

WHY PARTNER?

An organization-backed, formal relationship of guidance and support between an experienced employee and another employee obtains positive and desirable results, such as increased job performance, confidence building, positive employee morale, increased employee productivity and job satisfaction.

PUSD classified positions require a large knowledge base of technical skills and District policies and procedures. Many require leadership skills and the ability to manage resources. Peer mentoring and coaching is a sustainable and powerful method of on-the-job training.

The PSEA Professional Partner Program will benefit employees, the organization, and the students we serve.



“Leadership and learning are indispensable to each other.”
- John F. Kennedy



Program sponsored by
Poway Unified School District
and
Poway School Employees Association

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Professional Partner Program

Empower
Coach
Learn
Motivate
Encourage
Strengthen
Collaborate
Invigorate

Employees Helping Employees

PSEA Professional Learning

HELP WANTED!



PROFESSIONAL PARTNER PROGRAM

PSEA and PUSD have designed a mentoring/coaching program to provide individualized support, encourage learning, and promote high levels of performance for new, probationary and struggling PSEA classified employees. It's called the Professional Partner Program.

It is not uncommon for employees to find themselves in a new assignment without a predecessor to guide them in the intricacies of the job. An employee may be new to the District or an existing employee may need to learn additional skills. Fellow co-workers may or may not be able to assist. That's where the Professional Partner Program can help.

The Professional Partner Program connects employees to an experienced and trained coach/mentor, also known as the "Partner."

Every PSEA classified employee is eligible to request a Partner.

PSEA Professional Learning

WHAT IS A PARTNER?

The Partner is an experienced PSEA classified employee who commits their time and talent to assisting employees in need.

HOW CAN I BECOME A PARTNER?

Partners must meet the following criteria to apply:

- Minimum of three years experience with PUSD
- Satisfactory or above current evaluation
- Minimum of one letter of recommendation from a colleague (other than your supervisor)
- Supervisor approval and recommendation
- Ability to balance professional responsibilities and mentoring responsibilities
- Commit to become a Partner for two years

After application review, potential candidates must pass a qualifying interview with the PSEA Professional Learning Advisory Board.

Upon selection, Partner employees will receive a stipend and be provided up to 50 hours of release time or 10 release days per year to assist employees.

If you are interested in becoming a Partner, please complete the Application for Partner form and submit to the PSEA office along with your letter of recommendation by December 18th, 2018

Questions?

Contact Lorie Sherman,
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PARTNER EXPECTATIONS

All Partners who are selected for the PSEA Professional Partner Program will be required to attend an orientation and training session focusing on:

- ⇒ Program mission and goals
- ⇒ Coaching strategies
- ⇒ Communication skills
- ⇒ Characteristics of adult learners
- ⇒ Dealing with difficult situations
- ⇒ Interaction protocol
- ⇒ District policies and procedures
- ⇒ Positive reinforcement
- ⇒ Ongoing oversight



Working together for individual development and organizational excellence.