



# A Guide to Implementing a Successful Mentoring Program in a K-12 Setting

*Lisset Pickens*

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This book is intended to serve as a “how to” handbook for K-12 teachers and school administrators who would like to implement a mentoring program at their school. The mentoring program discussed in this book incorporates research conducted by the author at her school.

The handbook starts by introducing the reader to the setting where the Positive Adults for Student Success (PASS) mentoring program was implemented and presenting the key terms that will be used throughout the handbook. Chapter 1 reviews the literature on “at-risk” and underachieving students and concludes that mentoring as an intervention to help and support “at-risk” or underachieving students can provide them with a positive role model who could assist them academically and socially. In Chapter 2, I present the characteristics of “at-risk” students; all the participants in the PASS mentoring program were considered at risk because they were experiencing serious academic difficulty and were at risk of dropping out of school. Chapter 3 briefly reviews the requirements that individuals need to satisfy in order to become mentors and the roles they can play once they are selected. The next chapter describes the steps schools can follow to design, plan for, and implement a mentoring program. As with any intervention, the project should start with a focus group that will shape the program’s goals and objectives. In Chapter 5 I discuss the methods that were used to recruit mentors for the PASS program. Copies of the recruitment materials are included. Chapter 6 covers the presentations made during the Mentor Orientation while Chapter 7 includes the Mentoring Handbook, a key resource that I prepared for the new mentors.

Since the PASS mentoring program involved a significant time investment on the part of volunteers, the researcher established from the very beginning a sound data collection plan aimed at measuring the effectiveness on the program. Chapter 8 discusses the outcome measures that were used to evaluate the effectiveness of the PASS program.

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