



IOWA ACTIVITIES DIRECTOR MENTOR LEADERSHIP PROGRAM **MENTOR SURVEY SUMMARY**

1. How have you supported new Activities Directors through the Iowa Activities Director Mentor Leadership Program?

- Weekly Tips & Ideas - Emails, Phone Calls, Texts
- Monthly Zoom
- Site Visits, Game Day, Superintendent Visits
- IHSAA/IGHSAU Communication
- IHSADA New AD Workshops, District Meetings

2. What successes have you experienced as a Mentor?

- Relationships
- Network Development
- Administrator Conversations
- Awareness of System Differences
- Growth in New AD Confidence

3. What challenges have you experienced as a Mentor?

- Time for Site Visits
- Connecting to IGHS AU/IHSAA Communications
- Lack of District Support for the New AD
- Consistent Communication
- "Am I doing enough for the New AD?"

4. What lessons have you learned this year?

- Reflections on Past Practices
- Understanding District Dynamics
- Adapting & Giving Options - Multiple Ways to Approach Tasks/Situations
- Flexibility for Different Needs & Individualize Interactions

5. What tools did you find most helpful?

- IHSADA AD Toolbox
- Sharing Systems & Previous Documents
- Monthly Emails & Suggestions

6. What suggestions do you have for the Iowa Activities Director Mentor Leadership Program?

- Access to IGHS AU/IHSAA/IHSADA Information
- Quarterly Mentor Meetings
- More Mentors
- Option to Opt Out
- More Mentor-Mentee time at District & New AD Workshops

7. Do you plan to return to your position next year?

- Yes 7/7

"Engage, educate, equip, encourage, empower, energize, and elevate. Those are the methods for maximizing the potential of any individual, team, organization, or institution for ultimate success and significance. Those are the methods of a mentor leader. Remember that mentor leadership is all about serving." Tony Dungy