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PEER-TO-PEER YOUTH MENTORING

MIDDLE AND HIGH SCHOOL AFTERSCHOOL PROGRAMS

DEVELOPING TOMORROWS LEADERS!

BOOST CONFERENCE 2011

BY

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18 years of management in…

- Afterschool and Childcare Programs
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MBA, California State University, Stanislaus

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Specialize in marketing youth programs, youth leadership and development, mentoring programs, program development and fundraising

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GOALS OF WORKSHOP

- Identify different types of mentoring programs that can be implemented in your organization

- Understand and learn key strategies on how to develop and implement a successful mentoring program

- Learn how a mentoring program can empower your mentors, teach students responsibility and accountability, and develop important leadership skills

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AGENDA

Mentoring – What is it?

Types of Peer-to-Peer Mentoring

Benefits to having a Peer-to-Peer Mentoring Program

Tools and Skills to be Successful

Strategic Plan

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"Note how good you feel after you have encouraged someone else. No other argument is necessary to suggest that one should never miss the opportunity to give encouragement"

-- George Matthew Adams

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TEAM BUILDING EXERCISE

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MENTORING – WHAT IS IT?

This is the source of the modern use of the word mentor: a trusted friend, counselor or teacher, usually a more experienced person. Some professions have "mentoring programs" in which newcomers are paired with more experienced people, who advise them and serve as examples as they advance. Schools sometimes offer mentoring programs to new students, or students having difficulties.

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TYPES OF PEER TO PEER MENTORING

Academic

* Tutoring
    * Reading
    * Math
    * Spelling

Transitional

* Smooth transition
* Orientation
* Engage/involve in school activities

“Buddy”

* Activity-based
* Service-Learning
* Recreation and games

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BENEFITS OF HAVING A PEER-TO-PEER MENTORING PROGRAM

- Opportunity to establish and build positive relationships
- Establishes a safe environment for students
- Opportunity to share with others their knowledge and experiences
- Provide life-long skills
- Develop leadership skills
- Taking an active part in developing their school culture and environment
- Promotes respect and acceptance
- Supports academic achievement
- It's fun

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Providing Mentors with the Skills to be SUCCESSFUL!

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LEADERSHIP

- Responsibility
- Respect
- First Impressions
- Time Management
- Organizational Skills

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COMMUNICATION SKILLS

- Listening Skills
- Summarizing and Paraphrasing
- Problem Solving
- Decision Making
- Conflict Resolution

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EFFECTIVE LISTENING EXERCISE

ESTABLISHING TRUST

Self Trust

- Do you trust yourself?
- Am I someone others/mentees can trust?

Four Core of Credibility

- #1: Integrity
- #2: Intent
- #3: Capabilities
- #4: Results

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ESTABLISHING TRUST CONT'

Relationship Trust – Some behaviors to live by…

- Demonstrate Respect
- Create Transparency
- Show Loyalty
- Right Wrongs
- Deliver Results
- Get Better

Source: The Speed of Trust; Stephen M.R. Covey

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DIFFERENT WAYS PEOPLE THINK

Below are six ways people think and process information.

Authority Driven

Deductive

Sensory

Emotional

Intuitive

Scientific

Source: Coaching, Mentoring, & Managing, 2001; Micki Holliday

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STEPS TO TAKE
TO
DEVELOP AND IMPLEMENT A
PEER-TO-PEER YOUTH MENTORING PROGRAM

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ASSESS YOUR SCHOOL/STUDENTS NEEDS

- Is your school/program need academic assistance help?
- Does your school lack student support services in areas such as “transitional” programs, student orientations, tutoring services, etc.
- Increase test scores?
- Increase student attendance?

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RECRUIT & TRAIN AN ADVISOR– SUPERVISION

- Recruit an advisor who has strong and positive relations with students
- Provide the necessary training, skills and /or tools for success
- Student mentors and mentees must have leadership and supervision
- Open Communication
- Regularly scheduled meetings with both mentor and mentee (feedback)
- Provide guidance and resources
- Market and Promote the program
- Evaluate the program

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GOALS AND OBJECTIVES

- What are the goals for the program?
- Are the goals meeting the needs of your students/school/community?
- What do you need to help you/your program be successful?
- Are there any obstacles that restrict you from reaching your goals?

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PROGRAM CONTENT

- Decide the type of curriculum for your mentors
- Time commitment for both mentors and mentees
- Develop your rules, guidelines, and procedures
- Location(s) of mentor and mentee meetings

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CHOOSING THE RIGHT MENTOR

- Plan for Recruiting your Mentors
  - Class presentations
  - School announcements
- Develop a Mentor Job Description
  - Standards and high expectations
  - Responsibilities
- Develop a Mentor Application and Parent Consent Form
  - Teacher recommendations
  - Key dates, deadlines
- Hold Mentor Interviews
- Select Mentors who are doing it for the Right Reason(s)

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MENTOR TRAINING

- Develop the training format and schedule
- Activity-based
- Length of training
- Location
- Supply food
- Make it fun!!!

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RECORD KEEPING

- Mentor and Mentee Journals
- Peers evaluating peers?
- Will school information be provided?
  - Grades
  - Reports

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RECOGNITION

- Celebrate and acknowledge hard work and commitment to the program
- Celebrate successes
- Awards and certificates
- Special recognition activities or events

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Goal(s) and Action Plan

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THANK YOU FOR YOUR TIME!!!

For more information…

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Peer-to-Peer Youth Mentoring Programs: Developing Tomorrows Leaders

Involving our youth to take a proactive approach in helping their peers with day-to-day life situations is important and vital in the development of being a productive student.

One way to involve youth in this process is to empower the qualities that the students possess, which can be offered to others. Every student has something to offer. Our responsibility is to highlight those qualities and show how they can benefit others.

To develop and implement a peer-to-peer youth mentoring program, the following are fundamental strategies for a successful program:

I. Assess Your School/Students

Assess the needs of your school/program to determine the types of mentoring program(s) that best fit your students' needs. Different types of programs can be implemented such as academic, transitional, guidance, and more. Knowing what your students needs are crucial for a successful program.

II. Goals and Objectives

Develop the goals/objectives of the program. What is the purpose of the particular mentoring program you have chosen? What do you want your mentors and mentees to gain by participating in the program? Do the goals meet the needs of the students/school/community? How will you go about achieving those goals?

III. Strategic Planning

Once you have determined your school's needs and the goals/objectives of the program, develop a plan that can be completed and implemented. Developing a time-line can help you prioritize your tasks to avoid being overwhelmed and/or burned out.

IV. Determine Program Content

Based on your school's needs, decide what type of peer-to-peer mentoring program best fits your school/program. Once you have determined the type of program, you can begin developing your roles and responsibilities for your potential mentors as well as the subject matter that you will be focusing on during your training(s).

V. Mentor Recruitment

Have a clear understanding of what type of mentors you are looking for when recruiting. How many mentors will you need? What types of mentors are you looking for? How will you determine who can be a mentor? How are you going to recruit your mentors? These mentoring needs are just a few of the questions you will need to figure out during your mentoring development process.

VI. Selection Process

This process needs to be organized and taken seriously. Obviously, if one selects mentors that do not work out, this will have a negative impact on the success of the program. Having a thorough application, organized and effective interview, and involving key staff in the process can help make this a positive experience for both the potential mentor and the staff leader(s) as well as for the mentee.

VII. Mentor Training(s)

Depending on the type of mentoring program you will be offering, make sure your mentors are being trained and given the proper tools and skills that will help them be successful mentors. Also, what type of training format will you use? Will you train the mentors over a number of days during the week? Will you have a weekend training? What topics will you be discussing? What types of skills and tools will you be introducing to the mentors, etc.? Whatever you decide, schedule your training in advance and inform your mentors so that conflicts can be avoided due to students' busy schedules.

VIII. Supervision (staff advisor)

Know and understand the roles and responsibilities of the staff person who will be supervising the mentoring program. Additional trainings may be needed for the supervisor to ensure he/she have the proper tools to work with the mentors and mentees. The staff advisor must regularly communicate with both the mentor and mentee to ensure they are getting the best mentor/mentee experience possible. Following-up and allowing time for feedback from the students is essential for the program's success and improvement.

IX. Record Keeping and Evaluation

To receive feedback more effectively, implement a plan for good record keeping and evaluating the program. Record keeping can consist of student journaling their experience on a weekly basis. Periodic evaluations by the students can give insight on what is going well or not so well in the program. Honest feedback can assist with the improvement of the program.

X. Recognition

Students need praise and support. Remember to strategically thank, praise, and recognize the hard work and efforts of the mentors. We also need to understand and appreciate that many students have a very busy personal life… school, work, extra-curricular activities, etc. Making sure that the students feel needed and his/her efforts are commended and recognized goes along way. This can also include mentee recognition. Remember, the students are working hard and committing themselves to do better. Always try to empower, encourage, and recognize.

XI. Promote and Market

Like any program, a successful marketing plan will contribute to the program's sustainability. Take every opportunity to discuss your program such as staff meetings, board meetings, parent meetings, etc. You can also promote the program's successes in the school newsletter, bulletin announcements, community newspaper, etc.

TOP ELEVEN MENTORING TIPS

1. **Know your responsibilities to your mentee and advisor**
2. **Know your school and/or your mentees school**
3. **Get to know your mentee--Build a positive relationship**
4. **Be patient and respectful**
5. **Be an effective listener**
6. **Learn to teach—Find new ways to assist your mentee; ask your advisor**
7. **Learn to learn—Take opportunities to learn from your experiences and mistakes**
8. **Keep an open mind—If something is not working, try something new**
9. **Communicate with advisor – Keep advisor informed with your progress, concerns, and/or problems**
10. **Celebrate successes by recognition and praise**
11. **Encourage your mentee to be a mentor**

GOALS and ACTION STEPS

Goal	Action Step	Who's Responsible	Date of Completion	Outcome