>Maintaining the focus over a long period of time.</i>



## 3.4 Creating professional development opportunities for Mentee school teachers

How often did you provide any of the following forms of professional development and support to Mentee schools?

- Face-to-face workshops and courses
- Online courses
- Learning snacks (or Digital Pills / eTapas)
- Webinars and Expert talks
- Panel discussions
- Teachmeets
- School-based study groups along MOOCs
- Articles and guides on dedicated blogs and websites
- Online mentoring
- Video recordings of classroom practice
- Other

ACTIVITIES	ACHIEVEMENTS	CHALLENGES
<i>What did you do to achieve your goals?</i>	<i>What positive results did you achieve?</i>	<i>What difficulties did you face?</i>
<i>Expert talks</i>	<i>Experts were needed to learn and talk about the link between digitization and executive functions/ personalized learning together.</i>	<i>The challenge laid in sustainability: It was not easy to keep up to date with what was learned during these sessions.</i>
<i>Face-to-face workshops</i>	<i>The most efficient way to share good practices.</i>	<i>Most of the time it was the same teachers that shared practices.</i>

## 3.5 Monitoring the mentoring process and evaluating progress

How often did you provide any of the following peer reviewing activities in order to evaluate how Mentee schools were progressing?

- Semi-structured interviews
- Face-to-face or online meetings
- Surveys & questionnaires
- Ongoing SELFIE self-assessment



- School visits
- Instructional rounds
- Job-shadowing & learning walks
- Video-based observations
- Others

ACTIVITIES	ACHIEVEMENTS	CHALLENGES
<i>What did you do to achieve your goals?</i>	<i>What positive results did you achieve?</i>	<i>What difficulties did you face?</i>
<i>School visits</i>	<i>We visited every school during the project to evaluate the progress.</i>	<i>Sometimes it was difficult to organize these visits during the pandemic.</i>
<i>Digisnap (survey)</i>	<i>A Flemish tool to evaluate the digital competences of the teachers based on the DigCompEdu model.</i>	<i>The tool doesn't give a complete overview of the competences. Results are sometimes fragmented.</i>
<i>Meetings</i>	<i>Short online meetings to talk about the progress.</i>	<i>Not everyone that was expected attended these meetings.</i>

### 3.6 Documenting outcomes

What initiatives did you undertake in order to document mentoring activities and to share progress, evidence and outcomes with the whole school community (e.g. video interviews, school observations reports, cluster diaries, articles on blogs and/or websites, etc.)

ACTIVITIES	ACHIEVEMENTS	CHALLENGES
<i>What did you do to achieve your goals?</i>	<i>What positive results did you achieve?</i>	<i>What difficulties did you face?</i>
<i>Cluster diaries</i>	<i>Cluster diaries are available online: <a href="http://bit.ly/3ZiqYEN">http://bit.ly/3ZiqYEN</a></i>	
<i>Teams channel</i>	<i>Easiest way to collect, access and share all the documents/ info.</i>	<i>Sometimes there was a lack of time to keep everything up to date!</i>



# 4. Lessons learnt in MenSI

## 4.1 Looking back to one year in MenSI

*If you could go back to the beginning of your whole-school mentoring experience in MenSI or if you are planning to continue collaboration in your network, what would you do in a different way?*

- Make a clear and strict plan at the beginning of the project with set dates to meet **face to face** and **online**.
- Work more bottom-up (with shared leadership) instead of top-down. Give all the schools the needed responsibility. This is also a challenge because not everyone wants to be in a leading role.
- Invite more experts to talk about their expertise to support our plan and project with the different schools because each of them works on different levels.

## 4.2 Final considerations / recommendations

*What are your lessons learnt through MenSI? What recommendations would you give to schools that are willing to undertake a journey in school-to-school mentoring?*

- Stick to the plan/ project and do not deviate too much. Develop a clear plan/ project at the start: set your goals and priorities.
- Try to work with the 3 models of mentoring: top-down, bottom-up and online. They all have their specific advantages.
- Keep the network alive and up to date with online and face to face meetings.





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