

ABSTRACT

LAJERNE TERRY CORNISH. Do you see what I see? An analysis of beginning teachers', mentors', and principals' perceptions of the Blum Mentoring Program.
(Under the direction of DR. PATRICIA SCULLY)

The purpose of this study was to determine what Blum mentors do and to learn how protégés, mentors, and principals perceived the behaviors Blum mentors demonstrated. Using the *Alleman Mentoring Activities Questionnaire (AMAQ)*, this study examined the degree to which Blum mentors demonstrated the nine specific behaviors measured by the *AMAQ*.

One hundred thirty-three beginning teachers, twenty-four mentors, and ten principals from the Baltimore City Public School System participated in this study. The Blum Mentoring Program supported beginning teachers in elementary schools, K-8 schools, middle schools, comprehensive or community high schools, and small learning community high schools. Data were gathered through a survey and protégés responded to a qualitative question regarding the most significant help mentors provided. Descriptive statistics, inferential statistics, and content analysis were used to analyze data. Frequency distributions were used to determine the mean for each demonstrated behavior. The significance of differences between behaviors and differences between participants' perceptions were tested using *t*-tests. Qualitative coding was used to categorize protégés' responses regarding the most significant help mentors provided and to identify patterns and themes in protégés' responses.

The findings indicated that Blum mentors demonstrated the nine specific behaviors measured by the *Alleman Mentoring Activities Questionnaire*. The findings also indicated that Blum mentors demonstrated some behaviors more than other

behaviors and that the difference between the three highest rated means and all other measures was statistically significant. Qualitative data definitively supported the findings resulting from the survey.