

## **Mentoring**

### **How do we determine who is a part of the program?**

*Ruth Thompson - CIS in Brunswick County*

- Sat down with administrators and made list of students who may need the help. Then sat down with students and possibly parents.
- Use "Lunch Buddies" to come in and hang out with students t lunch.
- Uses certified teachers. Have two retired teachers and newly certified teachers that don't have full time jobs yet.

*Paul Haas: Student Support Coordinator at Heide Trask High in Pender County*

*Blake Konny – Administrative Intern at Heide Trask High*

- Uses GE volunteers to tutor students. Have a built in 20 minute per day period for remediation.
- Student support team assigns at risk students to teachers for one on one personal connection with students.
- Is going to require students with failing grades to have parent conference.

*Reeda Hargrove - Brunswick County –*

- Uses exit committee. Students must meet with the committee in order to share why they want out of school. Committee tries to remove obstacles to school. Alternate schedule, alternate school or other options.

*Jessica Eliot - Avid Coordinator For NHC*

- Uses "100 Black Men" as mentors.
- Utilizes teacher mentors with AVID students
- Tutorials embedded within elective and facilitated by college tutors.

*Larry Thomas – Durham County*

- Students recommended through court system or parent.
- Often come from a "boot camp" experience. Then reintroduce to school setting.
- Starting mentoring program to follow up with students for one year minimum. Matching black male mentors with black male students. Supported by Durham Police Department, churches and other groups.
- Have the mentality that "it isn't somebody else's kid", they take responsibility for all students.
- Have had trouble with college students, they treat it as a grade and are done when the class ends.

*James Moore – Works with Police Department and mentors students.*

- Assigns police officer to work with local Boys and Girls Club. This officer coordinates mentors and tutors from the police force.
- Member of local 100 Black Men organization, which coordinates black mentors in the community.

**Issues we see as far as mentoring**

- Need for our own change of fundamental beliefs—must know that students can succeed
  - Find a way to be able to reach them
- Increase in class sizes-more difficult for teachers to connect with students
- Lack of parent education
- Difficult to balance pulling students out of a class to be mentored and in turn miss learning in class
- Lack of mentors due to rural area
- Some volunteers are unreliable
- Policy
- Family dynamics
  - Lack of family support-feel mentoring could help with this

**Thoughts on what is needed and how can we accomplish this?**

- Need for change of system/policy
- Need for more mentors
- Desire to have someone organize mentoring/tutoring for school system
- Mentors @ Boys & Girls Club—many found from advertising on Craigslist (background check on all of them)
- Possible use of teachers as mentors
- Need for professional development for teachers to work with at-risk students
- Mentors must be reliable and regular so they do not build trust and then stop showing up
- All mentors need to be trained as well as parents and mentees or it could be more harmful than good to have mentors
- We need mentors from all areas (community-based organizations, churches, etc...) to meet the needs of the students
- Contact local churches and positive men and women you know and ask them—but be sure if they are willing they are committed

**If you have discipline problem, how do you resolve it?**

- More males working with students
- Work with the kid to see what the problem is-we can no longer throw it back on the family (no longer the traditional family)