2019 CATALOG

MENTORING

innovation Research & Training (iRT)





Web-based mentor training and so much more...

Use our web-based mentor training and other research-informed services to improve outcomes and achieve excellence more quickly.



We co-wrote "the" book on mentoring.

The Elements of Effective Practice for Mentoring[™] (Garringer, Kupersmidt, Rhodes, Stelter, & Tai, 2015; EEPM) describes the definitive Standards of practice for the field of youth mentoring. By adhering to the *EEPM*, mentoring programs can enhance their overall program quality and help build strong mentoring relationships. The *EEPM* was written by Drs. Janis Kupersmidt and Rebecca Stelter of Mentoring Central, Dr. Jean Rhodes of the Center for Evidence-Based Mentoring (CEBM) at UMASS-Boston, and Michael Garringer of MENTOR. We also co-wrote the first and recently released Supplement to the EEPM that provides research-based and best practice recommendations to STEM mentoring programs (Kupersmidt, Stelter, Garringer, & Bourgoin, 2018). The second Supplement on Workplace Mentoring is coming soon!



Fueled by science. Powered by people.

Our mission. Your program's success.

We're committed to changing the lives of youth. We develop and deliver products and services designed to produce effective mentoring relationships—and we take mentoring programs to their highest level.

Our multidisciplinary team of scientists, mentoring practitioners, designers, and developers combine science, real world perspectives, technology, design, and field-tested studies. The result? First-of-their-kind products and services that are effective, engaging, attractive, and usable.



Our research benefits your results.

Through publications, technical reports, presentations, and workshops, our Mentoring Central research team disseminates cutting-edge strategies and data that continue to help elevate the quality of mentoring programs across the country.



Training. Tools. Services.

Consider us your mentoring partner—your single source for training, evaluation, and customized services. We support and enhance youth mentoring programs across the U.S. and around the world.

TRAINING

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PREPARING FOR MENTORING PROGRAM OVERVIEW

We were the 1st to create interactive, evidence-based, online training for mentors. Why? To meet the needs of mentoring programs for high quality, effective training delivered consistently to every volunteer everytime.

OUR EFFECTIVE MENTOR TRAINING PROGRAM.

Helps improve your mentoring program in the following ways:

- Ensures your mentors are knowledgeable
- Increases your mentors' readiness and feelings of self-efficacy
- Helps your mentors establish realistic expectations
- Prepares your mentors for common setbacks
- Helps you to eliminate unsuitable volunteers early

A breakthrough approach to mentor training:

- Convenient web-based training, on-demand, 24/7
- PC, Mac, and tablet accessible
- Extensively piloted and tested, and used by mentoring programs around the world
- Aligned with National Standards (MENTOR, 2015)
- Continually updated, accurate, research-based, and practice-informed content
- Many helpful administrative tools



Each course includes the following components:

- Ethnically and racially diverse individuals in videos
- Interactive activities
- Self-reflective journal
- Scenario-based learning
- Research-informed content
- Downloadable tip sheets
 Knowledge test
- Certificate of completion

THREE CORE COURSES SPAN THE LIFE OF A MENTORING RELATIONSHIP.



IMPROVE READINESS

Before meeting their mentees, potential mentors establish realistic expectations, identify their goals, and learn actionable relationship initiation skills.



INCREASE PREPAREDNESS

Mentors prepare for common ethical and safety issues, and learn a code of conduct, contributing to healthier, more confident decision-making.



STRENGTHEN EFFECTIVENESS

Mentors access a toolbox of ideas and strategies to help them form relationships that are stronger and longer lasting.

MANAGE WORKFLOW THROUGH THE MENTORING CENTRAL WEBSITE'S ADMINISTRATIVE FEATURES.

Feature-rich, our website is well-suited for helping you manage the administration of mentor training from enrollment of mentors to tracking course completion to documentation of course completion and knowledge gained to downloading data for evaluation.

Features include:

- An interactive and intuitive user interface
- Multiple reporting options
- Hosting in a secure data center supported by professional web developers
- · Easy-to-download data for conducting data analyses

Coming soon! Mentoring of college students and young adults.

66 I learned so much with this training...

Now, I feel ready, prepared, and excited for the journey ahead. I feel very confident. **??**



MENTOR TRAINING



Building the Foundation

PREP MENTORS

Mentors learn realistic expectations and actionable relationship initiation skills - when and where it is convenient for them.

pre-match



PREVENT HARM

Protect your mentees, mentors, and program by training your mentors to proactively minimize risks before they occur.

PRACTICE FOR RELATIONSHIP INITIATION Provide mentors with opportunities to practice the skills they will need to establish an effective mentoring relationship with their mentees.

Building Your Mentoring Skills



iRT researchers conducted a randomized controlled trial (RCT) to evaluate the effectiveness of the *Preparing for Mentoring* online mentor training program consisting of *Building the Foundation*, *Ethics & Safety*, and *Building & Maintaining the Relationship*. Mentors who enrolled in the study were randomly assigned to receive either Mentoring Central training, in addition to their mentoring program's own training, or their programs' training only. Mentors who completed the *Preparing for Mentoring* program reported being **more ready to begin mentoring**, **self-efficacious**, **knowledgeable about the roles that mentors should and should not play**, **and had less unrealistically positive expectations about mentoring**, than mentors who didn't receive this training program.

SUGGESTED TIMELINE



Building & Maintaining the Relationship

BUILD SKILLS

Train mentors in five research-informed skills associated with longer and stronger mentoring relationships.

0-4 months

PERL (Promoting Enhanced Resilience & Learning)

ENHANCE ACADEMIC FUNCTIONING

Train mentors in strategies to enhance goal setting skills, growth mindset, and school engagement to promote academic and personal achievement in mentees.

6 months +

PRACTICE AND APPLY

 Mentors gain practice applying the key concepts
 of the PERL online training to help support their mentee's school functioning.

PERL (Promoting Enhanced Resilience & Learning) Workshop



WHAT DO OUR USERS SAY? AFTER COMPLETING ONLINE TRAINING:





GREAT RELATIONSHIPS START WITH A STRONG FOUNDATION.

Average length: 2 hours

This course helps potential volunteers:

- Determine if they're ready to begin mentoring
- Examine their motivations to be a mentor
- Understand the roles mentors should and should not play
- Prepare for meeting their mentees
- Commit to the mentoring relationship

3 versions available to fit your program model: **Community-, site-, and group**based mentoring models

SIX MOTIVATING LESSONS. PRACTICAL. INTERACTIVE. FUN.

IMPROVE READINESS

Learn why 'readiness training' leads to more effective mentoring relationships and more success.

EVALUATE EXPECTATIONS

Establish realistic expectations for your mentoring relationship to achieve better outcomes.

UNDERSTAND BOUNDARIES

Discover the importance of maintaining boundaries and how they promote healthy, safe relationships.

MANAGE MOTIVATIONS

Identify motivations for mentoring, and learn to manage differences in the goals of mentors and mentees.

DEFINE ROLES

Understand the essential roles a mentor plays in the lives of children— from trusted friend to role model.

PREPARE FOR INITIATION

Access tips, checklists, and scenarios to prepare for successful first meetings with mentees.



Price includes access to online course for one year.

PRICING	
One Course for 1 - 9 participants	\$25 per person
One Course for 10 or more participants	\$10 per person

TRAINING



Building the Foundation FOR MENTEES

Average length: 30-45 minutes

This course helps mentees:

- Know what mentoring is and what a mentor does
- Understand what they may do when they are with their mentor
- Understand their roles and responsibilities as a mentee
- Be prepared to meet their mentor for the first time



This online course is fun and interactive. It includes testimonials from other mentees and lots of useful information including pages they can download to bring to their first match meeting. Mentees earn badges as they move through the course to increase their engagement in learning.



Building the Foundation TURN PARENTS INTO PARTNERS

Average length: 1 hour

Effective mentoring relationships don't "just happen", it takes dedication from everyone. This training will help your mentoring program lay the foundation for developing an authentic partnership with parents.

Participants in this course will:

- Understand what mentoring is and what a mentor does
- Understand how they can support their child's mentoring relationship
- Understand how to communicate effectively with their child's mentor

This online course is paired with a downloadable parent workbook which accompanies each lesson. The course is interactive and includes testimonials from both parents and mentees.

Price includes access to online course for one year.

PRICING	
One Course for 1 - 9 participants	\$25 per person
One Course for 10 or more participants	\$10 per person





The *Building Your Mentoring Skills* toolbox provides all the materials you need to conduct a 2-hour, in-person, instructor-led workshop with pre-match mentors.

By having your volunteers complete this workshop after taking the *Building the Foundation* online course, you will satisfy the length and content benchmarks in the Training Standard in the EEPM (*MENTOR, 2015*).

The Toolbox includes:

- 1. Instructor's Manual fully scripted, downloadable PDF
- 2. Workbook for mentors downloadable PDFs
- 3. Web-based multimedia presentation for use at the workshop



REVIEW, APPLY, AND BUILD ON CONCEPTS FROM THE ONLINE TRAINING

As a result of attending this workshop, mentors will be able to:

- Demonstrate knowledge of the roles mentors should and should not play
- Be prepared for the first meeting with their mentees
- Apply the key behaviors of successful mentors to mentoring a youth
- Understand the importance of cultural awareness in mentoring
- Discuss and resolve difficult situations with their mentees
- Understand the importance of a thoughtful, planned closure of a mentoring relationship



For more details about Building Your Mentoring Skills, call iRT (919) 493-7700.



Average length: 45 minutes

This interactive online course is based on the code of six ethical principles of mentoring proposed by Drs. Jean Rhodes, Belle Liang, and Renee Spencer in their seminal paper "First do no harm: Ethical principles for youth mentoring relationship".

Why does ethics training matter for mentors? Just as ethical guidelines are crucial in other professions (e.g., doctors, lawyers, psychologists), training on ethical guidelines is equally fundamental to creating successful mentoring relationships. Two versions of this course :

- 1. Site-based mentoring
- 2. Community-based mentoring

Ethics & Safety participants will:

- Internalize ethical guidelines
- Learn appropriate responses to ambiguous or risky situations with mentees
- Practice safe and ethical decision-making in a wide range of everyday activities
- Ensure mentee safety
- Help build their mentoring program's reputation

SIX PRINCIPLES APPLIED TO EVERYDAY SITUATIONS.

Prospective mentors complete the self-paced course, which includes six sections — one for each ethical principle.



Mentors encounter a series of everyday situations that require making decisions. Using the code of ethics helps mentors make decisions that will protect both the mentor and the mentee from uncomfortable or problematic situations that can jeopardize their relationship, or the health and safety of mentees or mentors.

Price includes access to online course for one year.

PRICING	
One Course for 1 - 9 participants	\$25 per person
One Course for 10 or more participants	\$10 per person



BUILDING ENDURING RELATIONSHIPS.

Average length: 2.5 hours

This course gives mentors ideas, tips, and guidelines for

deepening their mentoring relationships.

Real-world applications prepare mentors for success.

For most mentors, building a relationship can initially seem overwhelming. This course provides a practical approach to developing mentoring skills by including real-world scenarios, 'how to' tips, and virtual experiences for establishing the skills needed to build an enduring relationship.

Participants in this course will:

- Learn how to build trusting relationships with their mentees
- Learn ways to have fun with their mentees
- Build collaboration skills
- Learn how to help mentees to set goals
- Explore how to share decision-making with mentees
- Review three key behaviors of effective mentors
- Learn relationship closure skills

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SIX PRINCIPLES EXPLORED THROUGH SIX UNIQUE SITUATIONS.

BEHAVE FOR SUCCESS

Learn three behavioral characteristics of effective mentors and how to apply them.

OPTIMAL APPROACHES

Learn the four common approaches to establishing new mentoring relationships and discover which two are most likely to lead to more effective relationships.

COMMIT TO FUN

Research shows that engaging in fun activities is a major mentee priority across all age groups. Learn how to have fun together with your mentee or mentees.

PLANNING ACTIVITIES

Discover how setting goals and adhering to plans increases healthy mentoring relationships.

CLOSURE WITH CARE

Grasp the difference between closing and redefining the relationship. See how carefully executed closure impacts future growth for all.

Price includes access to online course for one year.

PRICING	
One Course for 1 - 9 participants	\$25 per person
One Course for 10 or more participants	\$10 per person



BUILD POSITIVE ATTITUDES TOWARD SCHOOL AND LIFE.

Average length of online course : 1-1.5 hours

Average length of in-person training workshop: 2 hours

The PERL blended learning program translates the latest research on the factors that positively influence school functioning into **practical strategies** that mentors can easily learn and use in their **everyday interactions** to create **teachable moments** with their mentees.

Participants will:

- Use everyday interactions and teachable moments to support positive outcomes in mentees
- Learn to support enhanced educational outcomes in their mentees
- Create a growth mindset in mentees



Course Topics:

GROWTH MINDSET

Teaches mentors what a growth mindset is, and how to identify and encourage a growth mindset in their mentees.

GOALS AND PLANNING SKILLS

Discusses the importance of goal setting, and teaches mentors how to apply goal setting and planning strategies in their interactions with their mentees.

SCHOOL ENGAGEMENT

Defines school engagement and suggests strategies for how mentors can increase school engagement in their mentees through their mentoring relationships.

PERL's real-life, practical tools of building a growth mindset, working on achievable goals and planning for them, and emotionally engaging in school are powerful...If I were a mentor just starting to build a relationship with a mentee, the PERL course would give me the clearest understanding of what I need to actually SAY and DO to help my mentee.

-Greg Ingle, Executive Director, Youth Wise

Price includes access to online course for one year.

PRICING	
One Course for 1 - 9 participants	\$25 per person
One Course for 10 or more participants	\$10 per person

Contact us at mentoringcentral@irtinc.us to learn more about the pricing for the Trainer's Manual to conduct the in-person, instructor-led PERL training workshop and Training of Mentor Trainers workshop.



TEACH STUDENTS TO BUILD NETWORKS OF SUPPORT

MENTEE-INITIATED MENTORING

Connected Scholars teaches high school and rising college students the rarely taught relationship- and networkbuilding skills needed for college and life success.

 I know there is a deep connection between my students' academic success and the community of support they develop.

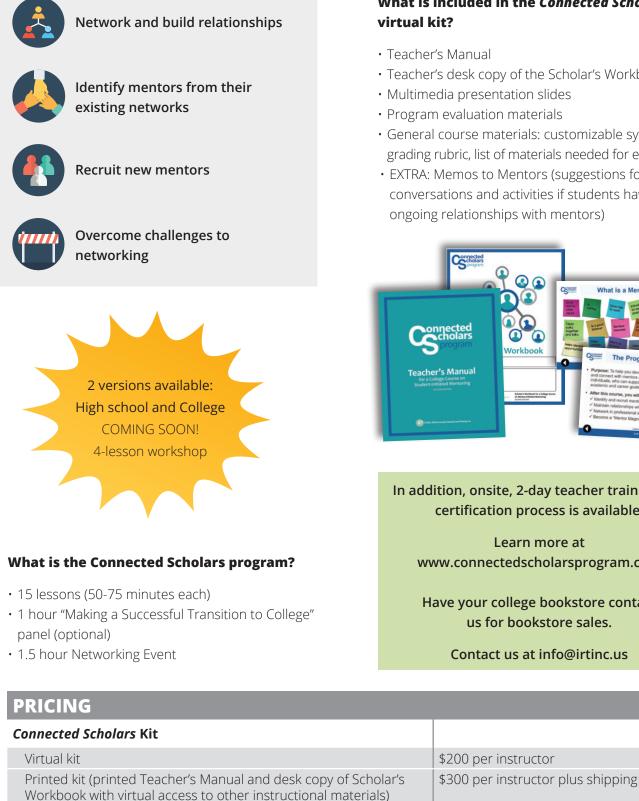
-Connected Scholars Instructor

What impact can the Connected Scholars program have on students?

Evaluations of early versions of the program found Connected Scholars **students:**

- Earned a higher GPA at the end of first year in college
- Built knowledge, skills, and feelings of self-efficacy related to networking and connecting with mentors
- Increased their willingness to seek support from others
- · Improved relationships with teachers and school staff





Scholar's Workbooks

Virtual Workbook (minimum order 30 licenses) \$138.00 for 30 licenses Printed Workbook (minimum order 10 Workbooks) \$200.00 plus shipping for 10 Workbooks

What is included in the Connected Scholars

- Teacher's desk copy of the Scholar's Workbook
- · General course materials: customizable syllabus, grading rubric, list of materials needed for each lesson
- EXTRA: Memos to Mentors (suggestions for conversations and activities if students have existing ongoing relationships with mentors)



In addition, onsite, 2-day teacher training and certification process is available.

Learn more at www.connectedscholarsprogram.com

Have your college bookstore contact us for bookstore sales.

Contact us at info@irtinc.us

EVALUATE PROGRAMS

EQUIP SUCCESS STARTS WITH SELF-ASSESSMENT.

EQUIP is a breakthrough improvement process that assesses your program against national standards – the *Elements of Effective Practice for Mentoring* (EEPM). The result is an actionable improvement plan.



Before self-assessing your mentoring program's practices, you receive access to the EQUIP Training. This training consists of two online courses for completion by 1-30 mentoring program staff members.

Examples of topics covered in the training:

- Foundation and research basis of the EEPM
- Benefits and challenges of engaging in a quality improvement process
- How to prepare to complete the program selfassessment
- Overview of the EQUIP life cycle
- The structure and content of the EQUIP selfassessment tool
- How to access and use the EQUIP web-based software tool



Using EQUIP's web-based software self-assessment tool, you are guided through a series of questions about your program's practices.



Upon completion of the self-assessment, you receive your customized Self-Assessment report. This professional report highlights areas for improving your program practices as well as your current strengths.



Training and access to web-based questionnaire for one year.

SELF-ASSESSMENT PRICING

1 or more assessments

\$150 per assessment (Annual renewal \$75)



RESEARCH CORNER

iRT conducted a research study to determine whether implementation of the Benchmarks and Standards reported in the EEPM was associated with match outcomes. After conducting the EQUIP program self-assessment with 45 mentoring programs across the United States, and collecting match longevity data from 29,708 community-based based matches from those programs, we reported that programs reporting high levels of benchmark implementation on EQUIP (implementing 85% or more benchmarks) had longer matches than programs reporting low to average levels of benchmark implementation. The Training Standard was the only Standard that was significantly, positively associated with match length.

Kupersmidt, J. B., Stump, K. N., Stelter, R. L., & Rhodes, J. E. (2017). Mentoring program practices as predictors of match longevity. *Journal of Community Psychology*, 45, 630-645.

IMPROVE YOUR PROGRAM.

MEET ALL SIX STANDARDS. IN SIX STEPS.

To determine if your program is meeting all six standards, EQUIP's comprehensive self-assessment tool walks you through a series of questions. Trained external reviewers clarify and verify your results, and identify areas where your program needs improvement. Then, your reviewer develops a detailed quality improvement plan for you to help bring your program into alignment with Standards for the field.

Here's how EQUIP helps you achieve excellence:

- Measures your program quality against 30+ benchmarks
- Identifies exactly which practices you excel in and which need improving
- Prioritizes recommendations emphasizing safety
- Produces an actionable improvement plan
- Systematic and repeatable—allowing you to track progress from year-to-year

1 Training and Web Access 6 2 Quality Program Practices Improvement Self-Assessment Implementation **National Standards Evaluation Process** 5 3 Quality External Review Improvement and Preliminary Plan Reports 4 Program Review and Report Revision

GET CERTIFIED!

Criteria for achievement	Level of Certification			
	Self-assessed	Reviewed	Recognized	Accredited
Completed EQUIP training	\checkmark	\checkmark	\checkmark	\checkmark
Completed program self-assessment	\checkmark	\checkmark	\checkmark	\checkmark
Completed external review		\checkmark	\checkmark	\checkmark
Compliant with all prioritized safety benchmarks			\checkmark	\checkmark
Compliant with all benchmarks				\checkmark

EQUIP identified areas that needed to improve and the changes we will make will have a big influence on the quality of our program. In summary, what we gained from this process was priceless.

EQUIP EVALUATION PRICING				
Phase	Components	Price		
1 and 2	Step 1: Training Step 2: Self-Assessment Step 3: External Review and Validation Step 4: External Reviewer Report Step 5: Quality Improvement Consultation Step 6: Custom Quality Improvement Plan	\$6,000		

EVALUATE THE EFFECTIVENESS OF YOUR PROGRAM

Of course, you believe in your program and that it is working...but how do you demonstrate your effectiveness to yourselves, your stakeholders, and others. Let the experts at Mentoring Central help you to evaluate your program's effectiveness.

WHAT TYPES OF HELP CAN I GET?

Our team of scientists, researchers, and statisticians in combination with our web-based data collection software— will help you design an evaluation that fits your needs and budget.

Our team's diverse experience includes:

- 40 years of scientific and technical assessment expertise
- Seven full-time on-staff behavioral scientists many who are psychologists and mentoring experts
- Collaboration with Dr. Jean Rhodes and her research team at the Center for Evidence-Based Mentoring
- Recipient of numerous contracts and Federal grants
- Co-authors of countless studies on prevention, and child and adolescent development
- Innovative use of technology to design and manage the evaluation process

We can assist you during all stages of the evaluation process including:

- Helping you articulate your mission and desired outcomes into a logic model, conceptual framework (grounded in research and theory), and measurable goals
- Working collaboratively with you to design an evaluation plan that achieves your goals that is practical and doable
- Using rigorous high-quality methods during the entire process
- Designing customized software to assist with project management and data collection (e.g., use of web-based or mobile surveys)
- Conducting data coding, cleaning, and management
- Designing and conducting statistical analyses
- Describing technical statistical findings to you in terms that an educated layperson can understand
- Interpreting the findings together to understand their implications for recommendations for your program model or continuous quality improvement processes
- Helping you to interpret and present findings to your stakeholders in terms they can understand
- Produce attractive infographics and reports for sharing with various audiences
- Providing you with technical appendices containing all methodological and statistical details

919.493.7700

Quantifying the impact of your program is a first step towards improving it.

Power your program with accurate data

Understanding the effect specific program factors are having on the youth you serve is powerful knowledge. It gives you the ability to adjust and modify your practices to make your program more effective—for mentors and mentees, and for your program staff members.

Scientific. Accurate. Essential.

Mentoring Central can work with your program to develop an evaluation protocol that combines your quality improvement goals with your outcome evaluation goals. We can work with you to monitor how mentees, mentors, and even program staff who participate in your mentoring program change over time, as your program evolves.

An evaluation of your mentoring program can:



Benefit your community



Help increase funding of your program



Elevate recruitment quality



Boost your reputation

For more details about consultation and evaluation, call iRT (919) 493-7700.



MENTORING ANNUAL MEMBERSHIP

MAXIMIZE THE VALUE OF MENTORING CENTRAL.

Become a member of Mentoring Central and receive access to our mentoring-related products.

Annual membership is for 50 mentors, mentees, parents or guardians, and 3 mentoring program staff members in all versions of courses below.

TRAINING PRODUCTS

Online mentor training courses:

- Building the Foundation
- Ethics and Safety
- Building and Maintaining the Relationship
- Promoting Enhanced Resilience and Learning

Online mentee and parent training courses:

• Building the Foundation

Instructional materials to conduct in-person training:

- Building the Foundation
- Building your Mentoring Skills
- Promoting Enhanced Resilience and Learning

EVALUATION PRODUCTS

SURVEYS:

- Create online surveys to send to your mentors, mentees, or parents/guardians
- Use the eTrove data collection system to deploy your surveys

EQUIP

- Complete the EQUIP Program Quality Self-Assessment questionnaire about your program's practices
- Receive EQUIP Self-assessment Report





PRICING

Membership for	\$1,300 per
1 - 4 mentoring programs	program
Membership for	\$800 per
5 or more mentoring programs	program

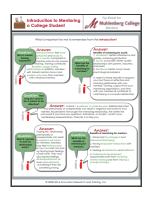
Contact us at mentoringcentral@irtinc.us to learn about membership for your mentoring program.

BRAND *MENTORING CENTRAL* PRODUCTS TO REFLECT YOUR ORGANIZATION!

Handouts and tip sheets







Add your logo and colors

Login page



Add your logo, colors, and photo

Web-based course pages



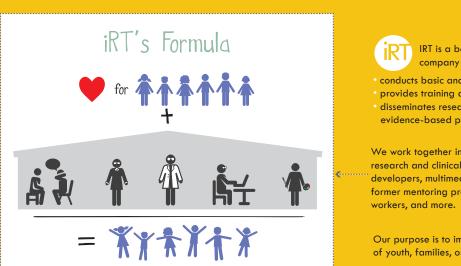
Add your logo, colors, videotaped welcome, custom content, and/or style

For more details on customization options and pricing, call iRT (919) 493-7700.

WHY WORK WITH US?

YOU + 🕅 = 🏋 🎽 + 🕺

WHO ARE WE? WHAT DO WE DO?



IRT is a behavioral sciences research company that:

Results

• conducts basic and evaluation research;

- Provides training and technical assistance; &
- disseminates research-informed and evidence-based products and services.

We work together in a multidisciplinary team of research and clinical psychologists, web applications developers, multimedia and instructional designers, former mentoring program staff members, social workers, and more.

Our purpose is to improve the health & well-being of youth, families, organizations, & communities.

our process

- Constantly conduct thorough reviews of the theoretical, empirical, and practice literatures
- Conduct basic and applied research studies
- Talk to other scientists; practitioners at mentoring programs; and mentors, mentees, and their parents or guardians



We collaborated on writing the Elements of Effective Practice for Mentoring with MENTOR to help create Standards for the field.



MENTORING

ONLINE TRAINING



IN-PERSON TRAINING



our results

Drawing upon all of these experiences, we have created a variety of research-informed and evidence-based products to support mentoring programs in providing high quality, effective services.



Mentoring Central is a division of innovation Research & Training (iRT).

iRT is a behavioral science research company that develops and evaluates cutting edge products and services—all designed to improve the lives of youth, families, organizations, and communities.

online training



- You self-assess your program practices against the national Standards.
- Your program is objectively evaluated by an external consultant, who works with you to develop a prioritized action plan to enhance your program quality and meet all the required benchmark practices in the Elements.

WHAT DO WE DO?

what else do we offer?

We also offer evidence-based programs, training, technical assistance, and evaluation services in:

- Media literacy education
- Sexual health
- Substance abuse prevention
- Mindfulness education
- Social-emotional learning

- Program evaluation assistance
- Web-based project management and data collection software system to support the evaluation of your program

...and more!

To learn more, go to www.mentoringcentral.net or call (919) 493-7700





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