

Be A 6th Grade Mentor Program Training Requirements

Why Training Matters

It is so easy to share one's work experiences, listen, and help a young person explore their future career options. Anyone can do it! But, research also shows us that it helps for mentors to be prepared to do this in a highly effective way.

Studies of mentoring have found that mentor/mentee relationships are more satisfying, last longer, and produce better outcomes for youth when mentors participate in a minimum of 6 hours of training before they start meeting their mentees.¹

The Elements of Effective Practice for Mentoring Programs (3rd edition, revised 2010) provides guidance on the latest in quality mentoring research, policies and practices. This resource includes both Benchmarks (minimum requirements) and Enhancements which are believed to produce *a positive mentee outcome*. These standards, justified by evidence-based practice, along with feedback received from mentors, funders, program staff, others involved in the Be A 6th Grade Mentor program, and recommendations from a review of training completed by the University of Pittsburgh Office Of Child Development have guided the development of the Be a 6th Grade Mentor training requirements for the 2010/2011 school year.

The training requirements are as follows:

I. Mentor Training

A. Pre-match Training - Mentoring 101 and Cultural Diversity in a one-time, 4 hour, in-person training.

Mentoring 101: What Every Mentor Should Know

This interactive training program provides participants with an introduction to mentoring and what to expect as a mentor. This is appropriate to both new mentors as an introduction and current mentors that would like a refresher.

Mentoring 205: Dimensions of Diversity - Appreciating Perspectives within the Mentoring Relationship

How we associate with other people and express ourselves is diversity. There are all kinds of assumptions and stereotypes based on gender, size, clothes, etc. As much as we try to be objective, we all have some theories about people based on stereotypes. Young people need a mentor to help them see that diversity goes beyond race and gender.

¹ Herrera, C., Sipe, C.L., McClanahan, W.S., Arbreton, A.J.A. & Pepper, S.K. (2000) Mentoring School-Age Children: Relationship Development in Community-Based and School-Based Programs, April 2000

1. Training Schedule:

- **SATURDAYS, 9:00 am to 1:30 pm** (includes 30 min. lunch break). Location: The Mentoring Partnership of SW PA, 2934 Smallman St., 2nd Floor. Dates:
 - July 10, 2010
 - July 24, 2010
 - August 7, 2010
 - August 21, 2010
 - September 18, 2010
 - September 25, 2010
 - October 9, 2010

- **WEDNESDAYS, 5:00 Pm to 9:00 pm** (includes dinner). Location: The Mentoring Partnership of SW PA, 2934 Smallman St., 2nd Floor. Dates:
 - August 25, 2010
 - September 15, 2010

B. Post Match Mentor Training

- a. **Mentoring Partnership of SWPA** offer additional trainings for all mentors in the community at sessions offered several times a year. The Mentoring 200 series or “Enhanced Mentor Trainings” have been developed to cover topics identified by mentors and/or mentoring program staff. We recommend that mentors take advantage of these extra learning opportunities to strengthen their mentoring relationships. Examples of topics covered include:
 - Communicating Effectively and Building Positive Relationships with Youth
 - Establishing & Maintaining Boundaries
 - Responsible Mentoring: Discussing Difficult & Sensitive Issues with Youth
 - Values Clarification: Understanding and Dealing with Value Conflicts
 - Stress in the Adolescent Population
 - Managing Adolescent Aggressive Behavior

- b. **Be a 6th Grade Mentor** will provide an additional session of training during one of the regularly scheduled mentoring sessions approximately mid-way through the year (i.e., likely in January 2011). This training session will include both mentors and mentees in an interactive learning format.

II. Mentee Training

The Elements of Effective Practice for Mentoring Programs suggests that an enhancement to best practices is Mentee Training. This training will provide the mentee (and his or her parent/guardian) training on program guidelines, obligations & appropriate roles of the mentor and mentee and other relevant information about the program.

Mentee and parent outreach will include:

- 1) **In School Orientation** - completed with all students who are interested in the BA6GM program, lasting approximately 90 minutes.

- 2) **Take Home, Informational Piece for Parents/Guardians** which describes the program, goals, expectations, etc. and includes a) information on who to contact with questions and b) registration form/parent permission slip.

If you have any questions about registering for training, the content of training, or other general questions about training, please contact Crystal White at (412) 281-2535 x 219 or via email at cwhite@mentoringpittsburgh.org.