Using Peer Mentoring to Support Student Success

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Objectives

- Identify how components of a mentoring program may work for your program
- Prepare to utilize CRLA guidelines to develop or improve your mentoring program
What is a mentor?

- a trusted counselor or guide (https://www.merriam-webster.com/)
- Mentorship is the influence, guidance, or direction given by a mentor (Kalish, n.d.)
FAU Academy for Community Inclusion (ACI) Program Overview

- Comprehensive Transition Program (CTP) for Students with Intellectual Disability (ID)
- 34 Students
- 16 Graduates
- 2 Campuses
FAU Owls
Role of the Mentor

- Social (NOT academic tutors)
- Transition to University Life
- Positive Role Models
Recruitment

- Campus Info (flyers, social media, etc.)
- Faculty
- Friends
Training

- Initial Training
- Monthly Meetings
- In-Person vs. Virtual
Retention/Benefits

- Stipend
- CRLA Certificate
- Lasting Friendships
Ongoing Friendships
Evaluation

- Mentor Coordinator Evaluation
- Mentee Reflection
- Mentor Reflection
University of North Florida Program Overview

- Transition support program for degree-seeking students with autism
- Currently supporting 60 students with another 70 students participating in group components of program
- More than 120 graduates (since program started in 2012)
UNF THRIVE Program Overview

- UNF Transition to Healthiness, Transition, Independence, Vocation and Education (THRIVE) Program Overview
- No cost to student to participate or receive THRIVE services
- Must be registered with Student Accessibility Services (SAS)
- Students required to complete application and interview to participate
- Built on student participation
UNF THRIVE
Role of the Mentor

- Mentors provide 1:1 support at least 1x per week (up to 3x per week)
- Must submit written summary of session
- Work with students on identifying goals
- Accountability
- Social engagement
- Career/professional support
Recruitment

► Made up from various backgrounds/programs of study including:
  ► ABA, disability services, psychology practicum fairs, sport management, leadership, criminal justice
► Existing THRIVE students
► Student Leadership Council (SLC)
► THRIVE Living Learning Community (LLC)
Training

► All THRIVE mentors required to attend/complete 2-day orientation prior to start of semester
► Mentor 1st semester - Level 1 CRLA mentor training
► Mentor 2nd semester (after successful completion of first semester and all Level 1 training topics) - Level 2 CRLA mentor training
  ► Level 1 Certification includes: role of mentor, do’s & don’ts, professional ethics, establishing rapport, questioning/listening skills, executive functioning, campus/community resources, goal-setting, stress management, overview of ASD
  ► Level 2 Certification includes: conflict resolution, mentoring boundaries, personal safety, ways of mentoring, cultural awareness, academic majors/advising, leadership styles, using self-assessments in mentoring
► Training is a combination of online canvas modules and live sessions
► Some topics required before start of live session
  ► Provide program staff/administration baseline and required documents to be completed/collection prior to start of live training session (for example, mentors required to complete canvas module on professional ethics and confidentiality before attending first training session. Each mentor will complete online module, including quiz on expectations and submit signed confidentiality form electronically)
Retention

► 97% graduation rate of THRIVE participants
► 94% employment
► THRIVE has won local, state, national and international award recognition
► The only autism-specific mentor program that actively incorporates students with ASD as mentors (6 out of 11 staff are students with ASD) in the country!
► 100% mentor retention
► Opportunities for leadership development, conference presentations, research publications, and more!
Evaluation

► Each mentor completes an end of semester survey (collected for program and data)
► Students complete end of semester survey on overall THRIVE program, including questions on mentor supports
► THRIVE coordinator and director review feedback surveys from both students and mentors
► THRIVE coordinator provides one-on-one post-semester meetings to discuss and review results of feedback
What is CRLA?

- The College and Reading Learning Association (CRLA) provides structured guidance and certification for tutoring and mentoring programs.
WHY CRLA?

- Structure
- Support
- Certification
How do we become certified?

- Visit [https://www.crla.net](https://www.crla.net)
- Complete IPTPC Level 1 Application (or whichever level applying for)
- Provide Supporting Documentation
Important Tip

- You will need your program to be up and running prior to becoming certified.
- Use the certification guidelines to help build your mentoring program!
Takeaways

- Every mentoring program is unique
- CRLA provides guidelines to help develop & improve programs
Questions
References

https://www.crla.net/index.php
https://www.merriam-webster.com/dictionary/mentor

Kalish, A. (n.d.). *7 qualities that make a good mentor (and how to find someone who has them all)*. The Muse. Retrieved from https://www.themuse.com/advice/how-to-find-qualities-good-mentor
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