ISBE Peer Mentoring Initiative
Kickoff Webinar

August 15, 2013
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.
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.
Resources for mentors and mentees focused on building high-quality programs
References

• Lamm, A., & Harder, A. (2008). *Using mentoring as part of professional development.* Retrieved from [http://edis.ifas.ufl.edu/wc082](http://edis.ifas.ufl.edu/wc082)

References

Questions?