



MENTOR TRAINING RESOURCE



NATIONAL
RECREATION AND PARK
ASSOCIATION

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HOW PARKS AND RECREATION PLAYS A ROLE IN MENTORING

As community-based providers of health, recreation and social-emotional development services to youth, local park and recreation professionals also function as mentors and role models. Park and recreation staff often are called on to mentor and nurture youth in their communities. In times of emerging public health threats, including substance use, trauma, adverse childhood experiences (ACEs), and rising rates of depression and suicide, parks and recreation are well-suited to build protective factors around youth and families and create connections across communities. Formal one-on-one and group mentoring programs, as well as informal mentoring opportunities, support youth in establishing strong connections with compassionate, caring adults and positive role models.



Photo courtesy of Monkey Business Images, Dreamstime.

An adult and child participate in a litter clean-up activity during camp.



Photo courtesy of Rawpixelimages, Dreamstime.

Children play together.

Youth who are at risk of falling off track but have a mentor, are 55 percent more likely to enroll in college,¹ 52 percent less likely to skip a day of school than their peers and maintain better attitudes towards school.² Mentoring also plays a role in preventing young people from engaging in risky behaviors. Additionally, youth with mentors are 46 percent less likely than their peers to begin drug use.²

¹ The National Mentoring Partnership. (2014, January). *The Mentoring Effect*. Retrieved from <https://www.mentoring.org/resource/the-mentoring-effect/>

² Tierney, J.P., Grossman, J.B., & Resch, N.L. (n.d.) *Making a Difference: An Impact Study of Big Brothers Big Sisters*. Philadelphia, PA: Public/Private Ventures. Retrieved from <http://ppv.issuelab.org/resources/11972/11972.pdf>

PURPOSE, LEARNING OBJECTIVES AND COMPETENCIES

With parks and recreation providing ample opportunities for formal and/or informal mentoring, this guide serves as a key component in supporting the development and implementation of a mentoring program in your community. The *Mentor Training Resource* provides park and recreation professionals who are implementing youth mentoring programs with the tools and skills necessary to successfully train additional staff and community members to serve as mentors. This resource will help your staff and community members:

1. Understand the importance of mentoring and the positive implications it has on youth development
2. Understand diverse types and models of mentoring
3. Gain competence in applying the National Recreation and Park Association (NRPA) *Youth Mentoring Framework*³
4. Gain competence in the Search Institute's Developmental Assets⁴
5. Understand a mentor's roles and responsibilities
6. Understand the importance of youth voice
7. Describe stages of the mentoring relationship
8. Describe how mentoring fits in a 21st century context
9. Explain what a mandated reporter is in your state and who to contact to make a report
10. Describe cultural competence in the context of a mentoring relationship

NEW MENTOR TRAINING FACILITATOR GUIDE

NRPA and MENTOR have developed a guide outlining steps to host a training for new mentors. Use the "[New Mentor Training Facilitator Guide](#)"⁵ to learn about preparation needed (information, materials, set-up, etc.), to find an outline of the training activities and to see suggestions for follow-up for a training. This guide is designed to be used in conjunction with the accompanying [Mentor Training Slide Deck](#).⁶

MENTOR TRAINING SLIDE DECK (POWERPOINT)

MENTOR has developed a slide deck in PowerPoint that can be used during training events for new mentors. [The Mentor Training Slide Deck](#)⁶ provides content that can be covered during a training including introductions, an icebreaker and information about responsible mentoring, models of mentoring, mentor role and responsibilities, cultural competency and more. Use this PowerPoint resource along with the "[New Mentor Training Facilitator Guide](#)"⁵ to host a training event.

³ National Recreation and Park Association (NRPA). (2020). *Youth Mentoring Framework*. Retrieved from <https://www.nrpa.org/siteassets/mentoring-youth-framework.pdf>

⁴ Search Institute. Developmental Assets Framework. Retrieved from <https://www.search-institute.org/our-research/development-assets/developmental-assets-framework/>

⁵ MENTOR and NRPA. "New Mentor Training Facilitator Guide." Retrieved from <https://www.nrpa.org/contentassets/5c83d14700ae40e4825f54482530bbb6/new-mentor-training-facilitator-guide.pdf>

⁶ MENTOR. Mentor Training Slide Deck. Retrieved from <https://www.nrpa.org/contentassets/5c83d14700ae40e4825f54482530bbb6/mentor-training-slide-deck.pptx>

SUPPLEMENTAL RESOURCES TO SUPPORT A SUCCESSFUL TRAINING

The following materials coincide with the mentor training facilitator guide and slide deck. You may use them as necessary to support your training.

TRAINING AGENDA DESIGN⁷

A sample training agenda with strategies to deliver the training, activity directions, agenda template and session evaluation.

MENTOR ROLES AND TASKS⁸

Defines what a mentor is and is not, qualities of a good mentor and the four primary tasks of a mentor.

OVERVIEW OF PROGRAM⁹

This guide will help you design a training/overview of your agency-specific mentoring program. It can either be a separate training, or part of your overall mentor training. Objectives include: sharing your program's history, mission and goals; helping mentors feel connected to your program; clearly presenting the program's requirements and ground rules; and communicating how your mentors will be supported while participating in your program.

GUIDELINES FOR MENTORS¹⁰

A set of general guidelines for mentors to reference. Suggestions include the dos and don'ts of mentoring, as well as how to navigate and value diversity and culture. Communication skills also are provided.

DESIGNING CULTURALLY APPROPRIATE TRAINING¹¹

Culture can be defined as a way of life, especially as it relates to the socially transmitted habits, customs, traditions and beliefs that characterize a particular group of people at a particular time. It includes the behaviors, actions, practices, attitudes, norms, values, communication styles, language, etiquette, spirituality, concepts of health and healing, beliefs and institutions of a racial, ethnic, religious or social group. This worksheet/exercise will help you learn more about your mentees and their families as it relates to culture.

ICEBERG CONCEPT OF CULTURE¹²

Like an iceberg, the majority of culture is below the surface. Use this exercise to examine culture and emotional load above, at and below the surface.

DIFFERENT LEARNING STYLES¹³

The three common modes of learning are kinesthetic, visual and auditory. This worksheet/exercise will help you to take inventory of your individual learning style, as well as provide examples of how to incorporate additional learning styles to accommodate all types of learners in your audience.

TRAINING WRAP UP¹⁴

This activity will help participants think about how to apply what was learned during the training.

⁷ MENTOR. "Training Agenda Design." Retrieved from <https://www.nrpa.org/contentassets/5c83d14700ae40e4825f54482530bbb6/training-agenda-design.pdf>

⁸ MENTOR. "Mentor Roles and Tasks." Retrieved from <https://www.nrpa.org/contentassets/5c83d14700ae40e4825f54482530bbb6/mentor-roles-and-tasks.pdf>

⁹ MENTOR. "Overview of Program." Retrieved from <https://www.nrpa.org/contentassets/5c83d14700ae40e4825f54482530bbb6/overview-of-the-program.pdf>

¹⁰ MENTOR. "Guidelines for Mentors." Retrieved from <https://www.nrpa.org/contentassets/5c83d14700ae40e4825f54482530bbb6/guidelines-for-mentors.pdf>

¹¹ MENTOR. "Designing Culturally Appropriate Training." Retrieved from <https://www.nrpa.org/contentassets/5c83d14700ae40e4825f54482530bbb6/designing-culturally-appropriate-training.pdf>

¹² MENTOR. "Iceberg Concept of Culture." Retrieved from <https://www.nrpa.org/contentassets/5c83d14700ae40e4825f54482530bbb6/iceberg-concept-of-culture.pdf>

¹³ MENTOR. "Different Learning Styles." Retrieved from <https://www.nrpa.org/contentassets/5c83d14700ae40e4825f54482530bbb6/different-learning-styles.pdf>

¹⁴ MENTOR. "Training Wrap Up." Retrieved from <https://www.nrpa.org/contentassets/5c83d14700ae40e4825f54482530bbb6/training-wrap-up.pdf>

RESOURCES FOR MENTORS

The following are resources that can be shared with your mentors:

1. MENTOR National Website (www.mentoring.org)
2. MENTOR's book, *Elements of Effective Practice for Mentoring™*, which is accompanied by a FAQs document and checklist (www.mentoring.org/resource/elements-of-effective-practice-for-mentoring)
3. MENTOR's toolkit, *How to Build A Successful Mentoring Program Using the Elements of Effective Practice™* (www.mentoring.org/wp-content/uploads/2019/11/Full_Toolkit.pdf)
4. National Mentoring Resource Center (www.nationalmentoringresourcecenter.org)
5. Search Institute [Developmental Relationships] (searchinstitute.org)
6. The book, *Critical Mentoring: A Practical Guide*, by Torie Weiston-Serdan (styluspub.presswarehouse.com/browse/book/9781620365526/Critical-Mentoring)
7. "Mentoring Fact Sheet: Involving Parents in Mentoring Programs," published by the U.S. Department of Education Mentoring Resource Center (educationnorthwest.org/sites/default/files/resources/factsheet6.pdf)
8. Engaging Parents and Caregivers in Mentoring Programs: (https://youthcollaboratory.org/sites/default/files/attachments/2018-11/Engaging%20Parents%20%26%20Caregivers%20as%20Partners%20in%20Mentoring%20Programs_0.pdf)
9. Mentor/Mentee Training and Relationship Support Resources released by Education Northwest in 2009 (educationnorthwest.org/resources/mentormentee-training-and-relationship-support-resources)

Children play with bubbles.



Photo courtesy of Ammentop, DreamsTime.

ACKNOWLEDGEMENTS



Photo courtesy of Liqueurceleg.

Teachers hold a class outdoors.

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Thank you to Ivy McCormick, Jennifer Nguyen and Vitisia Paynich for making this resource possible.

About the National Recreation and Park Association

The National Recreation and Park Association (NRPA) is the leading not-for-profit organization dedicated to building strong, vibrant and resilient communities through the power of parks and recreation. With more than 60,000 members, NRPA advances this mission by investing in and championing the work of park and recreation professionals and advocates — the catalysts for positive change in service of equity, climate-readiness, and overall health and well-being. For more information, visit www.nrpa.org. For digital access to NRPA’s flagship publication, *Parks & Recreation*, visit parksandrecreation.org.



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