Be a Mentor Program

Training Guide for Recruiting Students

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Preface

Most Program Coordinators we have worked with are surprised at how challenging it is to recruit students who are willing to risk the experience of having a mentor. Most of them assume it will be one of the easier components of running a mentoring program. In reality, it is probably one of the most difficult. In our experience we have found that the average student either feels they don’t need a mentor or it isn’t “cool”.

A Training Guide for Recruiting Students was developed for use by Program Coordinators responsible for managing and implementing mentoring programs. It is the result of SIB’s research and work in the many school districts it has served for the past five years. The ideas and materials included in this guide serve as a primer for Program Coordinators to build their own customized program. We are careful not to dictate how you present the opportunity to your students, only what you should include in your presentation.

SIB has learned through experience that coordinators must be creative and be willing to take risks when it comes to presenting an attractive and motivating presentation to your students. We encourage openness and flexibility when developing your presentations.

Best wishes in your work, and we invite you to share your experiences with us!

Eileen Pardini, Director of Training
Overview of a Training Guide for Recruiting Students

A Training Guide for Recruiting Students is organized into sections that provide a sequential flow of steps to undertake in the task of recruiting student mentees for your program.

Section 1… discusses topics to include in your presentation.

Section 2… offers advice on working with classroom teachers and arranging appointments to deliver your classroom presentations.

Section 3… provides instruction for collecting student and parent forms for acceptance into the program.

Section 4… is an assignment for trainers or Program Coordinators to assist them in preparing for their classroom presentations.

Section 5… offers sample information handouts for students and sample student and parent forms for acceptance into the program.

Remember… A Training Guide for Recruiting Students is intended to be used as a reference guide by allowing Program Coordinators to select appropriate information and content to build their own customized program.
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When was the last time
You did something
For the first time?
Section 1
Prepare Your Presentation

Most classroom teachers will allow you to deliver your presentation to their students within 10 to 15 minutes maximum. For optimum results, advanced preparation and rehearsal is required. You only have one opportunity in each classroom to communicate your message and successfully enlist students into the program.

Your presentation should include the following:

- Definition of mentoring
- Brief history of mentoring at this particular school
- Purpose of mentoring and how it assists in forming their goals
- Goals of the relationship and time commitment
- Benefits of mentoring
- Student testimonials
- Questions
- Sign-up time – distribute student/parent forms to interested students
- Next steps – interview by Mentor Site Coordinator

Prepare all handouts (see attached exhibits), flipcharts, props, and supplies beforehand that you plan to use during your presentation. Arrange release time for any student mentees who will be assisting you. You may need to work with the Mentor Site Coordinator when it comes to using student presenters.

When introducing the opportunity to students, be sure to speak from the heart and share your own experiences or personal viewpoint. Students can benefit from these stories and are more likely to listen. Remember that you only have a short amount of time to connect with your audience and spark interest.
Section 2
Schedule Classroom/Club Visits

Work with the Mentor Site Coordinator to schedule your presentations with the classroom teachers or club advisors. Contact these teacher(s) the day before your presentation to confirm your appointment. Let them know you will be arriving early to set up, and approximately how much time you will need.

This may be your one and only contact with these students so it is important that on presentation day, you appear friendly, knowledgeable, and professional. Be willing to improvise based on the nonverbal cues your audience is sending you. Make sure you leave contact information for students, should they later change their mind and decide to apply for a mentor. It is important to “leave the door open” for all students who may reconsider the opportunity at some point during the school year.

At the conclusion of your presentation, pass out the Student Response Form and collect from each student. Let them know that the Project Coordinator, “Mr. or Ms. So and So”, will be contacting interested students within the week to begin the application process. Thank the teacher at the conclusion of your presentation and leave your business card for contact purposes.

Section 3
Follow-up and Forms Collection

Deliver the collected Student Response Forms as soon as possible to the Project Manager for distribution. You may deliver the forms directly to the Mentor Site Coordinator instead of the Project Manager if there is only one Mentor Site Coordinator at your particular school.

The Mentor Site Coordinator will then contact interested students individually; confirm the student’s interest; answer any questions the student might have; distribute the Student Questionnaire, Parent Questionnaire and Parent Authorization forms; and schedule an interview date with the student. The Mentor Site Coordinator must emphasize that the interview date is the day when all of the student and parent forms are due.
Section 4
Assignment

Prepare a 10 to 15 minute mock presentation for any group of students. You may use handouts, flip chart, or other props. Be creative! What about a skit, poem, or rap song?

If you can, assemble a small group of students to practice your presentation in front of. Ask for feedback and revise your presentation as necessary.

Have fun! If you are enjoying yourself, the students most likely will, too.
Section 5
Exhibits

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Description of a Mentor

WHAT IS A MENTOR?
A mentor is a member of the community, 21 years or older, who is willing to give of their time to talk with a student and assist the student in achieving personal, academic and career exploration goals. The mentor receives no money or recognition for this. A mentor is not a parent, counselor or social worker. A mentor is a friend and guide.

WHAT DOES A MENTOR DO?
Your mentors will support and listen to you, answer your questions or help you to find the answers, and share with you all of those things that they wish somebody had shared with them when they were in school. Mentors want to make sure that you are able to reach your goals. They want to make sure that in the future, you spend your time doing what makes you feel fulfilled as a person. They can help you. These are caring, giving people. They have wisdom to offer you. Find it!

WHO CAN APPLY?
Any student, 18 years or under, who desires to learn from others and create a network of positive role models. These students are persons who are seeking to better themselves.

WHAT DO STUDENTS DO?
Students are willing to accept guidance and support from a mentor. Students are willing to participate, commit to attending all scheduled meetings and work with their mentor through the duration of the program. Students must have the support and commitment of their parents. Students take responsibility for their own growth and development by developing personal goals with their mentors. Students are open to coaching and feedback from their mentors.

POTENTIAL CONFLICTS OR BARRIERS TO PARTICIPATION
Applying for acceptance into the program is strongly discouraged if transportation, employment in or outside the home, and/or extracurricular activities will prevent the student from meeting participation requirements. Students are expected to meet all scheduled commitments with their mentor or notify their mentor in advance to reschedule.
**SO WHAT IS THE STUDENT’S JOB?**

- **Ask questions.** You can’t ask too many and if your mentor does not know the answers, he or she will know where to find them! Don’t hesitate to speak up if English is your second language. This is a safe, non-judgmental learning environment where all points of view are valued.

- **Be open-minded.** Take advantage of the opportunity to be exposed to new things even if they are not your “thing”. Remember to share your interests with your mentors. They want to learn about you, too.

- **Help your mentors feel comfortable around you.** Talk to them! Include them! Introduce them to your friends.

- **Develop goals with your mentor that you would like help in achieving during your one-year relationship.**

- **Communicate regularly with your mentors.** Telephone them. Write letters to them. E-mail them. Page them. Your mentors need to hear from you and will love it when they do.

- **Communicate regularly with the Mentor Coordinator.** Regularly scheduled student support meetings will be held for this purpose.

- **Attend all scheduled meetings with your mentors.** Be punctual! Confirm your attendance at all scheduled meetings by contacting your mentor in advance. Don’t be a no-show! Respect your mentor’s time and don’t keep him or her waiting and wondering.

- **Invite your mentor to your extracurricular activities.** They may not be able to come, but you never know. It never hurts to ask.

- **Thank your mentor!** Thank them for everything. Let them know how much you appreciate their time, help, and interest in you.
Benefits of Mentoring

Students Speak:

★ Having a mentor is like having a new and close friend.
★ The experience has made me a less shy person. They helped me to talk more.
★ I got to go places I’ve never been before. I’m now more confident in front of a crowd. I got adult help on homework and projects.
★ You can talk to them about your problems and they will try to help you as much as possible. I learned that it is important to communicate. I learned that people can be different in one way, but similar in others.
★ You get to talk to the mentor about anything and we all work together.
★ They helped us out with our homework and I got to hear about different careers.
★ The mentor takes you out to do things you both like to do. You get a new friend in life. For science projects, I could turn to my mentor and ask him about recycling.
★ I really like my group, especially my mentors. They are really nice and very helpful.
★ My mentors helped me see that I need good grades to get what I want and to be successful.
★ I learned that there are a lot of caring people who do care about young people.
★ I enjoyed the experiences that my mentors and I shared. The activities were fun. I think I have become more open about coming up to people and talking to them.
★ I am more comfortable talking to and meeting other people.
★ What I enjoyed most about being matched with a mentor was letting out my feelings about everything to a trusting adult. I also got to see where my mentors work and how they work.
★ When there is a project to be done, my mentor is there to help. I had a chance to get the feel of the job world.
★ I enjoyed going out with my mentors and spending time with them. I got to go to Cal State Hayward and visit St. Rose Hospital, the workplace of my mentors. I have two new friends.
Frequently Asked Questions

What is the Be a Mentor Program?

The Be a Mentor Program involves the match of a volunteer adult and student. The mentors are community members from a variety of occupations who serve as friends, coaches, and guides. The mentors are both role models and resources. Both the student and the mentor commit to meeting with each other a minimum of twice per month for one year. The student and mentor work together on personal, academic, and career exploration goals that the student would like to achieve during the one-year relationship.

How do we know these volunteers are qualified to be mentors?

Besides completing an application and individual interview, the mentors must be fingerprinted, TB tested, and submit to a criminal background check. They must also provide three personal references and attend an initial training.

How are the students and mentors matched?

After reviewing the applications detailing personal information and conducting individual interviews to attain additional information, the Mentor Coordinator matches a student with a mentor based on individual profiles, family/cultural backgrounds, and/or personal and career interests.

What if we change our mind after being matched and decide for one reason or another that we don’t want to participate?

Mentors and students are given a 60-day “grace” period to get to know one another. After the 60-day period, the student is asked to make a decision regarding the match. Mentors and students both agree to a no-fault conclusion whereby either party has the option of discontinuing the relationship for any reason. They also agree to discuss their decision with the Mentor Coordinator before terminating the relationship.

How can I apply to be matched with a mentor?

Students can receive additional information and complete an application regarding the project from the Mentor Coordinator. Students must also have parents complete and return the Parent Questionnaire and Parent Authorization form before being interviewed by the Mentor Coordinator.
Yes!
I am interested in being matched with a mentor this school year. I would like an application.

No thanks.
I am not interested in the Be a Mentor Program at this time.

__________________________  _______________________
Student's Name               Grade Level
Student Questionnaire

Please Print in Ink

Today’s Date:________________________

Name________________________________Address___________________________________________

City_________________________Zip_______Home Phone____________________________________

Ethnicity____________________Male____Female____Grade Level___________________________

Languages Spoken_______________________________________________________________

School________________________________Date of Birth__________________________________

Names of Parent(s) or Guardian_____________________________________________________

Day Phone____________________________Home Phone____________________________________

Please answer the following questions fully and honestly. There are no right or wrong answers. The purpose of gathering this information is to have a basis for matching you with a mentor.

List the classes you are taking this year:________________________________________________

In which classes do you do well?_______________________________________________________

With which classes do you feel you need help?___________________________________________

Do you get assistance with your homework? If yes, by whom?_______________________________

How well are you doing in school?_____________________________________________________

Please give the name of a teacher whose class you have attended and who knows you well________

Please give the name of your counselor________________________________________________

What are the school extracurricular activities in which you participate?____________________

Have you thought about your education beyond high school? Yes or No. If yes, please explain:________

________________________________________

Do you currently work outside of school? Yes or No. If yes, please give employer’s name, address and phone number:____________________________________

Hours of employment:________________________________________________________________

In which activities do you participate during your free time (music, reading, sports, art)?________

________________________________________

What do other people tell you that you are good at?_____________________________________

Exhibit 5
What do you think you are good at?

What do you like most about yourself?

Who do you look up to or admire?

Please answer yes or no to the following questions. Please mark the way you feel inside.

I am smart  
It is hard for me to make friends  
I get worried when we have tests in school  
I am well behaved  
I am slow in finishing my work  
I wish I were different  
I can be trusted  
I lose my temper easily  
I am sick a lot  
I am attractive  
I am good in my school work  
I often get into trouble  
I am easy to get along with  
I am often late to school  
I like being alone

As a willing participant in the Mentor Project, I commit to working with my mentor through the duration of the program, attending all scheduled meetings with my mentor, and communicating weekly with my mentor. Emergencies happen to all of us. Should I be unable to keep a meeting with my mentor, I shall call in advance to reschedule. I agree to develop personal goals with my mentor and to be open to coaching and feedback from my mentor. In the event that I wish to discontinue my match for any reason, I will first notify the Mentor Coordinator and discuss this before discontinuing.

__________________________________________  ________________________  
Student’s Signature                                           Date
Parent Letter

(Date)
Dear Parent or Guardian:

Your child has applied to participate in the Be a Mentor Program this year. Students are selected based upon their availability and number of volunteer mentors available. If placed, your child is matched with one adult mentor from the surrounding business or service community. Each mentor serves as a professional role model during the school year, listening and encouraging his/her student. The overall purpose of the mentor relationship is to show the students the real world applicability of academics. We aim to draw connections between what we teach in the classroom and what our students will do in the not-too-distant future.

Our mentors come to us from various locally based businesses and service organizations. They are a diverse group representing a vast array of occupations. Each mentor is carefully screened prior to being matched with a student. Eager to share insight and experience with his or her student, each mentor will spend a minimum of four to six hours a month with his or her student. Facilitated, supervised meetings will be held periodically at the school, or a community center, in the evenings for mentors and students. The meetings will consist of skill development, team building and social activities.

All meetings between mentors and students held outside of the school setting and not supervised by the Mentor Project Coordinator shall be arranged by mentor, student and parent, and the parent accepts full responsibility for such meetings.

You will have an opportunity to meet your child’s mentor on the school campus before your child is matched.

In order to have your child enter this program; we must have your signed authorization form in our files. To that end, we have enclosed a Parent/Guardian Questionnaire and Parent Authorization form. Please complete both, and should you have any questions, concerns, or need additional information about the project, please feel free to call me at _______.

We are very excited about the events of the upcoming year. I look forward to meeting with you all, very soon.

Most sincerely,

Mentor Coordinator

Attachment
Parent/Guardian Questionnaire

Dear Parent/Guardian:
You play a very important part in the success of our mentoring program. Please complete the following questions. This information will help us to properly match your child with a mentor. Only same gender matches are considered.

Please Print in Ink

Name of Student ________________________________________________

Name of Parent/Guardian ________________________________________

Place of Employment ____________________________________________

Street Address __________________________________________________

City ____________________________ Zip Code ________________________

Home Phone __________________ Work Phone _______________________

Describe how your child is doing in school __________________________

Describe your child’s personality (outgoing, introverted, shy, friendly, confident, stubborn, etc.) ________________________________

Describe the type of mentor that would best suit your child ___________

Do you have a concern regarding the ethnicity/gender of your child’s mentor? ______________________________

If yes, please explain __________________________________________

What do you hope your child will gain from having a mentor? ______________________________

Do you have any concerns about your child having a mentor? ______________________________

If yes, please explain __________________________________________

Are there any factors that would prevent your child from participating in this program (transportation, babysitting, employment or any other responsibilities)? ______________________________

Additional comments: __________________________________________
Parent Authorization Form

NOTIFY IN CASE OF EMERGENCY
Name __________________________ Relationship _________________________________
Address ________________________________________________________________
City __________________________ State _____________ Zip Code __________________
Home Phone __________________________ Work Phone _________________________

PARENTAL CONSENT

I have read and understand the information given to my child about the Be a Mentor Program. I hereby give my permission for my child ______________________________, to participate in this program. I will assist my child in keeping all appointments with his/her mentor. I will attend all parent events and I agree to communicate with the Mentor Coordinator regarding any concerns I may have about my child’s participation in the Be a Mentor Program. I also understand that I will be given the opportunity to meet my child’s mentor. I also understand that my child will occasionally be scheduled to meet his/her mentor at supervised scheduled events held at the school or other community center. Should an event be scheduled away from the school, I am responsible for my child’s transportation.

All meetings between my child and his/her mentor held outside of the school setting, and not supervised by the Mentor Coordinator, shall be arranged by me, my child, and the mentor, and I take full responsibility for such meetings.

________________________________________  _________________________________
Date                                           Signature