

Mentorship Response Aggregate

What is the mentorship structure within your department?

ORG A	ORG B	ORG C	ORG D
For specific clinical programs and specialties, we have Clinical Program Coordinators. One of their explicit roles is to provide for the orientation, training, and mentorship of new team members to their area (these can be, and often are, established professionals who are SLP Clinical Fellows and Audiology 4 th years are directly paired with a	Every new hire is assigned a mentor during orientation. The mentor sets up weekly meetings with their mentee for the first 2 months & then monthly meetings for the next 4 months. The mentee creates a learning plan with the guidance from their supervisor & mentor	We have extensive new hire mentorships, (3 months-12 months long for all disciplines OT, PT and Speech). During the first 3 months new staff is seeing fewer patients, (25-50% of their day), and after 3 months the goal is to have them scheduled at 50-70%.	New hires are assigned an orienter who facilitates the onboarding process which includes i.e., intro to person and material resources, policies/procedures, systems including electronic documentation and billing and baseline competencies for the work area. The orienter supports the individual for a period of 6 months.

How satisfied are you/your teams with this structure (just some qualitative appraisal would be helpful):

ORG A	ORG B	ORG C	ORG D
It would be worth our time to evaluate this again. I do not have recent data	appreciate the guidance, support & structure. Mentors appreciate the flexibility of our structure. We could use more resources to support our mentors & are always	The staff comment on work place job satisfaction surveys that this is a reason they took the job, and why they stay here.	Moderately satisfied. I think that we could have more training and appraisal of our mentors and preceptors and more clearly defined roles/responsibilities

What learning/training tools and supports do you provide your clinical mentors?

ORG A	ORG B	ORG C	ORG D
All mentors and supervisors are required to complete a mentorship training prior to taking on a student or professional mentee. Our hospital offers an excellent	on information including weekly meeting agenda/outline to guide the discussions, meeting schedule/time log, audit tools for documentation review,	We have competency binders for all new hires and the team uses this as	Clinical mentors or aspiring mentors have access to person resources, iLearn (in-network video learning

course in precepting through our inter-professional education department that I personally prefer.	program objectives, guidelines, roles & responsibilities, & Resources (Levels of mentors, Communication Styles, True Colors, Active Listening,	a guide for training. SLPS have taken the ASHA class regarding CFY supervision.	modules), and MedBridge (out-network video learning modules).
--	--	---	---

How do you assess the outcomes or success of your mentor/mentee relationships?

ORG A	ORG B	ORG C	ORG D
Currently informally or as dictated by the specific program (e.g. a specific form is completed for by the SLP clinical fellows to assess the quality of the mentorship received over their year).	The mentor & mentee each fill out a feedback form (on the program & mentor/mentee) at 2 months & 6 months. The mentor & the mentee meet separately with the supervisor between 2-3 weeks into the program to	Staff have positive relationships with mentors, and do peer reviews on them	Right now, there isn't a formal way to assess outcomes – other than informal feedback and successful completion of competencies. I hope to utilize the expertise appraisal tool that I worked