

Attribute	Mentor actions
Agency	<p>Support the building of self-efficacy of the ECT.</p> <p>Encourage your ECT (in a supportive manner) to take responsibility for all their learners.</p> <p>To share own experiences of adaptive practice and improvements made to teaching.</p>
Planning	<p>Provide external input on the highest leverage area of development.</p> <p>Discuss ECT's feelings of cognitive dissonance, and see if it relates to knowledge or skills gaps.</p> <p>Establish whether learning will be straightforward and in the best interests of pupil learning.</p> <p>Examine the situation from multiple perspectives, with the aim to understand the what/how/why.</p> <p>Match benefit with effort required to determine if it is highest leverage.</p> <p>Support goal-setting to provide explicit and achievable goals.</p>
Learning	<p>Support the internalisation of new knowledge and skills.</p> <p>Identify additional resources (that reduce the sense of cognitive dissonance).</p> <p>Examine whether sources are appropriate to close the gap in knowledge/skill.</p> <p>Question learning strategies (e.g. highlighting/re-reading vs. retrieval).</p>
Assessment	<p>Ask probing questions to establish levels of comprehension.</p> <p>Provide timely, constructive and specific feedback on learning.</p>
Integration	<p>Jointly reflect on where new learning could be applied.</p> <p>Understand whether this new learning is suited to routine or novel situations.</p>

Takeaway Task: What might this look like in practice? **T**

Common areas where your ECT will need to be an adaptive expert:

- Addressing misconceptions
- Managing unexpected and difficult behaviour
- Half the class get it and half don't
- Not enough prior knowledge to access the new content
- Having not planned enough challenge/ support

Mentor actions to support adaptive expertise:

- Role play / deliberate practice
- Team teaching
- Colleague observation
- Collaborative planning for common misconceptions
- Direct to literature / research (bank of trusted brokers)
- Guide towards specific areas of greatest leverage
- Target-set with measurable actions
- Unpick effectiveness of adaptive strategies in mentor meeting