



Referee Mentor Initiative

The DVOC Mentor Initiative is designed to achieve three primary goals:

1. To improve the skill, proficiency, knowledge base and professionalism of our officials through a ***peer to peer platform***.
2. To provide a ***relational learning environment*** whereby officials are challenged, encouraged, inspired and have someone to ask questions.
3. To invest in our officials in a tangible manner through relationship building that ***fosters long term retention*** within our organization.

TIERS: The DVOC Mentor program is divided into three tiers. All Officials in years 1 – 4 will be assigned a Mentor. Those with 5+ years experience are strongly encouraged to be mentors.

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| Tier I | First Year Officials
- <i>Tier I officials would be paired with Tier II officials</i> |
| Tier II | 2 – 4 Years Experience
- <i>Tier II officials would be paired with Tier III officials</i> |
| Tier III | 5+ Years Experience
- <i>Tier III officials would be paired with Tier III officials, usually with more senior officials</i> |

How It Works

- Participants agree to communicate weekly
- Ask questions, clarify rules, discuss procedures and situations as they arise
- Seek at least one opportunity to attend a match that the other is working.
- The mentor will visit with the mentee at the conclusion of the matches observed and discuss observations.
 - o What was done well
 - o An area or two that the mentee should give attention
- Meet and visit at chapter meetings as an opportunity for face to face time.
- The mentor provides information to the Mentor Team on the mentee's progress and development.

Mentor Initiative Liaison

Pam Gatton will serve as our 2017 Mentor Initiative Board Liaison. If you have questions or need assistance with the Mentoring Initiative you can contact Pam and she can assist you. Pamgatton777@gmail.com