

Investing in Quality Peterborough Mentor Program Evaluation 2019

Thank you for helping us to evaluate the engagement process facilitated by Investing in Quality Peterborough. Your feedback has given us information to help us move forward with growth and change.

These are the results from the Mentor Program evaluation 2019, for Investing in Quality Peterborough.

Number of early learning programs who took part in the survey:

- 21 of 33 participating programs answered this survey which equals **64%** of programs.

Questions

1. How helpful did you find the tools for each mentor visit?

Appreciative Inquiry Lens

Not helpful at all	0%
Not so helpful	5.26%
Somewhat helpful	26.32%
Very helpful	52.63%
Extremely helpful	15.79%

32% Not or Somewhat helpful

68% Very or Extremely helpful

Leadership Lens

Not helpful at all	0%
Not so helpful	5%
Somewhat helpful	20%
Very helpful	60%
Extremely helpful	15%

25% Not or Somewhat helpful

85% Very or Extremely helpful

Action Plan Template

Not helpful at all	0%
Not so helpful	5.26%
Somewhat helpful	10.53%
Very helpful	63.16%
Extremely helpful	21.05%

15.79% Not So or Somewhat helpful

84.21% Very or Extremely helpful

Comments: (Suggestions indicated in green font)

- Although insight from staff is always valued we found many staff avoided providing thoughts for the appreciative inquiry lens. When this issue was discussed many mentioned they were confused by the wording and were nervous to answer incorrectly.
- Everything was very user friendly and welcomed support!
- Organization has been working on reflective practice as well as a tools to support this work for some time now I believe this practice is very helpful for supervisors in the field. I enjoy our visits and our conversations.
- Action template was confusing- I knew what I wanted to say but didn't know where to say it- felt repetitive.
- In the survey you cannot choose somewhat helpful for all three. I would have chosen that. So I feel that the results will be skewed. (This response was given from the first person to answer the survey and this was quickly corrected).

2. Did the mentor visits benefit your program? (89 % Moderately/Extremely Benefited)

Did not benefit my program	0%
Slightly benefited	0%
Somewhat benefited	10.53%
Moderately benefited	36.84%
Extremely benefited	52.63%

Comments:

- My mentor has been incredible in helping me with my vision and supporting the changes I am making in my programs - THANK YOU!
- I enjoyed getting new insights and a different perspective. Resources have also been great!
- I have found the visits beneficial because I am able to talk with someone about my ideas and then am able to put them into our action plan.
- Our mentor really helped us to focus in on achievable goals that would benefit our program.
- There was always welcomed support and conversation during our visits.
- The educators have to be willing to implement the suggestions from the mentor.

3. Were there any challenges with your mentor visits?

Never	80%
Rarely	10%
Sometimes	10%
Often	0%
Always	0%

Comments:

- We were able to meet at the times that were set out and if something had to be changed we were able to work together to do so.
- Timing- but my mentor was very flexible Trying to get staff to participate in completing the Appreciative lens.
- Really enjoyed having my mentor visit the Centre and take time to talk with us. Always welcome!
- Giving the needed time for Educator and mentor to meet without being with children.

4. What conversations still need to take place?

Overall feedback

- Moving forward...continued support with the changes and how to help relay this information to staff and educators.
- By simply conducting mentor meetings throughout the year it keeps us thinking about our action plan and how it can continue to develop. By having someone to discuss developments with and question next steps I have found our changes have been more measurable and thoughtful.
- Following up to the action plan- How are things going and what plans have been accomplished and where do we go from here?

Feedback about use of tools

- Figuring out an assessment to reflect on educator interactions with parents
- Environmental scans in playrooms

No conversations need to take place

- I am not sure. I think with the 2019 community survey being about the educators, there will be lots to talk about.
- Not sure if there are any conversations that still need to take place.
- I don't feel any conversations need to take place currently.
- We are still in process.
- None that I feel need to take place

Staff training on behavior and lack of self-regulation

- Staff training requirements for increase in difficult issues, especially school age behaviour and lack of self- regulation. Would love to coordinate training efforts.

Uncategorized Feedback

- Maybe asking our educators specifically for feedback.
- Exploring the idea of PED Lead in the home.
- More ideas for loose parts for younger children.

5. Please share a specific story about how the mentoring program has impacted your practice and/or improved the quality of your program for children:

- My mentor provided support (although no \$ provided by IIQ Peterborough) in creating a Professional Development opportunity that was identified as a specific need through the Mentoring Process. This was open to all EarlyON staff in Peterborough, Millbrook and City of Kawartha Lakes. The completed evaluations indicated those who attended a lot really valued and appreciated the training specific to the type of programs offered at EarlyON.
- As I have stated above, my mentor has been an imperative component in assisting me with the changes I wanted to make in my programs. She saw my vision, and helped me take the steps needed to see it happen. It is happening, and I look back to our meeting in the fall and am so proud and excited of the upcoming changes in both programs next fall!
- During the mentor meeting we toured some spaces together, discussed some of our upcoming goals. This sparked a few ideas of resources that could be looked at that could potentially help. One was a dvd for process art, after viewing the dvd that had been shared we felt everyone needed to see it to better understand our goal of doing more process art so the dvd was then viewed during a staff meeting followed by an interactive exploration of various ways one could bring process art into the classroom.
- From our conversations during mentoring visits, I was able to talk about a challenge I was facing with an educator and their interactions with children. My mentor was able to offer some great self-reflective resources that I could use to coach the educator through a process that lead to warmer, more patient interactions with children.
- I really enjoyed having a chance to review modules and provide feedback.
- From having conversations we were able to get our library up and running for the Providers as well as committing to team meetings once a month which has been extremely helpful in keeping everyone in the loop.
- I like how my mentor got us thinking as a program about how we want to be better for families and for ourselves!
- Helped Educators zero in on many ways of documentation and try new ways of making learning visible. During our license inspection the Program Advisor was very impressed with how educators were sharing learning experiences with parents.

- We use some of our conversations with our IIQ Mentor to guide portions of our team meetings. We also used some of the work we did developing our action plan in items we put into immediate action regarding how we share information with the families we serve.
- She gave more ideas about how to do learning stories and that the ones we had up were on the right track.
- While discussing the action plan - we were able to discuss what I wanted to see happen with in our program and figure out how we can attain these goals- with further discussion I found some items we were already doing and could reflect on how we can consistently maintain what we have achieved.
- The shift in the mentoring program has been a welcome addition to myself professionally. My mentor is always willing to lend an ear and help with any questions I have. We have started a book study 'Dare to Lead' which has been very helpful for me. I have brought some ideas from it and implemented them into staff meetings.
- The mentor visits help me to follow through on our overall goal to reflect on our parent engagement. My mentor knowing that we were researching empathy brought books and resources to support the work.
- The fact that the mentors and resource teachers and all on the same page with same messages for supervisors and staff have made us all feel very supported.
- Addressing all the mentoring program information with all employees initiated great conversation about Continuous Learning portfolio goals and strategies, but also offered the organization an opportunity to reflect on goals and strategies. Great timing of all this, while we undergo significant change in our organization.
- It has made us appreciate more of what we are doing and put a focus on where we want to go with individual rooms. It is amazing to see what educators are thinking is going well and what may need some focus. Where their heads are at. I enjoy the honest reflection.
- I'm new at my role as supervisor, but the mentor has been very helpful to answer questions, show things and give online resources.

6. Do you have any other thoughts you would like to share?

(Suggestions for change in green font)

- To date, and in all fairness we have had one visit and are working towards developing our first set of goals. We find it hard to do an evaluation at this time. **I feel an evaluation should absolutely be done anonymously.** If there is help the program needs, we would be sure to make contact.
- The role of the IIQ in providing learning opportunities through mentoring, networking and PD presented in a variety ways is a such an appreciated and value resource to our Early Years Community. **Suggestion - Consider funding & providing PD specific to EarlyON program staff. I have greatly appreciated the PD opportunities specific to Leadership.**
- This program is beneficial for directors, supervisors and educators. We are so fortunate, as a Childcare Community, to have this support. It not only benefits the front line workers, but supports our families, and children - the very essence of our community.
- **I gain a lot from simply having correspondence by email. I wonder if rather than three meetings there could just be email check-ins for sharing thoughts and asking questions with just one face to face meeting possibly at the beginning of each new submission year to insure all is on the right track.**
- I really believe the IIQ mentor program has been beneficial to our community and to my program. I know the mentors are very skilled resources for our community and this needs to be celebrated for all the efforts they put into helping us move the quality benchmarks for our community.
- The networking and collaborative work is very beneficial.
- It's a great program and has helped our program be successful and make commitments that we can stick too.
- I find this process to be much more beneficial to not only myself as a supervisor but to my team as well.
- Mentor conversations and resources were very productive, and helpful.
- Not at this time. (X2)
- It's easy to get caught up in the day to day needs of our program. Our mentor helped us to look at the big picture and program as whole. She was very sensitive and appreciative of the uniqueness of our program. She was a great facilitator.
- I would like to thank her for all her continued support!
- **My suggestion is that we as community move to a reflective practice model with training events. To have a facilitator who is trained in facilitation and who will work with the presenter to think about questions that will help to grow our practice (research informs practice) and to support us to stay curious in our work with children. (what questions do I still have)**
- Keep up the great work! I love this process much more than the original 'Raising the Bar' work. This is user friendly and makes all staff participate in the process more readily. A great change that has been effective for us.

Recommendations

1. Simplify the language of the Appreciative Inquiry lens and include the purpose of completing this tool.
2. Follow-up with the individual program about how we can best support them in using the Appreciative Inquiry lens with their team.
3. Align the format of the Action Plan template. (Completed)
4. Offer a Drop-in meeting of the updated engagement expectations for 2020 in October 2019 for supervisors.
5. Have individual conversations with supervisors during mentor meetings about updated engagement expectations.
6. Develop a visual (poster) of engagement expectations for programs to post in their staff room for educators for October 2019.
7. Communicate the expectation of Environmental Scans and the Educator Interaction Reflection Tool with the community in Fall 2019 at EYPN meeting.
8. Provide a Network meeting for supervisors and educators on Environmental Scans in Fall 2019. (what scans are available, how to choose an appropriate scan and how to gather results and implement a plan for change) and the Educator Interaction Reflection Tool.
9. Continue to develop a behavior guidance and self-regulation strategy through conversations with programs and RC's and from 2019 survey results.
10. Continue to offer a variety of professional learning opportunities including communities of practice based on educator survey results 2019 and RC/QC and program meeting discussions following Investing in Quality's Protocol for Professional Learning-2016.
11. Repeat Mentor Program survey in 2021.