



Forging Futures: Developing Future CTE Leaders Through the Power of Mentorship

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Developing Educators. Strengthening Programs. Transforming Lives.

**"Every accomplished educator can trace their success to someone who believed in them before they believed in themselves."
— Jay Adam Pearson**

Why Mentor?



- **RETENTION**

A 2023 meta-analysis found that induction and mentoring programs produced statistically significant positive effects on **teacher retention**.

- **TEACHER EFFECTIVENESS**

The same meta-analysis found significant positive effects on **teacher efficacy and student achievement**, meaning mentoring is about more than simply keeping teachers—it can contribute to better teaching and learning.

- **BELONGING & COMMITMENT**

International research published in 2025 found that mentoring was positively associated with novice teachers' expected career length, with **organizational commitment** helping explain that relationship.

- A 2023 study of first-year South Carolina teachers found that beginning teachers described considerable stress and feeling overwhelmed; the researchers identified **consistent socioemotional support and continued access to resources** as important themes in mentoring

Why Mentorship Matters

"Every Great Educator Has a Story"



- While professional development often focuses on *what educators know*, mentorship focuses on *who educators become*.
- It builds confidence, strengthens instructional practice, develops leadership capacity, and creates a culture where experience is intentionally passed from one generation of educators to the next.
- Mentoring supports novice teachers' professional identity, development, well-being, and retention.
(Keese et al., 2023; Weiß et al., 2023; Wang et al., 2025)

The Challenge Before Us



- Many CTE teachers enter education after successful careers in industry. They possess exceptional technical expertise but often receive limited preparation for the realities of classroom instruction.
- Without intentional guidance and support, many talented educators struggle during their first years.
- Mentorship bridges the gap between technical expertise and instructional excellence by transforming experience into confidence, confidence into competence, and competence into leadership.



The Heart of Mentorship

A Mentor Leaves More Than Knowledge... They Leave a Legacy



A mentor chooses to...

- Invest in people, not just performance.
- Share experience earned through success and failure.
- Encourage growth through challenge and support.
- Model character, integrity, and professionalism.
- Build confidence until others discover their own potential.

Mentorship Is a Journey, Not an Event

Every Journey Begins with Direction



The Mentorship Journey

1. Connect

- Build trust.
- Listen first.
- Learn their story.



2. Guide

- Share knowledge and experiences.
- Ask thoughtful questions.
- Encourage critical thinking.



3. Challenge

- Stretch comfort zones.
- Encourage resilience.
- Hold high expectations.



4. Empower

- Celebrate growth.
- Release responsibility.
- Encourage independence.



5. Inspire

- Develop future mentors.
- Create lasting influence.
- Continue the legacy.

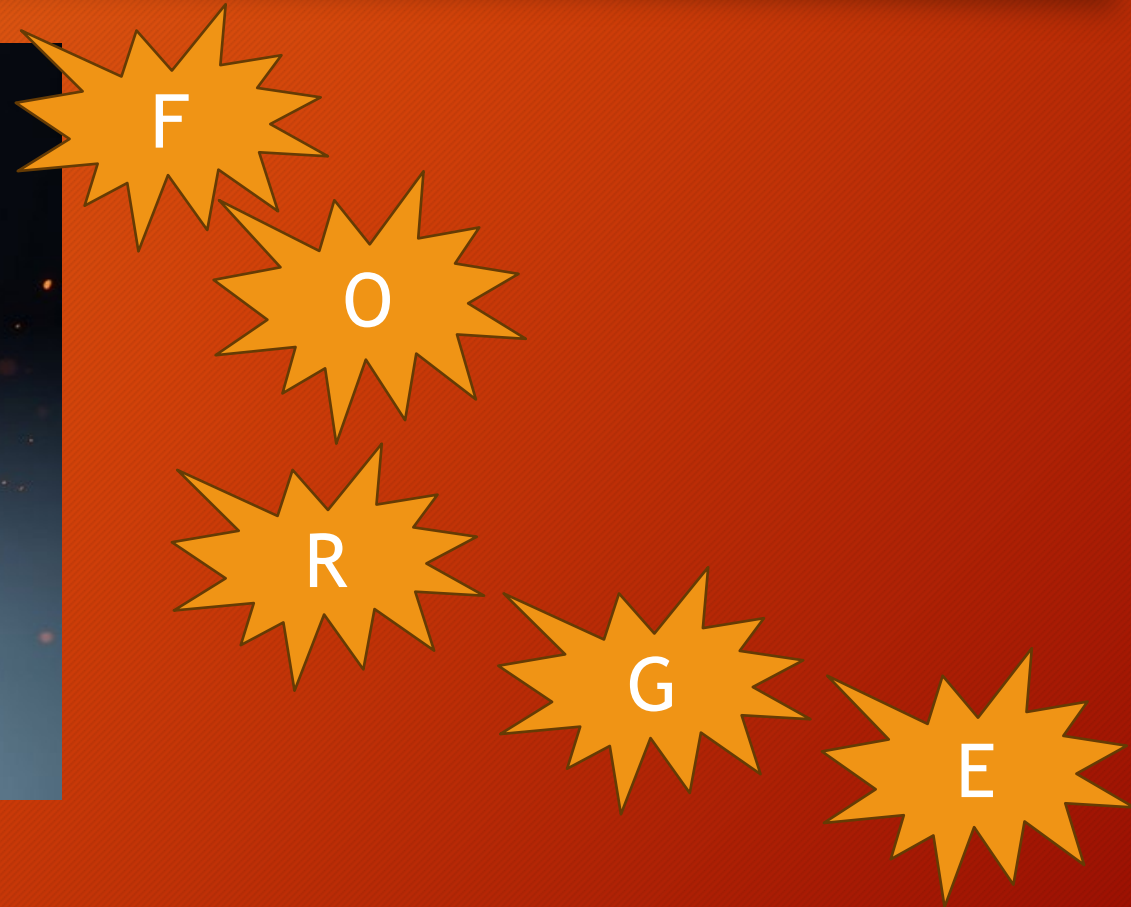
The FORGE Mentorship Framework™



Forging Opportunity, Relationships, Growth, and Empowerment

Developed by Jay Adam Pearson, MBA
Forging Futures Professional Learning Series

"Great mentors are not born. They are forged—and they help forge others."



F — Foster Trust



Every meaningful mentoring relationship begins with trust.

- Before mentors can influence performance, they must first demonstrate consistency, integrity, and genuine care.
- Trust creates psychological safety where new educators feel comfortable asking questions, admitting uncertainty, and learning from mistakes.
- Great mentors do more than transfer knowledge—they create an environment where others believe they can succeed.

"Steel cannot be forged without heat...
Relationships cannot be forged without trust."

0 – Open Doors

Mentors create opportunities that others cannot yet see.



Great mentors do more than answer questions—they open doors.

- They introduce new educators to professional networks, leadership opportunities, conferences, committees, and experiences that expand both confidence and competence.
- Every opportunity shared becomes an investment in someone else's future. Mentors do not create followers; they develop future leaders who will one day open doors for others.

Opportunity changes careers.
Mentorship changes lives.



Opening the door is only the beginning. Once mentors create opportunity, they must help others continue to develop. That brings us to the next element of The FORGE Mentorship Framework™

R: Refine Potential

Great mentors don't create ability—they reveal it.



- Every educator possesses untapped potential. Effective mentors recognize strengths, identify areas for growth, and provide meaningful feedback that transforms experience into excellence.
- Refinement is an intentional process of encouragement, constructive challenge, reflection, and continuous improvement.

G — Guide with Purpose

Direction is more valuable than instruction.



Effective mentors do more than provide answers—they provide direction.

- Purposeful guidance helps new educators navigate challenges, make thoughtful decisions, and develop the confidence to lead independently.
- Great mentors recognize that growth is not about creating dependence; it is about developing the judgment, character, and confidence necessary for others to succeed long after the mentor has stepped away.

"The purpose of a mentor is not to make the journey easier, but to ensure no one walks it alone."
— Jay Adam Pearson

"Guidance provides direction.
Purpose provides destination."



Trust begins the relationship. Opportunity opens the path. Refinement develops excellence. Purpose provides direction. But the highest calling of mentorship is not what we accomplish—it is what continues after we are gone. That is the final principle of The FORGE Mentorship Framework™... Empower Legacy.

E — Empower Legacy

The highest achievement of mentorship is creating mentors.



True mentorship extends far beyond a single classroom, school, or career.

- The ultimate goal is not to create followers, but to develop leaders who will invest in the next generation.
- Every educator we encourage, every life we influence, and every future mentor we inspire becomes part of a legacy that continues long after our own work is complete.
- **Mentorship is measured not by what we accomplish, but by what continues because we chose to invest in others.**

19 More Months

- *Mentoring was associated with novice teachers expecting to remain in the profession approximately 1.6 years longer.*

Source: Park & Choi, 2025

Additional Benefits

- *Research associates mentoring with greater job satisfaction for mentees and, in many settings, mentors.*

Smet, 2025

Induction Programs Matter

86% of teachers participating in Minnesota's CTE Teacher Induction Program return to teach the following year.

- 80%+ are still teaching two years later.

Source: Minnesota CTE Teacher Induction Program, 2026

Giving a new teacher a mentor's name isn't a mentoring program.

- Effective induction requires intentional, ongoing support.

Source: ACTE, 2026

90% RETAINED

- Relationship-centered mentoring was a central component of an induction program in which **90% of participating early-career teachers were retained.**

Maloch et al., 2025

The FORGE Mentor's Pledge™



- Today, I choose to mentor with purpose.
- I will build trust before giving advice.
- I will open doors for those who follow.
- I will refine potential through encouragement and honest guidance.
- I will lead with humility, integrity, and compassion.
- I will empower others to become mentors themselves.
- I understand that my greatest legacy will never be measured by titles, awards, or accomplishments, but by the lives I influence and the leaders I help develop.
- Beginning today, I choose to forge futures—one educator, one student, and one life at a time.

A MENTOR'S WORK
IS NEVER MEASURED BY
THE LIVES THEY TOUCHED...

...BUT BY THE LIVES THAT
CONTINUE TOUCHING OTHERS.

— Jay Adam Pearson



FORGING OPPORTUNITY, RELATIONSHIPS,
GROWTH, AND EMPOWERMENT



DEVELOPED BY JAY ADAM PEARSON, MBA

JAP

JAY ADAM PEARSON, MBA

Thank You for attending,
Questions?



"When we invest in one educator, we influence generations of students."

— Jay Adam Pearson

Your feedback helps improve future presentations and supports ongoing research and professional development in Career and Technical Education.



Help Us Forge the Future

Your feedback helps strengthen future mentorship experiences.
Please scan the QR code to complete our brief evaluation.



The FORGE Mentorship Framework™
Forging Futures CTE
Every Journey Begins with Direction.

THANK YOU.

THANK YOU FOR COMMITTING
TO CHANGE LIVES.



F

FOSTER TRUST

Build relationships
that last.



O

OPEN DOORS

Create opportunities
that expand
possibilities.



R

REFINE POTENTIAL

Develop excellence
through feedback
and growth.



G

GUIDE WITH PURPOSE

Provide direction
that leads to
independence.



E

EMPOWER LEGACY

Inspire others to
mentor and the
legacy continues.

“ A MENTOR’S WORK IS NEVER MEASURED BY THE LIVES THEY TOUCHED...
BUT BY THE LIVES THAT CONTINUE TOUCHING OTHERS. ”

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