

## MENTOR PROGRAM INFORMATION ACSA REGION 8 PROGRAM OVERVIEW

ACSA Region 8 sponsors a valuable service for current and future ACSA members in Santa Clara County. Mentoring is a unique and informal professional support service focused upon operational, technical and managerial aspects of educational leadership. Mentoring helps educational leaders define, adjust and clarify their roles. It is a voluntary and collaborative member-to-member service. The mentoring relationship is based on permission and trust, bound by ethics and confidentiality. Mentoring provides emotional and professional support through skilled listening, caring, and through specific feedback focused on leadership development. This service is non-judgmental and non-evaluative, with topics entirely determined by the protégé. This program is open to ALL administrators -- ACSA Members AND non-ACSA members, including Certificated & Classified Managers AND Confidentials!

Finally, ACSA Region 8 Mentoring is a welcoming introduction to ACSA, its services, and to informal local and regional networking opportunities. Mentors play a crucial role in helping their Protégés become highly successful educational leaders.

### SCOPE OF ACSA MENTORING:

ACSA Mentoring is designed to help Protégés understand their current roles as educational leaders and how they can most positively and productively serve site, district, and community—students, staff, and parents. Administering programs efficiently contributes greatly to the leader's ability to focus upon instructional leadership responsibilities and in the management of time that allows leaders to have balanced, healthy lives. Experienced Mentors can help! Having a skilled listener, Thought Partner, and practitioner to talk to may help Protégés to better understand challenges and obstacles to success — both those that lie in our surroundings and those that lie within.

Generally, Mentors and Protégés work together between one and three hours each month at times and places determined by each pair. While face-to-face Mentoring will surely be most valued, telephone or email contacts can augment personal meetings. Imagine being able to enter the Principalship or another administrative position with support from an experienced, supportive Mentor to help get you started. And, imagine that you could be the protégé receiving that vital support.

# PARTICIPATION AGREEMENT

Region 8 goal of Membership Development and Support:

*"Members have access to personalized Leadership development through our Mentoring Program."*

## **Mentor agrees:**

1. To honor the confidentiality of her/his work with protégé.
2. To provide one-on-one mentor support to protégé for 1 to 3 hours per month.
3. To serve as a support to protégé when possible by securing information, context, and other resources as requested and appropriate.
4. To respond to protégé in a timely manner.
5. To commit to supporting the professional growth and leadership development of the protégé as the primary focus and purpose of the agreement.

## **Protégé agrees:**

1. To fully avail herself/himself of the support offered by the mentor.
2. To approach the mentoring relationship with openness and honesty.
3. To participate by responding in a timely manner.
4. To take full advantage of written materials and other resources made available by the mentor.
5. To honor the confidentiality of her/his work with the mentor.

This program is open to **ALL** Santa Clara County administrators  
ACSA Members **AND** non-ACSA members!

Which includes

Certificated **and** Classified Managers **AND** Confidentials!

Contact Dr. Joel Ruiz Herrera

if you want a mentor for leadership development!

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