New WIC Coordinator Mentor Program

To protect and improve the health and environment of all Kansans

Agenda:
• History and Purpose
• How it will work
• What a Mentor Is/Isn’t
• Mentor Expectations
• How to be a Good Mentor
• Critical Times to Connect
• Mentor Resources

History & Purpose

Kansas History
• 20+ New WIC Coordinators 2018-2020
• Projected to pick up at an even faster pace over the next 5-10 years due to upcoming retirements
• Hard to replace long-time WIC Coordinators
  Of WIC Coordinators in 2019, at least 15% have worked for WIC for 25 years+

Why a Mentor?
• Supervisors of WIC Coordinators rarely have much expertise in WIC
• Mentors can help relate to challenges

Big Goal:
For new WIC Coordinators to be both successful and satisfied in their new positions!
History & Purpose

New WIC Coordinator Mentor Program Planning Committee

<table>
<thead>
<tr>
<th>Name</th>
<th>Agency</th>
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<tbody>
<tr>
<td>Heather Peterson, RD, LD</td>
<td>Reno County</td>
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<tr>
<td>Kay Powell, RD, LD, CBE</td>
<td>Shawnee County</td>
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<tr>
<td>Kelli Wassomer, BSN, RN</td>
<td>Cowley County</td>
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<tr>
<td>Lisa Medrow, RDN, LD</td>
<td>State Agency</td>
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<tr>
<td>Patrice Thomsen, MS, RD, LD</td>
<td>State Agency</td>
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<tr>
<td>Tiffani Krause, RN</td>
<td>Seward County</td>
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<tr>
<td>Tracy Sabo, MS, RD, LD</td>
<td>Geary County/Krona</td>
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History & Purpose

WIC Coordinator Training Plan #5089

- Quick Start Guide
- WIC Roles and Staffing
- Budgets 101
- Affidavits 101
- Which Reports Should I Run?
- Tough Issues
- Inventory: Equipment, Cards and Pumps
- Maintaining and Building Caseload
- Management Evaluations
- Vendor Management for WIC Coordinators
- BFPC Program

History & Purpose

New WIC Coordinator + Mentor

How it will work

- We will have a pool of Mentors that we will rotate through.
- Will attempt to match new WIC Coordinator with a Mentor close by, of similar size, of similar-operations (does the WIC Coordinator do just WIC or more than WIC), and will consider if parent/sub, etc.
- If we think you might be a good match for the new WIC Coordinator, we will email you, asking you if you would like to Mentor this new Coordinator.
How it will work

• If you say no, not right now, we will ask the next closest match.
• If you say yes, we will email you and the new Coordinator to connect you and you will take it from there.

What a Mentor Is/Isn’t

<table>
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<th>Is...</th>
<th>Isn’t...</th>
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<tr>
<td>Encouraging and supportive</td>
<td>Discouraging</td>
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<td>Someone who can help plan in advance</td>
<td>“Late to the party”</td>
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<td>There to bounce ideas off of</td>
<td>In authority to say “yes” or “no”</td>
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<td>Someone who works closely with the SA and knows when to ask questions</td>
<td>A know-it-all who doesn’t think it’s important to ask the SA questions</td>
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<td>Familiar with policies and where to locate valuable information</td>
<td>Guessing at the right answers</td>
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<td>Able to share past experiences</td>
<td>The boss or trainer or State Agency staff</td>
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Expectations of a Mentor:

• Complete the WIC Coordinator Training Plan on KS-TRAN #5089.
• Commit to serving as a Mentor for one year.
• Contact your Mentee regularly!
• Advise your Mentee to contact their SA Lead.
• Count your Mentor time as WIC Admin time.

How to be a good Mentor:

• Want to help others!
• Be available
• Stay on top of WIC knowledge/skills
• Be willing to share personal experiences, including failures
• Keep learning
• Develop others

Mentorship Best Practices:

- Discuss the structure
- Get to know each other

Critical times to connect:

- First 3 months, touch base at least monthly (more often if you’re able)
- NSP—when initial I-Memo comes out and at key times before due
- Budget—when initial I-Memo comes out and at key times before due
- When their ME is (just before)
- When they plan to do Vendor monitoring (just before)
- Ask what are they planning for outreach
- Ask how budget monitoring is going (where are they for the year?)
- Just because!

Mentor Resources:


Thank you!

Will You Be a Mentor?