# DCA Success Program & New DCA Welcome

The DCA Mentoring Program, which was established more than ten years ago, has been the subject of recent discussions among the DCA Liaison Committee, as the number of new DCAs has increased. Although the program has evolved since its inception, the DCA Liaison Committee recognizes that it still has many limitations. For example:

* The program’s procedures are rarely followed outside of the initial assessment.
* The program covers very general aspects of compact business and does not always focus on individual needs.
* It is difficult to assign mentors and/or ‘matching’ mentors with mentees within the same region.

The DCA Liaison Committee proposes that the DCA Mentoring Program be archived in order to create a new DCA Success Program and new procedures for welcoming new DCAs. Details of the changes are outlined on page 2.

### Objectives and goals for program changes:

* Employ a group mentoring strategy rather than one-on-one ‘mentoring’
* Develop and share strategies to improve case management and compact office operations (intrastate and interstate processes)
* Use coaching techniques as a training method versus ‘This is what I did or would do’ approach
* Create New DCA Toolkit/training module
* Improve compact management resources for DCAs

### Action Items Needed for Implementation:

* Feedback on DCA Welcome Email from National Office (April)
* Create New Needs Assessment (April)
* Work with Training Committee & National Office (Review Outline-April; Training Committee to finalize fall 2023):
  + To create new DCA 101 training/DCA toolkit
  + To improve the ICAOS Support Site content and navigation to enhance support to DCAs and Compact Staff
* Create DCA Success Program Registration/Application (to ensure focus is on improvement and achieving established goals) (TBD)
* Create Model for Conducting DCA Success Sessions (TBD)
* Create New Evaluations (TBD)

## DCA Mentoring Program (Current Processes to be Archived)

* National office welcome email for new DCAs (no record of ‘referred’ DCAs have participated)
  + General website information
  + Introduction to Region Chair and DCA Liaison Chair
  + ICOTS tip (change designee, compact office email, PWP info, etc.)
  + Link to Needs Assessment
* Needs Assessment completed by mentee and provided to Region Chair w/ request for participation
* Region Chair Assigns Mentor
* Mentor meets w/mentee for approx. 1 year or a mutually determined time
* It is unclear to the National Office if status reports & exit evaluations are utilized as outlined in the program

## DCA Success Program (New Program)

* 2 DCA Success Program sessions per year (1 session to be face to face in DCA Institute years?)
* Hosted by DCA Liaison committee members
* Priority to new DCAs w cap of [10/15] Participants
  + TBD Breakouts during session (3/4?)
* Require application/registration to assist in content development and to ensure needs are addressed
* Share details and outcome of sessions in DCA Region meetings and in ABM committee report

## New DCA Welcome Procedures

* National office welcome email
* Welcome Meeting one-on-one w Region Chair (ask others such as Chair or National Office to assist as needed)
  + DCA Role/Responsibilities Training
  + Review Needs Assessment