

MENTORSHIP

PROGRAM



**FUNDED BY A GRANT FROM THE NATIONAL ASSOCIATION OF COUNTY AND CITY HEALTH OFFICIALS,
WITH SUPPORT FROM THE CENTERS FOR DISEASE CONTROL AND PREVENTION**

Introduction

- Housekeeping CEU Information
- Rae Dick, MHOA President (rdick@mhoa.com)
- Rebekah McCosby, BME Strategies (rmccosby@bmestrategies.com)
- Kristin Black, Northborough HD (kblack@town.northborough.ma.us)
- Amelia Sellitto, Medford HD (asellitto@medford-ma.gov)

Why did MHOA want to start a LPH Mentorship Program?

Design and Development

Input from various members of local public health

- 1) Steering Committee that met monthly
 - Charlotte Breef-Pilz, MHOA-APHC
 - Amy Donovan- Palmer, Mansfield Health Department
 - Amy Ewing, Andover Health Department
 - Felix Garcia, Acton Health Department
 - Brenda Healy, Medfield Health Department
 - Jennifer Hoffman, Greenfield Health Department
 - Cathleen Liberty, Franklin Health Department
 - Rike Sterrett, Oxford Health Department
 - Jamie Terry, Brimfield Health Department/ Region 2

- 2) Two focus groups with potential mentors and mentees

Mentorship Program Goals

Develop skills and knowledge



Foster career development

Create a supportive community



Build a sustainable workforce

Qualifications

- **Mentors** are required to have **at least five years** of experience in local public health.
- **Mentees** are required to either be currently working in local public health with **less than two years** of experience or be completing their final year of a degree program in a public health-related field.
- Mentors and mentees must be willing and able to commit to a 9-month (September to May) mentoring relationship.

Stages of Formal Mentorship Relationships

1

Matching: Mentor and mentee are matched based on their goals for the mentorship relationship, professional interests, backgrounds, and geographic region.

2

Relationship Building: Mentoring pairs meet regularly in person or virtually to discuss progress toward their goals and address any challenges.

3

Goal Setting: Mentor and mentee work together to establish specific goals for the mentorship relationship.

4

Evaluation: Throughout the mentoring relationship, both the mentor and mentee engage in regular reflection on the mentorship process.

5

Closure: The formal mentoring relationship concludes with the program's completion, but the mentor and mentee can choose to continue their relationship

Resources in the Mentorship Guide

- Mentor/Mentee Agreement
- Goal Setting Framework Worksheet
- Program Checkpoints Questions
- Schedule Overview
- Potential Monthly Discussion Topics

Program Expectations

- Mentors and mentees are expected to commit to the 9-month program and to their mentor/mentee match.
- Mentors and mentees should actively engage with each other through regular communication and meetings.
- Mentors and mentees are required to complete the Mentor/Mentee Agreement, outlining mutual expectations, goals, and boundaries.
- Mentors and mentees should complete the 3-month checkpoint surveys to provide feedback on their progress and the program's effectiveness.
- Mentors and mentees are encouraged to attend the MHOA conference in October to benefit from networking and educational opportunities.

Focus Group Participants

Mentee Group

Amelia Sellito

Mentor Group

Kristin Black

Applications are due by August 18th

Visit <https://mentorship.mhoa.com/>
for more information and to apply!

Questions?