Requirements:

1. Mentor coaches will find an NSDA member coach in their district (or a geographically adjacent district) with fewer than five years of experience who is interested in being mentored.
   - If they are unable to find a “new” coach in these areas, mentors may work with NSDA staff to secure a virtual mentee.

2. Mentors and mentees will complete the initial mentorship agreement.
   - Schedule meetings via Zoom or in person: Mentors and mentees will meet virtually or in person at least quarterly and submit mentor meeting reflections to the national office.
   - Determine goals for mentorship: These goals shouldn’t be based on student performance, but rather competition-related skills and goals that are coach-based.
     - Three competition-related goals
     - At least one team culture goal
     - At least one leadership goal
   - Assess NSDA-related knowledge.
   - When completed, email the mentorship agreement to Lauren McCool at lauren.mccool@speechanddebate.org.

3. Mentor observes the mentee coaching three practices in person and provides feedback to coaching and team management.
   - After the first practice, provide written feedback with specific strategies the mentee may implement.
   - At the second observation, observe mentee using the provided strategy. Provide additional written feedback on implementation of strategy.
   - After the third observation, suggest next steps for continued growth.

4. Mentor and mentee teams hold a scrimmage or showcase to build connections across teams.
   - Mentor and mentee provide each other feedback based upon the event.

5. Both mentor and mentee will enter and serve as a coach to students at their district tournament.
Summary of Deliverables:

- Initial mentorship agreement with five goals and ideal meeting dates.
- Both mentor and mentees submit mentor meeting reflections (using NSDA provided template) after each quarterly meeting.
- Written feedback and strategy as provided as part of the observation process.
- Hold a scrimmage between mentor and mentee teams and provide student-specific feedback.
- Collaborative culminating portfolio of evidence of goal progress/achievement.