

## 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 many 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](http://apsjmentorships.com)

### **How do you submit your mentorship online?**

[Apsjmentorships.com](http://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.

### **How many mentorships are expected per year?**

Officials who are involved in the AAA program need to earn 10 mentorship credits per year to be considered for AAA playoffs (1 mentorship = 1 credit).

Otherwise, mentors are free to complete as many mentorships as they would like or as are available.

Keep in mind that APHA and SJAMHA complete between 150 and 200 regular season mentorships and a similar number in the playoffs. If there are 300 mentorships per year then 20 mentors will do 7-10 each.

### **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, headmanning, or lining. However, any officials is welcome to request an on-ice mentorship. The only guarantee is: First year officials will receive two on-ice mentorships.

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 in issues of referee abuse.