

Brodrick Spencer Warns That America Can't Replace Great Mentors Overnight

Educational leader Brodrick Spencer of New York says the loss of experienced mentors is creating a leadership gap that could affect students for years to come.



New York City, New York Aug 18, 2026 (Issuewire.com) - America's education system has spent years discussing teacher shortages, learning loss, and student achievement. According to veteran educator [Brodrick Spencer](#), another challenge deserves far more attention: the gradual loss of experienced mentors who shape the next generation of students and school leaders.

After nearly three decades as a teacher, coach, assistant principal, principal, and nonprofit operations executive, Spencer believes schools cannot afford to overlook the value of experienced professionals who guide young people both inside and outside the classroom.

"Success is defined by accomplishing the goals you have set," said Spencer. "The measuring rod is not what you have done for yourself, but those that you serve. It is also the sustainability of the systems you have put in place, even when you are no longer present."

Spencer says mentorship extends far beyond academics. Throughout his career, he has developed male mentorship programs, student debate clubs, college readiness initiatives, youth partnerships, health education programs, and community collaborations designed to help students build confidence and prepare for life after graduation.

His concern comes at a time when schools across the country continue to face staffing challenges. [The Learning Policy Institute](#) reports that roughly one in eight teaching positions nationwide is either unfilled or staffed by someone who is not fully certified, affecting millions of students. The organization also identifies mentoring and strong support for educators as one of the most effective ways to strengthen and retain the education workforce.

For Spencer, mentorship has never been limited to helping someone reach the next milestone. He believes it is about creating opportunities that continue long after the mentor has stepped away.

"I have worked in some of the most challenging and unstable educational systems in America," Spencer said. "I had success by being able to listen, observe, and believe in myself while building the human capital capacity around me. I also created SMART goals while involving all stakeholders in the decision-making process and holding everyone accountable, beginning with myself."

Spencer believes one of the greatest responsibilities of experienced professionals is preparing others to take their place. Whether leading schools, developing after-school programs, or working with nonprofit organizations, he has consistently focused on building leadership at every level instead of relying on one individual to drive success.

He also believes every child deserves access to adults who believe in their potential, regardless of their background or circumstances.

"Believing that all children can learn and deserve a fair opportunity to be successful has always guided my work," Spencer said.

While conversations about education often focus on curriculum, funding, or technology, Spencer argues that relationships remain one of the strongest predictors of long-term success. He encourages educators, parents, business leaders, coaches, faith organizations, and community volunteers to invest time in mentoring young people whenever possible.

"You have to be able to live with yourself and the decisions you have made," Spencer said. "You have to be able to look in the mirror and not out the window and say that you have been fair and did what was in

the best interest of those you are responsible for servicing."

Spencer hopes more communities will recognize that mentorship does not require a formal title. Sometimes it begins with simply listening, encouraging, and helping a young person see possibilities they may not yet see for themselves.

He encourages individuals to identify one student, young professional, or emerging leader they can support this year. Even small, consistent investments of time can have a lasting impact on someone's future while helping strengthen schools and communities for generations to come.

About Brodrick Spencer

Brodrick Spencer is an educational leader and Southern California Director of Operations for the William Law Foundation with nearly 30 years of experience in education, youth development, and nonprofit leadership. He has served as a teacher, coach, assistant principal, principal, and operations executive, leading initiatives focused on mentorship, college readiness, community partnerships, after-school programming, and organizational improvement. Spencer holds a Bachelor of Arts in Law and Society from the University of California, Santa Barbara, and a Master of Education from Howard University.

Media Contact

Brodrick Spencer

*****@brodrickspencer.com

<https://www.brodrickspencer.com/>

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