

Developing a Mentoring Program
Summary from SJD Brainstorming
SJD Meeting – Providence, RI
August 10-11, 2013

Big Sister/Brother

Must have CLEAR EXPECTATIONS for all involved.

Have a third person touch base with the mentor and the judge to make sure the partnership is working.

Program should meet the needs of an inexperienced judge or a judge who may need a little assistance in an area.

Develop step-by-step instructions (expectations)

- For mentor
- For judge being mentored

Study sessions

Practice Judging

- Face to face
- Have a DVD that both use and then discuss on the phone

Develop a New Judges' Packet

Mentor Considerations/Reminders

- Knowledgeable
- Available
- Close Proximity
- Respectful
- Works well with people
- Must have a plan
- Must be willing to share their "best practices" and/or "tricks of the trade"

Pair Experienced with Inexperienced at meets

SJD matches the person with the mentor (not friends)

- Consider personalities

Make a list of mentors so a judge can choose a mentor if desired.

Assign the mentor and the judge to several of the same meets

Involve Meet Directors (who request judges) in getting newer judges on panels.

Have a senior judge volunteer to be with a new judge at a meet.

Mentor high school seniors “senior project/community service”

- Introduce them into judging

Introduce the current athletes into judging

- At a training camp

Assistant Meet Referee (volunteer) in order to be mentored by a senior Meet Referee.

Financial Assistance

- Reimburse new judges for the cost of the test, AFTER they pass

Have an area on the website listing all costs

Trying to find new judges

- Contact clubs – flyer
- Graduating seniors