



ACNAA MENTORSHIP PROGRAM

A Comprehensive Mentorship Document

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ACNAA MENTORSHIP PROGRAM

This mentoring program is designed to support RNs aspiring to become CRNAs and to continue advancing their careers. It provides structured guidance, resources, and mentorship through each phase of the journey—from preparation and application to CRNA school, clinical practice, and post-CRNA career development.

Mentorship in education is not just guidance—it's the cultivation of future minds, character, and compassion.

Mentorship emphasizes solution-oriented growth rather than problem-centered thinking. Mentors serve as guides, offering support, insight, and structured coaching to help mentees develop their own professional identity. Through the ACNAA Mentorship Program, you will be paired with an experienced CRNA who is committed to fostering critical thinking—encouraging you to ask meaningful questions rather than simply providing answers.

The mentorship program is structured into five progressive phases. Regardless of the phase in which you begin, your assigned mentor is dedicated to supporting your timely advancement to the next stage, fostering continuous growth and readiness.

Before requesting a mentor, ensure that you have met the criteria outlined on the *student mentorship checklist* (Page 7)

PHASES OF THE ACNAA MENTORING PROGRAM

*FOR MENTEES

PHASE	DURATION	GOALS	ACTIVITIES
1. Exploration & Preparation	6-12 months	<ul style="list-style-type: none"> Understand the CRNA role and responsibilities Identify accredited CRNA programs Prepare academically and professionally 	<ul style="list-style-type: none"> Shadow a CRNA Attend informational webinars Review admission requirements Prepare for and take the GRE (if required) Enroll in prerequisite courses (e.g., organic chemistry, statistics)
2. Application & Admission	3-6 months	<ul style="list-style-type: none"> Complete and submit applications Prepare for interviews 	<ul style="list-style-type: none"> Write and revise personal statement Secure letters of recommendation Conduct mock interviews
3. CRNA School Support	3 years (duration of the CRNA program)	<ul style="list-style-type: none"> Succeed academically and clinically Develop anesthesia competencies 	<ul style="list-style-type: none"> Regular check-ins with mentor (weekly or biweekly) Discuss clinical cases, experiences, and challenges

			<ul style="list-style-type: none"> • Share study strategies and time management tips
4. Transition to Practice	3-12 months post-graduation	<ul style="list-style-type: none"> • Pass the National Certification Exam (NCE) • Secure employment • Adjust to independent practice 	<ul style="list-style-type: none"> • NCE preparation support • Resume and job search assistance • Discuss contract negotiation and onboarding
5. Beyond CRNA - Leadership, Education, or Specialization	Ongoing	<ul style="list-style-type: none"> • Explore advanced roles (e.g., educator, pain management fellows, global health) • Develop leadership skills and impact 	<ul style="list-style-type: none"> • Attend conferences (ACNAA, AANA, IFNA, etc.) • Take Leadership roles in professional organizations (e.g., ACNAA and AANA) • Pursue additional certifications or degrees

***FOR MENTORS**

PHASE	DURATION	ROLES
1. Exploration & Preparation	6-12 months	<ul style="list-style-type: none"> •Share personal CRNA journey •Help the mentee assess readiness •Provide study tips and application guidance
2. Application & Admission	3-6 months	<ul style="list-style-type: none"> •Review application materials •Conduct mock interviews •Offer encouragement and feedback
3. CRNA School Support	3 years (duration of the CRNA program)	<ul style="list-style-type: none"> •Provide clinical insight and feedback on care plans (discuss challenging cases the night before) •Provide emotional support •Help navigate stress and burnout
4. Transition to Practice	3-12 months post-graduation	<ul style="list-style-type: none"> •Share job search strategies •Offer guidance on professional development •Help the mentee build confidence
5. Beyond CRNA - Leadership, Education, or Specialization	Ongoing	<ul style="list-style-type: none"> •Encourage lifelong learning •Connect the mentee with professional networks •Support career advancement goals

STUDENT MENTORSHIP CHECKLIST

Getting Started

- ☐ Become a **Registered** ACNAA member
- ☐ Have at least **1-2 years of full-time** ICU experience.
- ☐ Possess a **BSN or higher degree** (or be in the final semester).
- ☐ Have a cumulative GPA of **3.0 or higher** (Science GPA ideally ≥ 3.3).
- ☐ Updated Resume/CV.
- ☐ Identify 3-5 **CRNA programs** you are interested in.
 - Have taken the CCRN

Prepare For Mentorship Commitment

- ☐ Fill out the mentorship **application** via the ACNAA website.
- ☐ Sign the **student mentorship** agreement
- ☐ Determine what you **hope to gain** from mentoring
- ☐ Reach out to your assigned **mentor**

Engage With The Community

- ☐ Have **shadowed** or plan on shadowing a CRNA
- ☐ Attend at **least one** ACNAA virtual Q&A session
- ☐ Explore **free resources** on ACNAA website
- ☐ Follow ACNAA **social platforms**

ACNAA MENTORSHIP AGREEMENT

This mentorship agreement establishes a formalized relationship between aspiring Certified Registered Nurse Anesthetists (CRNAs) and their CRNA mentors. Its primary purpose is to guide mentees in articulating realistic academic and professional objectives aligned with the structured phases of the ACNAA mentorship program.

Upon entering a specific phase, mentees are expected to formulate three SMART goals. Subsequently, mentees should initiate contact with their mentors to engage in a detailed discussion regarding strategies for goal attainment.

To foster productive mentorship, consistent communication is encouraged—ideally occurring once or twice per month during Phases I and II. In Phase III, the frequency of interactions may increase based on the mentee's individualized needs and required level of support, with meetings potentially occurring on a weekly basis.

SMART GOAL

Specific, Measurable, Attainable, Realistic, and Time-bound

Upon completion of the mentorship agreement form for each phase of the program, mentees are expected to initiate communication with their assigned mentors to review the proposed goals collaboratively. Following this review, both the mentee and the mentor should sign and date the form to acknowledge mutual understanding and commitment.

A finalized and signed copy of the mentorship agreement form must then be submitted via email to Dr. Auvin Ndifor at MentorshipCommittee@acnaa.org, and Cc'ed acnaa16@gmail.com for official record-keeping.

MENTORSHIP AGREEMENT FORM

Phase I Goals

1. _____

2. _____

3. _____

Phase II Goals

1. _____

2. _____

3. _____

Phase III Goals

1. _____

2. _____

3. _____

Mentee's Signature _____ Date _____

Mentor's Signature _____ Date _____