

Theme

Education and society:  
Quality and education

Subject

## Induction, Peer Collaboration & Mentoring for Beginner Teachers

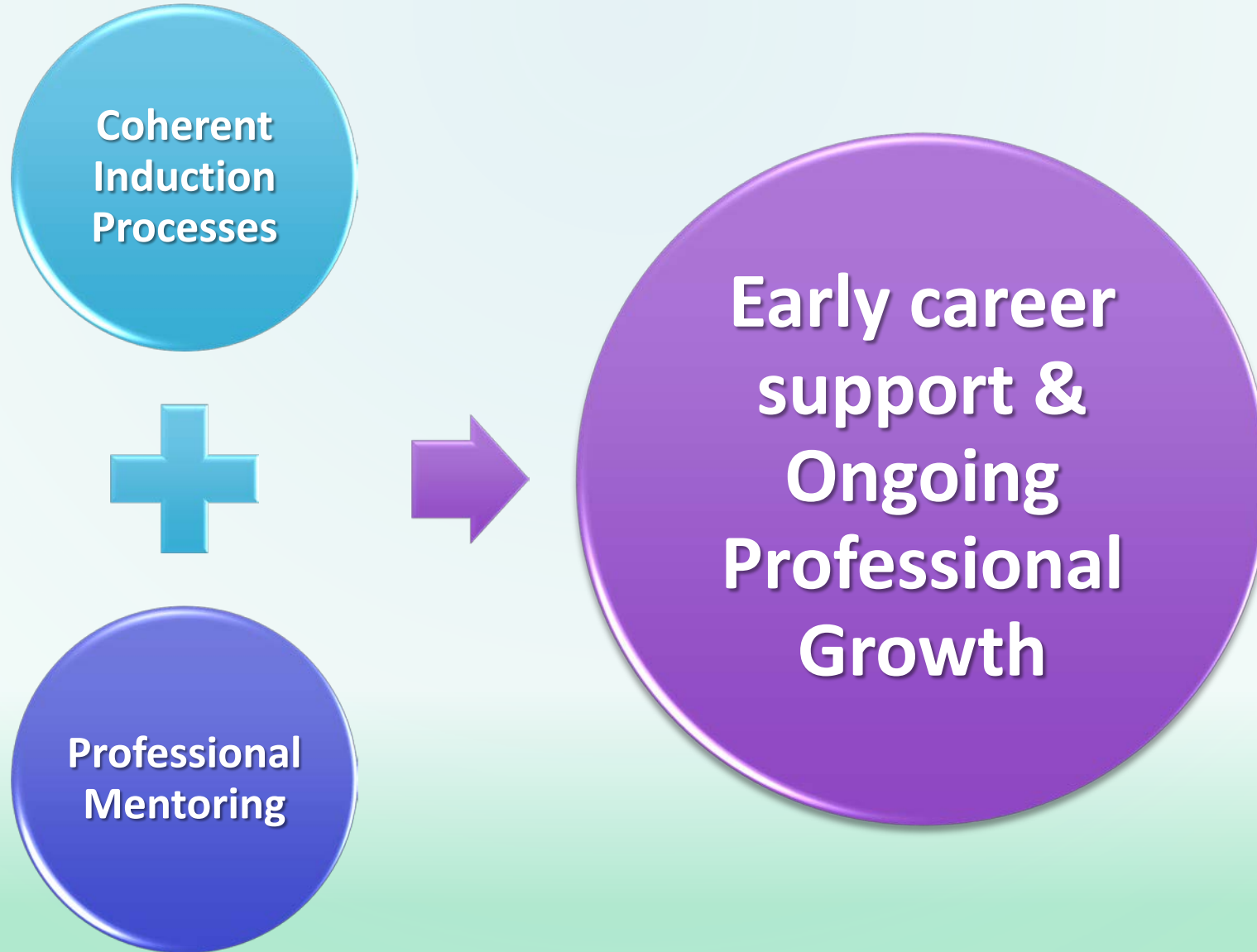
A Critical Analysis on The Legislative Conceptual Framework for Pedagogical Guidance Counselors – Mentors in Greek Primary and Secondary Education

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# Induction policies for early career teachers



The **Pedagogical Guidance Counselor-Mentor** is a recently introduced educational institution in Greek primary and secondary education to provide assistance to newly appointed teachers during their induction phase.

**Mentoring** is a primitive practice that has been applied in a wide range of professions and sectors and is known for its beneficial effects (Damala, 2021; Papadimitriou & Theofanellis, 2019; Peiser et al., 2018).

Since antiquity, the role of mentors has been important in the development of the course of events during the phase of **undertaking new tasks**.



A glowing lightbulb with a circuit board overlay. The lightbulb is the central focus, with its filament glowing brightly. The background is a soft, out-of-focus blue. Overlaid on the image is a white circuit board pattern with lines and nodes. A dark, semi-transparent rectangular box is positioned in the center, containing the title text in white.

# The Genesis of the Institution in 2022



## The **Pedagogical Guidance Counselor-Mentor**

(Greek Government, 2022) :

- is a professional figure capable of “*inspiring, guiding and supporting any newly appointed or recently assigned permanent or substitute teacher or hourly-paid teacher with up to five (5) years of experience, with the aim of improving the quality of their teaching and, in general, of the educational work they perform*”,
- comes from the same school unit with the mentee,
- has the mission to contribute to the development of the trainee’s professional skills, to act as a role model, to guide, inform, explain, encourage, advise, provide stimuli and support their new colleague.



A glowing light bulb with a circuit board overlay. The light bulb is the central focus, with its filament glowing brightly. The background is a soft, out-of-focus blue. Overlaid on the image is a white circuit board pattern with lines and small circles, suggesting a technological or digital theme. A dark, semi-transparent rectangular box is positioned in the center, containing the title text.

# The Contradictions in Greek Legislation

# THE CONTRADICTIONS DERIVING FROM LEGISLATION & REGULATORY FRAMEWORK

01

*Ellipsis of Formal Preparation Training Programs*

02

*Ellipsis of a Qualitative Assessment and Monitor System*

03

*Potential Ellipsis of Professional Mentors - Agents of Change*

04

*Potential Ellipsis of Optimal Matching of Actors and Commitments*

05

*Potential Ellipsis of Mutual Voluntary Participation, Willingness & Trust*

06

*Potential Divergence in Academic Fields of Expertise among Educators*

07

*Potential Ellipsis of Mentor's Authentic Interest*

## *Ellipsis of Formal Preparation Training Programs*

- The Pedagogical Guidance Counselors-Mentors **had not** previously **attended any formal academic preparation courses** and **they were not qualified** in the field of mentoring, guidance, counseling and coaching.
- Neither was their professional competence in vocational guidance and modern teaching methods and techniques **certified by an accredited body**.

## *Ellipsis of a Qualitative Assessment and Monitor System*

- The criteria for the appointment are **quantitative** (degrees, etc.).
- Greece is interested in **professional mentors, experienced** and **well versed in their subject**, without **monitoring their role** and **emphasizing their qualitative characteristics**, which is essential for the **success** of mentoring.





## Potential Ellipsis of Professional Mentors - Agents of Change

- The possession of the requisite degrees and certifications is **not obligatory** or **binding** for the position.
- It is very likely that mentors in schools **do not meet some or even all of the quantitative criteria** set out in the legislation (e.g. digital skills).

## Potential Ellipsis of Optimal Matching of Actors and Commitment

- The candidates for Pedagogical Guidance Counselors-Mentors come from the **available veteran, middle-aged or older teachers** of the school (Katsonopoulos, 2023).
- Newcomer teachers are **not given the opportunity to choose** their own mentor, and vice versa.
- Pairs may be **incompatible** and may face multiple challenges.

## Optimizing Mentor-Mentee Pairings



## Potential Ellipsis of Mutual Voluntary Participation, Willingness and Trust

- Mentees may be less experienced in the teaching profession, *they are **no less equal*** to the mentor.
- According to the European Commission (2019) Greek teachers have **a low profile in the field of teaching** (e.g. teaching methods, lesson planning and classroom management), while before 2010, specialized teachers **were not required to have a pedagogical and teaching competence certificate.**



## *Potential Divergence in Academic Fields of Expertise among Educators*

- In small units mentors may not become **from the same field of expertise** or **specialty**.

## *Potential Ellipsis of Mentor's Authentic Interest*

- Mentors may be motivated only from the fact that they receive **0.5 points/year** in the assessment of educational managers for **future positions of responsibility** (e.g. school directors).

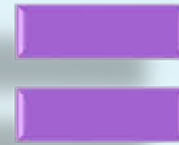


# RECOMENDATIONS

A **holistic culture**  
& the establishment  
of **coherent  
professional  
support systems**  
for new teachers,  
mentors and school  
leaders.



**Strategic, goal-  
oriented  
modifications** to  
the Greek  
educational policy  
framework for  
mentoring &  
guidance.



(a) well-organized and  
**coherent formal  
professional training  
programs**  
(b) **optimal selection,  
training and most effective  
pairing**  
(c) **harmonious  
relationships & well-being.**



# The need for ongoing research



**Conclusion** Fostering a *sustainable formal mentorship ecosystem*, an *effective mentoring school culture* and *a high-quality mentoring experience* for newly appointed educators is the cornerstone of a *successful induction* and *early career development process*.

All those involved in mentorship to adequately meet the expected challenges with **creative** and **innovative ways**, and offer mentees a *meaningful*, *positive* and *beneficial orientation experience* at the beginning of their professional career.



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A photograph of students sitting at a long wooden table in a classroom or lecture hall. The students are out of focus, with the foreground student's hands and a pen being the sharpest elements. The scene is brightly lit, likely by natural light from a window on the right. A semi-transparent red overlay is on the right side of the image.

**Thank you for your kind attention!**

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