



Preparing Mentees & Families for Successful Matches

July 21, 2016

2016 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...

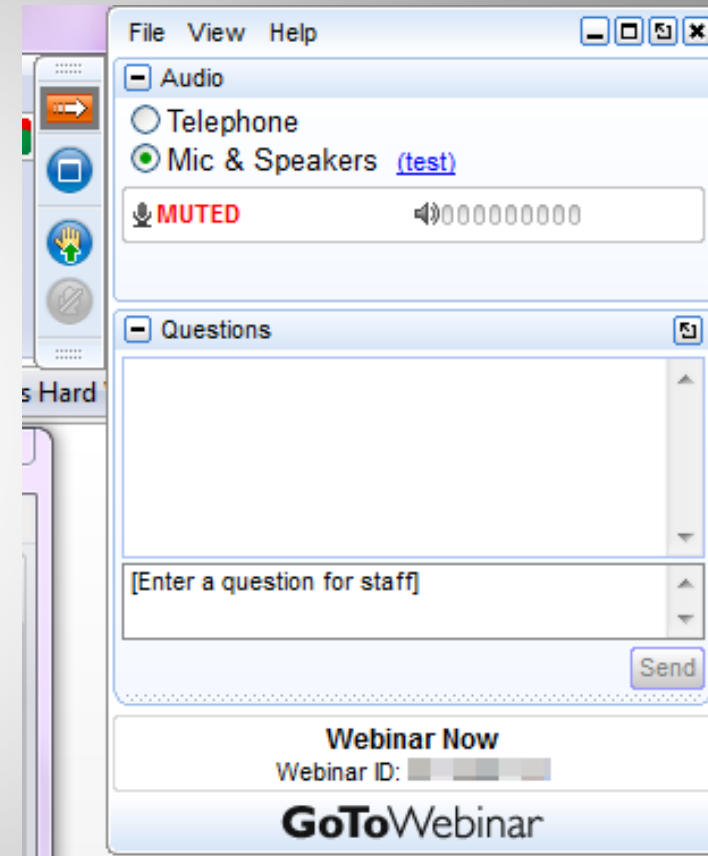
One week after the webinar, all attendees receive an email with:

- Instructions for how to access 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?



Dr. Sarah Schwartz



- Assistant Professor of Psychology at Suffolk University
- Holds a doctorate in Clinical Psychology and a master's degree in Education
- Research focuses on positive youth development

Dr. Dustianne North



- Has provided training and technical assistance since 1995
- Specializes in direct practice issues as well as community issues
- Helped to re-establish the California Mentoring Partnership

Jerry Sherk, M.A.



- Has worked in the field of youth mentoring for over 20 years
- Owner of Mentor Management Systems
- Has worked with the California Mentoring Partnership, NMRC, and the Center for Applied Research Solutions

Today's Topics

- The Need for Mentee and Caregiver Preparedness
- *Elements of Effective Practices* on Mentee & Family Prep
- Research on Mentee Preparation and Family Engagement
- Findings: Youth Initiated Mentoring
- What is Mentee Preparation?
- Mentee Training Resources
- Preparing Parents
- Resources

Poll: Mentee Preparation

Please describe the level of attention your program gives to preparing mentees and families for matches

Why a Training on Mentee & Family Prep?

Many programs indicate:

“Mentee training is something we want to do, but we haven’t gotten there yet.”

Why Prepare Mentees?

- Mentee safety is #1
 - Safety and well-being of mentors
 - Reduce liability for the organization & mentors
- Clarity of roles and expectations
- Better mentee commitment/motivation
- Teach mentees healthy relationship skills and increase their agency in their matches
- Better match outcomes

Why Prepare Families?

- Caregiver engagement is under-emphasized or difficult to achieve in many programs
- Caregiver engagement can support better outcomes for matches and mentees

To more effectively engage families,
set the tone early!

Elements of Effective Practices: 4th Ed.:

Preparing Mentees & Families

Recruitment and Screening:

- Program engages in recruitment strategies that realistically portray the benefits, practices, supports--and challenges of being mentored in the program.
- Program has established criteria for accepting youth into the program as well as criteria that would disqualify a potential participant.
- Parents/mentees agree in writing the minimum frequency and duration requirements.

Elements of Effective Practices: 4th Ed.:

Preparing Mentees, Families (Cont'd)

Training and Matching:

- Program provides mentee trainings on a variety of topics, including risk management.
- Program provides training for parents on a variety of topics, including risk management.
- Program arranges an initial meeting between the mentor and mentee, & include parents, when possible.
- Mentor, mentee, program staff member, and parent (when possible), meet in person to sign an agreement consenting to program rules—frequency, intensity and duration of meetings; roles of each person; frequency of contact with program; and risk management policies.

4TH EDITION

Elements of Effective Practice for Mentoring™

A CHECKLIST FOR MENTORING PROGRAMS



MENTOR
THE NATIONAL MENTORING PARTNERSHIP

STANDARD 1: RECRUITMENT

BENCHMARKS

MENTOR RECRUITMENT

- B.1.1** Program engages in recruitment strategies that realistically portray the benefits, practices, supports, and challenges of mentoring in the program.
- B.1.2*** Program utilizes recruitment strategies that build positive attitudes and emotions about mentoring.
- B.1.3*** Program recruits mentors whose skills, motivations, and backgrounds best match the goals and structure of the program.
- B.1.4*** Program encourages mentors to assist with recruitment efforts by providing them with resources to ask individuals they know, who meet the eligibility criteria of the program, to be a mentor.
- B.1.5*** Program trains and encourages

- E.1.2** Program has a publicly available written statement outlining eligibility requirements for mentors in its program.
- E.1.3*** Program uses multiple strategies to recruit mentors (e.g., direct ask, social media, traditional methods of mass communication, presentations, referrals) on an ongoing basis.

MENTEE AND PARENT OR GUARDIAN RECRUITMENT

- E.1.4** Program has a publicly available written statement outlining eligibility requirements for mentees in its program.
- E.1.5*** Program encourages mentees to recruit other peers to be mentees whose needs match the services offered by the program, when relevant.

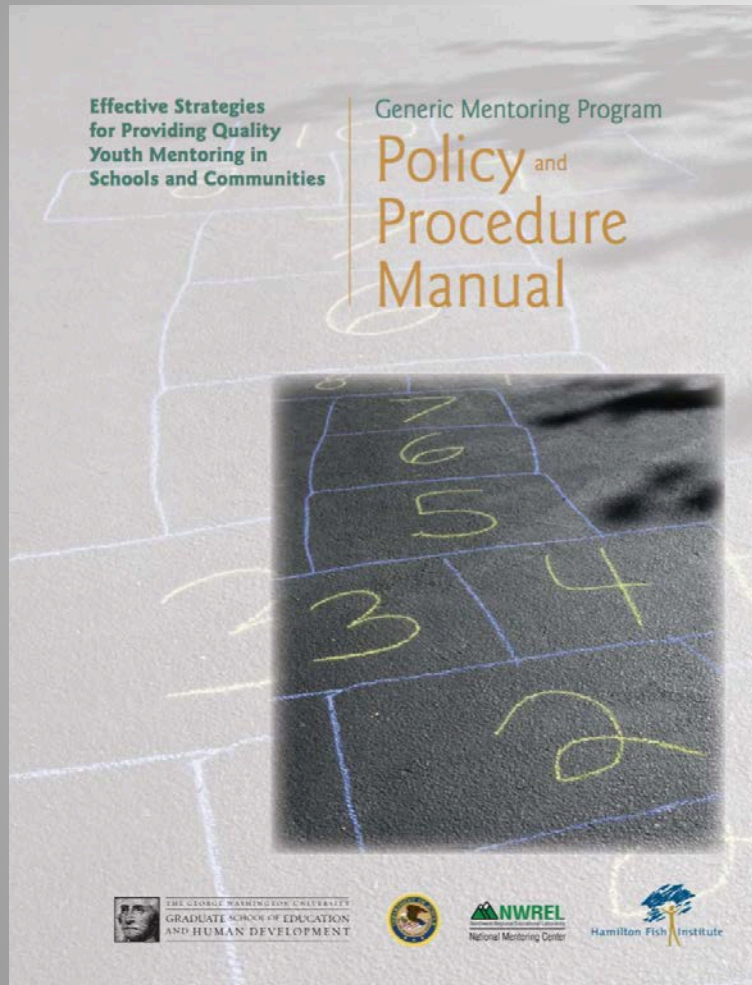
STANDARD 2: SCREENING

adult mentors, including searching a national criminal records database, along with sex offender and child abuse registries and, when relevant, driving records.

- 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.

http://www.mentoring.org/new-site/wp-content/uploads/2015/10/Final_Elements_Checklist_Fourth.pdf

Template for Applications Contracts, Forms, Letters



Google:

“Generic Mentoring Program Policy and Procedure Manual”

Also contains a starting point for developing policies and procedures in the six core areas:

Different Situations, Different Strategies

- Models (e.g., 1:1, group, team)
- Age of mentees
- Mentee onboarding (groups or 1 at a time)
- Special needs (e.g. foster youth, juvenile justice involved, disabilities)
- Program focus (college bound, technology, outdoors/nature, photography, etc.)
- Voluntary vs mandated mentees

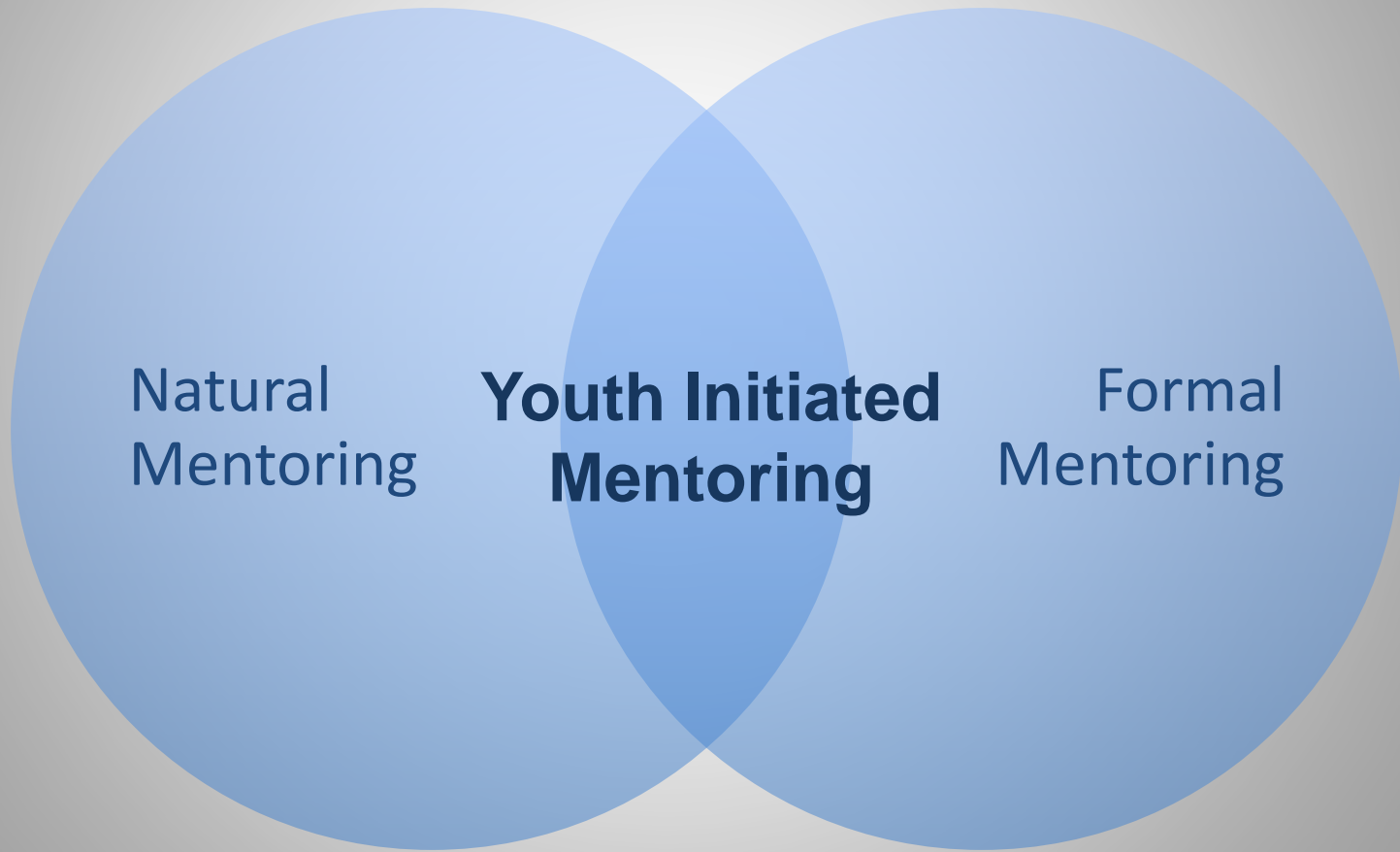
Research: Mentee Preparation

- Little existing research on mentee prep for youth mentoring
- More attention in adult professional mentoring
- Mentioned in studies addressing cultural responsiveness in mentoring (Pinkerton, 2001; Kochan, 2013)
- New findings: Youth Initiated Mentoring, Dr. Sarah Schwartz

Research: Family Engagement

- Parent involvement de-emphasized in favor of dyad
 - Parents are often seen by staff as a barrier → mentors become wary of parent interaction
(Basualdo-Delmonico and Spencer, 2016)
- Yet caregiver engagement may support better outcomes for matches and mentees
(Basualdo-Delmonico and Spencer, 2016; Higginbotham , MacArthur, & Dart, 2010)
- Class, race differences between mentors and families make respecting and involving parents even more important
(Basualdo-Delmonico and Spencer, 2016)

A New Model of Mentoring



Connected Scholars Program

Intervention: Group-based workshops teaching adolescents to recruit academic and career mentors

Lesson 1	What is a mentor and how can mentors help me?	15
Lesson 2	Who are the adults in my life and what types of support can they provide to me?	27
Lesson 3	How do I cope with and overcome challenges to networking?	45
Lesson 4	How do I identify and recruit mentors?	61
Lesson 5	How do I develop a relationship with a mentor?	75
Lesson 6	How do I maintain current and develop new mentoring relationships?	89
Lesson 7	How do I develop and maintain mentoring relationships in college?	99
Lesson 8	How do I build my social network and become a mentor magnet?	113
Lesson 9	Networking Event	131

Some Barriers to Connection

- “I just try to figure things myself, and if I can’t, I don’t know, I just leave it the way it is...”
- “I feel like it would be kind of like disrespectful to go talk to somebody else about your personal problem instead of like your family. It would be like, telling them that like you don’t have that much trust in them.”

Changes in Knowledge, Attitudes & Skills

- “I learned that it’s good to go out and make connections, because even if you don’t need them now, as long as you keep in touch with the person, you never know what might come up in the future.”
- “I always used to be the guy who just sits around, ‘cause I didn’t like approaching people...So now I’m like, ‘I should go for it’...cause...you’re always gonna need somebody there to help you, somebody by your side, somebody who always has your back.”
- “I’m more likely to want to look for a mentor.”

Changes in Knowledge, Attitudes & Skills

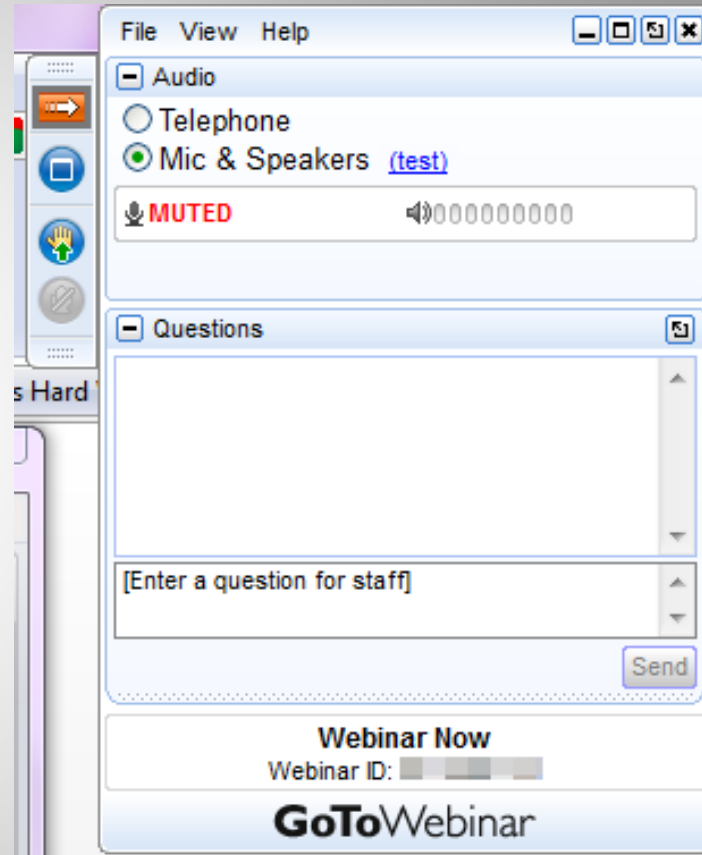
- “[The workshop] made me learn the skills I needed to communicate more and stay more in contact with somebody.”
- “Like when I email [program staff], I say ‘thank you very much for all the support that you give me throughout the project...’”
- “There’s steps like you gotta go through to keep that relationship going.”

Implications for Mentee Training



Q&A for all Panelists

Type your questions in the question box:



What is Mentee Preparation?

Steps and Processes:

- Begins with first contact
- Individual intake process: orient and guide
- Group orientations and trainings for mentees
- Matching and match initiation

Strategies for modeling healthy relationships:

- Staff interactions with mentees
- Thoughtful intake process
- Formal training and activities
- Program structures throughout the match

Mentee Training

- Make sure all program operations, policies and procedures, contracts, etc. are in place
- Assess your objectives
 - Safety, motivation, normalization, accountability
- Age appropriate
- Group or solo trainings
- Length of initial trainings

Sample Mentee Training Agenda

Initial Mentee Training (90 Minutes)

Topic	Time
Welcome and Warmer	10
Brief Program Overview	10
Mentoring Concepts & Practices (Build an Ideal Mentor Exercise)	25
Program Rules & Guidelines <ul style="list-style-type: none">• Commitments• Confidentiality & reporting• Boundary Issues• When to ask for help	20
How to Utilize Your Mentor	10
Activities for the Match	10
Questions, Comments, Evaluation and Next Steps	5

Training Exercises

Build an Ideal Mentor



Launching the Relationship

Each item weighs 30 lbs

- *Listens to me*
- *Good sense of humor*
- *Other _____*

Each item weighs 20 lbs

- *Helps me with homework*
- *Is open to new ideas...*

Each item weighs 10 lbs

- *Has cool clothes*
- *Has a car...*



From “Training New Mentees”

Individual Mentee Trainings

- Often done when mentee intakes are done sporadically
- Cover the same basic information as in a group session, but can be done more quickly
- Can use same exercises: E.g., “Build an Ideal Mentor,” “Mentors in My Life.”
- Provides a chance for the mentee to open, and staff to make a connection with them.

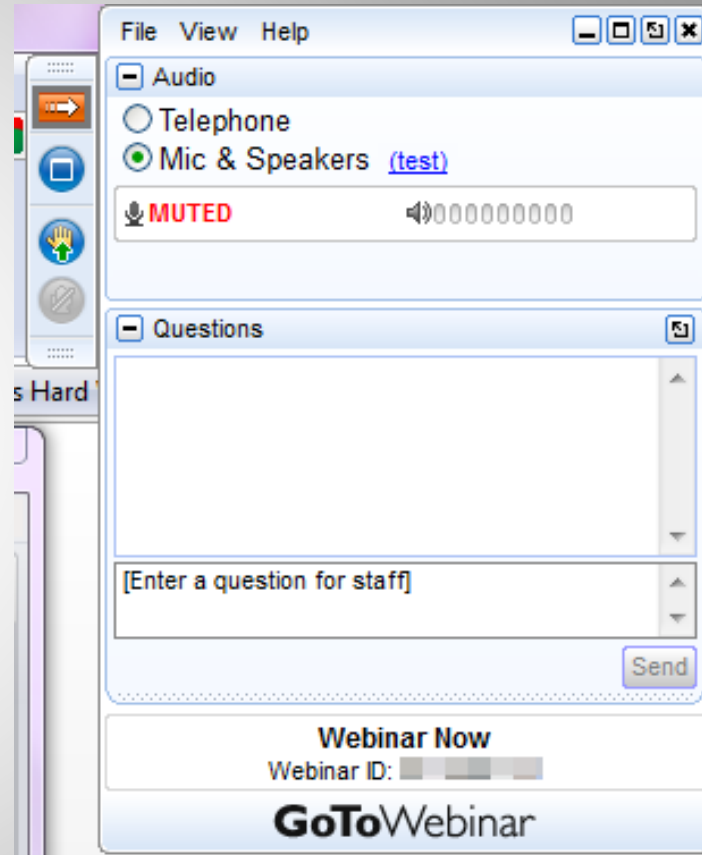
Parent Engagement From the Start!

Getting Parents Onboard:

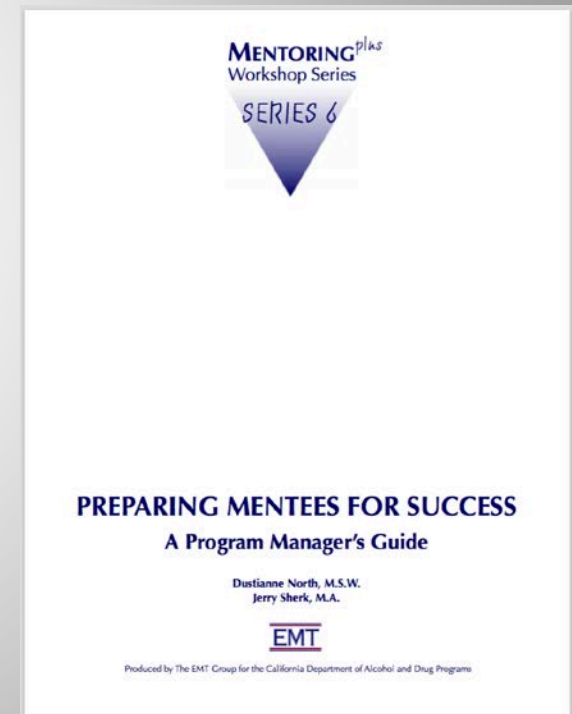
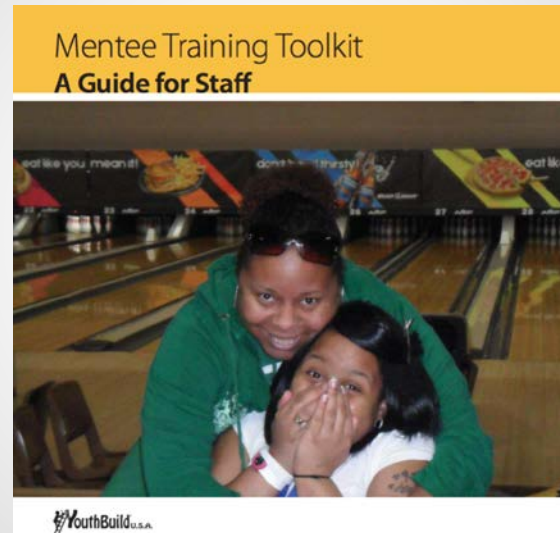
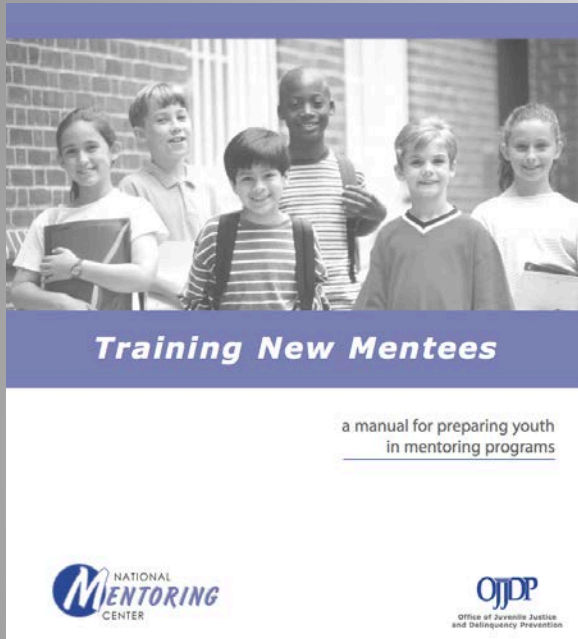
- Make selection to program a positive: “Your daughter has been selected because of her potential for leadership...”
- Give them a clear understanding of what mentoring is and is not (not a replacement parent)
- Ask them to encourage their son or daughter to follow through with their commitment
- Create and communicate specific avenues for them to engage
- Consider the whole family, but emphasize the dyad

Q&A for all Panelists

Type your questions in the question box:



Additional Resources



Additional Resources



National Mentoring Resource Center

Apply for no-cost help for your mentoring program at www.nationalmentoringresourcecenter.org, an online resource funded by the Office of Juvenile Justice and Delinquency Prevention and facilitated in partnership with MENTOR

Mentoring Connector

Recruit mentors by submitting your program to the Mentoring Connector (previously called the VRS)

<https://connect.mentoring.org/admin>

Research References

Basualdo-Delmonico, A. M. and Spencer, R. (2016). A parent's place: Parents', mentors' and program staff members' expectations for and experiences of parental involvement in community-based youth mentoring relationships. *Children and Youth Services Review*, 61, issue C, p. 6-14, <http://EconPapers.repec.org/RePEc:eee:cysrev:v:61:y:2016:i:c:p:6-14>.

Higginbotham, B.J., MacArthur, S., and Dart, P.C. (2010). 4-H Mentoring: Youth and Families with Promise—Adult Engagement and the Development of Strengths in Youth. *Journal of Prevention & Intervention in the Community*, 38:3, 229-243, DOI: 10.1080/10852352.2010.486300

Kochan , F. (2013). Analyzing the Relationships Between Culture and Mentoring, Mentoring & Tutoring. *Partnership in Learning*, 21:4, 412-430, DOI 10.1080/13611267.2013.855862

Pinkerton, J. (2011). Constructing a global understanding of the social ecology of leaving out of home care. *Children and Youth Services Review*, 33(12), 2412-2416.

Remember...

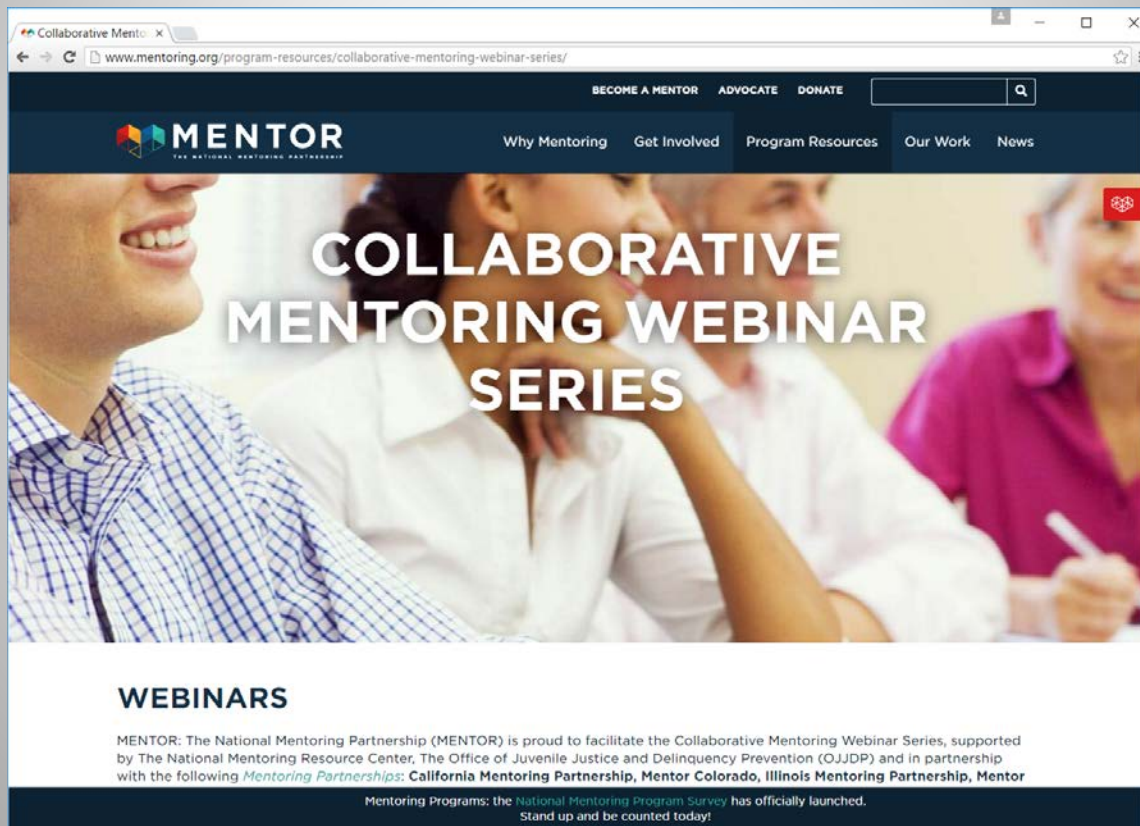
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http://www.mentoring.org/program_resources/training_opportunities/collaborative_mentoring_webinar_series/

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 page features a dark blue header with the MENTOR logo and navigation links: "BECOME A MENTOR", "ADVOCATE", "DONATE", "Why Mentoring", "Get Involved", "Program Resources", "Our Work", and "News". The main content area has a large image of four people smiling and talking, with the text "COLLABORATIVE MENTORING WEBINAR SERIES" overlaid in white. Below the image, the word "WEBINARS" is written 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

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Matching
August 18, 2016
1 - 2:15 pm Eastern



Collaborative Mentoring Webinar Series