

# Mentorship Program

## *Description*

The mentorship program is an initiative of the BCSSA Membership Services Committee that supports new members in their first two years in their new position. Following the principles of the BCSSA's Leadership Competencies, "**The Spirit of Leadership**", 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 through a variety of means of communication
- Mentors are linked by partner need, context, commonality of issues, geography, size, and expertise
- Three large-group networking meetings (August, April, November) focused on 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
- Possible 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 support the growth of leaders in creating an equity-based, inclusive, and culturally responsive district
- To strengthen the central role of district leaders in improving student achievement and learning for all
- To assist the leader in decolonizing the systems and structures to move towards Reconciliation
- To support the leader in stewarding the well-being and sustainability of future generations
- To strengthen contextual literacy through the exploration of common needs and emerging challenges
- To create a professional learning community that fosters a culture of curiosity and inquiry
- To support the professional growth and capacity of the leader, as they support the growth of others
- To assist the partners in developing their own vision of leadership focused on learning
- To provide a safe space for self-assessment and candid feedback through a “critical friend”
- To foster the development of confidence, independence, and self- reflection
- To support the new member in strengthening the district goals through collaboration among their own district colleagues
- To create “just in time networks” with colleagues and share professional contacts

For more information on the BCSSA Mentorship Program, please contact:

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