

# STEP BY STEP MENTORING PROGRAM



*Caring and Growing...Together*

## Mentor Job Description

The Step By Step Mentoring Program of Walton Central School District, Walton NY, helps to foster maturation and personal growth of students exhibiting problematic or high-risk academic or social behaviors by providing the students with a caring adult who will work to achieve the students' greatest potential. Research shows that students who have been involved in a mentoring program are more likely to have better school attendance, more positive attitudes, improved academic performance and have less of a reason to drop out of school.

“Prominent studies\* of mentoring programs found that mentored youth:

- were 46% less likely than their peers to start using illegal drugs
- were 27% less likely to initiate alcohol use
- were 38% less likely to engage in violence
- skipped school 52% less
- decreased lying to their parents by 37%”

\* Tierney, J.P., Grossman, J.B., and Resch, N.L. (1995) Making a Difference: An Impact Study of Big Brothers Big Sisters. Philadelphia: Public/Private Ventures

The Step By Step Mentoring program is comprised of volunteer adults who commit to support, guide and befriend a student for a minimum of one year. By becoming part of the network of adults who care about youth, the mentor can help youth develop and reach positive academic, career and personal goals.

## Mentor Role

- Take the lead in supporting a young adult through an ongoing one-on-one relationship
- Serve as a positive role model and friend
- Build a relationship by planning and participating in activities together
- Strive for trust and mutual respect
- Build self-esteem and motivation
- Help set goals and work toward accomplishing them
- Lead by modeling
- Praise

**Time Commitment**

- Make a one year commitment
- Spend a minimum of 4 hours per month one-to-one with a mentee
- Communicate with mentee weekly
- Attend training sessions
- Attend optional mentor/mentee group events, mentor support groups and program recognition events

**Desirable Qualities**

- Reflective listener
- Supportive
- Encouraging
- Patient
- Flexible
- Tolerant and respectful of individual differences
- Happy

**Benefits**

- Personal fulfillment through contribution to school, community and individual
- Satisfaction in helping someone mature, progress and achieve goals
- Training session and group activities
- Personal, ongoing support, supervision to help match succeed
- Mentor/Mentee activities to celebrate successes
- Insight into adolescence