



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 Mentees and Mentors:

1. Meet a minimum of three times per semester
 - a. Ideally in person (socially distanced), but can be via phone, FaceTime, Skype, Zoom, etc.
2. Collaborate to create an Individual Development Plan, including:
 - a. Passion List
 - b. Areas of Strength and Areas of Improvement
 - c. SMART goals for the year
3. Mentees build on their next step (e.g. creating a college plan or seeking an internship), and the mentor will review and provide advice/feedback on:
 - a. What to look for in choosing the right school or job
 - b. How to mentally prepare for life as a college student or professional
 - c. How to become a successful college student or professional
4. Mentees keep running list of questions for mentor, which can be asked during check-ins
5. Mentees improve or develop a resume which mentor can review and critique
6. Any additional items of importance that the mentor/mentee deems necessary
7. Mentors keep a log of your meetings 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.