Sustaining Professional and Organizational Growth of the ACTER Through the Value of Mentorship

Howard R. D. Gordon
Purpose

Provide a theoretical exploration of selected aspects of mentoring and its value to the ACTER.
Theoretical Framework and Mentoring Model

- Collaborative Mentoring Theory
- Daloz’s Mentoring Model
Mentoring is defined as a personal relationship, an educational process, and a systemic reform. Collaborative Mentoring Theory is a proactive force that unites individuals or groups in a reciprocal, mutual exchange and dynamic context for learning.

Key element in think tanks and is propelled by vision, commitment, discipline and synergy.

Used to engage adult learners in model power sharing, turn taking, co-leading, dialogue, constructive feedback, collegiality, transparency, and authenticity in learning.

Validation and Generalizability

- Case studies from schools and universities and within educational leadership and teacher education programs
- Vital form of professional partnership in the context of professors and teachers being paired within co-directional mentoring processes

Figure 1. Collaborative mentoring theory.

Note. Adapted from “The Handbook of Educational Theories,” (p. 959) by C. A. Mullen. Copyright 2013 by Information Age Publishing Inc.
Figure 2. Elements of Daloz’s mentoring model.
Types of Mentoring

- **Informal**
  - not managed
  - very personal
  - friendship first

- **Formal**
  - programs are managed
  - investment in members
Mentoring Across Generations

- Generation X
- Generation Y
Proposed Mentoring Framework for the ACTER
Figure 3. Proposed collaborative mentorship framework for prospective ACTER executive leaders.
Suggested Benefits of Mentoring

**Mentee**

- Reality shock is likely to be minimized
- More productive professionally
- Understanding of organizational culture
- Develops reflective practitioner skills
- Better prepared socially

(Bland, et al, 2009; Landefield; 2009; McKimm, Jollie, & Hatter, 2007)
Suggested Benefits of Mentoring

Mentor

- Ability to give and take criticism
- Development of competent mentees
- Raises their profile in the organization
Suggested Benefits of Mentoring

Organization
- Promoting diversity (gender, racial, and ethnic)
- Reduction in attrition rates, thus improve retention
- Helps achieve the mission and vision of the organization
- Improved quality of benefits to members
- More informed view of the organization’s talent pool
- Development of leaders who are likely to be viable candidates for succession planning

Final Thoughts

- Review and Revise the Bylaws
- Appoint a mentoring committee
- Mentoring Award
- Membership (marketing plan)
- Research
### Past Presidents Who Have Contributed to Mentorship and Professional Growth of ACTER (1967 – 2014)

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<tr>
<th>1960s</th>
<th>1970s</th>
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<td>• 1967- Vernon E. Burgener</td>
<td>• 1970- Jerome Moss, Jr.</td>
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<td>• 1968- Alan G. Robertson</td>
<td>• 1971- Arthur M. Lee</td>
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<td>• 1972- James E. Wall</td>
<td>• 1982- Ronald McCage</td>
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<td>• 1973- Edward J. Morrison</td>
<td>• 1983- Earl B. Russell</td>
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<td>• 1974- Gary R. Bice</td>
<td>• 1984- Jay Smink</td>
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<td>• 1975- Mary B. Kievit</td>
<td>• 1985- Marion Asche</td>
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<td>• 1976- J. Robert Warmbrod</td>
<td>• 1986- Connie Ley</td>
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<td>• 1977- Brandon B. Smith</td>
<td>• 1987- Jimmy G. Cheek</td>
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<td>• 1978- Donald L. Clark</td>
<td>• 1988- Wes Budke</td>
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<td>• 1979- J. Dale Oliver</td>
<td>• 1989- John Hillison</td>
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<td>• 1990- J. David McCraken</td>
<td>• 2000- William G. Camp</td>
<td>• 2010- Frankie Santos Laanan</td>
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<td>• 2001- Susan Camp</td>
<td>• 2011- James E. Bartlett, II</td>
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<td>• 1992- Gary E. Moore</td>
<td>• 2002- Jay W. Rojewski</td>
<td>• 2012- Pradeep Kotamraju</td>
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<td>• 1993- Curtis R. Finch</td>
<td>• 2003- Theodore Lewis</td>
<td>• 2013- Mary Jo Self</td>
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<td>• 1994- Larry E. Miller</td>
<td>• 2004- M. Susan Whittington</td>
<td>• 2014- Michael S. Retallick</td>
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<td>• 1995- David J. Pucel</td>
<td>• 2005- Diane Jackman</td>
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<td>• 1996- Michael K. Swan</td>
<td>• 2006- Jack Elliot</td>
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<td>• 1997- Donna H. Redmann</td>
<td>• 2007- Richard M. Joerger</td>
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<td>• 1998- Wanda L. Stitt Gohdes</td>
<td>• 2008- Steve Aragon</td>
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<td>• 1999- Hollie B. Thomas</td>
<td>• 2009- Barry Croom</td>
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Making Conference-Going More Enjoyable

- Treat every conference as if it’s your last.
- Some people act weirdly at conference. Ignore them.
- Don’t get offended when the senior scholar in the front row leaves right before you give your paper.
Making Conference-Going More Enjoyable

- Don’t be afraid to introduce yourself to that senior scholar later on.
- Put in a good performance, but don’t expect rewards.

References


