

## Appendix B

### Participants' Responses about Mentoring

| Comment   | Benefit Category |
|---|------------------|
| "The impact of mentoring on my DA training cannot be undervalued. The guidance and support I have received led me to believe in my future as a DA specialist and removed any concerns I had."   | Practice         |
| "Facilitators smoothed the way; helped me with all assignments and filled me with the confidence to successfully carry out assignments".  | Assignments      |
| "However, mentoring also provided tailored feedback and support to participants that met their individual needs that was not received through other modes of instruction."  | Development      |
| "As you know, we are required to submit our project by the end of the training so, during the one on one mentoring sessions, we went through my work, the trainer provided me with personal feedback, then I work again in my final draft and sent it back to my trainer. I received further feedback based on what I had done. One on one sessions helped me a lot in finishing the portfolio and improved the quality of my work and my understanding." | Assignments      |
| "I believe it was an excellent and necessary to tailor feedback in one-on-one session with the various participants. I learned a lot in the process."   | Development      |
| "Increase self-esteem"  | Development      |
| "Extended mentoring efforts and reach more students in time efficiently and share knowledge."   | Practical        |
| "It's beneficial for clarification of answering questions and following up with the progress of assignments."   | Assignments      |
| "Sometimes too noisy in practicum sessions (i.e. group mentoring)."   | Assignments      |
| "Put responsibility on the participants to do their part because the result will [be taken] to the student."  | Practice         |
| "Opportunity to accurately check the comprehension of the training material."   | Assignments      |
| "[Offers] opportunity in case there is a possibility that the learner [i.e. participant] might provide false or at least incomplete information [to the student]."  | Practice         |
| "Helped with module [content] understanding."   | Assignments      |
| "Mentoring One-on-One Sessions for my learning"   | Development      |

Khaled, H., Mac Donald, K., Elgendy, T., Shenouda, O., & Ghanim, A. (2020). Teachers' perception of benefits and drawbacks of different instructional approaches on their learning. *MEXTESOL Journal*, 44(2).