

| We believe that when we:  |   | Then:   | Which leads mentees to:   |  |  | So that mentees:   |
|---|---|---|---|--|--|--|
|   |   |   | short term  | intermediate   | long term  |  |
| <ul style="list-style-type: none"> <li>Recruit youth who face challenges such as in foster care, juvenile court-involved, school academic failure, school disciplinary actions</li> </ul>   | <ul style="list-style-type: none"> <li>Provide clear expectations of the amount of time mentors spend with their mentees, the types of interactions they should strive for, and the types of activities to do with their mentees</li> <li>Support mentor-mentees and families with monthly, quarterly, and annual group activities</li> <li>Supervise mentors with regular check-ins</li> </ul> | <ul style="list-style-type: none"> <li>Mentors establish strong trusting relationships with their mentees</li> <li>Mentors and mentees engage in a variety of activities</li> <li>Families support the mentorships, learn more about their children, form closer bonds with their children</li> </ul> | <ul style="list-style-type: none"> <li>Feel they have an adult they can count on</li> <li>Experience a sense of hope about school and their future</li> </ul> | <ul style="list-style-type: none"> <li>Social skills – positive relationships with others</li> <li>Self-esteem – self-confidence, more outgoing, willing to talk with others, engage in social activities</li> <li>Growth Mindset - more focused, engaged, positive, respectful, connected</li> <li>Resilience – better able to positively deal with disappointment</li> </ul> | <ul style="list-style-type: none"> <li>Academics – higher grades, fewer class failures</li> <li>Behavior – less risk-taking behaviors, better classroom behaviors, fewer discipline referrals to office, better self-management of emotions, better school attendance</li> </ul> | <ul style="list-style-type: none"> <li>Develop their full potential as strong, confident, successful adults</li> <li>Make informed responsible decisions</li> <li>Become civically engaged members of community</li> </ul> |
| <ul style="list-style-type: none"> <li>Recruit positive adults as mentors, screen and check the backgrounds of mentors</li> <li>Train mentors initially and ongoing in topics such as ACES and cultural competence</li> <li>Carefully match mentors with mentees</li> </ul> |   |   |   |  |  |  |

**We believe that mentorships are supported when we . . .**

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| <ul style="list-style-type: none"> <li>Establish a referral process with schools</li> </ul> | <ul style="list-style-type: none"> <li>Educate families about the purpose and processes of the mentorship</li> </ul> | <ul style="list-style-type: none"> <li>Support families with regular communications and celebration events</li> </ul> | <ul style="list-style-type: none"> <li>Maintain good working relationships with schools, social service agencies</li> </ul> | <ul style="list-style-type: none"> <li>Join in partnerships with local community coalitions serving youth</li> </ul> | <ul style="list-style-type: none"> <li>Gather data from mentees, mentors, and families to evaluate our impact</li> </ul> | <ul style="list-style-type: none"> <li>Analyze our data to make program improvements</li> </ul> |
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