



What's in Your Knapsack?

Part 1: Mapping a Successful Trek

Prep for the Trek

- What makes a good mentor?
- Experience, technical skills
- Flexibility, empathy, respect, commitment, management skills



A good mentor can demonstrate expertise **AND** teach those skills to others

Prep for the Trek

- N2 advancement evaluations are training and demonstration evals all in one
- Goal is preparing officials for the LSC Championship/Sectionals/ Futures decks
- Interactive, questions encouraged, strive for understanding and demonstration of necessary skills over evaluation sessions
- Important to customize your approach to each mentee to maximize their experience
- Keep in mind, people will remember what they learn from you but also how you made them feel during the process

Prep for the Trek

- What's expected of N2 mentors?
 - Know your stuff
 - Stay current by attending higher level meets
 - Be prepared
 - Follow the rules
 - Act professionally and fairly
 - Put your mentee's interests first
 - Respect confidential conversations and info
 - Be honest but constructive with feedback
 - Fulfill your commitments
 - Ask for help if needed

Prep for the Trek

- Common expectations that mentees hold:
 - Accurate information
 - Attention
 - Patience
 - Listening skills
 - Respectful tone
 - No surprises
- Be prepared with a variety of teaching skills
- Play to your mentee's abilities
- Be ready to adapt and change if necessary

Take a minute...

- Think back to a positive mentoring experience when you were a mentee
 - What made that experience a good one?
 - How did your mentor engage with you?
 - What did you appreciate most?
 - What can you incorporate into your own mentoring style?
- If you have time, have you had a less than stellar experience as a mentee in the past?

Everybody is a genius. But if you judge a fish by its ability to climb a tree, it will live its whole life believing that it is stupid.

- Albert Einstein

A scenic mountain trail with a campsite in the foreground. The campsite features a blue and green tent, a bright green sleeping bag, a blue backpack, a blue water bottle, and a pair of trekking poles. The background shows a rocky mountain range under a clear blue sky.

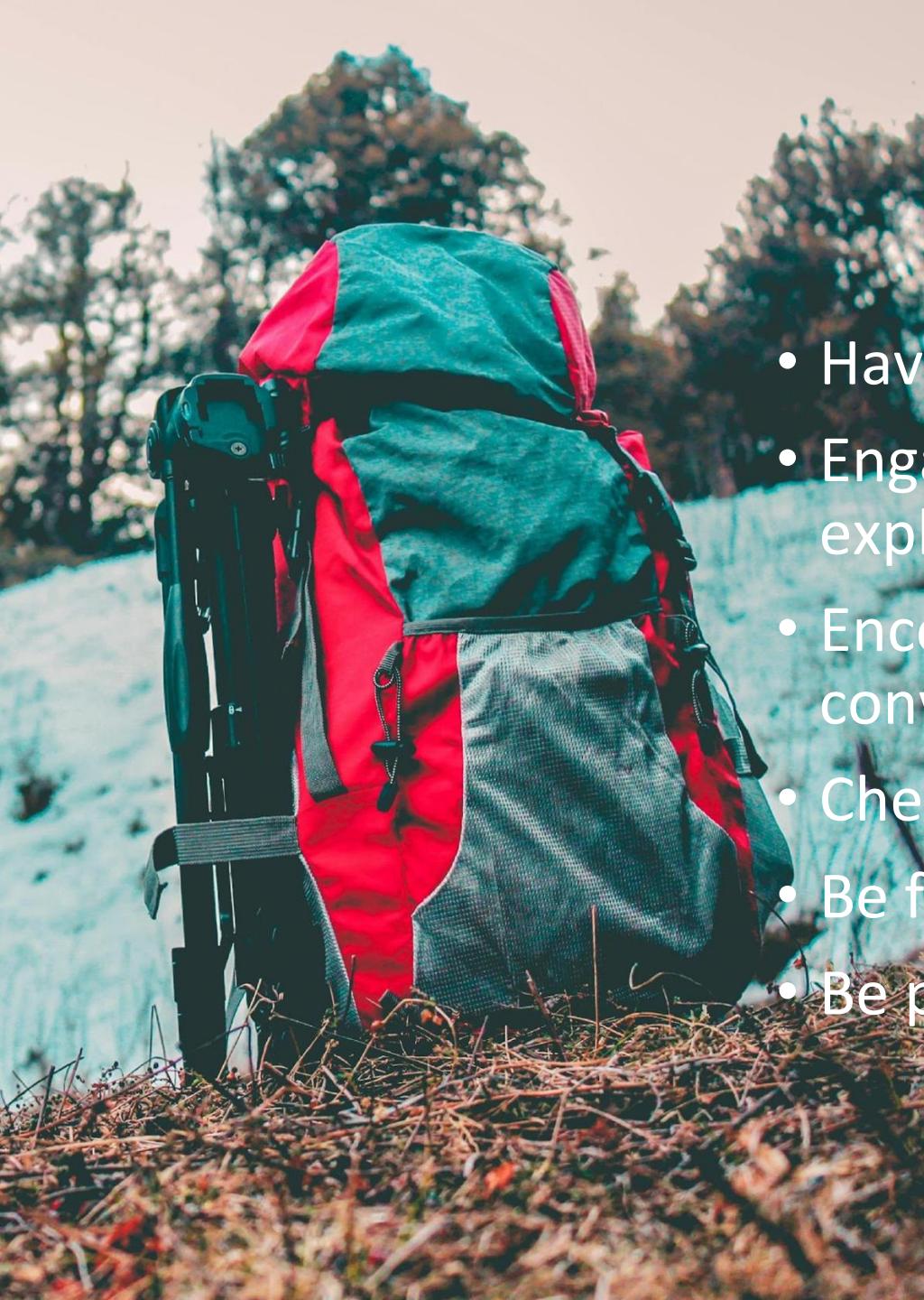
The Concept of Learning Styles

- People learn in many ways
- Some have a preference for one way or another
- Be prepared with a variety of teaching skills
- Play to your mentee's abilities
- Check in to make sure you're on the right path

Some Different Learning Methods

- Visual
 - Review documents
 - Watch videos
 - Diagram skills
- Auditory
 - Converse
 - Lots of Q&A
- Kinesthetic
 - Act out skills
 - Try out new skills immediately



A photograph of a person from the back, wearing a large, red and green backpack. They are standing on a grassy, slightly hilly terrain. In the background, there are several tall evergreen trees under a clear sky.

The Best Approach Is Often a Blend

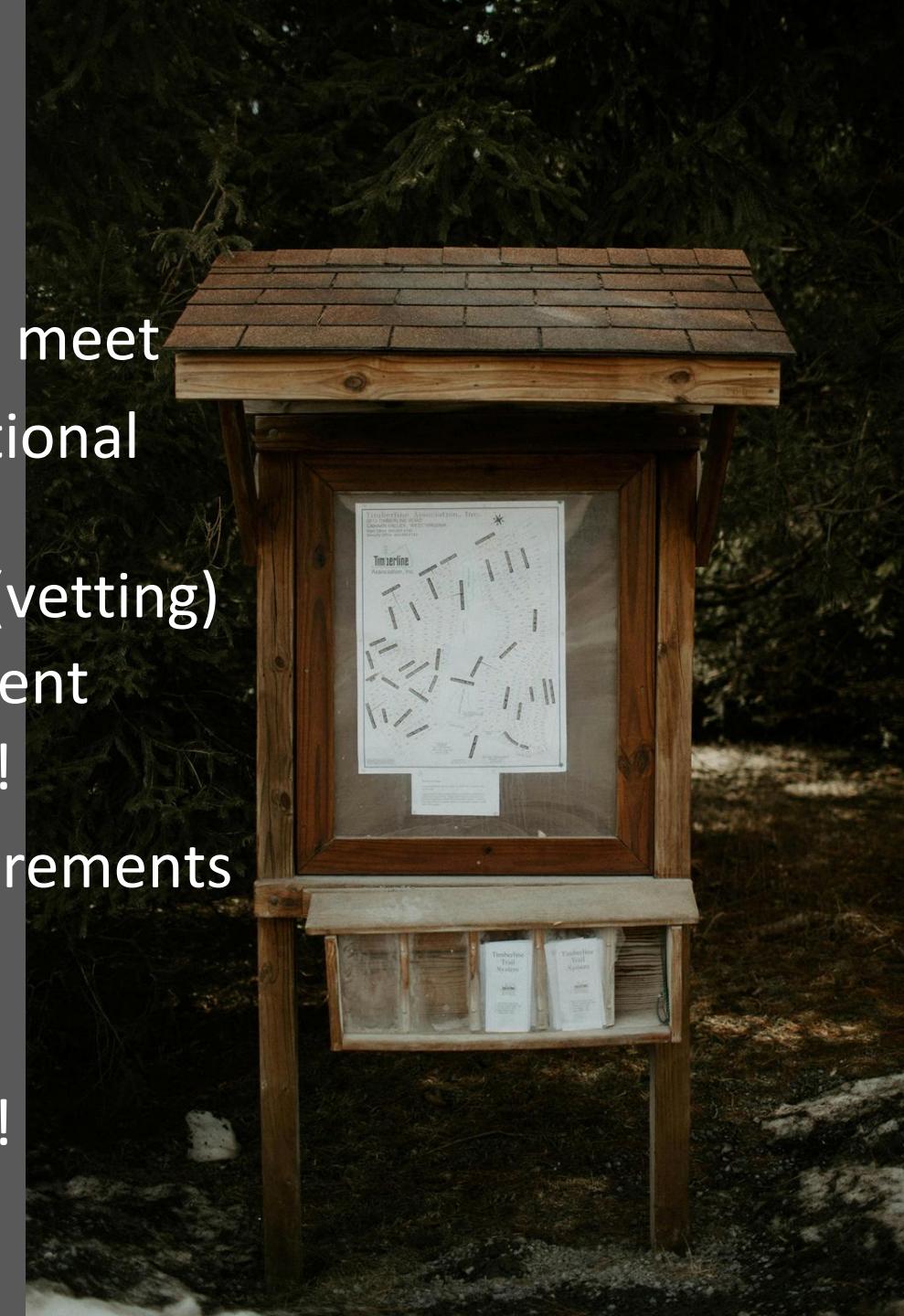
- Have a tool box of approaches ready to try
- Engage multiple senses-- visuals with spoken explanation and hands-on activity
- Encourage participation with two-way conversations, Q&A, role playing
- Check for understanding throughout
- Be flexible
- Be patient

Table exercise...

- Develop a collection of methods for conveying to a mentee the traditional deck protocols for N2 S&T judges at an LSC Championship or Sectional meet
 - Ideas for visual learners
 - Ideas for auditory learners
 - Ideas for kinesthetic learners

Check Out the Trail

- Successful mentoring begins well before the meet
- Understand the two distinct steps of the national mentoring program:
 - Requirements for requesting evaluation (vetting)
 - Requirements for applying for advancement
 - All freshly downloaded from the website!
- Up to date on evaluation performance requirements
 - Professional documents
 - Evaluation templates
 - All freshly downloaded from the website!
- Get a handle on the meet before the meet



Break in Those New Boots

- Know the scope your engagement from the QOM document
- How do officials request evaluations?
- Who vets the applicants?
- Are you filling any other roles at the meet?
- Stay in touch in weeks leading up to meet
 - Meet referee
 - Team leads who will be making assignments
 - Other evaluators



Bag the Trail Mix

A few pointers and tips for building an effective mentoring plan:

- Keep the number of mentees reasonable: 4 for a newer mentor to 8 for an experienced mentor
- More capacity with recerts versus advancements
- More capacity with evals concentrated in the same position
- Factor into your plan whether or not you're officiating
 - Easy to evaluate ST if you're a CJ but not so easy to evaluate AOs
- Speak up if you're uncomfortable with your assignments

Bag the Trail Mix

A few pointers and tips for building an effective mentoring plan:

- Should you solicit or accept evaluation requests at the meet?
 - No. Mentees should be intentional about requesting evaluation and vetted and prepped prior to the meet
- Should you evaluate and be evaluated?
 - It depends but usually not. Could work if you have few mentees and lots of sessions. Make sure it works in the plan.
- Should you evaluate if you're the Meet Referee?
 - Probably not but limited evals can work, especially for more experienced mentors

Fill Your Water Bottle

- Who has applied for evaluation?
- Who has been assigned to you?
- Have they been vetted?
- At which sessions are your mentees officiating?
- Have they been assigned appropriately for an evaluation?
- Are there any pre-meet team meetings that involve your mentees?

Get in Mentoring Shape

- Develop your system for managing your engagement
- When/how will you observe each mentee?
- How will you split your time fairly between mentees?
- When will you be able to deliver your assessments?
- Are you comfortable with the plan?

| Mentee | Eval | Vetted? | Sent info? | Debrief Plan | Upload Eval? | Friday Prelims | Friday Finals | Saturday Prelims | Saturday Finals | Sunday Prelims | Sunday Finals |
|---------|--------|---------|------------|----------------------|--------------|----------------|---------------|------------------|-----------------|----------------|---------------|
| Me | | | | | | DR | DR | EV | EV | EV | DR |
| John | N2 ST | | | After/ during SU Pre | | ST | ST | ST | ST | ST | DR |
| Susie | N2 ST | | | After SU Pre | | | | ST | ST | ST | ST |
| Charlie | N2 DR | | | After SA Pre | | DR | DR | DR | DR | | |
| Kim | N2r SR | | | After SU Pre | | | | SR | SR | SR | SR |

Double Check the Weather

- Get to know your assigned mentees
 - Confirm their eligibility for evaluation
 - Explore their meet history in OTS to gauge experience
- Reach out to introduce yourself and confirm evaluation (1-2 weeks before)
 - Share links to the professional documents, requirements, and templates
 - Create an open line for questions before the meet
 - Set up a time to introduce yourself at the meet

Pack Your Knapsack

- Download and read (!) your documents
 - Meet Announcement
 - Evaluating schedule
 - Professional documents for relevant positions
 - Requirements for requesting evaluation and applying for advancement
- Customize the evaluation templates for your mentees
- Fill up your tool kit with pens, highlighters, clip board, folder, envelope, etc.



Questions?

Next up:
Session Evaluation
OQM Approvals and
OTS Training

What's In Your Knapsack?

7:30-9:00 Friday

