



BESPA

MENTOR PILOT PROGRAM

What is a mentorship program ?

- It is a one-to-one relationship within a workplace setting.
- Mentoring allows co-workers to learn from one another, providing a path to skill and knowledge transfer.



What is a mentor?

- A mentor is an experienced and trusted peer who will advise and guide you through your new position.



MENTORS GAIN

- New perspective on problem solving
- Improved communication skills
- Build your leadership skills
- Recognition and respect as a leader
- Greater career satisfaction
- Enhanced ability to help students succeed

What is a mentee?

- A mentee is a new hire who will be welcomed, advised, trained and guided in their new position



Mentees Gain

- Increased professional growth opportunities and improved interpersonal skills
- Self-worth and professional value
- The opportunity to get immediate, trusted feedback
- Greater career satisfaction
- Enhanced ability to help students succeed

BESPA GAINS

- A leadership pipeline
- Build new networking groups across worksites
- Foster a culture of learning and joint problem solving
- Have fewer staff related problems
- Decrease the amount of time the union spends on grievances



District Gains

- Increased career-related skills and professionalism for employee
- Greater career satisfaction and less turnover
- Role models for students
- An improved climate across the district
- Enhanced ability to help students succeed
- Less grievances and discipline issues

Community Gains

- Stronger educators supporting their students
- Continuity for the youth to build relationships ,resulting in better attendance and behavior
- Retention of staff promotes increased belonging to the community



How will we accomplish this

- Working in a partnership with the district
- Applicants will be sought
- Mentor tools to succeed- training ,
handbook
- Open communication

Your Feedback is needed to help
make this pilot program a success !!!



