



Mentor Tutor Connection

Helping students achieve their potential and thrive



Mentor Tutor Connection

Helping students achieve their potential and thrive

Welcome to New Mentor Training





Program Managers

- **Jennifer Springer - MVHS**
jennifer@mentortutorconnection.org
- **Ann Wolff - LAHS**
ann.wolff@mentortutorconnection.org
- **Helen Richardson**
helen.richardson@mentortutorconnection.org

Introductions



Your name



A sentence about yourself



Why you want to become a mentor

Workshop Goals

- **Introduction to Mentor Tutor Connection**
- **Describe our mentees**
- **Clarify the role of a mentor – remote and in-person**
- **Describe the matching process**
- **Promote successful mentoring practices**
- **Inspire and encourage long-lasting mentoring relationships**

What Is the Mission of MTC?

Help build brighter futures for youth in Mountain View and Los Altos through exceptional tutoring and mentoring programs that improve social and academic life skills



Who Does MTC Serve?

- Tutors serve the elementary and middle school students of the Mountain View Whisman and Los Altos School Districts
- Mentors serve high school students attending the three high schools of the Mountain View Los Altos Union High School District

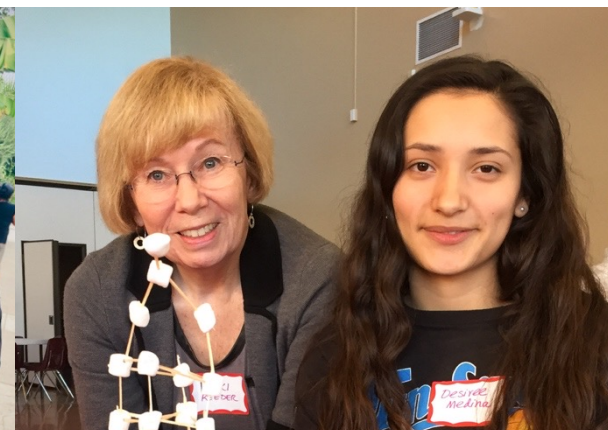
MTC Achievements 2019/2020 School Year



188 Volunteers

115 Mentees

349 Students Tutored



100% of surveyed mentees would recommend the Mentoring Program



Mentor Tutor Connection

Helping students achieve their potential and thrive

TODAY OUR FOCUS IS ON MENTORING



What Are the Mentees Like?

- Teenagers who are developmentally ready for a non-parent guide and advisor and are excited to have a mentor!
- First in their families to graduate from high school or plan to attend college
- New immigrants or from immigrant families
- Struggling in school
- Challenging home or family life

How Do Students Become Mentees?

- **Supervised Study Classes**
- **Referrals from Teachers, Counselors, Principals, Case Managers, School Staff and Current Mentees**
- **AVID (Achievement Via Individual Determination) Classes – for first generation college bound students**
- **English Language Development Classes**

Matching

- **Mentee Interview – Mentee's unique qualities, Mentee's desire for a mentor (ranked 1-10)**
- **Mentor Interview**
- **Mentee/Mentor Personalities**
- **Mentee/Mentor Interests**
- **Mentee/Mentor Availability**
- **Go over Mentee/Mentor Contract**



Preparing New Mentees



Welcome to the MTC Mentoring Program!

Congratulations on being matched with a mentor! As you begin your mentoring journey, we would like to share some useful information and tips that will help you get the very most out of having a mentor. Remember, you can contact your Program Manager with questions anytime.

My Mentor's Role in My Life

Through your friendship with your mentor, you'll get a chance to have another person in your life who likes you *just the way you are*, a person who will listen to you without judgement and someone you can turn to when you need support and encouragement. Your mentor will make time for you and be there for you. Here are some of the things mentors are and are not.

Your Mentor is...

...a **friend**. Like any friendship, mentors and mentees do fun things together. They also talk to each other and share big and little things in order to get to know each other. Sometimes conversation is light and easy; sometimes it will be more serious.

...a **role model**. Mentors try to be a good role model and another adult you can look up to. Your mentor can share how they have made decisions and figured out their values and priorities in life. But you can't live life without making mistakes! So your mentor may share some of those and what they have learned from them. Ask questions!

...a **listener you can trust**. You may say things to your mentor that you don't feel comfortable saying to anyone else. You might tell your mentor about your hopes, dreams or fears. Other times you may reveal mistakes or regrets. Mentors have your best interests in mind and are there for you no matter what you confide in them.

...**someone who is proud of you**. Your mentor should be able to see all the talents you have and help you learn and grow. Your mentor may notice strengths you haven't yet! Mentors can help you make sound decisions that lead to a promising future.

...**resourceful and creative**. Your mentor is likely older than you and has needed to solve problems or find help many times. Take advantage of this and pull your mentor in to shed new light on a situation or help you research something. That's what they are there for!

...a **person, just like you!** Your mentor counts you as a friend too! Mentors can feel worried or uneasy if you don't respond to their messages or if you never ask how they are or what's new with them. Friendships take effort and respect on both sides, and it's more rewarding that way!

My Mentor's Role in My Life, Cont'd.

Your Mentor is not...

...a **parent or guardian**. Your mentor is a friend, not a parent. Your mentor wants the best for you, but they do not discipline your behavior or have specific expectations of you. Their role is very different from that of your parent.

...a **therapist or social worker**. Although your mentor can't be these things, they can help you talk over whether you could benefit from this kind of support. Both mentors and Program Managers can guide you to find the best resources for you.

...a **mentor to your family**. Your mentor's role is to pay special attention to you. Your mentor will meet your family, but their energy and attention should be focused on you.

...a **fixer**. Your mentor is not trying to change you or make you "better." Of course, your mentor can help you overcome hurdles in your life. But don't forget that you have gifts and talents and lots to offer the world. Your mentor's role is to help you recognize your strengths and guide you to have confidence in them.

What Mentees are Saying



Consider This...

By getting a mentor, you will experience having a caring, kind, wise, and reliable role model in your life. Having a mentor can help you know how to become a mentor to a younger sibling, cousin or neighbor.



Communicating with My Mentor

Sometimes conversation flows easily, sometimes there may be silences that feel awkward. Sometimes you might feel talkative and lively; other times you might feel withdrawn or quiet (maybe you are tired or you've had a bad day). Your mentor wants you to be your *real self*, so don't worry! In fact, the more *you are you*, the more your ment will feel the same! Here are some tips to get you started...

Take things slowly...

At the beginning, you will probably talk about light topics. Maybe you'll find things in common by talking about your pets, your favorite foods or your hobbies. You can tell your mentor about your classes, your friends, and what your family is like. You may share your favorite Netflix shows, YouTube channels or apps. It's totally okay to ask your mentor questions too - in fact, it's important! Mentors love to share too.

Be honest...

Maybe there are areas of your life that you prefer not to focus on with your mentor. If your parents ask you about school all the time, you may not want to talk about school with your mentor. Maybe you can't talk to your friends and parents about romantic relationships, but you want someone to talk to - your mentor will be an open-minded listener. Your mentor might ask you about something you aren't ready to discuss yet - that's okay!

Whenever you're ready...

When you want to talk about with your mentor about something a little uncomfortable for you, let your mentor know. Trust the process; trust your mentor. Your mentor is someone who will hear you out and follow your lead as to whether you want input or just want to share.

Conversation Building Blocks...

Conversing with your mentor is a great way to practice building your overall conversation skills. These skills will help you have more fulfilling conversations with anyone - friends, family, co-workers, teachers and more.



My Role as a Mentee and

How to get the most out of Mentoring

Mentors have a lot of responsibilities — they want to be the very best mentor they can be for you. At the same time, you, as a mentee, have responsibilities also. Building a fulfilling relationship takes two, so please

make sure you pay attention to the little things you can do in order to make your mentoring journey fun, productive and successful. The more you put into something, the more you get out of it!

Find Time for Your Mentor

For the first month or so, you will be getting your mentoring off to a strong start by meeting or talking once a week. When is best for you? Coordinate with your mentor and add your mentoring time to your phone or written calendar. Some mentees like to spend time with their mentors the same time each week... would that work for and your mentor?

Give Your Mentor a Chance

Nobody is perfect, and it might not seem at first like you have much in common. But be patient and give it some time. Put out some effort getting to know your mentor. You may be surprised at how much you can enjoy being with your mentor once you get to know them better. Have a look at the "Communicating with my Mentor" section for some encouragement.

Share what you Know (and What you Want to Know)

Don't be afraid to share your talents and interests with your mentor, and encourage your mentor to do the same. You both have important knowledge and skills. Also share what you don't know but are curious about. Maybe you want to know about nursing opportunities at Community College; maybe you want to get better at cooking or working on your car. Do you want to volunteer or travel but don't know how to get started?

Respect, Replies and Rescheduling

Thank your mentor for their time and caring, especially if they do something extra special for you.

Aim to reply promptly to texts and calls... if you don't have an answer yet say "Thanks, I get your text, get back to you soon."

Need to cancel a meeting? That happens... just let your mentor know ASAP and suggest a new day and time to meet.

You don't always have to wait to hear from your mentor. Sometimes mentors get busy too. Send a friendly "Hello, how are you?" text to show you care about them too.

The Role of a Mentor

Build a Relationship with Your Mentee by Being...

- ✓ A source of support and encouragement
- ✓ A caring guide
- ✓ A resource
- ✓ An experienced and trusted advisor
- ✓ An example of responsibility and caring
- ✓ A window into a bigger world

The Role of a Mentor Is Not...

Savior

All Knowing

Therapist

Parent

ATM

Mentoring - Best Practices...

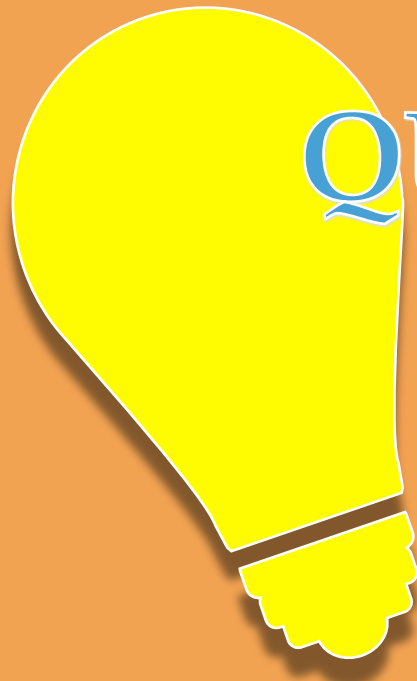
- **Respect, dignity and honesty. Accept differences!**
- **Be Persistent and consistent!**
- **Share feelings and stories of successes and failures**
- **Ask open-ended questions**
- **Focus on mentee's strengths and potential**

Mentoring - More Best Practices!

- Suggest new activities. Have fun!
- Consider surroundings where natural conversation can happen
- Help brainstorm solutions
- Avoid taking sides and making judgements
- Change takes time – model positive behavior

Remote Mentoring - Best Practices

- **Connect once/week – same time when possible**
- **Keep list with mentee of things you want to experience together – now and after COVID**
- **Check in periodically on how mentoring is going**
- **Try creative ideas from other mentors**
- **Take a look at the “Socially Distanced Activities” handout**
- **Reach out to your MPM for additional ideas**



QUALITIES OF AN IDEAL MENTOR

Developing the Mentoring Relationship



Phases of the Relationship

What you do at the Beginning...

- ✓ Communicate clearly
- ✓ Be on time
- ✓ Smile :)
- ✓ Be positive, supportive and nonjudgmental
- ✓ Focus on your mentee
- ✓ Demonstrate you are paying attention
- ✓ Schedule your next time together
- ✓ Meet your mentee's parent/guardian

Phases of the Relationship


What happens in the middle...

- ✓ More comfortable with each other
- ✓ Test relationship
- ✓ Get creative with time together
- ✓ Revise and discuss goals
- ✓ Establish boundaries
- ✓ More familiar with each other's likes, dislikes, etc.
- ✓ Friendship becomes more authentic

Phases of the Relationship

Wrapping up the Official Mentorship

- ✓ Discuss how you want to handle the future
- ✓ Many mentors/mentees are friends for life
- ✓ Review your relationship
- ✓ Discuss closure/future plans with your Program Manager



Possible Differences and Cultural Sensitivity

Possible Differences

- ◆ Age
- ◆ Education
- ◆ Technology
- ◆ Ethnicity/immigration status
- ◆ Culture/language/family system
- ◆ Religious heritage
- ◆ Socio-economic status
- ◆ Preferences in entertainment/clothing/food
- ◆ Sexual orientation and gender identity

Cultural Sensitivity



- ✦ Recognize your own inherent culture
- ✦ Notice differences and see them as learning opportunities
- ✦ Find similarities as a point of connection
- ✦ Expose yourself to youth and popular culture
- ✦ Share your foods, music and traditions
- ✦ See your mentee as a unique and valuable individual

Typical Challenges You May Encounter



Your student ghosts you



Lots of rescheduling



Moving beyond the brief text exchange



Mental health Issues



Stressful/unstable home situation

Crises You Must Report to Your Program Manager Immediately

Emotional, physical or sexual abuse

Suicidal thoughts

Violence or threats of violence

Be honest with your mentee about what you need to do with the information they have shared with you.

We Are Here to Support You!

We can reach out to your mentee!

We are happy to discuss any issue!!

Boost your mentoring skills by attending one or two trainings per year. *We offer...*

Two MTC Mini-Trainings per year

Four New Mentor Trainings per year

Topical online Webinars and High School District Presentations



Welcome to Our Visiting Mentor

Words of Wisdom...

- **“Be patient and persistent”**
- **“Ask (MPM) questions before getting too frustrated”**
- **“Be kind and understanding”**
- **“Listen – find something to create a bond”**
- **“Meet your mentee where they are, not where you think they should be”**
- **“Don’t focus too much on school”**
- **“You may not feel ‘needed’ but you are!”**