

Manitoba Orff Chapter Mentorship Program



Created by the Manitoba Orff Chapter
Mentorship Program Committee

May 2023

Guidelines for the Manitoba Orff Chapter Mentorship Program

The Manitoba Orff Chapter's Mentorship Program is designed to support early service music educators teaching an Orff-based music program in an elementary and/or middle years program (kindergarten-grade 8). These guidelines provide an overview of the program, for both mentors and mentees.

One of the Manitoba Orff Chapter's goals is to offer high-quality professional development and teacher training to support music educators in teaching an Orff-based program. This is accomplished by offering a variety of workshops during the school year that are presented by local, national, and international clinicians. The Manitoba Orff Chapter also maintains a strong relationship with the University of Manitoba Desautels Faculty of Music that is committed to offering Orff Levels Courses every summer. In addition to these opportunities, the MOC has identified the need to support new teachers in their professional teaching positions to ensure success for both teachers and students.

The objective of the MOC Mentorship program is to pair experienced Orff Schulwerk teachers (mentors) with new or early service elementary music educators (mentees) for the purpose of improving the practice of those who request mentorship. Through direct and consistent communication between the mentor and mentee, the mentee will continue to grow and develop their understanding of Orff pedagogy beyond any previous training or professional development he or she has completed.

Requirements for Potential Mentees

1. Mentees must have a current MOC membership.
2. Mentees must not have more than five years of teaching experience.
3. It is recommended that applicants have completed a Carl Orff Canada endorsed level course, however, it is not mandatory.
4. Individuals must complete the application form by the deadline to be considered for the program.
5. Prior to applying, mentees will provide their school administrator with information about the program and receive permission from their administrator to participate.
6. Upon approval of the application by the Mentorship Program Committee, the mentee will be paired with a mentor and contact information will be provided to each participant.
7. As they begin, the mentee and mentor will identify the goals, type

of interactions, and schedule of the experience in a mutually agreeable fashion. This includes:

- a. Expectations, format, and schedule of communication, observation, and interaction
- b. Procedure for exchange of documents and feedback (lesson plans, written reflections, etc.)

8. Upon completion of the program, the participants will be asked to submit an evaluation of their experience.

9. As professional development and teacher training are essential to the development of all educators, mentees are strongly encouraged to attend all Manitoba Orff Chapter workshops during the school year. These workshops will be offered to mentees in the mentorship program at no cost.

Here are three possible broad areas of focus during mentorship experiences. While a mentor and mentee may choose to focus on one, they may also choose to integrate more than one into their goals for the year. A mentor and mentee may choose to create their own area of focus to guide their work.

Pedagogy Oriented

These mentorships will identify areas of pedagogical need and work specifically on developing the mentee's pedagogical preparation, process/delivery and evaluation of content material in a specific curriculum area or grade level. Goals can include: expansion of repertoire, lesson development, and/or evaluation and advancement of composition/arranging skills.

Organizational Oriented

These mentorships will focus on building important organizational skills in areas such as: classroom set-up and management, student expectations, musical ensemble development and the use and care of the instrumentarium/equipment.

Project Oriented

These mentorships will focus on the skills needed in preparation of a project. Such projects might include the preparation and performance of a Schulwerk-oriented concert or demonstration.

Regardless of the focus of the mentorship, both parties will mutually develop a set of needs and goals to be accomplished through the mentorship and will maintain regular contact during the school year.

Requirements for Potential Mentors

1. Mentors may be a practicing or retired educator.
2. Mentors must have completed Orff Schulwerk professional development. This may include completion of endorsed Orff Levels courses or Orff focused workshop or conference session professional development.
3. Mentors must have a minimum of 10 years teaching experience in an Orff-based music program.
4. Mentors agree to provide mentorship in elementary or middle years Orff-based music programs.
5. Mentors must have experience teaching with and integrating all the Orff media. This includes singing, speaking, playing of instruments (pitched, non-pitched, and recorder), and movement.
6. Mentors will be invited to attend all MOC Workshops with their mentee at no cost.

Mentorship Program Format

The mentee and mentor will begin with an initial conversation to set the parameters and format of the mentorship. This includes determining the goals, focus and purpose of the mentorship, as well as the amount of time the mentorship will last for. The mentee and mentor will also determine their means of communication and frequency of interaction based on the desired outcome of the experience.

Full School Year Mentorship Example:

1) Initial conversation (in person, phone, or digital meeting): August/September

The purpose of this communication will be to provide the parameters of the experience for both mentor and mentee. The goal of the experience will be outlined, and the means of communication will be established, as well as the expected outcomes for both parties.

2) Three to five (or more) classroom visits, discussions, or digital communications: October-April

While the format of these visits will be determined by mentee and mentor, it is recommended that some of these visits include:

- Mentee observing mentor teaching a lesson that demonstrates excellent pedagogy
- Mentor observing mentee teaching a lesson, followed by supportive, constructive, follow-up discussion
- Mentor and mentee co-teaching a lesson
- Discussion around lesson planning, program development, or assessment



3) Closure Discussion: May/June

In this conversation, outcomes of the experience will be evaluated by both parties and recommendations made to the mentee for continued exploration and practice.

4) Reflection & Evaluation: June/July

Both the mentor and the mentee will complete an evaluation of their experience. The evaluation will be sent to the mentor and mentee via email from the MOC Mentorship Committee.

Please note, a mentorship may not last an entire school year, and instead may be focused on planning for a specific event or outcome. The mentor and mentee are encouraged to create a plan that best responds to the goals of the mentorship.

Reflection & Evaluation

The mentee will be asked to complete an evaluation form following the end of their mentorship to provide feedback to the MOC Mentorship Committee.

Additional Information

If you have additional questions regarding the Manitoba Orff Chapter Mentorship Program, please contact Manitoba Orff Chapter Mentorship Committee Chairperson, Amanda Ciavarelli, at aciavarelli@pembinatrails.ca.