Helping to Make Good Mentoring Programs EVEN Better!

Using The Elements of Effective Practice

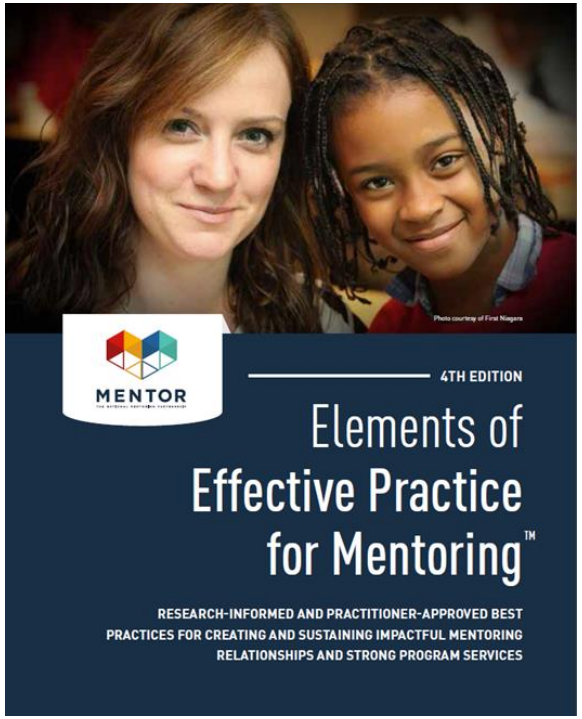
Workshop Goals

- ✓ Understand the six key best practice mentoring elements to effectively create and manage a youth mentoring program
- ✓ Critically analyze your program and formulate strategies to strengthen or change program delivery
- ✓ Meet and/or get reacquainted with the MENTOR Illinois and other youth mentoring programs to build out your network, collaborate and get new ideas you can implement in your program

The “Elements”

ELEMENTS OF EFFECTIVE PRACTICE FOR MENTORING™

Recruitment
Screening
Training
Matching
Monitoring & Support
Closure



Mentor and Mentee Recruitment

STANDARD: A program should work to recruit appropriate mentees and mentors by realistically describing the program's aims and expected outcomes

- What are the benefits and challenges of this type of relationship
- What is the time commitment involved
- What are the mentor and mentee responsibilities
- What can mentors and mentees expect from the program

Mentor and Mentee Screening

STANDARD: A program should screen mentors and mentees to determine whether they have the time, level of commitment and interest to effectively participate in the program

- Complete a written application and agree to the minimum time commitments of your program
- Participate in a face-to-face interview with program staff
- Criminal and other background and reference checks performed

Mentor Training

STANDARD: A program should train prospective mentors in the basic knowledge and skills needed to build an effective mentoring relationship

- At least 2 hours and occur pre-match
- Training topics should include: program rules, expectations, the role of a mentor, how to develop and sustain a mentoring relationship and how to handle challenges and crisis
- Outline how the mentor will be supported throughout the mentoring relationship

Matching

STANDARD: A program should match mentors and mentees along dimensions likely to increase the odds that mentoring relationships will endure

- Consider program mission and goals, as well as characteristics, interests, preferences, and personality of the mentors and mentees when making matches

- Arrange and document the initial meeting between the mentor and mentee

Monitoring and Supporting the Match

STANDARD: A program should monitor the mentoring relationship milestones and support mentors with ongoing advise, problem-solving and training opportunities for the duration of the match

- Contact the mentor and mentee at least twice a month in the first month of the match and then once a month thereafter
- Document information gathered on the match relationship including: date and length of meetings, what occurred and how the mentor and mentee feel about the progress of the relationship
- Provide additional post-match resources such as in person and web based trainings and websites that may prove beneficial

Match Closure

STANDARD: A program should facilitate bring the match to closure in a way that affirms the contributions of both the mentor and the mentee and offers individuals the opportunity to assess the experience

- A system in place to manage anticipated and unanticipated match closures and rematches
- Conduct and document an exit interview with mentors and mentees

Resources

MENTOR - website of our national headquarters http://www.mentoring.org

Collaborative Mentoring Webinar Series - FREE monthly webinars on relevant mentoring topics
http://www.mentoring.org/program-resources/collaborative-mentoring-webinar-series

The National Mentoring Resource Center –for the latest mentoring research and up to **50 hours** of **FREE** training and technical assistance. TA topics include program design and execution, mentor/mentee management, and program staff trainings. http://www.nationalmentoringresourcecenter.org/

The Chronicle of Evidence-Based Mentoring - for the latest evidence-based research and articles on mentoring
http://chronicle.umbmentoring.org/

QUESTIONS
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