



## Mentorship Methodology and Process

November 19, 2017

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MEGA currently mentors grades 6-12 and meets twice per month at each school. Discussion topics are designed to instill hope, build leadership skills, develop goal-orientated mindsets, and teach social and life skills.

All courses are founded on MEGA's core values of **RESPECT** for self and others; **RESPONSIBILITY** for one's actions and words; **EFFORT** by demonstrating initiative, personal drive, and excellence; which yields **ACHIEVEMENT**. Mentors reinforce these values by demonstrating what it means to be positive role models.

Mentees are expected to set personal and academic goals early in the school term. Shortly after each Student Evaluation Reporting Period, Mentors hold individual sessions with Mentees to assess progress toward their academic goals. Goal-setting is a critical component of the mentoring process. MEGA incentivizes goal attainment through recognition and incentives such as field trips. Expectations (behavior guidelines and participation requirements) are established in the very first meeting and appropriately reinforced thereafter. Expectations include participating and demonstrating respect in group mentoring sessions, no out of school suspension disciplinary actions, regular attendance, adhering to dress standards and performance improvement. These expectations are strictly enforced. The purpose for goal-setting and establishing guidelines is to reinforce the core values of **RESPONSIBILITY** and **EFFORT**. Once a student is successful in a few of these areas, we hope to enhance optimism (hope) and self-efficacy.

During sessions, Mentors facilitate the discussions and encourage student interaction and participation. Students are encouraged to voice their opinions and ideas, discover and learn among themselves instead of being lectured. This setup is beneficial because small groups develop trust, build confidence and promote teamwork. These sessions give the students permission to do or express things that may not be considered cool in their peer group. The objective is to build leadership skills by leading discussions, providing personal perspectives, being part of a team and reinforcing the core values of **RESPECT, RESPONSIBILITY** and **EFFORT**. Life skills training provide tools for coping and promote social norms and mores that are required for success. Again, we hope to attain a change in attitude and behavior, which influence personal confidence, self-efficacy and goal orientation.

MEGA assumes parental and school support will reinforce student participation. We encourage parental participation by requiring parents to sign the Student-Parent-School Coordinator contract and by holding events during the year where parents are invited to attend with their children. The events enhance parental involvement and give MEGA the opportunity to know the parents.



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MEGA believes learning takes place through experiences. Field trips are included in the program to build teamwork and leadership skills, enhance social skills and learn by seeing and doing. College tours are scheduled twice a year along with team building activities such as attending college basketball games and visiting the Windy Hill Sports Complex, Uptown Alley, Virginia Museum of Fine Arts, and historic sites in DC and Richmond. The field trips are intended to reinforce positive social behavior while learning through experiences. They also expose the Mentees to things they may never see or do and expanding educational horizons.

MEGA builds trust by respecting the students and being consistent, and by providing positive role models, a structured process and core values. We hope to reshape students' attitudes toward self and what they are capable of being. Our goal is that academic performance, disciplinary action, and attendance will improve over the long term by building leadership, self-confidence, hope, goal attainment and self-efficacy.

The MEGA tutoring program provides support to improve the pass rate for students at risk of failing math and English, which impacts Standards of Learning (SOL) performance. In partnership with Carver Middle School Administration, students who have failed these subjects or are projected to likely fail are asked to attend after-school tutoring sessions once per week. MEGA provides a small stipend for the volunteer teachers, pays for the bus transportation and refreshments. Students receive one-on-one tutoring from volunteers and are exposed to positive role models. Teachers provide instruction for each subject by grade level, SOL fundamentals, etc.