



2025 Emerging Leader Academy

October 28, 2024

Re: Mentor Application Information

About the Emerging Leader Academy

The Public Defender Association of Pennsylvania's Emerging Leader Academy is a year-long program where new to practice Public Defenders receive training, support, and are empowered to carry Public Defender values to their respective counties across the state. Over the course of the year, students in the academy will: attend four in person training sessions; participate in twice-monthly online training sessions; have the opportunity to attend Advanced Evidence program through Temple Law School; develop and workshop their own training project for presentation at our end-of-the-year leadership symposium; and receive the guidance and support from a mentor attorney.

PDAP is seeking seven mentor attorneys to each provide guidance and support to two (2) new to practice Public Defenders.

The Emerging Leader Academy curriculum was developed to provide Public Defenders with a community of peers they could rely on for support, encouragement, and inspiration. The turnover and burnout rate are high in public defense and the overwhelming caseloads that typify the profession often cause attorneys to abandon their values and commitment to our cause. Accordingly, our new Public Defenders are paired with a mentor who is either a PDAP faculty member or current public defender. Each mentor attorney will be assigned two mentees from the Emerging Leader Academy.

Applications are due by close of business November 22nd, 2024. PDAP will make decisions and notify applicants no later than December 2, 2024. The application is available here: [Application for Emerging Leader Mentor Attorney](#).

Mentorship Responsibilities:

i. Mentors:

We ask that mentors provide their mentees with: on-going support to participants between training sessions; motivation to elevate the standard of representation for their clients; and reinforcement of values-based training and its importance for impacted communities. In addition, mentors are required to attend at least two of the in-person training sessions:

- Introductory Boot Camp Symposium : The Week of January 27 - January 31, 2025, Pittsburgh
- In Person Workshop 1: On a Monday and Tuesday in May: Voir Dire Training, Central PA
- In Person Workshop 2: On a Monday and Tuesday in September Motions Training, Central PA
- Leadership Symposium: The Week of December 8- December 12, 2025, Philadelphia, Pennsylvania

All costs associated with these trainings, (including travel, lodging, and food) will all be covered by PDAP.

ii. Mentees:

Mentees will look to their assigned mentor attorney for support and guidance. During the course of the year they will be asked to check in with their mentor attorney regarding their project for presentation at the end of year symposium; seek guidance in dealing with the pressures and difficulties stemming from regular Public Defender practice; and to seek out advice generally when needed. To accomplish these objectives, mentees will be asked to check in with their mentor attorneys at least once per month.

Program Requirements:

It is requested that mentor attorneys have at least: 5 years of experience practicing as a Public Defender; a commitment to Public Defender values including to the aspiration to provide each individual client with zealous advocacy and holistic defense; and the strong desire to share those Public Defender values through support and guidance. In addition, the Mentor attorney must make themselves available to meet with their assigned mentees at least once per month, and are encouraged to attend as many of the training sessions as possible.

Compensation:

Each mentor attorney will be compensated a total of \$5,000 (\$2,500 per mentee) contingent on the following:

- 1) Meet with their mentees at least once per month, providing PDAP with a monthly update form;
- 2) Maintain an open line of communication and connect with their mentee on a regular basis as needed.
- 3) Assist the mentee attorney in developing their presentation for the Emerging Leader end-of-the-year symposium; and
- 4) Attend at least two in person training program during the course of the year.

Application:

Anyone interested in participating as a mentor attorney should complete [this google form](#). If you have any questions, please don't hesitate to reach out to me at Andrew@PaPublicDefenders.com.

