



MENTOR
WASHINGTON



Mentoring as a Prevention Strategy

Getting Acquainted



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Organize by where you are from...

– What impact do you believe that has had on your identity?

Organize by the type of student you were in high school...

– How might that impact the type of educator you are now?



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Our Mission:

MENTOR Washington's mission is to promote, support, and expand quality mentoring that fosters positive youth development, academic success, and job and career readiness.

We Serve:

Leaders of mentoring programs and those interested in offering mentoring in their organization, school, or workplace for youth and young adults aged 5-25.

Our Services!

- Training & Workshops
- Consulting & Technical Assistance
- Capacity Building
- Research & Evaluation
- Advocacy & Education
- Recruitment of Mentors

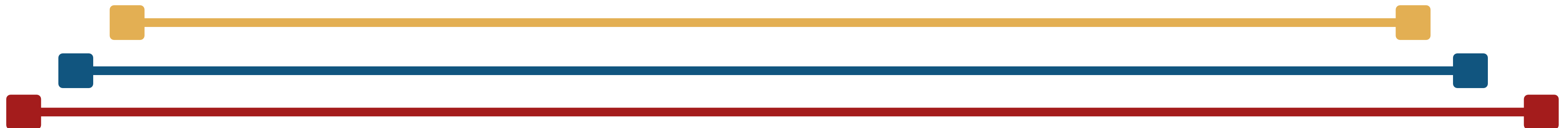
#mentoringamplified

Why Mentoring?



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- Recognized as evidence-based solution from OJJDP
- Reduce substance use
- Improve academics
- Expand career paths
- Improve mental health, decrease depressive symptoms





**A story of
hope....**



Mentoring Models

- 1 on 1
- Small Group
- Team
- Peer or Near Peer
- Community-based is evidence based model.



Elements of Effective Practice

Foundational Practices that indicate a program is evidence-based.

<https://www.mentoring.org/resource/elements-of-effective-practice-for-mentoring/>

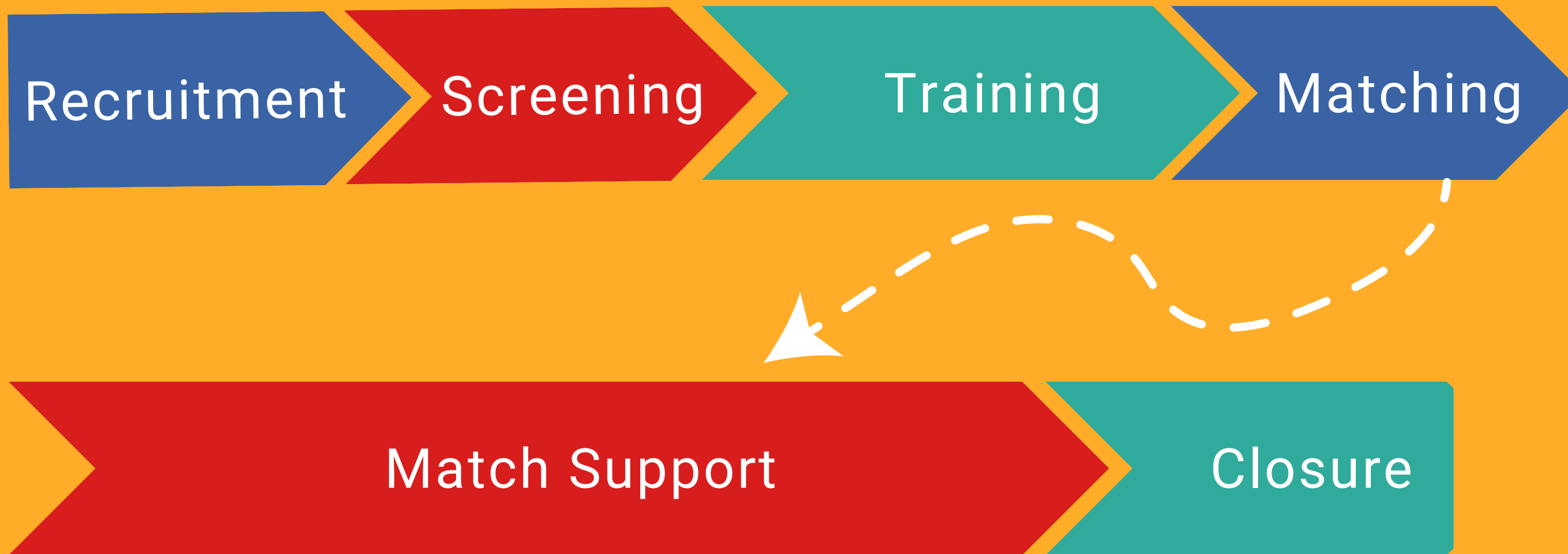


Supplemental EEPs



- LGBTQ
- STEM
- Workplace
- e-Mentoring
- Peer Mentoring
- Group Mentoring
- Critical Mentoring (Equity)
- Inclusive Mentoring for Youth with Disabilities

Elements of Effective Practice



Recruitment

Recruitment focuses on recruiting appropriate mentors and mentees, by realistically describing the program's objectives and expected outcomes. Recruitment strategies should build positive attitudes and emotions about mentoring, and target mentors and mentees whose skills, backgrounds, and needs best match the goals and structure of the program.

What are the characteristics you would look for?

Screening

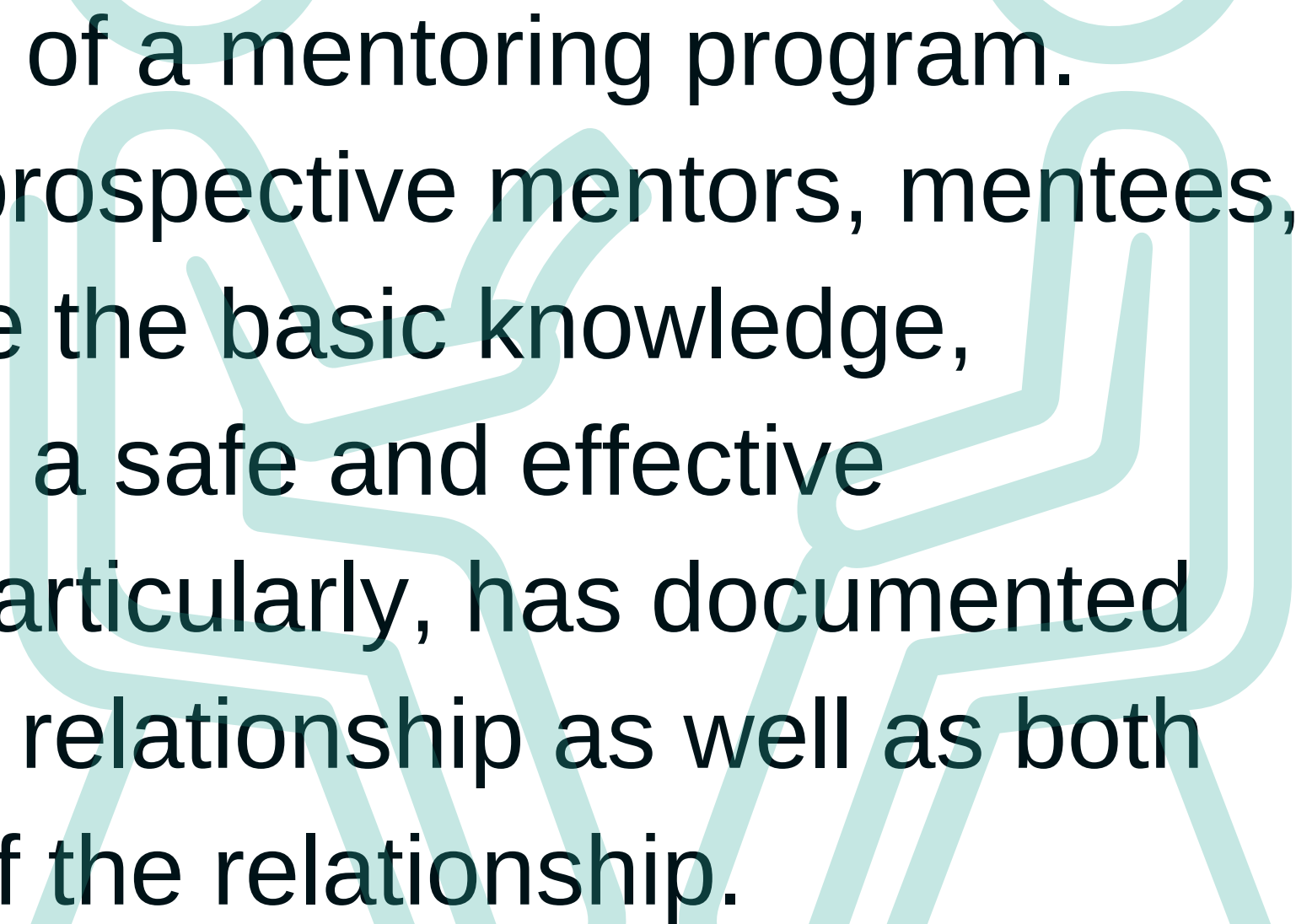
Screening focuses on screening prospective mentors to determine whether they have the time, commitment, and personal qualities to be a safe and effective mentor; and screening prospective mentees to determine if they have the time, commitment, and desire to be effectively mentored. Screening emphasizes keeping participants, especially young people, safe in mentoring relationships.

Dosage: how much mentoring time is enough?

Training



Training is essential to the success of a mentoring program. Training focuses on ensuring that prospective mentors, mentees, and their parents or guardians have the basic knowledge, attitudes, and skills needed to build a safe and effective relationship. Training of mentors, particularly, has documented implications for the length of match relationship as well as both parties' perceptions of the quality of the relationship.



Pre-match training is critical. What about on-going?

Matching



Matching helps create appropriate mentoring relationships by using strategies most likely to increase the odds that the relationship will be safe and effective. Matching should consider individual characteristics about the mentor and mentee in order to foster an enduring relationship. Initiating is the step that formally establishes the mentoring relationship.

An individualized approach for each youth is powerful.

Match Support

Monitoring and support is critical to mentoring not only to create satisfying and successful relationships, but also to adjust to changing needs of the mentee and mentor, and to ensure safety. Support ensures ongoing advice, problem-solving, training, and access to resources for the duration of a mentoring relationship.

How often should support occur? How formal?

Match Closure

Bringing a mentoring relationship to closure in a way that affirms the contributions of both the mentor and the mentee is essential to ensuring the relationship ends with positive consequences for the mentee. Closure is a normal stage in a mentoring relationship and mentors and mentees should be able to prepare for closure and assess their experience with the relationship.

First do no harm.

Mentoring in Your Community

- **Adopt a mentoring mindset**
- **Partner with existing mentoring programs**
- **Improve practices in existing models**
- **Start a new mentoring organization**
- **Add mentoring to existing organization**

Upcoming Trainings

Mentor Training: Youth Experiencing Anxiety

- November 1st, 11a-12p

Deep Dive into Elements of Effective Practice

- Tuesday 11/14, Wednesday 11/15 and Thursday 11/16
- 9am - 12:30pm each day

<https://mentorwashington.org/events/>

Stay in touch!

Newsletter!



Jolynn Kenney

jkenney@mentorwashington.org



<https://mentorwashington.org/>



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