

Peer Mentoring

Recruiting, Training, and Ensuring Longevity

LEARNS/Mentoring Resource Center Webinar
Wednesday, August 27, 2008
10:00 a.m. Pacific (1:00 p.m. Eastern)

To connect to the audio portion of this Webinar:

1. Dial 1-866-330-1200 (toll free)
2. Enter the pass code 798-4463, then press the “#” key



Greetings from Rochester, NY and Portland, OR!



Tina Christensen



Michael Garringer



Erich Stiefvater



Housekeeping

- Phones muted
- We will take questions through WebEx
- Follow along with copy of slides if you can't log in or get disconnected
- Additional materials will be sent afterward
- Please complete post-session survey

Setting the Stage



Our Program Design

- 15 school districts; 17 buildings
- Have a 20/20 cap per program
- All supervised matches
- Match 9-12th graders with 3-5th graders
- Meet 1 day a week- no summer program
- Choose 'disconnected' population of youth

“Disconnected Youth”

- Both populations meet this criteria.
- A youth who:
 - Typically is not involved in extracurricular activities
 - Does not stand out in the classroom
 - Who may be quiet or shy; lacking peer groups
 - Can benefit from being involved in a mentoring program

Why Disconnected?

- Measure both participants
- Stronger commitment
- Risk and protective factors
- Funding

Our Research Study Findings

- High school Bigs showed significant improvements in 33 of 35 factors, including:
 - All 4 core subjects
 - Improved school attendance
 - 18 of 21 Developmental Assets
 - Risk and protective factors

Recruiting and Screening



Ensuring Effectiveness Via Recruitment

- Time spent ensures longevity
- Begins personal commitment
- Set targets and deadlines

Recruiting: LEAST Effective Methods

- Lessons learned
 - Tables at lunch-study hall
 - Large-group ask
 - High achievers
 - Stepping away from normal

Recruiting: MOST Effective Methods

- Referrals from schools
 - Develop criteria-distribute, collect
 - Offer one to one
 - Let them self-screen
 - Begin the role with application
 - Consider age and match retention

Screening

- Develop strong interview
- Set standards of acceptance
- Understand free time
- Ask and share (interview you)
- Use school liaisons

School Partnerships



Developing a strong relationship with your school is key to the success.

Getting buy in from all levels ensures the program's future beyond the grant.

Developing Strong School Relations

- Keys to success:
 - School champions
 - Ground work (never too late)
 - MOU, roles and timelines
 - Open communication

Macro Relationship with School

- Report cards for program
 - 2-fold: sustainability and data gathering
- Campus visibility
- Use natural systems
- Board of Directors

Training High School Mentors



Training High School Mentors

- Require it upon entering
- Train before, during and in crisis
- Different than adult mentors
- Begins group support
- Natural leaders appear

Training is NEVER Done-Always Ongoing

- Use individual/group time as needed
- Develop key topics based on the program
- Enlist other youth development agencies

Agenda for Training

- 1 ½-2 hours for first meeting
- Highly interactive
- Never talk longer than they can listen
- Cover basics
 - Program policies
 - Commitment
 - Roles
 - Rules and expectations

Outline for Training

- Introduction and warm-up
- Role of mentoring
- Communication
- Confidentiality
- Diversity
- Policies and expectations
- Reports and data

Training High School Mentors

Role of Mentors

- Develop understanding of mentoring
- Exercises for developing role
 - Drawing a Mentor
 - Build a Mentor
 - Collage
- Share your outcomes-why mentor?

Training High School Mentors

Communication

- Reinforce developmental stages
- Understand “Big” and “Little” conversations
- “I” statements and “Me” statements
- Confidentiality
- Mandated reporting
- Cultures

Training High School Mentors

Diversity

- Understand diversity
- Socioeconomic differences
- Empathy
- Your norms and reactions to differences

Training High School Mentors

Program Overview

- Day-to-day operations
- Commitment and expectations
 - Mutual respect
- Program policies
- Benefits to volunteering

Training High School Mentors

Ongoing Support

- Developmental stages
- Leadership
- Discipline
- Knowing your buttons
- Special populations
- Experiential education

Recruitment and training continue throughout the year.

Time spent on these two areas will be seen in the match retention and year to year commitments made by high school students.

Resources

- Books
 - *Ongoing Training for Mentors* (U.S. Department of Education)
 - *Training New Mentors* (National Mentoring Center)
 - *201 Icebreakers*
- Web
 - Teamwork & Teamplay,
www.teamworkandteamplay.com
- Study results
 - Evaluation Research-Rob Lillis,
rlillis@rochester.rr.com



Contact Information

Tina Christensen

tchristensen@bbbsr.org

585-301-6087

Mentoring Resource Center

(800) 547-6339 x-135

www.nwrel.org/mentoring

LEARNS

(800) 361-7890

<http://nationalserviceresources.org/learns/learns>