



REACH

Mentoring

Standards

REACH Mentoring Standards

High quality mentoring is essential to the success of the REACH Georgia Scholarship Program. Every mentoring program is unique in structure but all REACH Participating School Systems must agree to adhere to the following REACH Mentoring Standards to ensure your REACH Scholars have adequately screened, trained, matched, monitored and supported REACH mentors.

1. REACH School System ensures mentors aim to meet with their mentee weekly with a minimum of 8 face-to-face meetings per semester.
2. REACH School System must obtain a comprehensive background check on all mentors prior to matching.
3. REACH School System will provide a minimum of two hours of pre-match training and pre-match risk-management training for all mentors.
4. REACH School System will match each mentee with a mentor who is 18 years or older with a preference to those who have a post-secondary credential.
5. REACH School System will monitor mentor and mentee relationships and check-in at a minimum of once per month.
6. REACH School System will assess mentoring matches regularly to determine viability of the pair and make necessary adjustments when needed.
7. REACH School System will offer post-match mentor training at a minimum of 1 time per academic year.
8. REACH School System has a documented closure (termination) process for both anticipated and unanticipated closures.
9. REACH School System has a documented re-match policy and procedure.
10. REACH School System ensures that scholar completes and submits surveys to REACH Georgia

REACH Georgia Mentoring Standards - Expanded

1. **REACH School System ensures mentors aim to meet with their mentee weekly with a minimum of 8 face-to-face meetings per semester.**
 - **Note:** Regular contact between mentors and mentees are associated with stronger and longer lasting mentoring relationships. REACH Coordinators will be responsible for documenting mentoring sessions in the STARS database to ensure regularity.

2. REACH School System must obtain a comprehensive background check on all mentors prior to matching.

- **Note:** Youth services programs that are volunteer-based are considered potentially “high-risk” environments for abuse to occur. A background check is an essential practice for keeping all program participants safe. Background checks must meet all school system regulations. Screening should include a national search of the sex offender and child abuse registries.

3. REACH School System will provide a minimum of two hours of pre-match training and pre-match risk-management training for all mentors.

- Pre-match training for all mentors should cover the following topics:
 - Program requirements (e.g., match length, match frequency, duration of visits, protocols for missing, being late to meetings, and match termination).
 - Mentors’ goals and expectations for the mentee, parent or guardian, and the mentoring relationship.
 - Mentors’ obligations and appropriate roles.
 - Relationship development and maintenance.
 - Ethical and safety issues that may arise related to the mentoring relationship.
 - Effective closure (termination) of the mentoring relationship.
 - Sources of assistance available to support mentors.
 - Opportunities and challenges associated with mentoring specific populations of youth (e.g., children with an incarcerated parent, youth involved in the juvenile justice system, youth in foster care, high school dropouts), if relevant.
 - Initiating the mentoring relationship.
 - Developing an effective, positive relationship with mentee’s family, if relevant.
 - Pre-match risk management training for all mentors should cover the following policies:
 - Appropriate physical contact
 - Contact with mentoring program (e.g., who to contact, when to contact)
 - Relationship monitoring requirements (e.g., response time, frequency, schedule)
 - Approved activities
 - Mandatory reporting requirements associated with suspected child abuse or neglect, and suicidality and homicidally
 - Confidentiality and anonymity
 - Digital and social media use
 - Overnight visits and out of town travel
 - Money spent on mentee and mentoring activities
 - Transportation
 - Emergency and crisis situation procedures
 - Health and medical care
 - Discipline

REACH Coordinator Resources



- Substance use
 - Firearms and weapons
 - Inclusion of others in match meetings (e.g., siblings, mentee's friends)
 - Photo and image use
 - Evaluation and use of data
 - Grievance procedures
 - Other program relevant topics
- **Note:** Mentors who receive pre-match mentor training are more satisfied in their role and in turn have higher retention rates. Pre-match training also fosters a favorable perception about the quality of the mentoring relationship which positively influences mentoring outcomes.
4. **REACH School System will match each mentee with a mentor who is 18 years or older with a preference to those who have a post-secondary credential.**
 - **Note:** Mentors who are the same age or younger than their mentee may lack independence in perspective-taking and objectivity which can lead to unwarranted assumptions about their similarly-aged peers. Mentees will benefit most from Mentors who are older, have more life experiences and are college and career driven.
 5. **REACH School System will monitor mentor and mentee relationships and check-in at a minimum of once per month.**
 - **Note:** The REACH Program Coordinator must continuously monitor and support the mentoring relationship in order to assist the match in navigating any challenges that might arise due to changing developmental needs over time. Monitored and supported mentoring relationships are more satisfying, lead to more favorable youth outcomes and ensure child safety.
 6. **REACH School System will assess mentoring matches regularly to determine viability of the pair and make necessary adjustments when needed.**
 - **Note:** The REACH Program Coordinator must continuously monitor and observe the mentor-mentee relationship to ensure that their meetings are in line with REACH program goals, rules and guidelines. Periodic assessments of the mentoring relationship by program staff can yield valuable information. Identified challenges within the mentoring relationship should be addressed, mediated and/or assessed for termination if warranted.
 7. **REACH School System will offer post-match mentor training at a minimum of 1 time per academic year.**
 - **Note:** Post-match training can help mentors maintain or restore momentum as well as understand relationship roadblocks and challenges. Post-match training is also an opportunity to address more difficult issues now that mentors have had some experience with mentoring and have more individualized questions.



8. **REACH School System has a documented closure (termination) process for both anticipated and unanticipated closures.**
 - **Note:** Closure or termination is a normal phase within the mentoring relationship. Negative consequences for the mentee is often a result of relationships that end prematurely; but with a proper agency process and with support in place, matches cope better with the loss of the mentoring relationship. Mentoring programs should have a written plan in place and communicate the policies and procedures with all members of the match.
9. **REACH School System has a documented re-match policy and procedure.**
 - **Note:** Following the termination of a mentoring relationship, if deemed appropriate, the program may consider re-matching interested mentees or mentors. It is recommended that the program have specific, written policies and procedures in place to facilitate a smooth transition.
10. **REACH School System ensures that scholar completes and submits surveys to REACH Georgia.**
 - **Note:** Surveys are used to extract valuable information that can be used for program improvements and they also provide an opportunity for mentees to share their experiences and the impact of the mentoring relationship.