

NYSBUA, Inc. – Syracuse Chapter
Mentoring Program
(bold print denotes 2010 changes)

Purpose:

The Membership Committee has decided to continue a mentoring program for candidates and probationary members. The mentoring program will compliment our current evaluation and assessment process.

The broad purpose of this program is to improve umpire effectiveness throughout the entire association. The primary purpose of the program is to assist candidates and probationary members as they learn the art and skills necessary to become competent, effective, and responsible umpires. The program will also limit attrition and help to retain umpires who represent the association favorably as long-term active members. The program also has a secondary purpose. The secondary purpose will provide the Membership Committee with more accurate and reliable evaluations of candidate and probationary umpires.

The program is mandatory for all candidates and probationary members.

The formal program will be utilized during both the **High School and Summer League** seasons. The association assignor will attempt to schedule candidate/probationary with their mentors if possible.

Responsibilities of Candidates and Probationary Members (Trainees):

1. Provide a climate conducive to active and open communication with your mentor. Develop a relationship based on trust and mutual respect.
2. Provide an assessment/evaluation form to each of your Active-member game partners. The heading of the form must be completed by you with the required information.
3. Solicit and actively participate in feedback from your Active-member game partner prior, during, and after your game. Accept a post-game assessment from your Active-member game partner. The assessment/evaluation form will be used as a guide for evaluation and **must be completed for each game** you are assigned to umpire with an Active-member partner.
4. **Collect and mail/give the assessment/evaluation form(s) to your mentor.**
5. **Keep a written record of all the games you officiate with an Active-member partner. The record should include the date, location and teams, level, your position, name of Active-member partner, and whether your Active-member partner completed the form, discussed it with you, and returned it to you immediately after the game.**
6. Contact your mentor at least once a week to discuss your progress, concerns, and questions.

Responsibilities of Mentors:

1. Provide a climate conducive to active and open communication with your trainee. Develop a relationship based on trust and mutual.
2. Review and be aware of your trainee's game schedule. Candidate/probationary game schedules will be provided to mentors.
3. Talk with your trainee at least once a week. Teach, coach, and advise as needed and appropriate. Answer questions, clarify misunderstandings, and provide suggestions and positive support.
4. Collect and save assessment/evaluation forms given or mailed to you.
5. **Actively participate in the Membership Committee meeting to offer feedback and an evaluation of your trainee.**

Responsibilities of Active Member Game Partners:

1. Complete, discuss, and sign assessment/evaluation form after each game officiated with candidate or probationary umpire. **Be certain to return the form to your partner post-game.**
2. **Your competent and active participation in the Mentoring Program is your responsibility as an Active Member of the Association. It is a component of your annual rating.**