

# 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



If you have technical difficulties during the session, please contact Kay Logan at 503-275-0135 or by email at logank@nwrel.org.

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## Greetings from Rochester, NY and Portland, OR!



Tina Christensen



Michael Garringer



Erich Stiefvater



If you have technical difficulties during the session, please contact Kay Logan at 503-275-0135 or by email at logank@nwrel.org.

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## 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

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### Setting the Stage



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### 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

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### “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

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## Why Disconnected?

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

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## 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

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## Recruiting and Screening



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## Ensuring Effectiveness Via Recruitment

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

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## Recruiting: LEAST Effective Methods

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

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## 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

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## Screening

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

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## School Partnerships



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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.

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## Developing Strong School Relations

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

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## Macro Relationship with School

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

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## Training High School Mentors



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## Training High School Mentors

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

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## Training is NEVER Done-Always Ongoing

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

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## 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

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## Outline for Training

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

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## 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?

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## Training High School Mentors

Communication

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

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**Training High School Mentors**  
Diversity

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

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**Training High School Mentors**  
Program Overview

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

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**Training High School Mentors**  
Ongoing Support

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

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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.

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### Resources

- Books
  - *Ongoing Training for Mentors* (U.S. Department of Education)
  - *Training New Mentors* (National Mentoring Center)
  - *201 Icebreakers*
- Web
  - Teamwork & Teampay, [www.teamworkandteampay.com](http://www.teamworkandteampay.com)
- Study results
  - Evaluation Research-Rob Lillis, [rlillis@rochester.rr.com](mailto:rlillis@rochester.rr.com)



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### Contact Information

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Mentoring Resource Center  
(800) 547-6339 x-135  
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LEARNS  
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