

LOUISIANA COMMUNITY & TECHNICAL COLLEGE SYSTEM

*Changing Lives,
Creating Futures*

Monty Sullivan
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Craig Spohn
Vincent St. Blanc, III

Student Members:
Zachary Hitt
Darell Richardson

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TO: Members of the LCTCS Board of Supervisors

FROM: Timothy W. Hardy
Board Chairman

SUBJECT: LCTCS Board Mentorship Program

DATE: May 31, 2018

FOR APPROVAL:

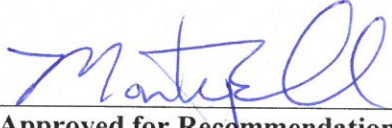
Recommendation: Staff recommends that the Board accept the proposed Board Mentorship Program outlined below and attached.

Background: Membership to the LCTCS Board of Supervisors is rotational by statute. The LCTCS Board is one that historically has members who serve many terms, providing for a rich historical background of Board membership and familiarity with LCTCS operational precedence. In November 2017, during the Board's annual strategic planning discussion, ACCT Board Chairwoman, Emily Yim, presented a foundation for the formation of a Board Mentorship Program for the LCTCS Board of Supervisors. The mentorship will allow for newly appointed members of the LCTCS Board to work with Board members that have past experience on the Board. During this mentorship, newer members of the Board will have the opportunity to work privately with current members to gain a fundamental understanding of the LCTCS in a way that is not possible to provide during the initial orientation to the Board.

History of Prior Actions: N/A

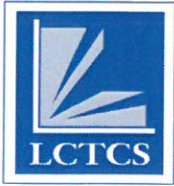
Fiscal Impact: N/A

Benefits to the System: The successful launch of a Board Mentorship Program will demonstrate to the legislature and outside partners that the LCTCS Board is fully committed to serving LCTCS and will do so in a manner that provides professional development for new members of the Board.


Approved for Recommendation to the Board
Dr. Monty Sullivan

6-13-18
Date

APPROVED
 6/13/18
LCTCS BOARD OF SUPERVISORS



LOUISIANA COMMUNITY & TECHNICAL COLLEGE SYSTEM

LCTCS BOARD OF SUPERVISORS MENTORSHIP PROGRAM

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PURPOSE

The purpose of the mentorship is to allow for newly appointed members of the LCTCS Board to work with Board members that have past experience on the Board. During this mentorship, newer members of the Board will have the opportunity to work privately with current members to gain a fundamental understanding of the LCTCS in a way that is not possible to provide during the initial orientation to the Board. The mentorship will provide education, engagement, and empowerment for newer members of the Board.

BENEFIT

The mentorship program will benefit the LCTCS Board by providing for greater retention of board members, encouraging a cohesive board, enhancement of the meeting experience, and as an aid in succession planning for membership.

For newer members of the Board (mentee), the program will allow for an increase in engagement, a better understanding of effective contribution, and preparation for leadership roles on the Board.

For existing members of the board (mentor), the program will allow for a fresh point of view on issues, open new lines of communication with newer members, and provide an increased level of trust in members.

SELECTION

The selection of mentor will be left up to the Board Chair or his designee. Mentor/mentee pairings will be assigned based on best known similarities. Mentors will provide reports on status of the mentorship to the Board Chair on a regular basis. Meetings can take place in person, by phone, or by digital video, whichever is best for the mentorship pair.

TIMELINE OF SUGGESTED MEETINGS

It is ideal to start a new mentor/mentee pairing in September or adjust the dates as needed due to the time of Board appointment.

Meeting 1 Goal: Introductions (tent Sept/Oct)

Get to know each other. Define the expectations of each role.

Mentee: outline learning goals

Mentor: confirm learning goals; review basic LCTCS info

Meeting 2 Goal: LCTCS Governance (tent Oct/Nov)

Discuss Board and committee meetings. Review LCTCS Board and Leadership organizational chart. Review President and Supervisor roles & responsibilities. Clarify lines of communication between Supervisors, President, and staff.

Meeting 3 Goal: Events & Assignments (tent Nov/Dec)

Review annual events and attendance expectations. Discuss the committee most suitable for mentee to serve on. Examine any questions from prior board meeting.

Meeting 4 Goal: Strategic & Operational Plans (tent Jan/Feb)

Review the mission and vision statement as it relates to the strategic plan. Discuss key programs and services. Review future board agenda. Assess mentoring relationship.

Meeting 5 Goal: Advocacy (tent Feb/March)

Review successful advocacy strategies and discuss the toolkit and plan of action of strategies. Discuss Annual Disclosure Requirements - Tier 2.1.

Meeting 6 Goal: President & Board Self Evaluation (tent April/May)

Discuss and answer questions regarding upcoming President & Board Self Evaluation

Meeting 6 Goal: Board Evaluation & Retreat (tent June/July)

Review the Board retreat, action items, and agenda. Provide for any further training or discussion. Celebrate the completion of the mentor-mentee program.