

What I Wish I Knew When I Started This Job!

Current Problem:

Many of the training/mentoring programs that school districts currently have in place are geared towards training an employee who already has experience working in a school district setting. As more business managers retire, they are beginning to be replaced by more outside new hires. These programs aren't as effective for outside new hires because they need a different type of program to ensure their success on the job.



How best to train & mentor Newbie?



Newbie

- New outside hire
- Hasn't worked in a school setting before

2

types of mentors



Expert Edward

- Veteran employee with 15+ years of experience
- Knows his job inside & out
- Spent his entire career as a business official in a school district setting



Proficient Patty

- Worked in a different industry prior to working at the school district
- Has worked for school district the past 3-6 years



Who's the better mentor?



Expert Edward

- So good he has forgotten what topics newbies struggle with
- Does not understand the latest stumbling blocks newbies face
- Having an outsider's perspective is difficult
- Newbies are intimidated by Expert Edward
 - He knows everyone, everyone knows him
 - He uses terminology that only his colleagues recognize



Proficient Patty

- Remembers the stumbling blocks she faced when she was newly hired
- Shares her knowledge and has time to assist
- Easy to approach with questions

(over)

The New Mentorship Program



1. Interactive Training manual
 - Collaborative 'living' documents mentors can contribute to and update
 - Used as Newbie Training Manual
2. Connections
 - Connect newbies with other business managers with similar roles and challenges to share common experiences, stories and goals
 - Create special events at national meetings, conferences, etc.



Mentors like Proficient Patty who are recent new hires themselves, with a few years under their belts are much better equipped to help mentor and train newbies because they can relate to the newbie's struggle. Although Expert Edward is knowledgeable, he has a harder time providing newbies with the attention and mentoring they really need. By using Proficient Patty's experiences and creating a new mentorship program, newbies have a training manual that's actively updated, a community in which to ask questions and the opportunity to form relationships with fellow colleagues.

For more information, check out the Regional Mentoring Program website at www.msbo.org/regional-mentoring-program