



Building Partnerships for Tomorrow

**Union County Educational Services Commission**

45 Cardinal Drive

Westfield, New Jersey 07090

Phone: 908-233-9317

Fax: 908-233-7432

Transportation Fax: 908-518-1669

**Terry Foppert**  
Superintendent  
[tfoppert@ucesc.org](mailto:tfoppert@ucesc.org)

**Michael J. Kowalski**  
Assistant Superintendent  
[mkowalski@ucesc.org](mailto:mkowalski@ucesc.org)

**Eric Larson**  
Business Administrator/  
Board Secretary  
[elarson@ucesc.org](mailto:elarson@ucesc.org)

**Lorraine Vitiello**  
Transportation Coordinator  
[lvitiello@ucesc.org](mailto:lvitiello@ucesc.org)

**UCESC Mentoring Plan  
Initial Needs Assessment Questionnaire - Mentor Teachers**

**Mentor Teacher:** \_\_\_\_\_ **School:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Part A. Please choose the response for each item that indicates your level of need for assistance in the area:**

- |  |   |
|--|---|
| <b>A. Little or No Need</b> for assistance | <b>D. High Need</b> for assistance      |
| <b>B. Some Need</b> for assistance         | <b>E. Very High Need</b> for assistance |
| <b>C. Moderate Need</b> for assistance     |   |

- \_\_\_ 1. Learning more about what is expected of me as a mentor
- \_\_\_ 2. Collecting classroom observation data
- \_\_\_ 3. Diagnosing needs of my novice teacher
- \_\_\_ 4. Interpersonal skills
- \_\_\_ 5. Assisting my novice teacher with classroom management
- \_\_\_ 6. Helping my novice teacher develop a variety of effective teaching strategies
- \_\_\_ 7. Using principles of adult learning to facilitate the professional growth of my novice teacher
- \_\_\_ 8. Socializing my novice teacher into the school culture
- \_\_\_ 9. Helping my novice teacher maintain student discipline
- \_\_\_ 10. Helping my novice teacher design a long-range professional development plan
- \_\_\_ 11. Finding resources and materials for my novice teacher
- \_\_\_ 12. Providing emotional support for my novice teacher
- \_\_\_ 13. Co-teaching with my novice teacher
- \_\_\_ 14. Managing my time and work
- \_\_\_ 15. Problem-solving strategies
- \_\_\_ 16. Helping my novice teacher motivate students
- \_\_\_ 17. Helping my novice teacher diagnose student needs
- \_\_\_ 18. Helping my novice teacher deal with individual differences among students
- \_\_\_ 19. Helping my novice teacher evaluate student progress
- \_\_\_ 20. Engaging in expert coaching of my novice teacher

**Part B. Please respond to the following questions on the reverse side of the form**

- 1. List any needs that you have as a mentor that are not addressed by the preceding items.
- 2. What additional types of support should the district provide to other mentors?