

A S C A W E B I N A R S E R I E S



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# Create a School- Based Mentor Program

**Webinar Presenter: Sarah Kirk**

**Webinar Date: May 15, 2019**



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# Create a School-Based Mentor Program

A S C A   W E B I N A R   S E R I E S

# Learning outcomes:

- Discuss the benefits of a school-based mentor program for at-risk students
- Explain the process of creating a school-based mentor program from inception to implementation, including identification and matching of mentors and mentees, training and data collection
- Be prepared and able to implement a school-based mentor program at your school

# About Me

- Sarah Kirk
- Elementary School Counselor at a RAMP School in Oklahoma



# What is school-based mentoring?

- School-based mentoring is a collaboration between community members and the school to provide role models to children from hard places that are at risk
- The mentor could serve as a tutor, a friend, a role model, or likely a combo of all

**THE MORE HEALTHY RELATIONSHIPS A CHILD  
HAS, THE MORE LIKELY HE WILL BE TO  
RECOVER FROM TRAUMA AND THRIVE.  
RELATIONSHIPS ARE THE AGENTS OF CHANGE  
AND THE MOST POWERFUL THERAPY IS  
HUMAN LOVE.**

**- BRUCE D. PERRY -**



# The “Why:” What the research tells us

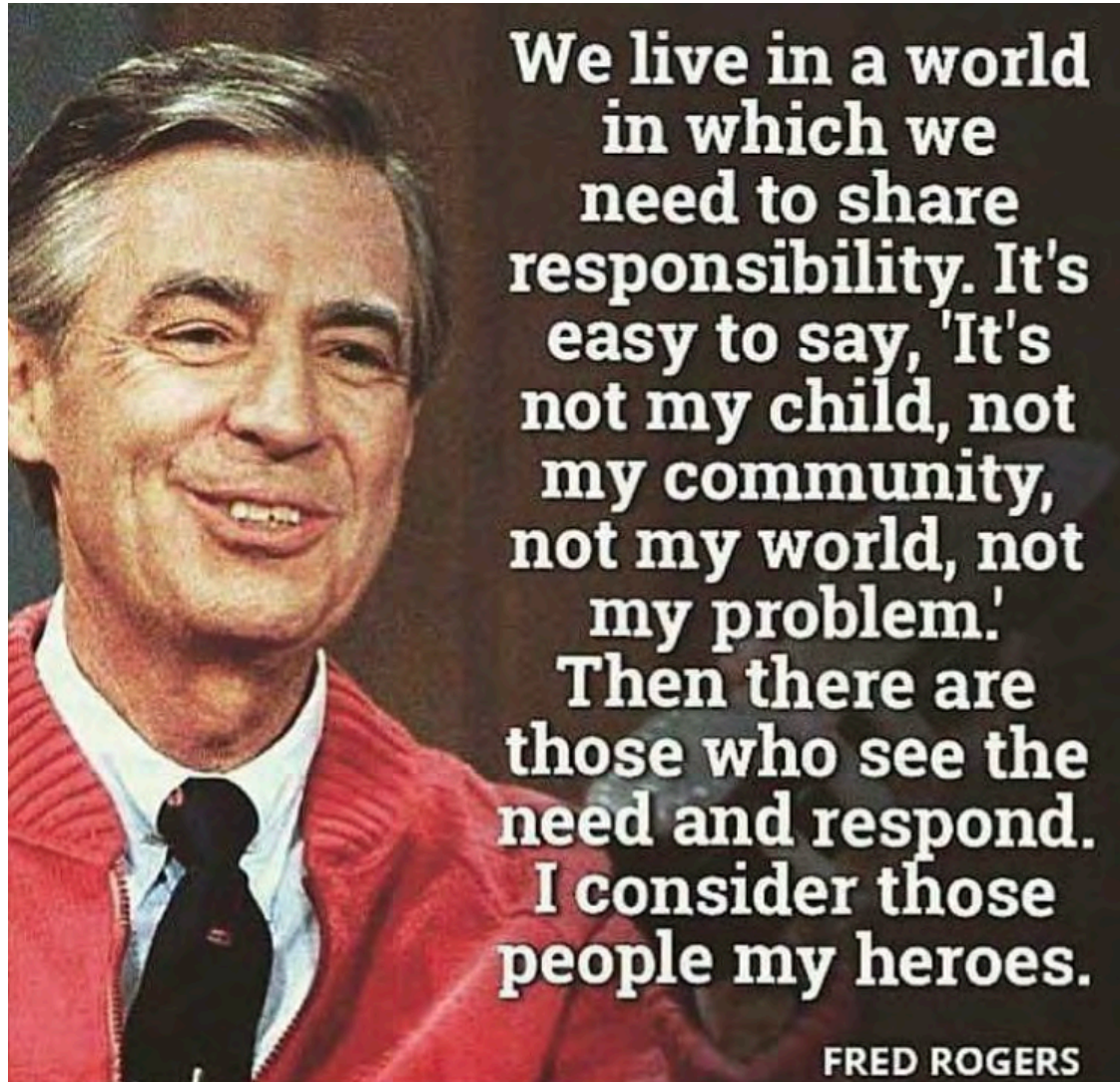
After matched with a mentor, student outcome data showed:

- Improved academic performance, in general, with significant improvements demonstrated in the subjects of science and written and oral language
- Improved the quality of class work
- Increased the number of homework and in-class assignments turned in
- Reduced serious school infractions, such as disciplinary referrals, fighting, and suspensions
- Increased students’ perceptions of scholastic competence
- Reduced skipping classes

## The “Why:” What the research tells us

- This research also indicates that youth participating in school-based mentoring programs are more likely than non-mentored peers to report having a non-parental adult who “they look up to and talk to about personal problems, who cares about what happens to them and influences the choices they make” (Herrera et al., 2007).





**We live in a world  
in which we  
need to share  
responsibility. It's  
easy to say, 'It's  
not my child, not  
my community,  
not my world, not  
my problem.'  
Then there are  
those who see the  
need and respond.  
I consider those  
people my heroes.**

**FRED ROGERS**

# The Process

- Identifying Mentors
- Identifying Mentees
- Matching Mentors and Mentees
- Training Mentors
- Kick off
- Mid Year Celebration
- Check In throughout
- Interview and Post-Test for Mentees
- Post-Test for Mentors

# Identifying Mentors

- Great way to involve community
  - Local Churches, community groups, etc.
  - You will likely find that people want to be involved, they just do not know how
- Can be parents at your school but does not have to be
- How does your school recruit and screen volunteers?
  - Can mirror other programs
- Be careful about having a general “sign up”
- Do not be afraid to “start small” with a few really qualified mentors

# Josh Shipp



- [The Power of ONE Caring Adult](#)
- [Learn More About Josh Shipp](#)

# Identifying Mentees

- Students from hard places (at-risk students) can mean incarceration of a parent, death of a parent (or loved one), divorce, chronic absenteeism
- Tier Two or Tier Three behavior intervention



# Matching Mentors and Mentees

- Mini-interview
  - Find out interests
  - Pre-Test
  - Introduction to program
- Permission form from Mentee's parents/guardians
  - Include who the mentor is if possible

# Training Mentors

- Background Check (if available)
- FERPA/Child Abuse Reporting Training (if available)
- Expectations
- About the School
- School Culture
- Optional Curriculum
- What to do during their time together
  - Games, art supplies, etc. that they can access



# Kick Off

- Introductions
- Spend a few minutes “breaking the ice” with the new pair

# Up and Running

- Mid-Year Celebration
- Check in throughout the year

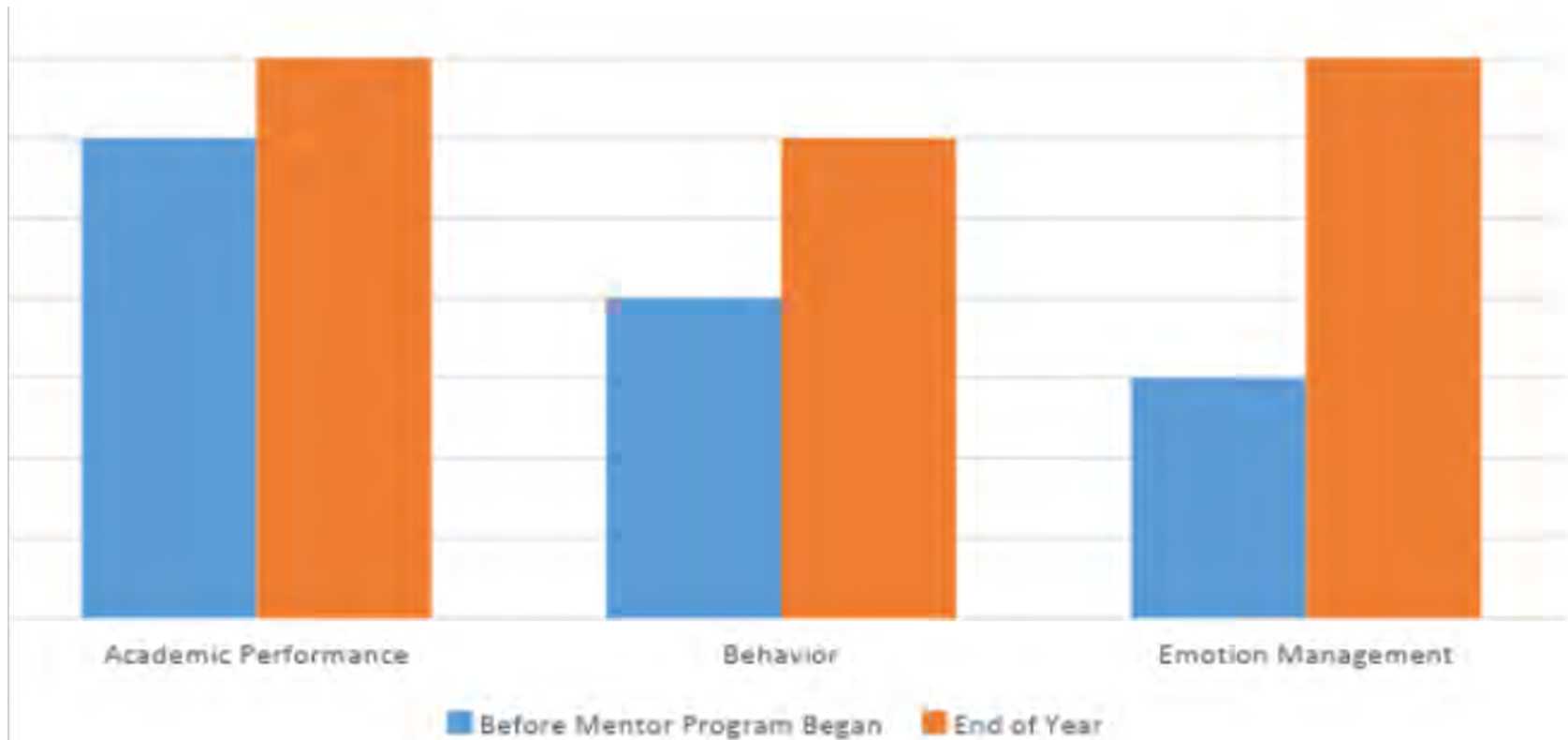
# End of the Year

- Interview and Post-Test for Mentees
- Post-Test for Mentors

# What Our Data Shows

- What our data shows:
  - Perception Data
  - Perception Data about academics, behavior, and emotion management

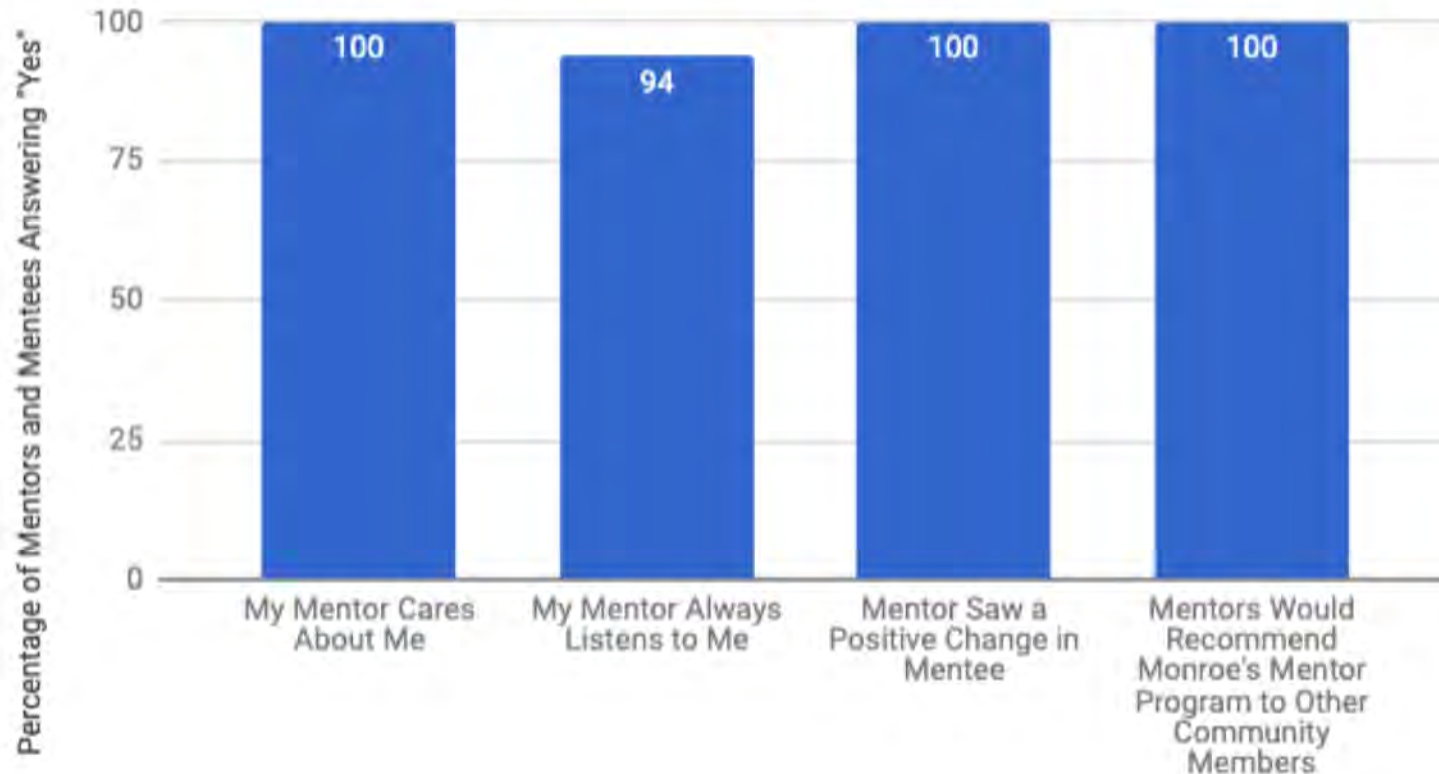
# Perception Data



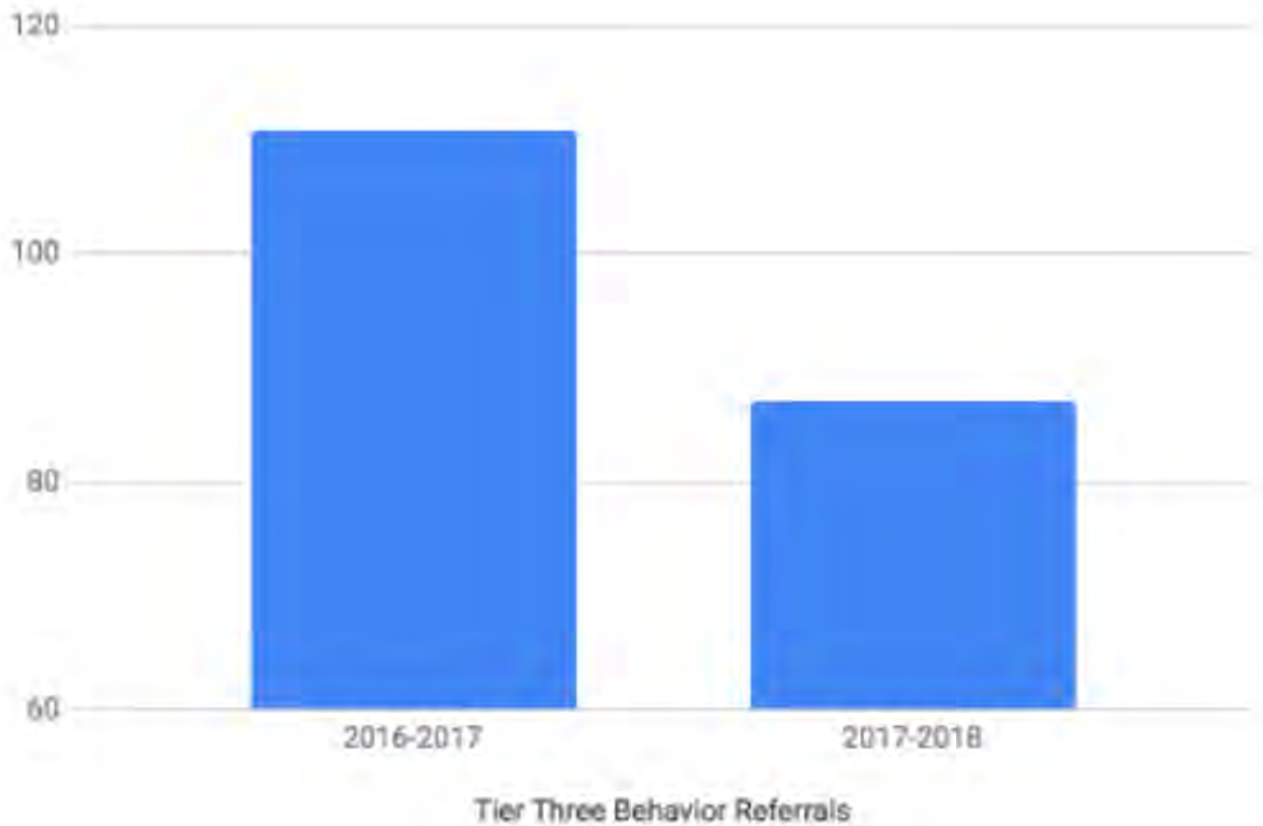
**\*Note: Data based on self-report by students**

# Perception Data

Mentor and Mentee Perception Data



# Outcome Data





# Forms

- [Permission Form](#)
- Forms for Mentors
  - [Mentor Program Information](#)
  - [Letter to Mentors](#)
- [Optional Curriculum](#)
- [Optional Mid-Year Celebration](#)

# Permission Form

## Monroe Elementary School

1601 McGee Dr.  
Norman, OK 73072  
Phone 405-366-5927  
Fax 405-366-5930

DATE

Dear Parents,

Your child \_\_\_\_\_ is invited to participate in the Monroe Elementary Mentor Program. This program matches Monroe students with professionals from the Norman community. All adult mentors are required to pass the NPS district background check before being matched with a student.

Mentors will meet with their assigned students once a week for approximately 30 minutes during the school day on the Monroe campus. The goal of this program is to help students learn life skills such as emotional management, self control, goal setting, taking initiative and other traits that will help them succeed in school and in life. Additionally, this program was developed to give students positive role models in the Norman community. Participating students will be matched with a mentor in September, and the goal is for the mentors and students to remain matched until the student completes 5<sup>th</sup> grade.

**Please return this form to your child's teacher as soon as possible. This form is required for your child to participate in the Mentor Program.**  
If you have any questions, please contact Sarah Kirk, School Counselor, at 366-5927.

Sincerely,

Sarah Kirk  
School Counselor  
Monroe Elementary

\_\_\_\_\_ Yes, my child can participate in the Monroe Mentor Program.

\_\_\_\_\_ No, I do not want my child to participate at this time.

# Mentor Program Information

## Mourue Elementary

### Mentor Program Information

- The basics:
  - o Check-in/Check-out procedure
    - Always sign in and out (on the kiosk select "Mentor")
    - Wear Name Tag Sticker
    - Go get your student (from their class)
  - o Finding a time that works for you and your mentor
    - School day: 7:50-2:50
- Frequently Asked Questions:
  - o What if I have to miss a day?
    - Contact Ms. Kirk
  - o Where to hang out?
    - Library, Cafeteria, Playground
    - Not: Gym (unless approved by physical education teacher)
  - o What to do?
    - Find out the hobbies, likes, preferences of the student
    - Bring games, activities, etc. (if desired!)
    - Borrow games, activities, etc. (closet by the doors that head out to the playground)
    - Find out the needs of the student
      - Academic, behavior, self-esteem, social/emotional
      - Set goals (if needed)
    - Curriculum (packet) OPTIONAL
    - Consult with other mentors
    - I have activities if you need help—we want this time to be beneficial for you both!
  - o What if there is an emergency (fire, tornado, etc.)?
    - Maps in folder
- Dos and Don'ts of Mentoring
  - o Giving the mentee items
    - Please avoid bringing your student gifts, food, etc. This creates tension if one mentor brings items and another does not. Your gift is your time and your love!
    - If you feel like your mentor is in need of food, clothing, etc. please let Ms. Kirk know
    - If you feel called to give gifts, etc. talk to me and we can set up anonymous donations—we just don't want it to effect the mentor/student relationship
  - o Sensitive issues
    - Cannot talk about religion, confidential information, etc.
  - o Seeing the mentee after school hours
    - I will pass on YOUR phone number but you may not ask for your student's number
  - o Reporting abuse or neglect
    - Immediately report to Sarah Kirk (counselor)

# Letter to Mentors



## *Monroe Elementary School*

1601 McGee Dr.  
Norman, OK 73072  
Phone 405-366-5927  
Fax 405-366-5930

Greetings! Your student is \_\_\_\_\_ a \_\_\_\_\_ student at Monroe Elementary!

Your student told Ms. Kirk that they love: \_\_\_\_\_

I bet there is much more so be sure to ask them about their hobbies, interests, needs, and goals. Your student's teacher is \_\_\_\_\_. Please email the teacher if you have any questions about ways to best help your student be successful! \_\_\_\_\_

You can spend time with your student in the library, cafeteria, or playground—oh the possibilities! Here are some ideas for how to spend your time:

- Split the time—15 minutes of reading/studying/etc. and 15 minutes of fun.
- Make learning fun! Practice spelling words while playing HORSE or math facts while playing Monopoly.
- Art projects! We have supplies if you need them.
- Take advantage of fun holidays—Valentine's Day, President's Day, St. Patrick's Day, etc.—all have fun activities and games.
- When in doubt...ask another mentor, ask Sarah, ask Google.

Not all students will open up right away but if you give the student time to begin to trust you, a beautiful relationship is sure to form. Please remember, as a mentor your role is to be a support, a role model, and a friend. Please avoid talking about sensitive issues.

You may contact Sarah Kirk, school counselor, with any other questions/concerns. We are so thankful to have you as a Monroe Mentor. Please know that because of you, a student's life has been changed for the better.

Sincerely,

Sarah Kirk  
School Counselor  
Monroe Elementary  
366-5927 (school) or 596-2610 (cell)  
Skirk42@norman.k12.ok.us

# Mid-Year Celebration



You are invited to join us in celebrating Monroe's Mentor Program at our 4th Annual Mentor Program Donut Day!

When: Thursday, January 25th from 8:00-8:30

Where: Monroe Elementary Cafeteria

Who: Mentors, Mentees, and Mentees family

Join us for donuts, coffee and fellowship  
as we celebrate  
Monroe's Mentors and Mentees!



# Success Stories

- Church Camp Scholarships
- Relationships outside of school
- Community resources/involvement
- Peer Mentor Program
- Foster Care

# Possible Hiccups

- Administrators who won't buy in
- Teachers who won't buy in
- Mentors who cannot follow through with the commitment
- Scheduling
- What if I already have a Big Brothers Big Sisters program at my school?



# Contact Information

- Sarah Kirk
- [skirk2@norman.k12.ok.us](mailto:skirk2@norman.k12.ok.us)
- 405-596-2610
- @Counselor\_Kirk



STUDENTS WHO ARE **LOVED**  
AT **HOME** COME TO SCHOOL TO  
LEARN, AND STUDENTS WHO  
AREN'T, COME TO **SCHOOL**  
TO BE **LOVED.**

- Nicholas A. Ferroni