

## Commissioner Mentor Functions

The function of the commissioner mentor is to help new commissioners begin successfully by providing practical guidance, encouragement, and early support during their first year of service. Commissioner mentors help new commissioners understand commissioner responsibilities, build confidence in working with units, and connect to the commissioner team. A commissioner mentor helps develop capable commissioners who are prepared to serve independently.



### Welcoming New Commissioners and Early Support

- Welcome and guide newly assigned commissioners to the purpose, expectations, and responsibilities of unit service.
- Help new commissioners understand district relationships, commissioner resources, and unit service.
- Support new commissioners in completing the onboarding process, basic training, and using commissioner tools
- Provide practical guidance during the first months of service, helping new commissioners develop confidence and judgment.
- Available to answer questions, offer perspective, and connect commissioners to appropriate resources.

### Unit Introduction and Early Engagement

- Support intentional introductions between new commissioners and assigned units.
- When appropriate, participate in early unit visits or introductions to help establish trust and confidence.
- Help new commissioners prepare for initial unit conversations, including how to listen, observe, and identify areas of unit strength or concern.
- Encourage new commissioners to develop relationships with unit leaders built on mutual respect, partnership, and candor.

### Coaching and Development

- Help new commissioners reflect on early unit visits by discussing what went well, what was learned, and where additional support may be helpful.
- Share practical lessons, examples, and commissioner practices that help new commissioners grow in effectiveness.
- Encourage participation in commissioner staff meetings, Roundtable, and other training opportunities.
- Reinforce that unit service is learned through observation, experience, and continued development over time.

### A Commissioner Mentor is:

- Coach and guide for new commissioners
- Relationship builder through effective listening and communication
- Patient and approachable
- Model of sound judgment and unit service
- Champion for unit success and youth well-being
- Single best resource for their assigned mentee commissioner