



Mentee/Mentor Program

Values

1. There can be no evaluation without mentoring. Creating and developing the mentor/mentee relationship is key to the eventual success of the candidate.
2. Several "feedback" sessions (stickies/notes) are necessary prior to any evaluations (formal or informal).

Process

Step 1: Completion of Referee clinic

- During the clinic, candidates are informed that they will be offered a mentor and to begin thinking about who they connect with.

Step 2: Assignment of mentor

Step 3: Initial contact by mentor to mentee and relationship building.

Step 4: Ongoing feedback and de-brief

- Recommend a phone call before and after a meet where the candidate referees, goal setting, self-reflection - what worked? what to work on for next time?) - this may be anywhere from 6 months to 1 year or even longer based on the candidate's life, goals, and capabilities.

Step 5: Successful completion of Level III

Step 6: Informal evaluation - minimum of 1 successful evaluation for Level IV and minimum of 2 successful evaluations for Level V

- Evaluation forms submitted to Swim BC - done at a variety of meets, level, and evaluators.

Step 7: Formal Evaluation for Level IV or Level V (mentee may already be a Level IV when the mentor is assigned) – once all other requirements have been completed

- ROD recommends official to Mentorship Committee for evaluation.
 - i. In conjunction with candidate, and their mentor, as they are part of the process. An option is to decide ahead of time that it may be another informal if they feel not quite ready (often, they are fine and just want the option).