

ANNOUNCING

CDA MA State Court Mentorship Program

Have you ever considered running for a State Office, but hesitated because you didn't know what was required, the duties and responsibilities, the time commitment, etc.??? Then, the newly established CDA MA State Court Mentorship Program may be the just the opportunity that is tailored to help you decide.

Declining membership, difficulty recruiting nominees for State Office positions, and our responsibility to foster leadership development, motivated your MA State Board members to develop a proposal for the establishment of a State Court Mentorship program which, we are pleased to announce was overwhelmingly approved in December 2021 by the CDA National Board.

Information about the program, criteria for eligibility, and the application process are outlined below. We hope you'll take a few minutes to read the material provided and, if eligible, will give serious thought and consideration to applying for the program.

Mentorship Program

A number of definitions and types of mentorships are found in the literature. The more traditional definition of mentorship is the pairing of a mentor, the person with the expertise and a mentee, the learner or novice. Mentorships may be formal or informal. Matching the "right" mentor and mentee is critical to the success of any program. A successful program results in the establishment of a partnership the outcome of which benefits both the mentor and the mentee.

Program Overview

- One-year program, starts August 2022; ends June 2023
- Mentor/Mentee partnership
 - Mentor and Mentee schedule initial meeting in June or July to set goals and establish tentative schedule and plans tailored to the mentees specific interests
 - Goals and mentorship plan presented to State Board members at the August 2022 meeting
- Program Schedule
 - Mentee attends monthly State Board meetings
 - Mentor and mentee establish additional meetings (in-person or via Zoom) to keep updated, provide, and give feedback, discuss issues pertaining to work on projects or activities
- Eligibility:
 - Member in good standing

- Active in local court
- Attends court meetings on a regular basis
- Volunteers and participates in local court activities
- Past or present local court officer
- Letter of recommendation

Application Process

- Complete application
- Submit application to State Regent by May 1, 2022
- Applications reviewed by State Board members
- Candidate chosen by State Board members
- State Regent notifies candidate chosen in June 2022
- Candidate's acceptance is confirmed
- Appointment of the State Board member who will serve as the Mentor

Role of the Mentor

The mentor elicits and imparts information. She asks questions, listens, and shares expertise, information, and access to resources with the mentee. The mentor both supports and challenges the mentee. The mentor role models leadership behaviors; she serves as a confidant, advisor, and sounding board for new thoughts and ideas. The mentor functions as a coach and provides support to help the mentee achieve the established goals.

Role of the Mentee

The mentee, in collaboration with the mentor, shares and establishes program goals and describes steps and activities to meet the goals. The mentee comes to meetings prepared to ask questions, share thoughts, insights, and ideas. The mentee demonstrates a willingness to learn, follows through and completes assigned activities and projects. The mentee completes a program evaluation at the conclusion of the program.

Please do not hesitate to contact any of the State Board members if you have questions or need additional information.

We look forward to hearing from you.

In Unity & Charity,

MA State Board
Pat, Carol, Jenn, Alicia