The Quality Mentor

THE SOUTH DUBLIN NATIONAL EARLY YEARS ACCESS INITIATIVE

O’Dwyer, M., McCormack, M., Kavanagh, L., Goodman, D., Monaghan, C., & Brocklesby, S.
Acknowledgements

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• Centre staff
• The project consortium & steering group
• The project Chair - Ruth Shortall
• Intervention expert group
• Boards of management
• NUI Maynooth (research advisors)
Evaluation of National Early Years Access Initiative
South Dublin NEYAI Project 2011 - 2014

Addressing Gaps Between Training and Practice
What is mentoring?

FORMALLY ESTABLISHED RELATIONSHIPS

INFORMAL SUPPORTIVE RELATIONSHIPS
What is mentoring?

FORMALLY ESTABLISHED RELATIONSHIPS

INFORMAL SUPPORTIVE RELATIONSHIPS
Methodology

- One mentor working in 8 services
- 88 staff
- 347 children
- Case study approach
- Process evaluation records

- Semi-structured interview investigating:
  1. Establishment of the role
  2. Traits of the mentor
  3. Embedding practice
  4. Future considerations
Data Analysis

- Mixed method
- Quantitative analysis – SPSS V.21
- Qualitative data – SPSS Text Analytics
- Emerging themes identified
Findings
## Specifics of mentoring programme

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<table>
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<tbody>
<tr>
<td>Number of mentors</td>
<td>1</td>
</tr>
<tr>
<td>Number of services</td>
<td>8</td>
</tr>
<tr>
<td>Visit frequency</td>
<td>~2 per service per month</td>
</tr>
<tr>
<td>Visit length</td>
<td>~2.5 hours</td>
</tr>
<tr>
<td>Preparation time</td>
<td>~1 hour</td>
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<tr>
<td>Reflection time</td>
<td>~1 hour</td>
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72 hours
Theme 1 Pre-development work

Project launch

Self-assessments

Curriculum workshops

Communication

Study trips
Theme 2 Embedding practices

Approach

(a) Non-contact time
(b) Room presence
(a) Non-contact time

One-on-one or groups
Reflection
Review previous actions
Discuss new area of focus
Set new goals/ actions
Trouble shoot and support
Flexibility in approach
(b) Room presence

Focus on goals/ actions
Observe developments
Make suggestions
Demonstrate practice
Non-intrusive
Aware of boundaries
Using resources & framework that suit service
Theme 3 Traits of the mentor

Good listener

Provide feedback in timely manner

Recognise significance their role

Sensitive to context & cultures

Respect professional needs & interests

Reflective
The Mentors Guide (Zachary, 2000)

- Preparing
- Negotiating
- Enabling
- Coming to closure
MENTOR

TEAM WORK

COACH

INSPIRE

SUCCESS

MOTIVATE

LEAD BY EXAMPLE

VISION

TEACH
Budget 2014

- Topical
- €2.5million ring-fenced for mentoring
See us elsewhere at the conference!

**Friday 18th Session 4c @13.45- 15.15**

1. Layers of learning networks that exist in the programme
2. Impact of the intervention on quality provision within the preschool

**Friday 18th Poster session @10.45 & 13.15**

**Saturday 19th Poster session @ 11.00 & 13.45**
Project Team Contact Details

Ciara Monaghan  
Lisa Kavanagh  
Delia Goodman  

Ciara.Monaghan@sdcpartnership.ie  
Lisa.Kavanagh@scdpartnership.ie  
Delia.Goodman@sdcpartnership.ie  

South Dublin County Partnership, Unit D Nangor Rd Business Park, Clondalkin Dublin 12  

+353 1 4508788/ 4508748
Evaluation Team Contact Details

Mareesa O’Dwyer: modwyer@earlychildhoodireland.ie
Marlene McCormack: mmccormack@earlychildhoodireland.ie

Early Childhood Ireland, Hainault House, Belgard Square, Tallaght, Dublin 24

Tel: +353 (0) 1 4040645 / +353 (0) 87 738 5412
Fax: +353 (0)1 4057109