


Introduction to Building a Mentoring Program
Because Kids Count Conference 2011



Learning Objectives

Participants will learn to

- Define mentoring
- Describe the target population(s) their mentoring program will serve and recruit
- Identify important components of program design and planning
- Name the essential elements of mentoring program management and operations
- Develop a logic model for their mentoring program



Agenda

- Welcome and Introductions
- Review of objectives
- Defining mentoring and target populations
- Program Design and Planning
- Program Management and Operations
- Program Evaluation
- Wrap-up

INDIANA MENTORING PARTNERSHIP



The purpose of the IMP is to promote and support quality mentoring to foster positive youth development and academic success.

CORE STRATEGIES OF THE IMP:

1. Expand public awareness of and engagement in youth mentoring
2. Strengthen program capacity and resources through training and technical assistance
3. Connect partners and facilitate community collaboration



What is Mentoring?

“Mentoring is a structured and trusting relationship that brings young people together with caring individuals who offer guidance, support and encouragement aimed at developing the competence and character of the mentee.”

Elements of Effective Practice, MENTOR/The National Mentoring Partnership



Activity

“Who are the youth our program will





Activity

“Who are the mentors you want to recruit?”




Mentoring Impact

- At-risk children in 1:1 community-based mentoring relationships were:
 - 52% less likely to skip school
 - 46% less likely to start using illegal drugs
 - 26% less likely to start drinking
 - 33% less likely to use violence


Big Brothers Big Sisters by Public/Private Ventures (1999; 2001)
- Supporting the mentor and relationship produce stronger positive effects. Jean Rhodes, 2007, *Fostering Close and Effective Relationships in Youth Mentoring Programs*
- Mentors may serve as crucial educators and support figures helping youth realize their full potential. DuBois, and Silverthorn, 2007

Six Key Parameters of an Effective Mentoring Program




- 1 • Mentor Commitment
- 2 • Keeping things fun for the mentee
- 3 • Having a positive youth development perspective
- 4 • Creating longer lasting matches
- 5 • Ensuring close and frequent contact between mentors and mentees
- 6 • Thorough training for mentors and mentees

Program Design and Planning



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graph LR; A[Planning to Plan:  
• Four BIG Questions] --> B[Types of Mentoring Programs:  
• What works best for the identified youth to be served]; B --> C[Goals and Objectives  
• Meeting the Needs]
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Four Big Questions

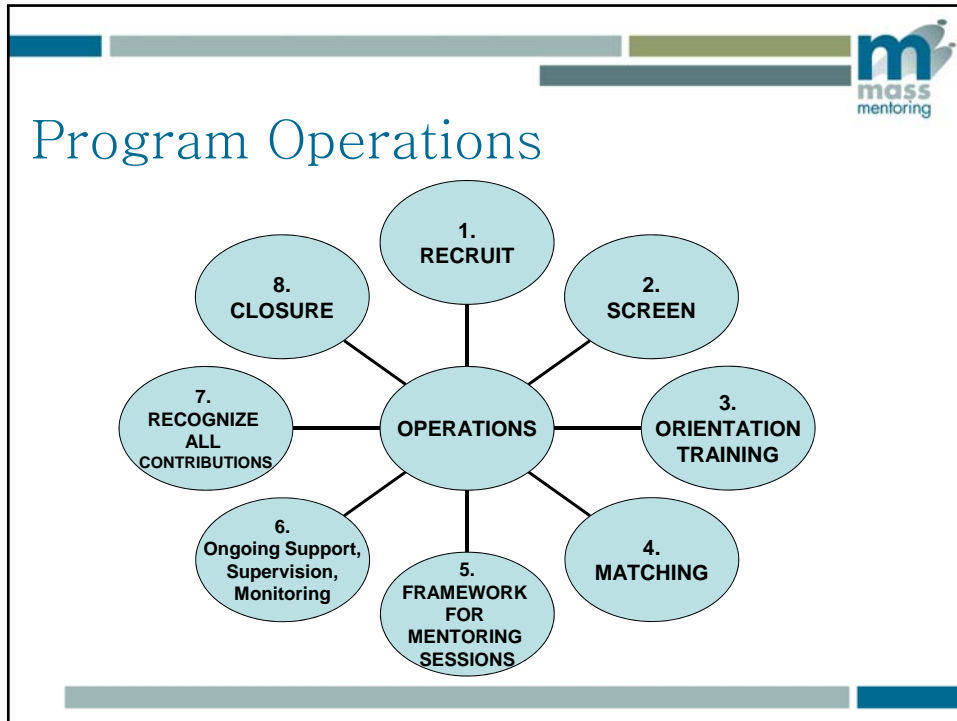


- What is the need to be filled by this program?
- How will we develop human and financial resources required?
- What will be/are the evidence-based practices in our program?
- What are assets for and challenges to implementing evidence based practices?




Program Management

- Form an Advisory Board
- Develop a Records System
- Diversify Fundraising
- System to Monitor the Program
- Professional Development for Staff
- Advocate for Mentoring
- Public Relations/Communications




The diagram illustrates the Stakeholder Activity process. It consists of four bullet points: 1. Divide into groups, 2. Receive a card with a stakeholder role, 3. Write the three top priorities of this stakeholder, and 4. Share with group. The "mass mentoring" logo is in the top right corner.


- Divide into groups
- Receive a card with a stakeholder role
- Write the three top priorities of this stakeholder
- Share with group



Program Evaluation



- Why Evaluate?
- How much time, staff and money can you commit to this process?
- What are you going to do with the results?



Program Evaluation

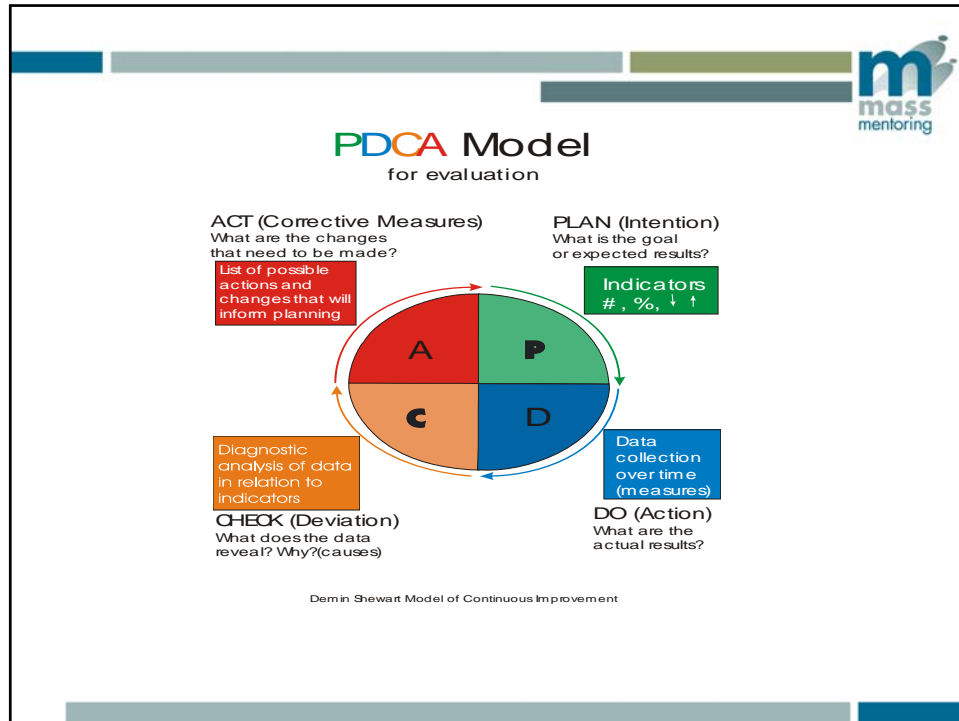
Process

- Is the program being implemented as intended?
- Are you doing what you planned?

Outcome

- Measures the degree of program impact on participants.
- What is the result of doing what you planned?

If your data shows you are not having the impact you planned and designed for, then go back and review the **process evaluation** data.



Evaluation Resources

- National Mentoring Partnership - Elements of Effective Practice Tool Kit www.mentoring.org
- United Way Measurement Outcomes Network www.unitedway.org/Outcomes/Resources/MPO/model.cfm
- Kellogg Foundation Logic Model Development Guide www.wkcf.org/Pubs/Tools/Evaluation/Pub3669.pdf



Wrap -Up

Thank You!



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