

Title of this Proposal: Allow Qualified Professionals in ATA to Develop as Mentors. Able to support mentees up to the professional level.

History or Background Information: Mentoring is a skillset. Currently, KRI only allows Lead Trainers to be Mentors. KRI is proposing that Professional trainers who meet the prerequisites can become Mentors for Interns and Associates.

- KRI has created a pathway to develop high-quality mentors. This Mentoring Development Program was developed for Lead Trainers and a Pilot will begin this May. If this proposal is approved we will have a pilot for Professionals. Here is the [Mentoring Program Development Pathway](#) and the [Peer Group Communication Guidelines](#)
- Currently, Professionals are coaching Applicants, Interns and Associates in the Academy. The Academy has many members who have the competency to develop mentoring skills or to apply mentoring skills developed in other professions.
- This proposal will provide a system of prerequisites for Professionals to apply and be approved to enter a development pathway to become Professional Mentors. The prerequisites are:
 - KRI Certified Level One Professional Trainer
 - Compliance with KRI policies and procedures
 - Current Mentor signs off
 - Has participated at least once in interview team for Professional candidate
 - Good standing with the Code of Ethics and EPS
 - Completed the online video training on Admin.
- Mentors are needed in every region and by developing Professionals as mentors we will be better able to meet this need.
- Professionals need to qualify by meeting the prerequisite competencies and skills. Once in the pathway, they will participate in the Mentoring Development Program that includes training, ongoing participation in a peer group, and supervision by an ATA Mentor.
- Professionals who are acting as mentors would still need to apply and qualify to become Lead Trainers the same as always, and the same as Professionals who aren't acting as mentors. Professionals acting as mentors who then become Leads will remain mentors.

New Proposed Policy:

Approve Professionals to be trained/developed as mentors within their scope of practice which includes mentoring Academy Members up to the Professional Level