



MENTORSHIP METHODOLOGY and PROCESS

(November 19, 2017)

Mentors meet twice per month for grades 6-12. Discussion topics are designed to build leadership, instill hope, goal orientation, social skills and teach 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, 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 against academic goals. Goal setting is a critical component of the mentoring process. MEGA incentivizes goal attainment through recognition and incentives (field trips, etc.). Expectations (behavior guidelines and participation requirements) are established in the very first meeting and appropriately reinforce thereafter. Expectations include participation and demonstrating respect in group mentoring sessions, no OSS disciplinary actions, regular attendance, dress standards and improved performance. These expectations are strictly enforced. The purpose for goal setting and establishing guidelines is to reinforce the core values of **RESPONSIBILITY** and **EFFORT**. Once the student achieves a few successes in these areas, we hope to enhance optimism (hope) and self-efficacy.



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During the mentoring sessions, Mentors facilitate the discussions and encourage student interaction and participation. Students are encouraged to voice their opinions, ideas, discover and learn among themselves versus being lectured to. The benefits are, small groups develop trust, build confidence, and teamwork. These sessions give the group permission to do things that may not be “cool” to 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, results we hope to attain are change in attitude and behavior. These changes influence personal confidence, self-efficacy, and goal orientation.

MEGA encourages parental participation by 1) requiring Parents to signed the “Student-Parent-School Coordinator” contract, and 2) holding events during the year where parents are invited to attend with their children. The events are planned to further enhance parental involvement and give MEGA the opportunity to know the parents. MEGA assumes that parental and school support will reinforce student participation.

Field trips are scheduled to build teamwork, leadership, enhance social skills and learn by seeing and doing. College tours are scheduled twice a year along with team building activities such as Windy Hill Sports Complex, Uptown alley, College basketball games, VMFA, historic sites in Washington, DC and future historical trips in Richmond, etc. MEGA believes that learning takes place through experiences. The field trips are intended to reinforce positive social behavior while exposing the Mentees to things that they may not ever see or do and expanding educational horizons.



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By providing positive role models, a structured process, core values, respect for students and consistency; we build trust. We hope to reshape the student's attitude toward self and what they are capable of being. As a result, it's our goal 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 is focused on providing support to improve the passing rate for students at risk of failing Math and/or English. In partnership with Carver Middle School Administration, students who have failed Math, English or projected likely to 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 receive exposure to positive role models. Teachers provide skills instruction for each subject by grade level and instruct on SOL fundamentals, etc. Again, the purpose and goal is to increase the number of students that successfully complete Math, English and impact SOL performance.