

## Recruiting Mentors

Mentoring programs cannot be successful without mentors. Recruiting mentors that meet program needs will help ensure your program's success. Use the following guidelines to create interest in mentoring opportunities and find qualified educators to fill mentoring positions.

**Define the competencies and dispositions that mentors need to possess to meet your program's goals. The following examples are provided as a starting point:**

- Exhibits enthusiasm for the profession
- Values professional learning and growth
- Demonstrates effective communication skills
- Models professional practice
- Provides emotional support
- Respected by colleagues
- Willingness to share skills, knowledge, and expertise
- Willingness to advocate for mentee

**Use targeted recruitment strategies to identify mentors that exhibit the desired competencies. Consider the following:**

- Look for commonalities among your highest-performing mentors (e.g. traits, experiences, backgrounds)
- Identify educators that share the same or similar professional roles as the mentees
- Seek mentors in roles that mentees aspire to hold in the future

**Ensure the recruitment plan and recruiting marketing materials are clear, informative, and communicate the benefits of serving as a mentor. Consider the following:**

- Communicate the professional benefits of the mentoring program.
- Describe the professional development training, supports and resources that are offered to mentors.
- Reinforce the program practices like mentor/mentee ratio, protected time to meet, etc.

**Create ways to recognize and reward mentors to show you value mentoring:**

- Include their efforts as part of the performance review
- Invite mentors to a luncheon to celebrate their contributions to the profession
- Provide a certificate or plaque at a staff meeting
- Offer a stipend or gift certificate as a sign of appreciation for their dedication and work.