

NHFOA MENTOR PROGRAM:

DEFINITION OF MENTOR: (GREEK LEGEND) MENTOR WAS A FAITHFUL FRIEND OF ULYSSES. HE WAS THE TEACHER AND ADVISER OF ULYSSES' SON TELEMACHUS UNTIL ULYSSES FINALLY RETURNED FROM THE TROJAN WAR. DEFINITION OF MENTOR IS AN EXPERIENCED AND PRUDENT ADVISER.

DEFINITION OF MENTEE: RECIPIENT OF THAT EXPERIENCE, ADVICE, AND TEACHINGS.

KEY ELEMENTS FOR A SUCCESSFUL MENTOR PROGRAM:

THE MENTOR/MENTEE PROGRAM IS USED AS A TRAINING TOOL ONLY!

To create an Understanding Bond/Trust between the Mentor and the Mentee, this Learning Tool should never be used for Discipline. There should be an atmosphere of Trust and Official Partnership with the Common Cause to "Promote Officials Development".

LIKE ULYSSES CHOOSING MENTOR TO TEACH AND ADVISE HIS SON, WE TOO MUST HAND SELECT THESE SPECIAL MENTORS TO HELP MOLD OUR OFFICIALS OF THE FUTURE.

- Our Mentors **must** be ranked among our Best Officials since we are entrusting them with our future.
- Being selected a Mentor is an "Honor" and "Special Privilege".
- We are actually attempting to develop the Mentee into a clone of the Mentor.

REQUIREMENTS FOR BEING SELECTED AS A MENTOR:

- Must have Good Communication Skills. (Good Listener as well)
- Must be one of your BEST Experienced officials
- Must have the respect of his peers (Especially the Mentee)
- Must Know, Understand, and Respect the "Official Mentor Program". **Buy into the Program!!**

THE MENTOR/MENTEE EVALUATION FORM MUST BE USED AS A TOOL TO OBSERVE AND RECORD INFORMATION USED TO IMPROVE THE OFFICIALS PROGRAM.

- Keep the Mentor and Mentee together for an extended period. (Possibly a Full Season)
- Use the Mentor Form for review immediately following the game. (Still Fresh Memories)
- Avoid being Too Negative (Be Tactful.....For every minus there should be a plus for Balance)
- Observe the Mentee's reaction to your corrective criticisms. (Coaches can be much more critical!!)
- Encourage feed-back for a better understanding of his Philosophy of the Game.
- Explain the "Intent of the Rule" to reinforce Rule Interpretation/Application.
- Always end the Mentor Post-game Conference with Positive Input.
- Mentor's observations may reveal other useful information. (Problems with coaches, players, other Officials)

MENTOR TRAINING BY VARIOUS MEANS:

- Mentee can observe the Mentor officiating a football game. (Reversal of Role)
- Mentor and Mentee can actually work a game together as partners. (Consult the Assignor) (Be discrete)
- Mentor and Mentee can observe a game together sharing observations.
- Mentee can observe a game and later discuss his observations with his Mentor.
- Mentor and Mentee can watch taped games. (Action can be paused & replayed)
- Mentor gives written Plays to Mentee to review/research for a later discussion.
- Mentor gives a Rule Interpretation for the Mentee to Reason "Why" or "Intent of Rule".
- Run a "Rating Jamboree". (Weekend of Training for many Officials)

METHODS OF COMMUNICATIONS:

- In person after each game when possible. (At the field, one's home, or a social establishment.)
- Phone calls. (Know each other's schedules and call within guidelines for both parties)
- E-mail or computer communications can be very convenient.
- Letters if necessary but timing is crucial when questions need to be answered.

MENTOR RESPONSIBILITIES FOR HIS ASSOCIATION:

- Mentor should keep a Progress File on his Mentee. (Share progress with the Mentee & Executive Board)
- Comparison of Mentor Evaluation Forms. (Reveal Training Weaknesses in the Overall Training Program)
- It is your Duty to serve as a Mentor thus utilizing your Skills & Experiences for the NHFOA Officials in the Developmental Stages of their Careers. (It is **Your Responsibility** to help Mold our officials of the future.)

OFFICIALS MENTOR EVALUATION FORM:

MENTOR: _____

MENTEE: _____

DATE OF GAME OBSERVED: _____ GAME SITE: _____

TEAMS: HOME _____ VISITOR: _____

TYPE OF FOOTBALL GAME: VARSITY _____ J.V. _____ OTHER _____

DIVISION OF PLAY: DIVISION 1&2 _____ DIVISION 3&4 _____ DIVISION #5 _____ OTHER _____

THREE MAN SYSTEM _____ FOUR MAN SYSTEM _____ FIVE MAN SYSTEM _____

OBSERVATIONS BY MENTOR FOR TRAINING PURPOSES ONLY:

Circle the letter which best rates the official's performance in each category.

KEY: E = Excellent, G = Good, S = Satisfactory, and P = Poor. Use space below each category for comments.

1. ARRIVAL AT GAME SITE (Was Mentee at site on time) P S G E

2. WAS MENTEE READY TO OFFICIATE THAT DAY? (Mentally & Physically) P S G E

3. APPEARANCE: (Uniform, grooming, equipment) P S G E

4. PRE-GAME DUTIES: P S G E

5. SIGNALS: (Mechanics for Routine Calls...Vocal & Arm Movements) P S G E

6. JUDGMENT: P S G E

7. HUSTLE: (Getting into position to make the call) P S G E

8. KNOWLEDGE OF RULES: (Interpretation, Application, Enforcement) P S G E

9. REACTION UNDER PRESSURE: (Composure, Official's Presence, Poise) P S G E

10. TEAM MANAGEMENT: (Working with teams, Discussions, Conflicts) P S G E

11. OFFICIAL'S ATTITUDE: (Mannerisms with players, coaches, fans, & fellow officials) P S G E

12. POST-GAME CONDUCT: (Leaving field of play, Crew Post-game, Attitude) P S G E

ADDITIONAL COMMENTS: