



# LEADER MENTORSHIP PROGRAM

SERVE—LEARN—COLLABORATE—TRANSFORM

# WHAT IS A MENTORSHIP PROGRAM?

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## What is Mentoring?

Mentoring is “...an interactive **learning relationship** mutually recognized and defined by both leader [mentor] and follower [mentee] with the purpose of increasing the follower’s maturity in leadership.” (Wright, 2000, p.45)

It is a relational experience in which one experienced leader is empowering another emerging leader by sharing **personal experiences, wisdom and resources**. Typically the mentor and the mentee agree to engage in this intentional relationship, in which the mentor has the permission of the mentee to guide him or her along a path for professional and personal growth. (Wright, 2000)

Mentoring can be a powerful form of leadership. “It is a very effective way of influencing and of being influenced, of teaching and learning”

(Wright, 2000, p.47)<sup>1</sup>.

## Serve, Learn, Collaborate, Transform

The mentorship program is made up of **four** strategic pillars: **serve, learn, collaborate** and **transform**. We know the experiences of our seasoned leaders is an invaluable resource for our emerging leaders. By supporting opportunities for mentor-mentee relationships to flourish, the hope of the CPA is to strengthen the development of our leadership. Learning to lead can come through deep relationships with other leaders. Mentor and mentee can collaborate on projects in their respective schools, inviting greater creativity. They can study a book together to further their leadership capacity. And finally, the hope is to see transformation in multiple directions throughout our membership as we utilize each others gifts to exchange wisdom, building stronger Christian schools in the process.

<sup>1</sup> Wright, W. (2000). *Relational leadership: A Biblical model for leadership service*. Tyrone, GA: Paternoster Press.

## What should a mentor be?

- ✓ **A RESOURCE** – a base of experience on leadership.
- ✓ **A GIVER** - of time, energy, and support.
- ✓ **A LINKER** – to offer resources and assist the mentee to utilize their own life lessons in practice.
- ✓ **AN ENCOURAGER** –to be a fellow pilgrim on the journey of leadership. To offer encouragement on seeking the will of God in leadership.

## Effective mentors demonstrate friendship and leadership to their mentees by:

- ✓ **ADVOCATING** for their mentee.
- ✓ **LISTENING** to the mentee’s ideas, dreams, needs, & concerns.
- ✓ **PROTECTING CONFIDENCE**, by establishing & maintaining the mutual respect & trust needed for the risk-taking necessary for learning & professional growth.
- ✓ **REACHING OUT**, as in helping a mentee feel less a guest & more a peer & team member.
- ✓ **CELEBRATING** by recognizing accomplishments, affirming growth, & building professional self confidence.

## How will this program work?

The CPABC/SCSBC is committed in bringing leaders together from different schools. We hope to meet the goals of sharing the journey together and to mutually grow in leadership. If you are interested in either being a mentor or mentee, fill in the application form. The CPABC/SCSBC is a program which will commit to providing two travel subsidies per year (including all travel, food and hotel costs), the cost of books (1-3) for both partners, and a certificate of mentorship once the program is completed by both parties.

# SUMMARY OF THE PROGRAM

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## Some Thoughts About Mentorship Programs

### From Walter Wright

“Mentorship programs seem to be most effective when the mentee takes the initiative, rather than the mentor or the organization. Most mentorship programs have the tendency to put the emphasis (often unintentionally) on the mentor. The mentor becomes the teacher and guide who accepts responsibility for the learning. Max Depree and I believe the emphasis should be on the mentee. The mentee accepts responsibility for his/her own learning and the mentor is a resource whose life experience and wisdom is opened to the mentee. I keep the initiative in the hands of the mentee to increase the likelihood that it will continue. The CPABC/SCSBC program seems to be designed to minimize this problem.”

**Application.** The Mentor and Mentee apply to the CPABC / SCSBC mentorship program team. You must complete an application, a signed commitment for your role in the relationship (oaths) and a personal reference (mentors only). We are open to partners joining this program together or we can provide suggestions through the application process. A limited number of spaces in this program will be granted each year.

1. **Affirmation.** The mentorship program team affirms the mentoring relationships.
2. **Summary.** The program consists of:
  - ✓ Establishing learning targets and regularly assessing these targets
  - ✓ Regular SKYPE or Coffee Shop meetings as it best fits schedules
  - ✓ Two separate one day visits to the mentor / mentee’s schools
  - ✓ One to three books to be read and to be discussed together
  - ✓ One CPABC spring conference to be attended together
  - ✓ A reflection report must be submitted **or** a presentation
  - ✓ An online evaluation of the program to be completed at the end of the program

### **Weekly Meetings:**

These regular skype or coffee shop meetings should include a discussion about the book you are studying, a discussion about current issues in your schools and likely a time of prayer. We suggest a minimum of 30 minutes for these meetings but we realize many times this will extend into longer discussions. The frequency with which you meet will depend on the partners' schedules.

### **Shadow Visits:**

These 'on site' visits will include traveling to the partner's area (if an overnight is required) and visiting your partner's school. The mentor or mentee will 'shadow' all aspects of the administrator's day. Specific planning should be done so that a wide variety of activities are experienced in each school. During the evening of the 'shadow day' the partners should go out for dinner and discuss the events of the day.

### **One to Three Great Books:**

One to three books will be chosen by the partners to read during the year of mentorship. Time during the weekly visits should be set aside to discuss the learning acquired from these books. Specific attention to applications in the workplace should be noted in these conversations.

### **Reflection Journal:**

We suggest you keep a reflection journal. The reflection journal from each participant may take any form but specific attention should be given to the sharing of items with the partners. Sharing of this journal with your partner can happen at the spring conference or during weekly sessions or during the 'shadow days.'

### **Online Evaluation:**

It is important for the CPABC and SCSBC to know how effective this program was for the participants.

### **CPABC Sharing:**

If you are comfortable sharing your experience, we may ask you to share some of your learning with the CPABC membership at our spring conference or in a newsletter. Keep this in mind as you journal and discuss important issues in your school during the year.

### **Confidentiality:**

It is extremely important that all confidential aspects of your discussions together remain private. Make a commitment to honoring the relationship with confidentiality.

# THE PARTNERSHIP COMMITMENTS

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## The Mentee's Commitment

- I will apply, for the benefit of the mentor, all measures which are required, remembering that the mentoring relationship must be firmly anchored in open and honest dialogue.
- I will not be ashamed to ask for help.
- I will respect the privacy of my mentor, keeping information shared in our relationship confidential.
- I will remember that the bond of trust— the belief that the mentor is acting in the best interests of the mentee— is the cornerstone of the successful mentor-mentee relationship.
- I will remember that I remain a seeker of knowledge and growth, with special obligations to all my fellow colleagues and those on the path to professional growth.
- I will strive to model a servant leadership approach to the relationship, always remembering who we serve.
- I will commit in prayer the relationship, asking the Holy Spirit to open our hearts and minds to transformation and growth.
- I will commit to open communication with my mentor.
- I will commit to being prepared to meet with my mentor.

By printing and signing your name, you agree to fulfill this oath to the best of your ability.

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Print Name

Sign Name

Date

## The Mentor's Commitment

- I will apply, for the benefit of the mentee, all measures which are required, remembering that the mentoring relationship must be firmly anchored in open and honest dialogue.
- I will remember that there is art to mentoring and that what we teach is not more important than whom we teach, or how we teach, and that warmth, sympathy, and understanding may be our most effective tools.
- I will not be ashamed to say "I know not," nor will I fail to call in my colleagues when the skills of another are needed for a mentee's needs.
- I will respect the privacy of my mentees, keeping information shared in our relationship confidential.
- I will remember that the bond of trust— the belief that the mentor is acting in the best interests of the mentee— is the cornerstone of the successful mentor-mentee relationship.
- I will remember that I remain a seeker of knowledge and growth, with special obligations to all my fellow colleagues and those on the path to professional growth.
- I will strive to model a servant leadership approach to the relationship, always remembering who we serve.
- I will commit in prayer the relationship, asking the Holy Spirit to open our hearts and minds to transformation and growth.
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Print Name

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Sign Name

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Date

Transformation happens in many directions through relationships. The mentor will change and the mentee will grow; but more than that, our communities have the potential to grow stronger because of the experiences we share through this program.

## **Col 3:12—17 from The Message**

<sup>12-14</sup> So, chosen by God for this new life of love, dress in the wardrobe God picked out for you: compassion, kindness, humility, quiet strength, discipline. Be even-tempered, content with second place, quick to forgive an offense. Forgive as quickly and completely as the Master forgave you. And regardless of what else you put on, wear love. It's your basic, all-purpose garment. Never be without it.

<sup>15-17</sup> Let the peace of Christ keep you in tune with each other, in step with each other. None of this going off and doing your own thing. And cultivate thankfulness. Let the Word of Christ—the Message—have the run of the house. Give it plenty of room in your lives. Instruct and direct one another using good common sense. And sing, sing your hearts out to God! Let every detail in your lives—words, actions, whatever—be done in the name of the Master, Jesus, thanking God the Father every step of the way.