

# MENTORING



To develop a mentoring program that nurtures supportive relationships, enhances mentee skills and character, and offers mentors personal growth, leading to increased motivation and academic performance for mentees.

Procedure	<p><b>Program Design &amp; Planning</b></p> <ol style="list-style-type: none"> <li><b>1. Define mentoring.</b> Establish mentoring as a supportive relationship that helps develop a mentee's skills and character. Recognize benefits for both mentees (better motivation and grades) and mentors (personal fulfillment and increased awareness).</li> <li><b>2. Identify needs and audience.</b> Determine the target group (e.g., 8th graders transitioning to high school). Select mentor candidates (e.g., 11th and 12th graders).</li> <li><b>3. Outline program objectives.</b> Set clear goals for the program, such as enhancing social and academic skills.</li> </ol> <p><b>Program Structure</b></p> <ol style="list-style-type: none"> <li><b>4. Recruit and train mentors.</b> Use flyers and presentations to recruit mentors. Provide training on best practices and relationship building.</li> <li><b>5. Facilitate mentoring sessions.</b> Organize group sessions with a suitable mentor-to-mentee ratio (e.g., 1:3). Schedule regular meetings for ongoing interaction and planning.</li> <li><b>6. Select mentees.</b> Identify potential mentees based on indicators like attendance and behavior. Collaborate with teachers and counselors for feedback.</li> </ol> <p><b>Evaluation &amp; Improvement</b></p> <ol style="list-style-type: none"> <li><b>7. Assess effectiveness.</b> Set criteria to measure success (e.g., academic performance, relationship quality). Gather regular feedback from mentors and mentees.</li> <li><b>8. Refine the program.</b> Review outcomes and adjust strategies as needed to improve the program.</li> </ol>	<p><b>Themes</b></p> <p>Graduation Requirements, Mentoring, Test Preparation, Tutoring &amp; Homework</p> <p><b>Audience</b></p> <p>All GU students</p> <p><b>Grade Level(s)</b></p> <p>9-12</p> <p><b>Cost</b></p> <p>TBD by GEAR UP staff and the school district.</p> <p><b>Required Materials</b></p> <ul style="list-style-type: none"> <li>- Two staff members</li> <li>- A designated budget</li> <li>- A workspace</li> </ul> <p><b>Prep Time</b></p> <ul style="list-style-type: none"> <li>- It varies depending on the needs of specialists, teachers, and students.</li> </ul> <p><b>Additional Notes</b></p> <p>Contributed by Vancouver Public Schools.</p>
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