



Promoting Screening Practices for Safety and Suitability of Mentors



Photo courtesy of Midlands Mentoring Partnership

April 26, 2018

2018 Collaborative Mentoring Webinar Series Planning Team

The Collaborative Mentoring Webinar Series is funded by the **Office of Juvenile Justice and Delinquency Prevention** through the National Mentoring Resource Center and facilitated in partnership with MENTOR:
The National Mentoring Partnership



Good to Know...

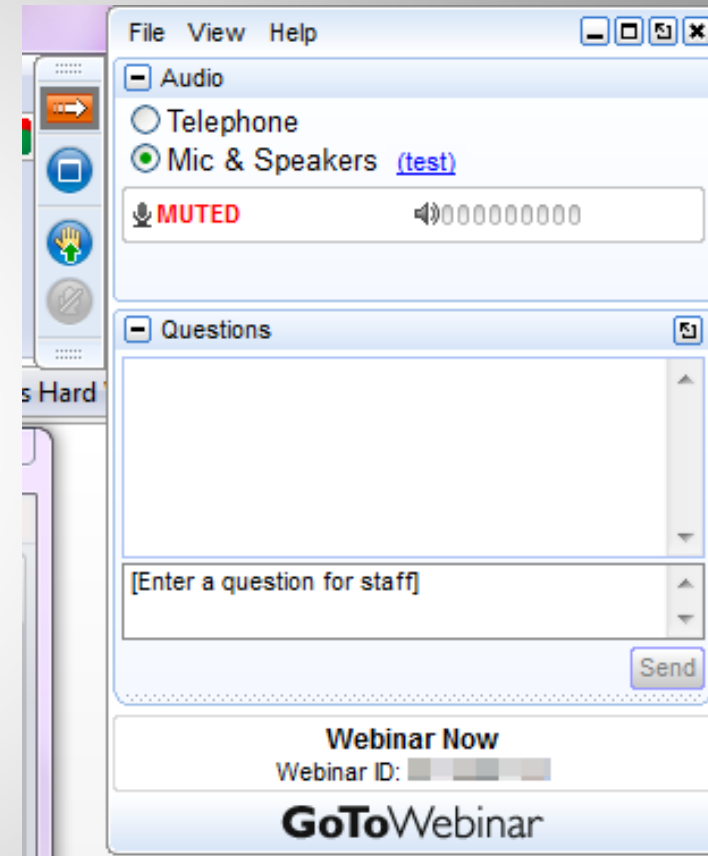
One week after the webinar, all attendees receive an email with:

- Instructions for how to access a PDF of presentation slides and webinar recording
- Link to the Collaborative Mentoring Webinar Series webpage, where all slides, recordings and resources are posted

Please help us out by answering survey questions at the end of the webinar.

Participate in Today's Webinar

- All attendees muted for best sound
- Type questions and comments in the question box
- Respond to polls
- Who is with us today?



Today's Webinar

- Brian Sales, MENTOR: The National Mentoring Partnership
- Unique Saunders, MENTOR Independence Region
- Ju'Riese Colon and Perry Cooper, Boys & Girls Clubs of America
- Joellen Malstrom, Cal Ripken Sr. Foundation

**Q & A throughout the presentation
(use the Q & A panel)**

Brian Sales



- Director of Training and Technical Assistance at MENTOR
- Over 25 years of youth development experience in a variety of settings
- Has trained hundreds of volunteer mentors and staff in youth development principles and youth mentoring

Unique Saunders



- Manager of Technical Assistance & Quality for MENTOR Independence Region in Philadelphia, PA
- Oversees MENTOR IR's technical assistance and National Quality Mentoring Systems efforts
- Developed an afterschool program empowering young girls
- Serves as a mentor both formally and informally

Boys & Girls Clubs of America



Ju'Riese Colon
National Vice President
Child & Club Safety



Perry Cooper
National Vice President
Federal Grants

Joellen Malstrom



- Joined the Cal Ripken Sr. Foundation in 2008
- Serves at the VP of Human Resources and Operations
- Has more than 20 years of progressive Human Resources experience
- Helped to create the Foundation's comprehensive Child Protection Program

Screening for Safety

- **Screening for Safety**
 - Identifies individuals who would create an unacceptable risk if given unsupervised access to youth
 - Prevents placement of individuals who lack the time, judgment, or necessary skills and attitudes
 - Reduces liability
 - Rules out potentially dangerous individuals with a history of violent or exploitative behavior

Screening for Suitability

- **Screening for Suitability**
 - Ensures mentees and mentors are a good fit for your program and goals
 - Gauges the commitment level of the mentor, the mentee, and the mentee's family
 - Allows you to determine whether participants are appropriate for your program based on your eligibility criteria

Behavior Based Interviews

- Look for four key traits in a prospective mentor:
 - Dependable (keeps commitments, shows up on time, follows through)
 - Adaptable (shows the ability to overcome adversity in his or her personal and/or professional life)
 - Respectful (adheres to program and family rules, interested in learning about the experiences of others, nonjudgmental)
 - Resilient (can handle common youth “testing behaviors” and is not particularly “rejection-sensitive”)

Red Flags

- Be mindful of four red flags when screening prospective mentors:
 - Under-involvement with adults and over-involvement with children
 - History of being abused, neglected, or sexually victimized
 - Criminal record, even if seemingly unrelated to crimes against children
 - Applied—but was not accepted—at or “didn’t like” other local youth-serving programs
- Source: (©Becky Cooper, SAFEMentoring)

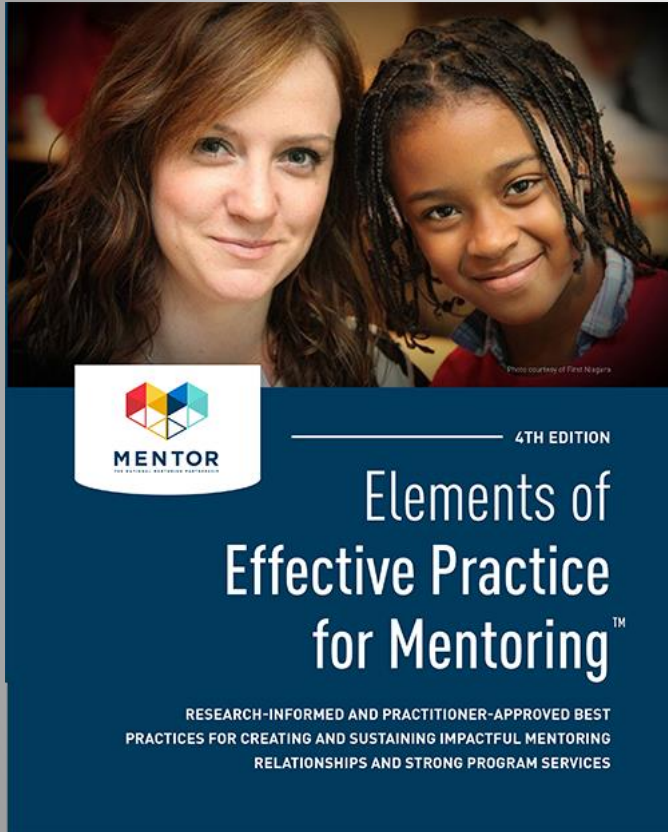
Myths about background checks

- All background checks are the same
 - Finger print
 - Social Security
- One background check is enough
- National checks are the best
- State checks are not as rigorous

Research

- Spencer, Keller and Pryce's research on qualities that mentors need in successful matches
 - High level of attunement in their personal relationships
 - Realistic expectations about the relationship, the experience and impact they can have on youth
 - Ability to problem solve and seek support from the program to overcome difficulties
 - Youth Centered focus
 - Awareness of personal bias

Elements of Effective Practice



- Six Core Standards of Practice
- Program Planning and Management

Screening Benchmarks

Benchmarks for Mentors:

- B.2.1 Program has established criteria for accepting mentors into the program as well as criteria for disqualifying mentor applicants.
- B.2.2 Prospective mentors complete a written application that includes questions designed to help assess their safety and suitability for mentoring a youth.
- B.2.3 Program conducts at least one face-to-face interview with each prospective mentor that includes questions designed to help the program assess his or her suitability for mentoring a youth.
- B.2.4 Program conducts a comprehensive criminal background check on prospective adult mentors, including searching a national criminal records database, along with sex offender and child abuse registries and, when relevant, driving records.

Screening Benchmarks Cont'd

B.2.5 Program conducts reference check interviews with multiple adults who know an applicant (ideally, both personal and professional references) that include questions to help assess his or her suitability for mentoring a youth.

B.2.6 Prospective mentors agree in writing to a one-year (calendar or school) minimum commitment for the mentoring relationship, or a minimum time commitment that is required by the mentoring program.

B.2.7 Prospective mentors agree in writing to participate in face-to-face meetings with their mentees that average a minimum of once a week and a total of four or more hours per month over the course of the relationship, or at a minimum frequency and amount of hours that are required by their mentoring program.

Screening Benchmarks Cont'd

Benchmarks for Mentees and Parents/Guardians

B.2.8 Program has established criteria for accepting youth into the program as well as criteria that would disqualify a potential youth participant.

B.2.9 Parent(s)/guardian(s) complete an application or referral form.

B.2.10 Parent(s)/guardian(s) provide informed permission for their child to participate.

B.2.11 Parent(s)/guardian(s) and mentees agree in writing to a one-year (calendar or school) minimum commitment for the mentoring relationship, or the minimum time commitment that is required by the mentoring program.

B.2.12 Parents(s)/guardian(s) and mentees agree in writing that mentees participate in face-to-face meetings with their mentors that average a minimum of once a week and a total of four or more hours per month over the course of the relationship, or at a minimum frequency and amount of hours that are required by the mentoring program

Screening Enhancements

E.2.1 Program utilizes national, fingerprint-based FBI criminal background checks.

E.2.2 Program conducts at least one home visit of each prospective mentor, especially when the match may be meeting in the mentor's home.

E.2.3 Program conducts comprehensive criminal background checks on all adults living in the home of prospective mentors, including searches of a national criminal records database along with sex offender and child abuse registries, when the match may meet in mentors' homes.

E.2.4 School-based programs assess mentors' interest in maintaining contact with their mentees during the summer months (following the close of the academic school year) and offer assistance to matches in maintaining contact.

Screening Enhancements Cont'd

E.2.5 Programs that utilize adult mentors prioritize accepting mentor applicants who are older than college-age.

E.2.6 Program uses evidence-based screening tools and practices to identify individuals who have attitudes and beliefs that support safe and effective mentoring relationship

E.2.7 Mentees complete an application (either written or verbally).

E.2.8 Mentees provide written assent agreeing to participate in their mentoring program.

The Screening Process

Step 1: Orientation Session

Step 2: Application Packet

Step 3: Formal Interview and Reference Checks

Step 4: Criminal History Record Checks

Step 5: Interpreting the Results of Record Checks

Step 6: Additional Screening Mechanisms

Step 7: Pre-Match Training and Moving Toward the Match

Step 8: Match Supervision

BGCA Screening Process

- Screening under the federated model
- Membership requirements and standards
- Potential loopholes in background checks
- Recommended hiring practices
 - Reference checks
 - Behavior based and panel interviewing
 - Screening renewals

Background Checks, Safety & Suitability

- **Member in Good Standing BGCA Compliant with Background Check Membership Requirements**
- **Site-Based Requirement/LOA Requirement/Training & Mentor Orientation Materials**
- **Collect and Maintain Mentoring Case Management Forms**
 - Mentor Application
 - Fitness Determination Form
 - Youth Application for Mentoring & Parental Consent Form
 - Mentee Risk Profile Form
- **The Mentor Application Process (Safety & Suitability)**
 - Screening/Interviews
 - Complete Application
 - Complete Fitness Determination Form (Background Check)
 - Complete Mentor Training
 - Review Mentoring Rules and Guidelines - All mentoring must take place on site

Mentoring Fitness Determination Form

Fitness Determination Form

Name: Alice Cooper

Grant Number: OJP 2016-26853

This page should be attached to the appropriate criminal background check form, which varies from state to state. **Note: It is mandatory to wait until the results of the background checks have been returned and are favorable before allowing a youth to begin a relationship with the mentor.**

For Mentoring Program Staff Use Only

Background Check returned: Date 1/12/2017

- Yes No verified the person's identity and legal aliases
- Yes No provided a national Sex Offender Registry search
- Yes No provided a national crime record search

Candidate is cleared based on background check:

- Yes No

Boys & Girls Clubs should use the same procedures to conduct criminal background checks on mentors that are used for all other Club staff and volunteers (to access current resources, click on the Child Safety tab at www.bgca.net)

Article II, Section 10 of the Operating Standards for Member Organizations

Conduct criminal background checks of all employees, including minors, board volunteers, volunteers who serve on a standing or enumerated committee, advisor or otherwise. Conduct background checks on all volunteers, including minors who have direct, repetitive contact with children. Name based or fingerprint based record searches may be used in any combination but shall, at a minimum,

- (a) verify the person's identity and legal aliases,
- (b) provide a national Sex Offender Registry search, and
- (c) provide a national criminal record search.

Such checks shall be conducted prior to employment and at regular intervals not to exceed twelve (12) months. All background check findings shall be considered when making employment or volunteer decisions and each Club shall have a policy defining eligibility for employment or volunteer services, if such individual,

- (a) refuses to consent to a criminal background check,
- (b) makes a false statement in connection with such criminal background check,
- (c) is registered, or is required to be registered on a State or National sex offender registry,
- (d) has been convicted of a felony consisting of:
 1. murder,
 2. child abuse,
 3. a crime against children, including child pornography,
 4. spousal abuse,
 5. a crime involving rape or sexual assault,
 6. arson or
 7. physical assault, battery,
- (e) has been convicted of a drug related offense committed within the last five years. Note:

Military-based organizations shall continue to comply with federally mandated child safety requirements as defined in the Military Child Care and Crime Control Acts. These requirements are monitored by the Department of Defense as well as at the command level of each branch of service.

Mentee Risk Profile Form

MENTEE RISK PROFILE		
Mentee Name: <u>Maria Smith</u>		
Mentee Age: <u>11</u> Mentee Gender: <u>Female</u>		
Form completed by: <u>Alice Cooper</u> Date: <u>1/17/2017</u>		
Risk Factors:	Individual <input type="checkbox"/> School - poor grades/failing subject(s) <input checked="" type="checkbox"/> School - poor attendance <input checked="" type="checkbox"/> School - disciplinary problems <input type="checkbox"/> Antisocial Behavior (picks fights, bullies) <input type="checkbox"/> Used/experimented with drugs/alcohol <input type="checkbox"/> Involvement with juvenile justice system <input type="checkbox"/> Involvement with gang members/gang	Environmental <input type="checkbox"/> Family Stress - Economic <input type="checkbox"/> Family Stress - Interpersonal <input checked="" type="checkbox"/> Peer difficulties (e.g. has trouble making friends, has been bullied) <input checked="" type="checkbox"/> Underperforming schools <input type="checkbox"/> Community Violence <input type="checkbox"/> Incarcerated parent <input type="checkbox"/> Gang activity/concentration <input type="checkbox"/> Gang-involved relative
	Evidence-based Program Mentee will be enrolled in the following evidence-based program: <input checked="" type="checkbox"/> Project Learn <input type="checkbox"/> SMART Leaders <input type="checkbox"/> Positive Action, Inc.	
Prevention Program	Mentee will be enrolled in the following prevention program(s) in order to address one or more of the risk factors identified above:	
	Street SMART (Ages 10-13) <input type="checkbox"/> Gang Awareness and Resistance <input type="checkbox"/> Conflict Resolution <input type="checkbox"/> Bullying Prevention (Ages 6-9) Passport to Manhood <input type="checkbox"/> Boys ages 8-12 <input type="checkbox"/> Boys ages 13-17 SMART Girls <input checked="" type="checkbox"/> Girls ages 8-12 <input type="checkbox"/> Girls ages 13-17	<input type="checkbox"/> Money Matters: Make it Count (Ages 13-18) <input type="checkbox"/> Other BGCA prevention program with mentoring elements that addresses mentee risk factors: <input type="checkbox"/> Locally developed prevention program:
Match considerations for high risk youth	Mentor Background Does mentee risk profile indicate need for mentor with specific background? (e.g. familiar with juvenile justice system?) <u>no</u>	Mentor Training Does mentee risk profile indicate need for additional mentor training? (e.g. delinquency prevention strategies) <u>no</u>

Child Protection: Keeping All Kids Safe

- **National Child Protection Toolkit**
- Designed for youth-serving organizations to keep children safe from sexual predators and those who seek to harm them. The first-of-its-kind resource includes our newly developed Child Protection Policy, affordable background checks, and child safety training programs, available to any organization in America at no cost to all who register online.
 - Model Child Protection Policy, gold standard policy, easily adaptable for any organization serving youth
 - Affordable & Effective National Criminal Background Checks
 - Online Child Protection Training Portal, including credible, substantive training videos

Child Protection: Keeping All Kids Safe

- **Policy Template and Reporting Procedures**
- A strong policy is the first step in protecting both the children and the organization itself, and most organizations fail in this area.
- Gold Standard Template can be easily adapted to any organization.
- Zero Tolerance Policy
- Compliance
- Reporting Form

Child Protection: Keeping All Kids Safe

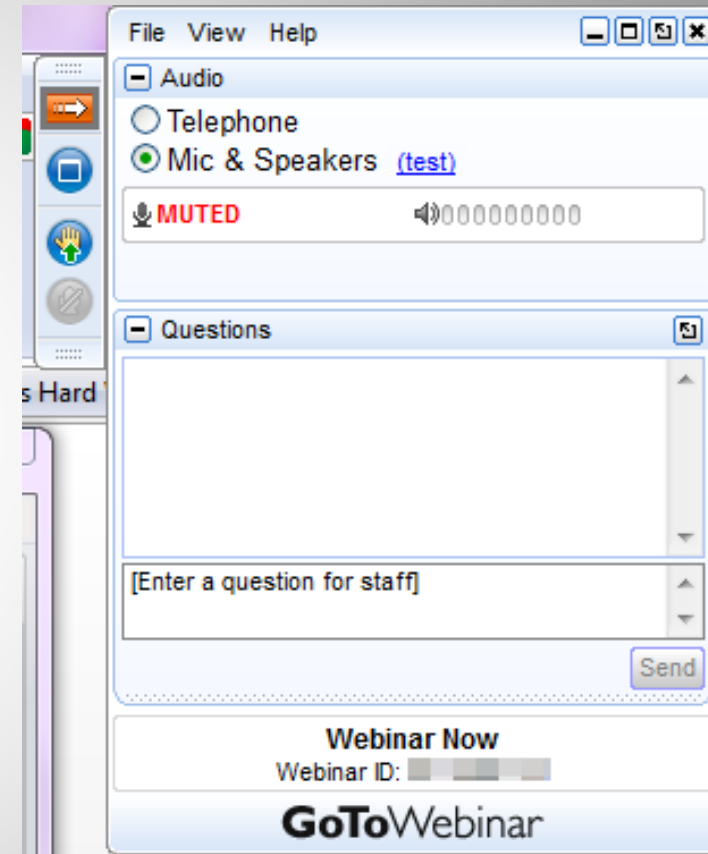
- **Affordable Background Checks**
- Recognizing that background checks can be cost prohibitive, the Foundation has partnered with First Advantage to ensure that our partners and affiliates have the ability to access comprehensive background checks at an affordable price.
- Felony and Misdemeanor, Registered sex offender record information, National Criminal File:
- Red light, Yellow light, Green Light scoring

Child Protection: Keeping All Kids Safe

- **Training Series**
 - Sexual Predators and How They Operate
 - Building Blocks of a Child Protection Plan
 - Background Screening
 - Education is Key to Prevention
 - Proper Response and Reporting
- www.ripenfoundation.org/resource-portal

Q&A

Type your questions in the question box:



Additional Resources

- [*Elements of Effective Practice for Mentoring™*](#)
- [*SAFE \(Screening Applicants for Effectiveness\)*](#) by Friends for Youth: Cooper, Arévalo, and Smith, through safementoring.com.
- [Starting a Youth Mentoring Program modules](#), through the NMRC
- Corporation for National and Community Service's website: <https://www.nationalservice.gov/resources/education/mentoring-training-tools-0#staff>
- U.S. Department of Education's Mentoring Program's Guide to Screening and Background Checks: <http://educationnorthwest.org/sites/default/files/resources/screening.pdf>
- Information [about accessing background checks](#) through the Cal Ripken, Sr. Foundation and First Advantage partnership
- Access [the Cal Ripken, Sr. Foundation's National Child Protection Tool Kit](#)

The Child Protection Improvements Act (CPIA)

- CPIA was signed into law on March 23!
- Purpose: provide universal access to FBI fingerprint background checks to orgs serving children, individuals with disabilities, and seniors
- CPIA is not a mandate
- CPIA will take approximately 1 year to set up before programs can benefit
- CPIA will offer low-cost fingerprint checks and swift turn-around of screening results
- Contact Abbie Evans, Senior Director of Government Relations, at aevans@mentoring.org

Additional Resources

Affiliates

Affiliates serve as a clearinghouse for training, resources, public awareness and advocacy. Find your local affiliate here: <http://www.mentoring.org/our-work/our-affiliates/>

Mentoring Connector

Recruit mentors by submitting your program to the Mentoring Connector <https://connect.mentoring.org/admin>

National Mentoring Resource Center

Check out the [OJJDP National Mentoring Resource Center](#) for no-cost evidence-based mentoring resources



Remember...

After the webinar:

- Please help us out by answering survey questions at the end of the webinar.
- Everyone will get an email with information on how to download the slides, recording, and resources on the CMWS webpage on the MENTOR website:

http://www.mentoring.org/program_resources/training_opportunities/collaborative_mentoring_webinar_series/

Stay Connected

- Email us at collaborativewebinarseries@mentoring.org
- Tweet with hashtag #MentoringWebinar
- Visit our webpage on the MENTOR website for past and upcoming webinars:



The screenshot shows a web browser window displaying the MENTOR website. The URL in the address bar is www.mentoring.org/program-resources/collaborative-mentoring-webinar-series/. The website header includes the MENTOR logo (The National Mentoring Partnership) and navigation links: BECOME A MENTOR, ADVOCATE, DONATE, Why Mentoring, Get Involved, Program Resources, Our Work, and News. A search bar is also present. The main content area features a large image of four diverse young people smiling and talking, with the text "COLLABORATIVE MENTORING WEBINAR SERIES" overlaid in white. Below the image, the word "WEBINARS" is displayed in bold. The text below reads: "MENTOR: The National Mentoring Partnership (MENTOR) is proud to facilitate the Collaborative Mentoring Webinar Series, supported by The National Mentoring Resource Center, The Office of Juvenile Justice and Delinquency Prevention (OJJDP) and in partnership with the following *Mentoring Partnerships*: California Mentoring Partnership, Mentor Colorado, Illinois Mentoring Partnership, Mentor Mentoring Programs: the National Mentoring Program Survey has officially launched. Stand up and be counted today!"

Collaborative Mentoring Webinar Series

Join Us Next Month!



Ongoing Training
May 17, 2018
1 - 2:15 pm Eastern



Collaborative Mentoring Webinar Series