

# MENTORSHIP FOR SCHOOL LIBRARIANS

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AFLOCARACS

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- Why mentorship
- Definitions
- Examples of mentorship programs
- Proposed Steps



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ACTIVITY: WHAT DOES MENTORSHIP  
MEAN TO YOU?

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## "MENTORSHIP"

A professional relationship in which an experienced person assists another in developing specific skills and knowledge that will enhance the less-experienced person's professional and personal growth.

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## WHY MENTORSHIP?



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## BENEFITS OF MENTORSHIP

- Build Confidence
- Improve Skills
- Grow Networks
- Strengthen Community
- Share Resources
- Inspire/Revitalization

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## 30 SECOND THOUGHT LEADERSHIP ON MENTORSHIP:

<http://www.ala.org/aasl/kq/30second/MarApr13>

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## "MENTOR"



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### ACTIVITY: YOUR PRIOR MENTORSHIP EXPERIENCES

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### MENTOR QUALITIES

- Mentors listen
- Mentors are accessible
- Mentors criticize constructively
- Mentors are supportive
- Mentors Care



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### ACTIVITY: MENTOR READINESS ASSESSMENT



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## WHAT DOES A MENTOR DO?

- Teaches about issues
- Coaches on skills
- Facilitates growth
- Challenges mentee
- Safe environment
- Total development
- Learn

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## "MENTEE"



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ACTIVITY: WHAT WOULD YOU LOOK FOR IN AN IDEAL MENTEE?

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## QUALITIES OF A MENTEE

- Take initiative
- Organized
- Available
- Open to feedback
- Communicator



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## PROGRAM FORMAT

### Formal:

Highly structured  
Specific objective  
Regular meetings  
Long-term

### Informal:

Spontaneous  
Isolated issues  
Short commitment

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## EXAMPLES OF EXISTING PROGRAMS

- ILA/ICFL (<http://idliblibraries.org/resources/mentor-program/>)
- ALSC (<http://www.ala.org/alsc/mentoring>)
- NELLS (<http://nelib.org/advance-your-career/nells/>)
- ALA NMRT (<http://www.ala.org/nmrt/mentorship/mentorship-program>)

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## ACTIVITY: PROS/CONS OF THESE FORMATS IN SCHOOL LIBRARIES

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## ROLE OF MENTORING IN THE LEADERSHIP DEVELOPMENT OF PRE-SERVICE SCHOOL LIBRARIANS

- Daniella L. Smith, UNT
- Published in *Education Libraries*. Volume 36, number 1, Summer 2013.
- Mentors: 30 teacher-leaders in 6 Florida school districts
- Mentees: master's degree students
- Program directors paired mentee with mentor established in profession.

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### “PROGRAM BARRIERS”

- Mentor/mentee reliability
- Lack of communication
- Time/distance

### “PROGRAM ENABLERS” THE MENTOR...

- Offered suggestions
- Always available
- Offered encouragement
- In building
- Frequent interaction
- Initiated contact
- Had resource connections
- Technological abilities

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### WHERE TO START

- Define program's objective
- Develop structure
- Identify partners
- Create opportunities
- Evaluate



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ACTIVITY: BARRIERS TO STARTING A MENTORSHIP PROGRAM IN YOUR AREA

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### WORKING WITH MENTEES

- Confirm the purpose of your work together.
- Make sure you are clear on your goals for the mentoring relationship.
- Agree on a few milestones.
- Start by planning next steps in advance (what are you going to talk about at your next two/three meetings?)

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### WHAT DOES A MENTEE DO?

- Set Goals
- Follow up
- Prepare questions
- Share successes
- Incorporate feedback
- Learn

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### SAMPLE ACTIVITIES:

- Set goals
- Book/article discussion
- Technology trade
- Address challenges
- Job shadow
- Observe

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### SAMPLE EVALUATION QUESTIONS

How is the mentoring partnership working?  
What is working well?  
What, if anything, is working not as well as you had hoped?  
What are you both gaining from your experience of the process?  
What does your mentee appreciate about the support the mentor is providing?  
What additional support might the mentee welcome?  
What external constraints or difficulties are affecting the partnership? How might these be resolved?  
What changes might be helpful to make in the way the program or either party operates within its expectations?

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### ACTIVITY: WHAT WOULD YOU LIKE TO DISCUSS WITH A MENTOR?

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## WAYS TO GET INVOLVED

- Visit the ILA mentor website: [idaholibraries.org/resources/mentor-program](http://idaholibraries.org/resources/mentor-program)
- Visit the Mentor is In Booth during ILA Annual September 30-October 2 at Boise State University

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- <http://www.aclaw.org/sites/default/files/pdf/A%20Relationship%20Not%20a%20Recommendation%20-%20final.pdf>
- The Connecticut Mentoring Partnership and the Business and Legal Reports, Inc. — Best Practices in Human Resources, Issue 653, September 30, 1999.
- <http://franchisegrowthpartners.com/mentoring>
- <http://www.inc.com/guides/2010/04/start-mentoring-program.html>
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- <http://www.management-mentors.com/resources/corporate-mentoring-programs-faq/#Q2>
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- <http://www.shrm.org/communities/studentprograms/pages/mentorprogram.aspx>
- <http://smallbusiness.chron.com/build-mentor-relationships-21555.html>
- <http://www.success.com/article/how-to-develop-a-mentorship-program>
- <https://hciee-mentoringsoftware.com/getting-started/suggested-mentoring-activities>

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