

Mentoring New Instructors Progress Worksheet

Mentors nurture learning, measure progress, encourage experimentation, and reflect on performance. They are trusted guides and coaches who will help you develop your skills. They have a positive attitude, are supportive and non-judgmental, and honor their commitments. Mentors are experienced instructors with a firm knowledge and skill base and have good communication skills. Mentors act as peers, not superiors. They are not critical or unrealistic. A good mentor and candidate pairing have mutual respect in their opinions, ideas, and learning styles. The two work well together and are open to constructive feedback.

Mentees will have completed the Instructor Development course either online hybrid or traditional in-person. In addition, they will have completed their first year of active patrolling.

Most common steps are listed below. Indicate the date each step is accomplished. This process may take several months or several seasons to complete, depending upon the individuals involved and the time commitment available by the Instructor Candidate.

- _____ Contact the Patrol Mentoring Committee, Instructor of Record, or the Patrol Director.
- _____ Obtain the names of instructors who have offered to be mentors.
- _____ Contact and confirm a mentor. Discuss a plan, along with dates for completing tasks.
- _____ Decide on an initial meeting date. The mentor will propose a schedule, discuss content, and explain the mentoring process including the evaluation.
- _____ Observe an experienced instructor conduct a lesson at an OEC or on-hill class.
- _____ Conduct a post-observation conference.
- _____ Prepare a lesson with input from your mentor (might need to meet a few times).
- _____ Practice your lesson with your instructor. De-brief and conduct a post-observation Conference. If needed, present the lesson a second time.
- _____ Decision point: Are you ready for your final observation? Do you need more time?
- _____ I.T. observation: Present your lesson at an OEC or on-hill class (not a refresher).
- _____ Obtain signatures and submit this completed worksheet to the OEC or Alpine Region Advisor. Completion is registered on the NSP Course Completion Record Form and mailed to NSP. Celebrate as a new INSTRUCTOR! Become a mentor for others!

Your Name Printed / Signature / NSP # / Date: _____

Instructor Mentor Signature / NSP # / Date: _____

Patrol Director Signature / NSP # / Date: _____