

Tutoring/Mentoring Team

Handout for discussion

February 21, 2013

Standards for Effective Mentoring

Source: *Elements for Effective Practice for Mentoring*, Mentoring.org.

- 1) **Recruitment**
Describe the program's aims and expected outcomes in realistic terms.
- 2) **Screening**
Determine whether they have the time, commitment and personal qualities
- 3) **Training**
Basic knowledge and skills needed to build an effective mentoring relationship
- 4) **Matching**
Based on dimensions likely to increase the odds that mentoring relationships will endure
- 5) **Monitoring and Support**
Ongoing advice, problem solving support and training opportunities for the duration of the relationship
- 6) **Closure**
Affirms the contributions of both the mentor and mentee and offers the opportunity to assess the experience.

Background Research: Tutoring Programs

Source: *CPRD, Institute of Government and Public Affairs*, University of Illinois, January 2009

Key best practice strategies:

- ◆ **Training** tutors on effective instructional strategies.
- ◆ A diagnostic/developmental template should be used to **organize** the tutoring program for **each student**.
- ◆ Formal and informal **assessment** needs to occur for each student to guide the tutoring process.
- ◆ Tutors should **track the progress** of students in order to adjust their content and strategies.
- ◆ Tutors should closely collaborate with the **students' classroom teacher**.
- ◆ Tutoring programs should be structured around **principals of learning** and follow a sequentially arranged, systematic approach.

Source: St. Paul Public Schools Foundation

- ◆ Clear **organizational** structure and management
- ◆ **Cultural competence**
- ◆ Clear plan to **recruit and manage students**
- ◆ Clear plan to **recruit and manage tutors**
- ◆ Provides initial and ongoing **training** to build capacity of tutors
- ◆ Provides **high quality tutoring and duration** (90 minutes/wk) and aligned with **classroom** instruction
- ◆ Engagement with **families, schools, communities**
- ◆ Uses **systematic evaluation** to assess its impact on student outcomes and continuous improvement.