

Mentor FAQ about mentorships

What is a mentor?

There is a difference between being a supervisor and a mentor. A supervisor uses authority or power over the person being mentored. On the other hand, the mentor may make suggestions, teach, and guide a junior official in how to improve his or her skills. A mentor is a teacher. In APHA and SJAMHA, senior officials serve as mentors not supervisors.

One area that may look like supervision, is assigning a highest capable level (HCL) to the junior official. This is very near to supervision, but it is not. When assigning an HCL, the mentor is giving a suggestion of where the junior official will fit such that he or she is challenged but not in-over-his-or-her-head. Assigning an HCL is not a use of power but part of the development process.

What is expected of being a mentor?

To some extent this is answered in the above question. However, mentors are expected to be role models while having fun in teaching junior officials. Refereeing is a very stressful job and may referees are teenagers; as mentors we need to keep the mentor process fun.

Given this idea of “fun”, it is also noted that SJAMHA and APHA discourage mentors from “tearing down” officials regardless of the situation. We never yell or degrade. We teach.

Mentors are also expected to read the documents found on the mentorship submission page: “giving written feedback” and “mentorship priorities”.

What is needed for a mentor?

If you are completing an on ice-mentorship then you need your referee equipment and a black hoodie or jacket to wear instead of your referee jersey.

When you are completing an off-ice mentorship, you will need a notebook or an electronic device to take notes.

Finally, when you are done any mentorships, you need access to the internet so that you can enter mentorships through apsjmentorships.com

How do you to submit your mentorship online?

Apsjmentorships.com is your resource for submitting mentorships. Specifically, go to: <https://www.apsjmentorships.com/submit-mentor-info>. Once there, select the appropriate type of mentorship and fill in the form that pops up.

What is expected of On-Ice Mentorship versus Off-Ice Mentorship?

The mentorship coordinator will tell you if you are doing an on-ice or off-ice mentorship. On-ice mentorships are generally used for officials who are new to the two-man system, head reffing, or lining. However, any officials is welcome to request an on-ice mentorship.

During an on-ice mentorship, the mentor is dressed in full equipment, but wearing a black sweater instead of a jersey. The mentor may spend some time in the penalty bench watching, and then coming on the ice to help the officials with positioning and procedures during the game. The mentor is part of the on-ice team and should shake hands with the coaches. Generally, the mentor will avoid calling penalties unless absolutely necessary. Also, the mentor is responsible for finding a balance between letting the referee do their job and giving feedback. For more information about on-ice mentorships, watch the videos found at:

<https://www.apsjmentorships.com/program-information>

During off-ice mentorships, the mentor sits in the stands or in the penalty bench. They may give feedback during the intermission or at the end of the game. The mentor will not usually interact with coaches, but do have the ability to intervene for major issues.