



2015 Mentorship Program Proposal

In 2015, WVLS is implementing a mentorship program for new WVLS public library directors. Initially this mentorship program will be specific to V-Cat/Sierra services and will be available to new directors who use Sierra to perform routine administrative functions.

This program will be available to new library directors for one year and will supplement V-Cat training and support provided by WVLS staff.

Each new public library director will be partnered with a mentor having a minimum of two years of experience using Sierra at a library in the WVLS area. WVLS will select mentors based on their interest and Sierra experience.

Each mentor will be responsible to provide a minimum of three 6-hour days of training, which includes mentor's travel time, at \$125 per day plus mileage. The mentor will be responsible for visiting the new director at their library, initiating a peer-to-peer relationship, answering Sierra questions, clarifying V-Cat procedures, and providing additional follow-up/review of the V-Cat guidelines and training materials. The agenda for each day of training will require prior WVLS approval.

Each mentee will be responsible to meet with mentor at least 3 times within a one-year period; take initiative and seek advice from mentor when needed; take responsibility for learning and be prepared to discuss needs and objectives with mentor; and able to receive feedback from mentor objectively.

The mentor and the mentee will each be required to complete an informal evaluation form at the end of the program.

Once this initial Mentorship Program is established, WVLS will broaden the scope of the program to include topics other than Sierra/V-Cat.

(March 21, 2015)