

PLC

Mentoring Program



*A Partnership between
Communities In Schools &
Bulloch County Schools*

Goal of Mentoring Program



*To provide PLC students with
a one-on-one relationship with
a caring adult.*



Mentoring is..

A one-on-one caring, supportive relationship between a mentor and a mentee that is based on trust. This relationship focuses on the needs of the mentored individuals and encourages them to develop to their fullest potential based on their vision for the future. (California Mentor Resource Center, 1996)



Roles and Responsibilities of Mentors

- Positive Role Model
- Coach
- Motivator
- Companion
- Sponsor
- Supporter
- Advisor
- Teacher
- Career Model
- Advocate
- Guide
- Good listener
- Tutor
- Nonjudgmental friend



Qualities of Successful Mentors

- Personal commitment
- Consistency
- Flexibility and openness
- Sense of humor
- Persistence
- Respect of youth
- Willingness to listen
- Kindness and patience
- Ability to accept different points of view



What mentors are not

- Saviors
- Foster parents
- Therapists
- Probation officers
- Social workers
- Law enforcement officers
- Legal guardians
- Professional counselors
- Financiers
- Parents



Mentoring Basics

(Blue Sheet)



Communication Skills

“The ability to have effective communications between the mentor and the mentee is the heart of the mentoring relationship.”

- Active listening
- Feedback



Communicating by Active Listening

- Be silent and just listen
- Be aware of body language and tone of voice
- Acknowledge listening with responses or body motion
- Refrain from making judgmental comments
- Maintain eye contact
- Listen with understanding
- Encourage dialogue if you need more information
- Listen for ideas and feelings, not just facts



Communicating with Feedback

Communicating with feedback is very important and is best observed when feedback provides:

- For mutual understanding
- Praise for specific occurrences or observable behaviors
- For correcting by gently instructing
- Encouragement for mentee's attempts to solve problems



Praising Recipe

Whether the praising message is negative or positive:

- Be immediate
- Be sincere- if you can't be sincere, say nothing!
- Be specific- concentrate on what was done, not on what could have been done.
- Show the benefit- ask yourself "how does this effort help the student?"
- Ask if you can help- offer you assistance, don't order it!
- Praise in public- correct in private.
- Put power into your praise- positive, proper praising will motivate high performance.



Helpful Tips on Communicating with Mentee

- Young people are typically shy with adults
- Find your common ground early
- Don't make quick judgments on language or discussion topics
- Avoid comparisons to self or others
- Avoid interruptions
- Encourage reflection and self-evaluation



What on earth do I do with my mentee?

(goldenrod sheet)



Mentoring MOA



References

- National Dropout Prevention Center,
www.dropoutprevention.org
- Smink, Jay. (1999). *A Training Guide for Mentors*. National Dropout Prevention Center.
- The National Mentoring Partnership,
www.mentoring.org.

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