

Collaborative Mentoring Webinar Series

Elements of Effective Practice for Mentoring™ 5th Edition

Part 2: Making It Meaningful:
The Practices That Shape
Mentoring Journeys



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HOSTS



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Chat it Up!

- Introduce yourself!
 - Talk and share resources with one another
 - Respond to presenters
-
- Ask presenters questions
 - Up-vote your burning questions
-
- Click "CC" at the bottom of the screen for Live Captions



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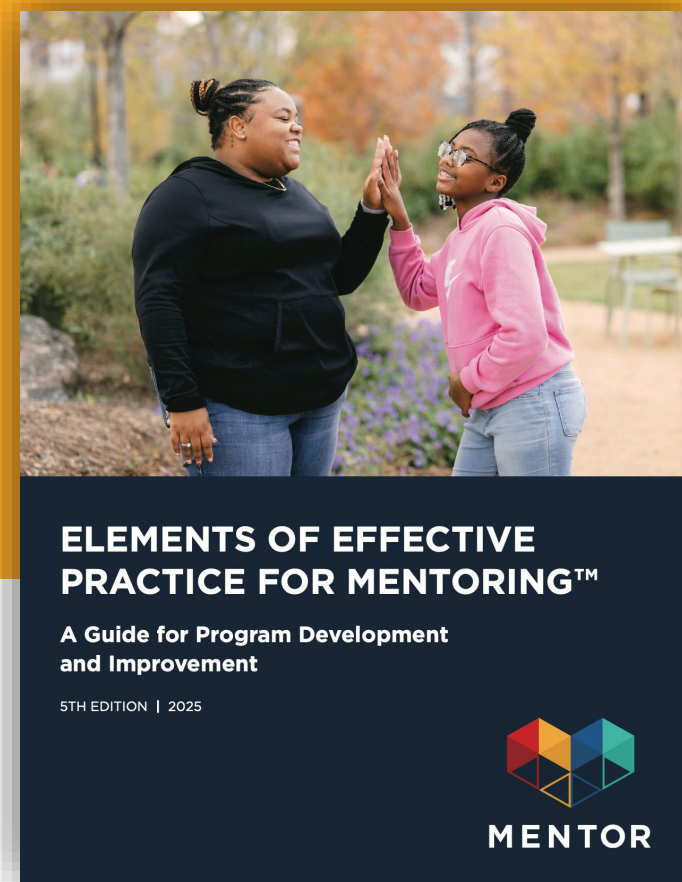


This webinar is recorded, and will be sent out in one week with slides.

Overview

Introduce key updates in the Elements of Effective Practice for Mentoring™ (V5), grounding mentoring programs in strong values, intentional design, and inclusive practices.

- Highlight Changes
 - Element 1 (Program Values)
 - Element 2 (Strong Program Design)
- Explore new features
- Researcher insights



Overview

Elements



ELEMENTS OF EFFECTIVE PRACTICE FOR MENTORING™

ELEMENT 1 PROGRAM VALUES

Standard of Practice: All mentoring programs should consider the values, principles, and ethics that inform their program design and delivery, and codify them into the program's mission statement and a formal values statement, as well as in program policy.

Standards & Practices

PROGRAM VALUES

STANDARD OF PRACTICE
All mentoring programs should consider the values, principles, and ethics that inform their program design and delivery, and codify them into the program's mission statement and a formal values statement, as well as in program policy.

PRACTICES SUPPORTING THIS STANDARD

- The program crafts a values statement that describes the core values, principles, and ethical viewpoints informing the program's design and delivery. Programs should spend time reflecting on, and naming, the values, beliefs, mindsets, and ethical considerations that inform their work at all levels and codifying them into a values statement, either as a standalone document or as part of a broader mission and vision statement. Although these values may differ slightly for every mentoring program, we strongly encourage programs to consider the following values as a starting point (see the discussion for more information on each):
 - An ethical standard of "do no harm"
 - A commitment to inclusive practices that recognize the diverse identities of young people and facilitate their sense of belonging
 - Honoring youth voice and agency
 - Honoring the voices of caregivers and the broader community
 - Adopting a strengths-based view of young people
 - Establishing, and not exceeding, indicators of program capacity and a maximum number of youth served
 - Embracing a continuous improvement mindset



ELEMENTS OF EFFECTIVE PRACTICE FOR MENTORING™

Activities & Insights



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Resources & Q&A

ELEMENT 1 | PROGRAM VALUES

RESOURCES THAT CAN HELP

Critical Mentoring: A Practical Guide. Weiston-Serdan, T. Routledge. This book introduces the context of critical mentoring, presenting its theoretical and empirical foundations, and providing telling examples of what it looks like in practice, and what it can achieve.

First Do No Harm: Ethical Principles for Youth Mentoring Relationships. Rhodes, J., Liang, B., and Spencer, R., Professional Psychology: Research and Practice. Based on the American Psychological Association's Ethical Principles of Psychologists and Code of Conduct, this resource presents a set of ethical principles to guide mentors and programs in their work with mentees.

"Honoring Youth Voice and Building Power" from *Becoming a Better Mentor: Strategies to Be There for Young People*. Santiago, E., and Chen, M., MENTOR. This chapter discusses the importance of youth voice in mentoring.

"How Mentors and Mentoring Programs Can Support Mentees' Ethnic/Racial Identity." Sánchez, B., *The Chronicle of Evidence-Based Mentoring*. This blog post provides tips for programs/organizations and mentors on how to help youth of color develop a healthy ethnic/racial identity. It also explains why a healthy ethnic/racial identity is important for youth of color.

"Practicing Cultural Humility" from *Becoming a Better Mentor: Strategies to Be There for Young People*. Sánchez, B., MENTOR. This chapter discusses how mentors can practice cultural humility in their work with youth.

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ELEMENTS OF EFFECTIVE PRACTICE FOR MENTORING™

**A Guide for Program Development
and Improvement**

5TH EDITION | 2025



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- EEPM created in 1991
- Evolved over time in scope and complexity
- Continual improvement by experienced program staff



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ELEMENTS OF EFFECTIVE PRACTICE FOR MENTORING™

A Guide for Program Development and Improvement

5TH EDITION | 2025



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**SECTION 1:
FOUNDATIONS OF
QUALITY
MENTORING
PROGRAMS**

**SECTION 2:
ELEMENTS OF
EFFECTIVE
MENTORING
SERVICES**

**SECTION 3:
PRACTICES TO
SUPPORT
ORGANIZATIONAL
HEALTH**

1 DEFINE Program Values	2 CREATE Strong Program Design
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3 FIND Youth Participants	4 RECRUIT Qualified Mentors
--	--

5 ENROLL Youth in the Program	6 SCREEN Mentors for Safety and Fit	7 PREPARE Youth (and Caregivers)	8 TRAIN Mentors for the Role
9 ESTABLISH Mentoring Relationships	10 PARTNER with Caregivers and Others	11 SUPPORT the Mentoring Relationships	12 MANAGE Relationship Endings

13 MAINTAIN Leadership and Staffing	14 ENGAGE the Broader Community	15 BUILD Capacity and Infrastructure	16 EVALUATE Program Impact
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ELEMENTS OF EFFECTIVE PRACTICE FOR MENTORING™



ELEMENT 5

YOUTH ENROLLMENT

Standard of Practice: Programs should have processes for welcoming youth into the program that ensure prospective participants are eligible and a good fit in terms of their goals and commitment to engage in the mentoring relationship and program activities.



Element 5: Youth Enrollment Highlights

- Centering readiness and transparency
- Balancing access with structure
- Enabling youth/family-informed decision-making



ELEMENTS OF EFFECTIVE PRACTICE FOR MENTORING™



ELEMENT 6

MENTOR SCREENING AND ENROLLMENT

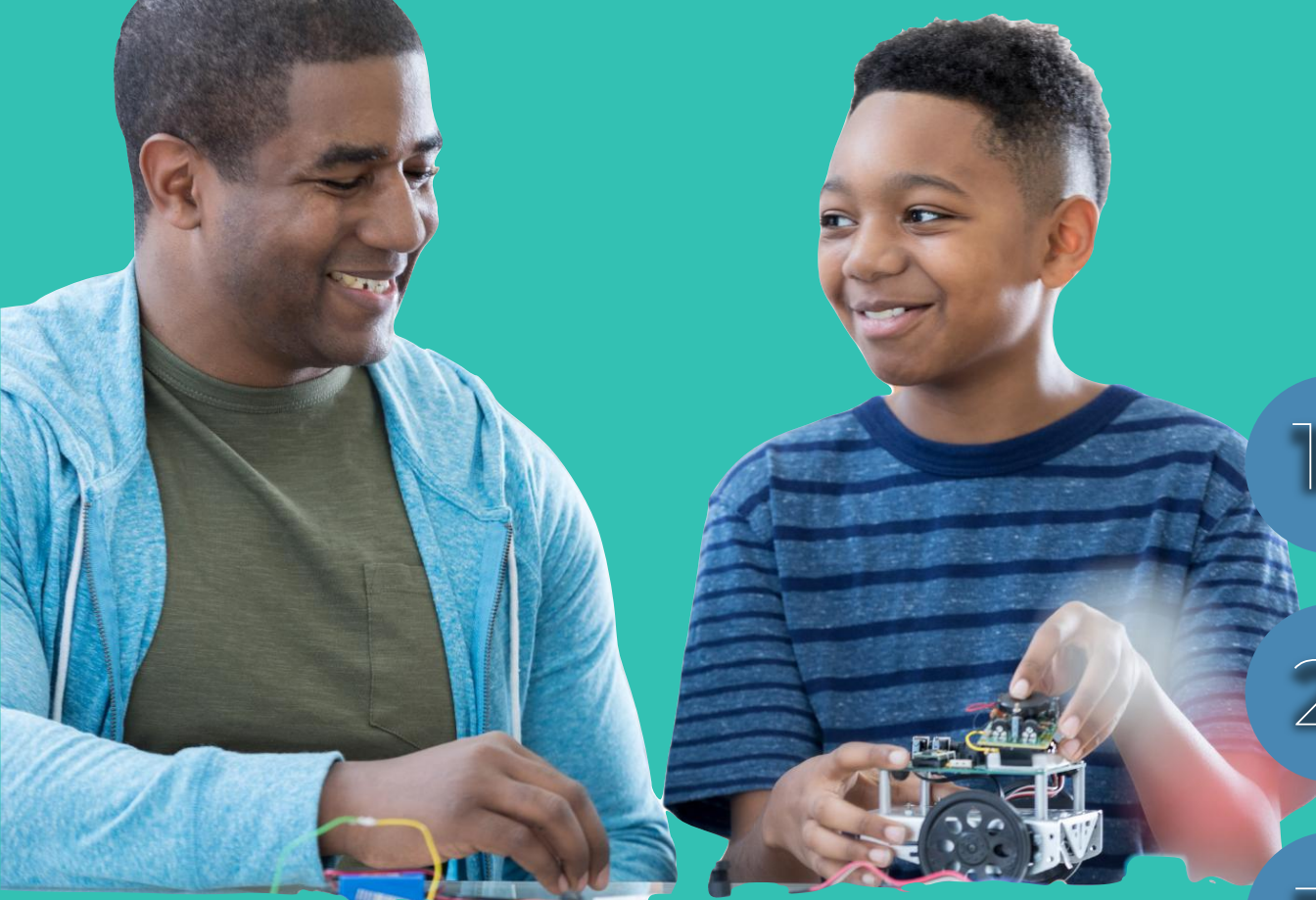
Standard of Practice: Programs should implement a mentor screening and enrollment process that determines all mentors are both safe and suitable for the program experience prior to being formally accepted and placed in a mentoring role.



Element 6: Mentor Enrollment Highlights

- Screening aligned with program values
- Understanding mentor motivations and red flags
- Integrating caregiver/youth perspectives in selection





Rank order these mentor statements from

OK! to NO WAY!

1. "I think every kid should learn how to hunt!"
2. "I hope I get a kid who likes to talk about politics!"
3. "I don't trust anybody who doesn't eat grits..."
4. "I take online classes to learn about different religions."



Activity!

Q&A



Chat it Up!



Elements 5&6

Enrollment & Screening



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RESOURCES THAT CAN HELP

Background Checks. MENTOR. This [webpage](#) offers an overview on the importance of these checks in a mentor screening process and several downloadable tips sheets on conducting background checks.

Mentor Screening – Fostering Progress. Silver Lining Mentoring. This [webinar](#) reviews the key components of the *Elements of Effective Practice for Mentoring™, fourth edition*, Screening Standard and explains how to use scenarios in the interview stage to assess how a candidate would approach the mentoring role.

Promoting Screening Practices for Safety and Suitability of Mentors. National Mentoring Resource Center. This [webinar](#) discusses best practices in mentor screening.

Risk Management and Youth Safety Components for Mentoring and Youth-Serving Programs. MENTOR, National Mentoring Resource Center. This [brief](#) discusses risk management for mentoring programs including screening of both mentors and mentees.

Background Checks:

Sterling Volunteers

Technical Assistance

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ELEMENT 7

YOUTH (AND CAREGIVER) PREPARATION AND TRAINING

Standard of Practice: The mentoring program offers youth (and their caregivers, as relevant) a robust preparation experience, typically centered around a mandatory orientation or training prior to starting mentoring relationships that builds their skills and knowledge for participating effectively in the program, as well as offering ongoing training throughout their relationship.

ELEMENTS OF EFFECTIVE PRACTICE FOR MENTORING™



ELEMENT 8

MENTOR PREPARATION AND TRAINING

Standard of Practice: The mentoring program offers robust preparation for mentors — most often in the form of a mandatory multi-hour training event — prior to any mentor beginning work with a young person, with additional training offered over the course of their relationship. This training should provide mentors with information critical to their success in the role while also building their confidence for the experience and a sense of collaboration with staff around fulfilling their role.



Element 7/8: Youth & Caregiver/Mentor Preparation & Training **Highlights**

- Designing engaging, identity-affirming training
- Preparing youth and families alongside mentors
- Setting a shared foundation for thriving relationships
- Aligning training content with youth priorities



Q&A



Chat it Up!

Elements 7&8

Youth/Caregiver and
Mentor Preparation &
Training



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Elements 7&8

Youth/Caregiver and Mentor Preparation & Training

*How many times a year do you
offer continuous
learning/training
opportunities to your
mentors?*



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ELEMENTS OF EFFECTIVE PRACTICE FOR MENTORING™



ELEMENT 9

ESTABLISHING MENTORING RELATIONSHIPS

Standard of Practice: Mentoring programs create new mentoring relationships, whether between individuals or between mentors and groups of youth, using a standardized procedure and set criteria that increase the likelihood of a successful mentoring experience for participants.



Element 9: Establishing Mentoring Relationships

Highlights

- Helping matches start strong through intentional first steps
- Centering youth goals from the beginning
- Creating structure to build rapport and comfort



Activity

Element 9 Establishing Mentoring Relationships



menti.com





Chart it Up!

Element 9
Establishing Mentoring
Relationships



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ELEMENTS OF EFFECTIVE PRACTICE FOR MENTORING™



ELEMENT 10

ONGOING CAREGIVER ENGAGEMENT

Standard of Practice: Programs should implement, as relevant to the population served and program model, several strategies for meaningfully engaging caregivers (or others who are directly supporting the mentoring relationship) in program activities and in the mentoring experience of the youth.



Element 10: Ongoing Caregiver Engagement

Highlights

- Keeping caregivers informed and involved
- Applicable to all program models



ELEMENT 10 | ONGOING CAREGIVER ENGAGEMENT



RESOURCES THAT CAN HELP

“Practicing Cultural Humility” from *Becoming a Better Mentor: Strategies to Be There for Young People*. Sánchez, B., MENTOR. This [chapter](#) defines cultural humility, discusses what it looks like in practice, and highlights the importance of learning about mentees’ identity and cultural experiences.

Reducing Barriers to Family Engagement. Panorama Education. A school-focused [resource](#) that offers helpful insights, tips, and other resources relevant for mentoring programs to address barriers and enhance family involvement.

“Working with Others in the Mentoring Relationship System” from *Becoming a Better Mentor: Strategies to Be There for Young People*. Keller, T. E., MENTOR. This [chapter](#) discusses the value of partnering and working collaboratively with caregivers and other important people in mentees’ lives.



Element 10: Ongoing Caregiver Engagement

Deeper Dive

***Look for a recorded
session link in the chat!***

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ELEMENTS OF EFFECTIVE PRACTICE FOR MENTORING™



ELEMENT 11

SUPPORTING MENTORING RELATIONSHIPS

Standard of Practice: Programs should require ongoing, consistent check-ins and support opportunities to mentoring participants to minimize risk and maximize the positive impact of the mentoring relationships.



Element 11: Supporting Mentoring Relationships

Highlights

- Moving from reactive to responsive
- Helping mentors grow through coaching & reflection
- Strengthening matches through consistent engagement
- Casual vs intentional check-ins





Chat it Up!

Element 11 Supporting Mentoring Relationships



Are check-ins as frequent as intended?

What are some barriers to maintaining consistent check-ins?



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ELEMENT 12

RELATIONSHIP CELEBRATION AND PROGRAM EXIT

Standard of Practice: Programs should facilitate a relationship celebration and program exit process that ends the mentoring experience on a positive note and provides an opportunity for participants to express gratitude, share feedback, and process the experience of being part of the program.



Element 12: Relationship Celebration & Program Exit

Highlights

- Planning closure from the beginning
- Supporting long-term well-being and referral pathways post-match
- Ending with care, not disconnection
- Youth voice in shaping the end



POI

Element 12

Relationship Celebration
and Program Exit

*What percentage of your
matches end early?*



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Q&A



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Additional Resources

Affiliates

MENTOR Affiliates can support with training, resources, public awareness and advocacy. [Find your local affiliate here.](#)

Mentoring Connector

Recruit mentors by submitting your program to the [Mentoring Connector](#).

National Mentoring Resource Center

Check out the [OJJDP National Mentoring Resource Center](#) to access evidence-based mentoring resources and to apply for no-cost training and technical assistance



Resources



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Please take 3-4 minutes to complete the anonymous survey to let us know how we did!

Within a week, you will receive an email with information on how to download the slides, recording, and resources on the CMWS webpage on MENTOR's website.



Remember!



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