



2023 SASBO Mentorship Program

The SASBO Mentorship Program provides the framework for members to be partnered with other members for the purpose of enhancing professional development and building professional relationships in a meaningful and supportive way. These relationships enable program participants to exchange knowledge, develop skills and competencies, share experiences, share resources and build a community of thought partners in Saskatchewan school divisions. Whether you are new to the field of education or a senior practitioner, the program can support your development and growth as a school business official.

Who Can Participate:

New SASBO members will be automatically enrolled in the Mentorship Program. SASBO members who change functional groups can also apply for a mentor through their Functional Group Director.

Each functional group will nominate two to three mentors who will be available to mentor new members. Mentees will be assigned to functional group mentors on a rotational basis.

The Past President will serve as the Mentor Coordinator and will be responsible for making matches in collaboration with the respective Functional Group Director. They will also be responsible for meeting with mentors to review the program at least annually.

Time Commitment:

- It is expected that mentors and mentees will be matched for a period of two years.
- They will endeavour to meet several times a year, most likely in a virtual format but also face-to-face at convention or functional group meetings.
- Meetings can focus on topics mentioned in the Mentorship Handbook and could last from ½ to one hour in length.
- It is hoped that the working relationship will extend beyond the two-year time commitment and develop into a mutual support system amongst functional group members.

- SASBO mentors to meet once or twice per year with the Mentor Coordinator to discuss program
- Group mentoring is a possibility and would be coordinated by the Mentor Coordinator and Functional Group Director

Benefits of Becoming a Mentor

- Share knowledge, expertise and resources with peers
- Make a significant impact on a mentee's professional development
- Spend time with a new member who is passionate about their field and eager to learn, develop and grow
- Reflect on your own career, summarize your journey, and formulate your views on success in business in education
- Influence the next generation of school business leaders
- Develop a professional relationship that transcends the Mentorship Program

Process:

Member Services Committee –the current SASBO Orientation Committee will evolve into a Member Services Committee chaired by the Past President to oversee the Mentorship Program and Orientation process

- Mentorship Program to be introduced at the 2023 Convention and discussed in Functional Group meetings. FG Directors will make the initial call for mentors at Convention

- New member applications will be forwarded from the Executive Director to the chair of the Member Services Committee and the respective FG Director

- Applications for mentors will be routed through the Executive Director and will also be forwarded to the chair of the Member Services Committee and the respective FG Director.

- Functional Group Directors will be responsible for making matches between mentors and mentees and will inform the chair of the Mentorship Committee and the Executive Director of matches made.

- those who have joined SASBO over the past eighteen months will be contacted to participate in the Mentorship Program

- the Member Services Committee will meet once or twice annually with mentors to review how the program is going and to recommend any necessary changes.

Next Steps:

- Have Omni Online build out a Mentorship Program section on the Members portion of the SASBO website. Include Mentor Application form, overview of program and

Mentorship Handbook. Also update Member Application form to include questions on mentorship.

- Plan for to have it ready to launch at Convention.
- Prepare presentation for Convention.