Upon completion of a CALA course, individuals are offered the opportunity to build confidence and fine-tune their leadership skills and understanding of the course material by participating in a mentorship program. The mentor and apprentice leader work together to develop and reinforce leadership skills in preparation for the CALA certification process.

**Mentors Agree To**

- Act as a role model for the apprentice
- Help the apprentice set out clear goals and objectives for their progress in leadership training
- Help the apprentice define reasonable time lines to assist in reaching their goals
- Read and give feedback on the lesson plans
- Allow the apprentice to appear in a leadership role
- Participate and/or observe the class segment presented by the apprentice
- Give open and caring feedback designed to help the apprentice grow in their leadership role
- Provide an appropriate level of challenge to the apprentice to facilitate their learning experience
- Provide extra guidance in areas where the apprentice may need help
- Advise the apprentice of their state of readiness for certification evaluation

**Apprentices Agree To**

- Come to class regularly
- Prepare lesson plans a week prior to presenting class segments for review
- Accept feedback openly and eagerly and revise the plan as indicated by the mentor
- Practice diligently before leading class segments and accept the mentor’s ideas
- Make every attempt to adhere to the lesson plan when leading
- Receive leadership feedback from the mentor eagerly and openly and make changes as requested
- Do additional work on areas of leadership as requested by the mentor
- Be professional at all times while working with the mentor or attending his/her class
- Respect the role of the mentor as the leader of that class
- Show appreciation for the mentor’s time and effort