

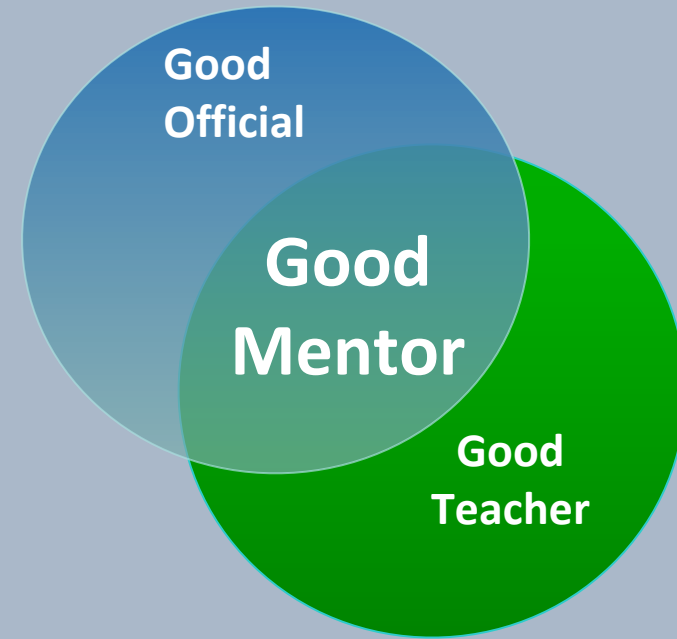


# What's in Your Knapsack?

## 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



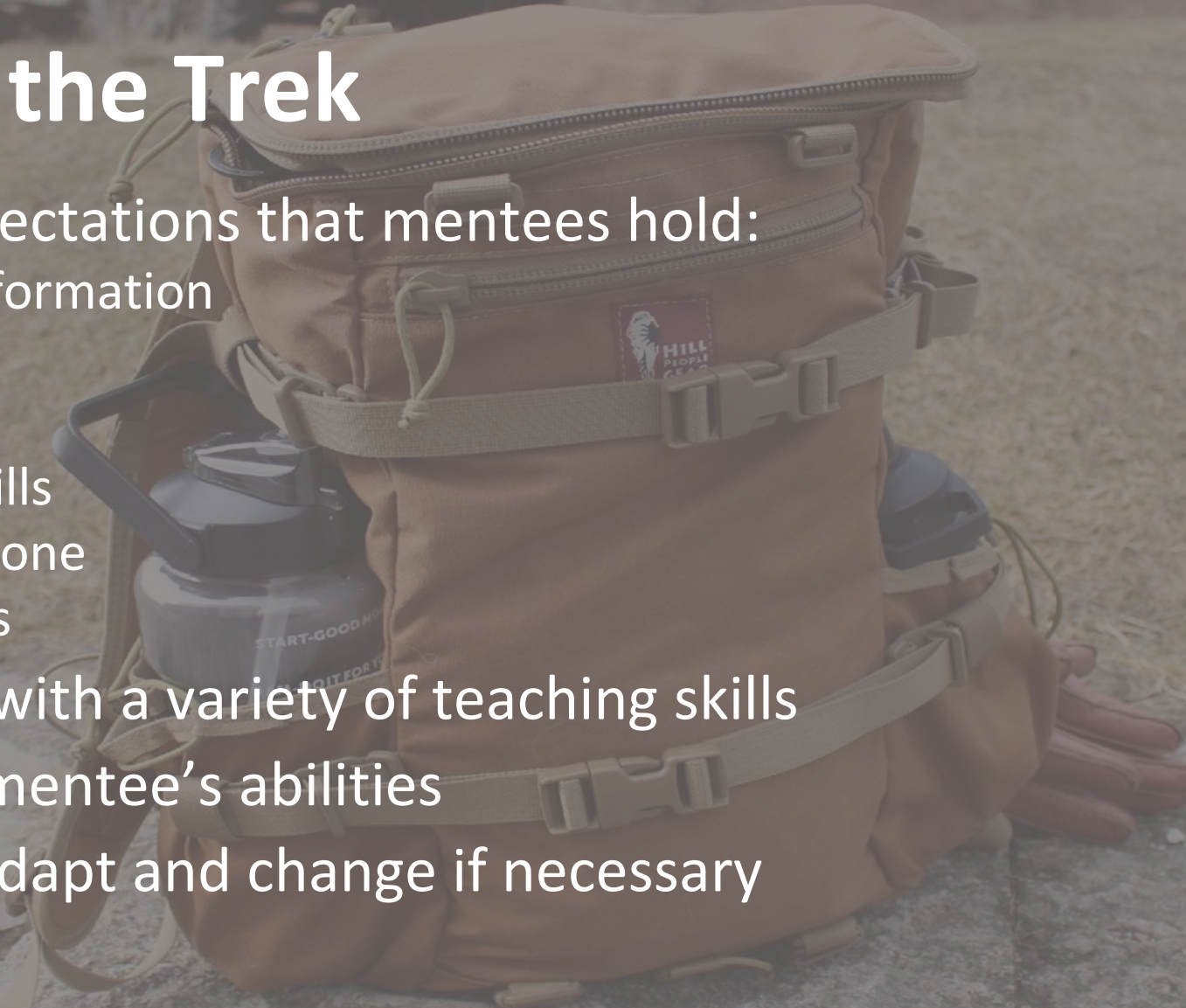
# Prep for the Trek

- 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





# 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





# 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

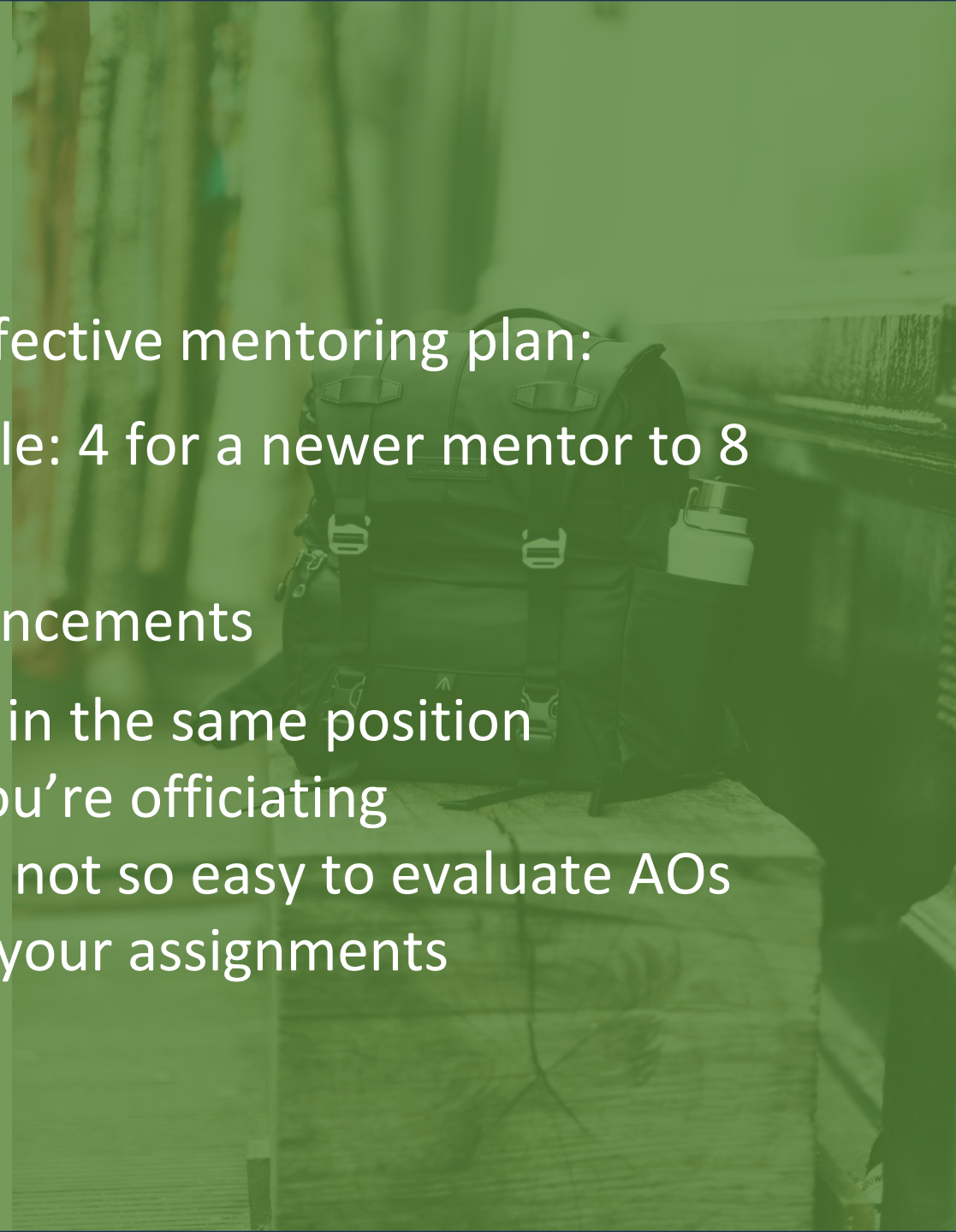
- Know the scope your engagement from the QOM document
- How do officials request evaluations?
- Who vets the applicants?
- Are you filling any other roles at the meet?
- Stay in touch in weeks leading up to meet
  - Meet referee
  - Team leads who will be making assignments
  - Other evaluators



# 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

