



ISBE Peer Mentoring Initiative Kickoff Webinar

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Welcome ISBE Peer Mentors and Mentees!



ISBE Goal

To provide *high-quality* 21st CCLC afterschool programming that supports student learning, growth, and development in Illinois



What is Peer Mentoring?

Peer mentoring is a process through which colleagues support the professional development of their peers, facilitate mutual learning, and build a sense of community.



A Peer Mentor's Role

- Provide nonjudgmental, confidential support
- Share strategies, expertise, and past experiences
- Develop supportive, ongoing relationship with assigned mentee
- Problem-solve with mentee



Peer Mentoring Goals

- Support development of high-quality 21st CCLC programs
- Provide ongoing peer support to first-time grantees
- Foster community of practice focused on quality afterschool
- Advance continuous program improvement

Peer Mentoring Outcomes



- Increased mentee capacity to implement quality programs
- Strengthened communication and collaborative relationships between mentors and mentees
- Established system of support and community of practice for mentors and mentees
- Sustained partnerships and feedback for continuous program improvement

Description of the ISBE Peer Mentoring Program



Peer mentors and mentees:

- Work together September – June
- Meet face-to-face at least twice — once during the first month of mentoring and once during the last month of programming
- Communicate at least 18 additional times — face-to-face, email, telephone, Skype, iChat, or other method

Description of the ISBE Peer Mentoring Program



Peer mentors and mentees:

- Participate in quarterly calls with SEDL
- Jointly develop an action plan for the year
- Each maintain an ongoing journal of insights about their work together



ISBE peer mentors...

- have at least 3 years experience as 21st CCLC grantees,
- understand requirements of the 21st CCLC grant program, and
- serve as resources and provide individualized assistance to assigned mentees.



Group Discussion

How would you define a successful mentor/mentee relationship?

What do you hope to accomplish as a result of this mentor/mentee relationship?



Benefits of Peer Mentoring

For the peer mentor:

- Shared knowledge
- Enhanced skills in coaching, counseling, listening, and modeling
- Acquired new insights
- Expanded community of practice

Benefits of Peer Mentoring



For the peer mentee:

- Personalized support from more experienced and knowledgeable peer
- Increased knowledge, skill, and confidence
- Strengthened capacity for grant management
- Expanded community of practice

An effective peer mentee...



- is willing to be mentored and makes himself/herself accessible to mentor;
- is prepared to learn from peers/others;
- values the 21st CCLC program, its mission, and its work;
- treats mentor with respect; and
- is tolerant, nonjudgmental, and accepting of differences.

An effective peer mentee...



- is amenable to new or different ideas;
- willingly participates in meaningful discussions about the program;
- is willing to share successes and challenges openly with mentor; and
- is able to trust others and can be trusted.

An effective peer mentor...



- is motivated to be a mentor;
- has 21st CCLC and organizational management knowledge;
- values the 21st CCLC program, its mission, and its work;
- cares about others and treats people with respect;
- is tolerant, nonjudgmental, and accepting of differences; and
- is confident and secure with oneself.

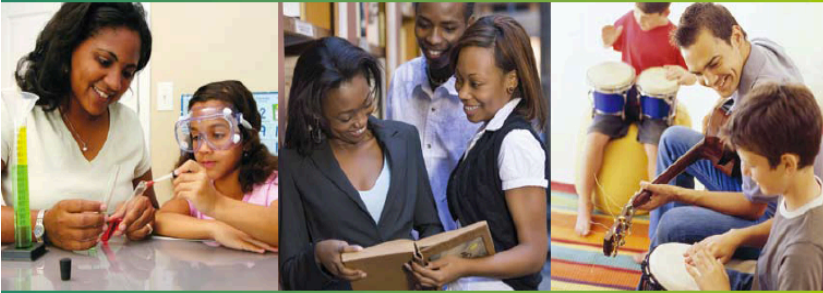


An effective peer mentor...

- is able to create a comfortable environment making way for discussions;
- enjoys watching the development of the mentee;
- is sensitive to the mentee's needs;
- trusts others and can be trusted; and
- is successful in their own programming.

A Practitioner's Guide

Building and Managing QUALITY AFTERSCHOOL PROGRAMS



NATIONAL CENTER FOR QUALITY AFTERSCHOOL

Advancing Research, Improving Education

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Resources for mentors and mentees focused on building high- quality programs



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Questions?