



Mentoring Program 2020-2021

Overview:

Three years ago, Steps to Success started the College and High School Mentoring program, in which Steps' students in the College Success Initiative (CSI) and Brookline High School are mentored by external professionals with similar degree or professional backgrounds. Given Steps' focus on college access and persistence, mentoring, which has a proven track record to positively impact both areas, is a natural element of our programming. Mentors can serve many roles for students, including providing emotional support, friendship, and advocacy, as well as providing coaching, advising, and planning and goal-setting support. The goal in 2020-2021 is to match at least 15 mentor pairs between Steps students and professional mentors by December.

Mentor Recruitment and Support:

In order to prepare and support mentors, our staff will ensure that:

- We will be engaging community partners to recruit mentors, ideally with experience in working with young people (e.g. through mentoring, tutoring, and other volunteer roles)
- Mentors receive an initial training and orientation about our students and program expectations.
- Mentors receive ongoing support from the CSI staff to address any challenges they are experiencing.
- Mentors/mentees to commit to an initial 6 months of partnership.

Expectations for College Students and Professional Mentors:

1. Meet at minimum two times per semester
 - a. Ideally in person (socially distanced), or via phone, FaceTime, Skype, Zoom, etc.
2. Collaborate to create Individual Development Plan
 - a. Passion List
 - b. Areas of Strength and Areas of Improvement
 - c. What do you want in 2 years, 5 years, 10 years
 - d. SMART goals for the year
3. College student should take lead for meetings regarding IDP review
4. Mentor provides feedback on IDP and connects to relevant resources and experiences
5. College student keeps running list of questions for professional mentor, which can be asked through email or during a meeting
6. College student develops a resume, which professional mentor will critique/revise
7. Mentors keep a log of each meeting with notes on how the meeting went

To sign up to be a mentor, please contact LCarberry@stepstosuccessbrookline.org.
For more information on Steps to Success, please visit our website at
www.stepstosuccessbrookline.org.