



2009-2010

Dear Mentor Applicant,

Thank you for your interest in serving the youth of our community through the Moscow Mentor Program. It is through the efforts of responsible and caring people like you that we are able to make a positive difference in the lives of our youth.

Please read through the enclosed job description and program overview. If you feel you are qualified and interested in becoming a mentor, please complete the Mentor Application and return it to the address listed below. The enclosed Mentor Reference forms should be completed and mailed to the Moscow School District Office by your reference providers. Please return your completed application to:

Moscow Mentor Program  
c/o Moscow School District office  
650 N Cleveland St.  
Moscow, Idaho 83843

Thank you again for your interest in serving the youth of our community as a Moscow Mentor. If you have any questions or would like more information about the Moscow Mentor Program, please contact Donal Wilkinson (892-1152), or Lynn Weaver (892-1149), or call the Moscow School District Office at 882-1120.

Sincerely,

Mentor Program Co-Coordinator



# Mentor Application Moscow School District

Name: \_\_\_\_\_

Mailing & Street Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Phone Numbers: (h) \_\_\_\_\_ (w) \_\_\_\_\_

Email: \_\_\_\_\_

Current Employer: \_\_\_\_\_

Employer's Address: \_\_\_\_\_

Job Title: \_\_\_\_\_ Yrs./Mos. Employed \_\_\_\_\_

If you are currently a student, what is your major? \_\_\_\_\_

Do you speak a second language? If so, what language? \_\_\_\_\_

Grade Level Preference: K - 3 \_\_\_\_\_ 4 - 6 \_\_\_\_\_

How did you hear about the Moscow Mentors program?

Why are you interested in becoming a mentor?

What are your hobbies, interests and favorite ways to spend time?

What do you feel are the strengths you can bring to this program? (for example: tutoring skills, bilingual, previous relevant volunteer experience, an interest in youth).

Describe your experience (paid or volunteer) with children and/or teenagers.

Date of Birth \_\_\_\_\_ Age: \_\_\_\_\_

Have you ever been jailed, detained by law enforcement, arrested or charged with any crime?  
(If yes, please explain in detail)

Please initial the following statements if you are in agreement.

\_\_\_\_\_ I understand the Mentor Program involves spending a minimum of 1 hour every week during the academic year at a school with an assigned student.

\_\_\_\_\_ I understand that I will be required to complete the Mentor Program's orientation training and monthly in-service training sessions during the year.

Please provide three personal, non-family references:

1. \_\_\_\_\_  
*Name* *Address* *Phone*
2. \_\_\_\_\_  
*Name* *Address* *Phone*
3. \_\_\_\_\_  
*Name* *Address* *Phone*

Reference forms are included in the application packet along with pre-addressed stamped envelopes. Reference forms may also be faxed to the Moscow Mentor Program at (208) 892-1150.

The information contained in this application is true and correct to the best of my knowledge. You have my permission to contact the personal references listed above. I also agree to a criminal background check, including fingerprinting (at no charge to me).

\_\_\_\_\_  
*Signature*

\_\_\_\_\_  
*Date*



# ***MOSCOW MENTOR PROGRAM***

## **Mission Statement**

The Moscow Mentor Program strengthens our community by promoting nurturing friendships between youth and responsible caring adults. Mentors provide guidance and support as these youth pursue personal, family and academic dreams.

## **Why a Mentoring Program?**

To children, mentoring means having a trusted friend who cares about them and listens to them, a role model they can look up to, who will help them achieve their dreams. The need and demand for mentors is high because mentoring works:

### **➤ Improved School Attendance**

Students who meet regularly with their mentors are 52% less likely than their peers to skip a day of school and 37% less likely to skip a class.

*(Public/Private Ventures study of Big Brothers/Big Sisters)*

### **➤ Support of Positive Behavior**

Youth who meet regularly with their mentors are 45% less likely than their peers to start using illegal drugs and 27% less likely to start drinking. They are one-third less likely to hit someone.

*(Public Private Ventures of Big Brothers. Big Sisters)*

### **➤ Classroom Participation**

Mentoring reduces classroom behavioral problems by 30% and low class participation dropped 18%.

*(USAA Mentor and Junior Achievement Program)*

### **➤ Academic Achievement**

95% of participants in Chicago's mentoring program - Midtown Educational Foundation (MEF) inner-city minority students graduate from high school, whereas 49% of their unmentored peers drop out. 65% of MEF students go on to college, whereas 14% of their peers do. 86% of the students in Procter & Gamble's mentoring program go on to college. *(The Center of Retailing Studies, Texas A&M University; Procter & Gamble study of its program in Cincinnati)*

## ***Mentoring Program Outline***

After initial recruitment and training, mentors will be matched with students and meet weekly to foster the development of social and behavioral skills. The Moscow Mentor Program is a school-based program; therefore, all weekly mentoring sessions will take place on school grounds during the school day. The Mentor Program may occasionally sponsor training for mentors and social events for all program stakeholders. Evening social events occur during the year involving mentors, mentees and mentee's parents. The structured program ends with the school year.

- **Mentors / Bear Buddies** will be recruited from Moscow High School, the University of Idaho, local community church, civic and business organizations. Applicants will go through an initial recruitment and screening process that includes providing references and agreeing to criminal background check. They will be trained and oriented to the program through an initial mentor training prior to any interaction with the students. After training they will meet with their mentees weekly to develop a trusting relationship.
- **Mentees** will be selected from students in the four elementary schools of the Moscow School District and the Moscow Charter School. Referrals may come from any member of the school's staff, parents or students and will be accepted through the counselors' office
- **Parents** will give permission for their children to participate in the program prior to a student's involvement. Parental involvement in the program is welcome; parents will have the opportunity to meet with the mentors at social events and establish regular communication with mentors through email, notes or phone contacts.
- **Teachers, Counselors and Staff** will identify those students they feel would most benefit from a mentoring relationship. They provide the parents with program information and a permission packet to review with the students and return to school. School personnel will work with the mentor to establish a time when the mentor and mentee can meet weekly with minimal disruption to the class schedule. A student profile will be completed to determine each student's interests and preferences.
- **Program Coordinators** will conduct the initial mentors' training and monitor the participant's progress. They will provide timely information to mentors as necessary and offer additional mentor support. Program coordinators will organize program social events. The program coordinators will collect mentor and mentee profiles and make matches and will be the central contact for all program participants.

## **Goals and Objectives**

- Train 100 Mentors
- 70% Retention and Continuity of Matches
- Increase Positive Student Behavior
- Increase Positive Relationships
- Promote Mentor Program goals in Moscow School District

*An Opportunity to Serve Youth...*



**Job Title:** Moscow School District Volunteer Mentor

**Term/Time Commitment:** 1) Mentoring – September to June, one hour each week during the school day on school grounds. 2) Orientation – one 2 hour evening training.

**Job Description:** Mentors are responsible, caring adult volunteers who work with school staff to provide guidance and support as elementary age students pursue personal, family and academic dreams. Bear Buddies are Moscow High School students who, like adult mentors, develop a caring relationship with an elementary school student. After an initial orientation, Mentors and Bear Buddies meet with their mentees for one hour each week in a supervised school setting to foster the development of social, emotional and personal goals. Mentors and Bear Buddies may attend monthly meetings to learn new skills and share ideas with other mentors. Other evening social activities are scheduled several times during the year.

**Job Location:** Both the Bear Buddies and Moscow Mentor Programs are school based. This means that all meetings must occur on school grounds, during the school day. Mentors and Bear Buddies do not transport students at any time.

**Qualifications:**

- Desire to work with students
- Desire to make a difference in the lives of youth
- Ability to satisfactorily complete a criminal background check
- Self-confidence, patience, compassion and good listening skills
- Willingness to make at least a one year commitment to the program
- Ability to keep commitments and handle responsibility
- Time to meet with a student for one hour each week, between 8 am and 4 pm on school grounds during regularly scheduled school days

**How to Apply:** Contact the Moscow School District at 882 -1120, contact one of the program coordinators Donal Wilkinson (892-1152), [wilkinsd@msd281.org](mailto:wilkinsd@msd281.org) or Lynn Weaver (892-1149), [weaverl@msd281.org](mailto:weaverl@msd281.org) .

*The Moscow Mentor Program strengthens our community by promoting nurturing friendships between youth and responsible caring adults. Mentors provide guidance and support as these youth pursue personal, family and academic dreams.*



## *Mentor Reference 1/3*

Name of Volunteer \_\_\_\_\_

Name of Reference \_\_\_\_\_

This person is applying to be a volunteer with the Moscow Mentor program and has given your name as a reference. He/She will be spending time with children between the ages of 5 and 16. After initial recruitment and training, mentors will be matched with students and will meet weekly to foster the development of social and academic skills. The weekly mentoring sessions will take place on school grounds during the school day. Mentors will attend monthly meetings to learn new skills and share ideas with other mentors. The structured program will end with the school year. We would appreciate your answers to the following questions regarding this individual and any additional information, which you feel, may indicate his/her ability to meet the needs of a young person. This information will be considered confidential.

Please mail this form to the Moscow School District at 650 N. Cleveland, Moscow, ID 83843 or fax to 208-892-1150.

Questions:

How long have you known this person?

How are you acquainted with this person?

Why do you consider him/her a reliable and responsible caring person who is able to relate positively to a child? If you can, please provide examples.

Other comments you wish to add.



## *Mentor Reference 2/3*

Name of Volunteer \_\_\_\_\_

Name of Reference \_\_\_\_\_

This person is applying to be a volunteer with the Moscow Mentor program and has given your name as a reference. He/She will be spending time with children between the ages of 5 and 16. After initial recruitment and training, mentors will be matched with students and will meet weekly to foster the development of social and academic skills. The weekly mentoring sessions will take place on school grounds during the school day. Mentors will attend monthly meetings to learn new skills and share ideas with other mentors. The structured program will end with the school year. We would appreciate your answers to the following questions regarding this individual and any additional information, which you feel, may indicate his/her ability to meet the needs of a young person. This information will be considered confidential.

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