ESPERANZA

Hope and Strength for our Hispanic Communities
Founded in 1987 by the Rev. Luis Cortés, Jr. and the Hispanic Clergy of Philadelphia and Vicinity
AREAS of FOCUS

EDUCATION

CAPACITY BUILDING
SINCE 2010
TOM, MENTORING IS ABOUT MORE THAN ENCOURAGING PEOPLE TO BE JUST LIKE YOU!
Objective

- Establish & Improve education & Social outcomes for youth in programs through use and focus on best practices in mentoring.
Best Practices

1. Mentor Screening – Background Checks
2. Low ratio - 1:3
3. Contact of a least once per week for 2 hours
4. Role as friend rather than authoritarian or disciplinarian
5. Relationships = at least 12 month
6. Minimum of 6 hours of training for mentors
7. Established case management protocol
8. Matched based on hierarchy of matching criteria
9. Written, administrative, and program procedures
10. Orientation for mentors
Best Practices

• Comprehensive orientation for mentors includes:
  – What is a mentor?
  – How the mentoring relationship develop
  – Communication Skills
  – Goal Setting
  – Understanding the impact of parental absence
  – Understanding development issues of at-risk children
  – Mentoring special needs children
  – Expectations of participants
  – Guidelines of faith-based mentoring
  – Mandated reporting
## Targeted Behaviors

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GRACIAS!