



## What I Wish I Knew When I Started This Job!

Mark Williams, National Insurance Services

Jill Mulders, Bay City Public Schools

April 19, 2018

A graphic showing the word "MENTORING" in large, bold, red, sans-serif capital letters. Each letter is held up by a hand, with the hands appearing from the bottom of the frame. The background is white.

MENTORING



# TRAINING

only 9% success rate



Once we knew the  
problem...

**SUCCESS!**



## Hiring Trends

### Superintendents

- Hiring candidates with an education background

### School Administration Positions

- Hiring private sector business candidates



## ASBO Membership Survey

Q: What's your primary professional background?

A: Business (Private Sector)

2005 – 37%

2013 – 41%

ASBO Executive Director John Musso describes the trend as *"very concerning... People like me, educators who worked their way up to the business officer or CFO position, are a dying breed."*



<https://www.districtadministration.com/article/administrators-move-private-sector-public-schools>. Accessed 18 January 2017.

## On-the-Job Training

Would you train these two people the same way?

Bill – An accountant at a private sector company who has no prior K12 experience

Wanda – An assistant business manager who has worked at a public school for the past 10 years



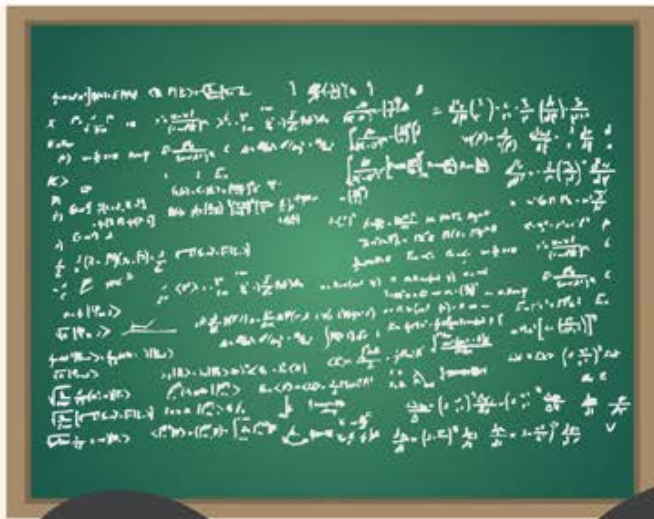
## Two Types of Mentors

- Expert Edward
- Proficient Patty





# Expert Edward



# Expert Edward





**WHAT DO  
YOU WISH YOU WOULD  
HAVE KNOWN GOING INTO THIS  
JOB?**



# The New Mentorship Program

1. Interactive training manual
2. Connections



Success!



What I wish I knew  
when I started this  
job...



# Training Manual



[www.msbo.org/regional-mentoring-program](http://www.msbo.org/regional-mentoring-program)