

# Mentorship Program

## *Description*

The mentorship program is an initiative of the BCSSA Membership Services Committee that supports new members in their first two years of their new position. Following the principles of the BCSSA's Dimensions of Practice guiding document, the program is built on the concepts of networking, collaboration, professional inquiry, coaching, and capacity building. The program matches successful and experienced senior district leaders with members newly appointed to their role.

## *Program Structure*

- A one-to-one professional relationship built on trust, self-reflection, constructive inquiry and sensitivity to unique circumstances
- Regular, ongoing contact between the partners via email, telephone, text, and/or in-person meetings
- Mentors are linked by commonality of issues, geography, size, expertise, partner needs
- Three large group meetings (August, April, November) related to leadership for learning that promote sharing successful practice and allow for the exploration of emergent issues
- Topics and session structure are co-selected and designed by the mentorship team with input from the new members
- District visits individually tailored to meet the specific interests and needs of the new member, that include meeting key district personnel, the Board Chair, Trustees, and other education partners (Teachers, DPAC, etc.)

## *Program Objectives*

- To emphasize the central role of district leaders in improving student achievement
- To create “just in time networks” with colleagues and share professional contacts
- To identify common needs and challenges
- To create a professional learning community that focuses on effective communication, problem solving, risk-taking, and achieving success in the role
- To act as a resource for district-level capacity building
- To assist the partners in developing their own vision of leadership focused on learning
- To provide opportunities for self-assessment and candid feedback in a safe environment
- To foster the development of confidence, independence, and self- reflection
- To share high impact strategies that promote learning for all
- To build leadership capacity through deep professional inquiry
- To support the new member in strengthening the district goals through collaboration among their own district colleagues
- To have a “critical friend” to assist in understanding the complexities, context and unique challenges of the specific district
- To place competing priorities into both district and provincial perspectives
- To explore specific emerging issues/challenges
- To assist in the development of personal and professional growth plans based on the Dimensions of Practice guiding document

For more information on this Mentorship Program, please contact:

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