



Palos Verdes Peninsula Unified School District-LEA
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Mentor/Coach Re-Assignment Policy

Trust is essential to a successful a candidate-mentor/coach relationship. A crucial part of mentor/coach training is how to build rapport and establish trust in this relationship. At Orientation, candidates are encouraged to communicate with the Program Leader, at any time, if their relationship with their mentor/coach lacks trust, or is unproductive. Additionally, the Program Mid-Year Survey specifically asks candidates about the quality of their relationships with their mentors/coaches.

If a candidate requests a different mentor/coach, the Program Leader considers the candidates' reasons for wanting a re-assignment and investigates the list of experienced mentors'/coach's caseloads. Specifically, to maintain confidentiality, the Program Leader individually contacts mentors/coaches who:

- are mentoring/coaching only 1 candidate, or
- have expressed interest in adding candidates, or
- have mentored/coached in year's past, but are not currently mentoring

If one of these mentors/coaches is a good match for the candidate, and is willing, the Program Leader first calls the candidate and then sends an email to both the candidate and the newly assigned mentor/coach, officially "reassigning the mentor/coach."

If the individual approach does not produce a new mentor/coach, the Program Leader sends out an email to all mentors/coaches asking for interest, or other possible referrals.

If no mentors/coaches are available or interested, the Program Leader contacts the candidate's site administrator/District representative, for recommendations of potential new mentors/coaches.

If the above steps are unsuccessful, the Program Leader makes themselves available to mentor/coach the candidate requesting the reassignment.

The South Bay Consortium Induction Programs are committed to providing equal admission opportunities to all program candidates, regardless of their actual or perceived race; religion; ethnicity; nationality or ancestry; physical or mental disabilities; medical conditions; parental or marital status; age; sex; gender identity or expression, and/or sexual orientation. The schools that make up the South Bay Consortium Induction Programs are equal opportunity employers that prohibit discrimination, harassment, intimidation, and bullying based on the aforementioned characteristics.