



WVLS Mentoring Program

Program Outline

Program Description

The WVLS Mentoring Program supports success of new library administrators by matching them with experienced library specialists. Mentorship will reduce unnecessary struggle and stress through guided learning, regular communication, and peer bonding.

Mentor (2+ Years Relevant Experience)

Experienced specialists who want to share their expertise to inspire and guide new library administrators. Experts who want to build relationships and learn from mentees and the skills they bring to their position.

Mentee (2 or Less Years of Administrative Experience)

New administrators who want to learn the tools for successful librarianship from experienced leaders and build relationships with peers.

Training and Communication

- Mentees may be partnered with a mentor based on such factors as interests, need, geographic location, community culture, etc.
- The partnership between the mentor and mentee will be two years.
- Mentorship pairs should schedule an in-person meeting at either library within 30 days of the match.
- Mentors should contact mentees every other month through appropriate communication means to sustain a successful mentorship match. Communication methods can include: meeting over coffee/lunch, carpool to meetings or events, email, Google Hangouts, Zoom, phone calls, and more.
- Mentors should visit the mentee's library within the first six months of the partnership.
- Mentors and Mentees will reference suggested topics in the WVLS Meeting and Training Guide for meeting agendas as well as any pressing questions mentees may have.

Goals

Mentorship partners will develop short term and long term goals considering the suggested topics for discussion. Mentees will share their goals with WVLS within 30 days of the match.

Evaluation

WVLS will provide support by checking in with the mentee once a month. Both mentor and mentee will complete and submit an evaluation at the end of the program.

Reimbursement

Mentors will receive a \$125 stipend per in person meeting (up to 3 visits with a minimum of 6 hours) and mileage reimbursement for the traveling party will be provided.

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