



# TKO YOUTH MENTORSHIP PROGRAM

Building supportive connections that inspire, cultivate empathy, heal, and promote the growth of young individuals.

# TKO Youth Mentorship Program

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## Overview

The TKO Youth Mentorship Program is designed to foster a supportive community where teenagers mentor younger kids who are experiencing bullying. Our goal is to create a positive impact on both the mentors and the mentees by providing guidance, friendship, and emotional support. Through this program, we aim to build resilience, self-esteem, and a sense of belonging among youth.

## Safety

All mentor and mentee sessions must take place in a public location. This policy ensures the safety and well-being of both the mentees and mentors, providing a transparent environment for all interactions.

## Consent

All participants under the age of 18 must provide a completed consent form signed by their parent or legal guardian.

## Accountability

Both the mentor and the mentee will be required to sign a TKO Accountability Agreement, which will outline their responsibilities and expectations for the program. This agreement is designed to instill the importance of honoring commitments, being accountable, and maintaining consistency. By signing, both parties acknowledge their dedication to actively participating and fulfilling their roles throughout the program, to the best of their ability. The goal is to teach and reinforce the values of reliability and responsibility, and the importance of following through on their commitments.

The parent or guardian of the mentee, and the mentor if they do not have their own transportation, will also be required to sign a commitment agreement outlining their responsibility to provide reliable transportation for the mentee to attend meetings with their mentor. This agreement protects the mentor's interests, as some are fulfilling required volunteer hours for school and are depending on a letter of recommendation for college upon completion of the program. By signing, the parent or guardian affirms their role in supporting the mentee's engagement and acknowledges the importance of respecting the mentor's time and efforts.

## Program Structure

### 1. Objectives

- Support for Mentees: Provide emotional support and friendship to younger kids facing bullying.
- Development for Mentors: Offer teens an opportunity to develop leadership, communication, and empathy skills.
- Community Building: Foster a culture of kindness, support, and resilience within the community.

### 2. Eligibility

- Mentors: High school students aged 14-18 who exhibit excellent communication skills, empathy, and a dedication to assisting others are eligible. Applicants must have a clean criminal record.
- Mentees: Children aged 8-12 who are currently experiencing or have previously experienced bullying and require extra support and companionship.

### 3. Program Duration

After the mentee has completed the necessary training, the program will span 8 weeks, during which mentors are required to have a minimum of 20 hours of direct interaction with their mentee.

### Program Components

#### 1. Application Process

- Mentors: Application, including a short essay on why they want to participate, and provide two references. Those selected will complete an in-person or virtual interview with the program director.
- Mentees: Nominated by a parent, teacher, or counselor, and must be approved by the program coordinator.

#### 2. Training

- Mentor Training: All selected mentors will undergo a one-hour virtual training session with the TKO program director, within 7 days of being paired with a mentee, which includes:
  - Understanding bullying and its effects
  - Building rapport with younger kids
  - Confidentiality and ethical guidelines
- Mentee Orientation: Mentees and their parents will attend a 30-minute virtual orientation session with the TKO program director to understand the program's goals and what to expect.

#### 3. Pairing Process

- Mentors and mentees are matched based on shared interests, location, and specific needs identified during the application process, ensuring compatibility to foster a meaningful relationship.

#### 4. Mentor Expectations: Activities and Interaction

- In person sessions: Mentors will meet with their mentees on a regular basis, targeting a minimum of 1 hour per week or 2-3 hours every two weeks. The schedule will be based on the availability of both the mentor and mentee at the time of sign-up. These sessions are coordinated directly between the parent or legal guardian of the mentee and the mentor.
- Activities: Activities that encourage socialization. Introduce mentees to new hobbies, sports, or activities they might enjoy. Assist with homework and school projects, as needed.
- Be a Listening Ear: Listen to their stories, problems, and joys, offering a supportive and non-judgmental presence.

### Support Check-ins for Mentors:

Regular check-ins with program coordinators, either weekly or bi-weekly, will be scheduled to monitor progress and address any issues. The timing of these check-ins will be determined based on the mentorship schedule of the mentor and mentee.

#### 5. Monitoring and Evaluation for Mentors and Mentees

- Progress Reports: Mentors and the mentee's legal guardian will submit bi-weekly reports to the program director, outlining their interactions and noting any progress or challenges observed.

## Recognition:

- ✓ Completion Certificate: Upon completing 20 hours of mentoring, mentors will receive a certificate of achievement.
  - ✓ Recommendation Letter: Mentors who successfully complete the program will receive a personalized recommendation letter, which can be used for college applications or as they transition into the workforce.
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## Program Benefits

### For Mentees:

- ✓ Increased self-confidence and resilience
- ✓ Improved social skills and coping strategies
- ✓ A supportive and caring relationship with a positive role model

### For Mentors:

- ✓ Development of leadership and interpersonal skills
- ✓ Enhanced understanding of social issues and empathy
- ✓ A strong addition to college applications and future endeavors

### For the Community:

- ✓ Strengthened community bonds through supportive relationships
  - ✓ Increased awareness and proactive stance against bullying
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## Contact Information

For more information or to get involved, please contact:

TKO Youth Mentorship Program Coordinator

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We look forward to creating positive change and making a difference in the lives of both our mentors and mentees.