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Exit Interviews

One of the most satisfying conversations one can have with a TC comes at the end of your time together. When all course work has been completed and block plans have been successfully delivered and evaluated, there is an opportunity, not only for a celebration of work well done, but for reflecting on the whole experience. It is also a good time to begin planning for the next phase, whether it is for work in schools, the beginning of a program of further study, or thinking about opportunities for work in education outside of schools.

With the usual “busy-ness” of supporting TCs as they complete their block and say goodbye to students and colleagues, the opportunity to engage in a final, more structure conversation about what both you and the TC have learned from your time together may be lost. To support the next steps for your TC and for your professional growth as a mentor, it is helpful to set aside a semi-structured *exit interview* – A conversation designed to go beyond the sharing of the final evaluations.

What can such an exit interview accomplish?

An exit interview should be a mutual learning experience for both TC and Mentor. It provides the opportunity for a collaborative conversation on the strengths and challenges of your work together and consideration of future objectives in learning.

- ✓ Should you wish it, an exit interview allows you to get feedback on your own approach to being a mentor teacher. You might inquire what your TC found most helpful about the way the two of you worked together and what additional support or learning the TC might have liked to have had during the placement.
- ✓ Ask your TC what s/he considered to be the most challenging aspect of the work this year. Just listening to the TC’s experiences and impressions, and sharing some of your own, can be helpful.
- ✓ Share plans for summer professional learning or for the upcoming year. If your TC is graduating, you might share your experience of getting hired and/or offer any suggestions as to alternate career options. The hiring situation for teachers is challenging. Do you have any helpful suggestions or advice? We suggest that you share your favourite professional readings, films, insights and experiences that might be of value to your TC as s/he continues his/her studies or moves into the workplace.

By making time for this end-of-year conversation, you model and set the stage for on-going reflective practice.

