

Green Dot Public Schools Mentorship Program FAQ

When will the program begin?

We launched the pilot of our program on September 27, 2021

Who are your current partners?

Our current partners include FedEx, Perkins Coie, Chartmetric, Lionsgate, Treedom, and Pacific Charter School Development.

What is the time commitment?

The commitment is one school year running from August to May.

During that span, mentors are asked to commit 4 hours per month connecting with students. One of those hours is directly engaging with students via video and the other three hours are spent connecting on a virtual platform and offering coaching/feedback on prompts and program coursework.



What are the requirements to be a mentor?

Mentor Role:

- Take the lead in supporting a young person through an ongoing, one-to-one relationship
- Provide a model for a healthy, trusting relationship through clear communication and setting appropriate boundaries
- Acknowledging mentee strengths, talents and gifts and encouraging students to find ways to use them.
- Support mentee in goal setting and utilize your experience to assist student in pursuing desired outcomes

Qualifications:

- Pass Background check
- Attend Mentor Orientation and quarterly equity trainings
- Be willing to adhere to all program policies and procedures

How do I sign up to be a mentor?

If you are interested in becoming a mentor, you will need to complete the [Mentorship Interest Form](#).

What happens after I complete the Mentorship Interest Form?

The Green Dot Mentorship Team will send each potential mentor a welcome packet that includes the dates for training, the program calendar, mentor expectations/commitments, and directions for background checks.

How many students will I be mentoring?

We are currently using a co-mentoring model where two mentors work together to support a small group of 4--8 students. As we work to recruit more mentors and partners, we plan to utilize a 2:1 model where each mentor supports no more than 2 students.

What is the age of the students?

You will be mentoring 10th & 11th graders (age 15-17).

What is the demographic of students that I will be working with?

Our California region is made up of 94% of students from low-income households.

Our Tennessee region is made up of 100% students from low-income households.

Regardless of region, 99% of Green Dot Public Schools students identify as students of color.

What outcomes can I expect for myself?

Mentors will build meaningful relationships with our students that will begin during their mentorship commitment and hopefully last a lifetime. In addition, by taking part in our program, mentors will develop their leadership skills and increase their knowledge of Diversity, Equity, and Inclusion. Lastly, mentors will gain a better understanding of the communities that Green Dot serves, including the inequities that our students face so that they can serve as agents of change for our students no matter where they are.

What does the mentorship student curriculum consist of?

The four pillars of our mentorship student curriculum are Relationship Building, Career Exploration, Networking, and Community Engagement.

When will I meet with my mentee?

Mentors and mentees connect weekly. These connections happen most frequently via message boards on our virtual platform, Qooper.

Once a month, however, mentors and mentees will meet via video conference on Zoom. Those video conferences happen during the school day at the same scheduled time each month.

How does it work?

Intake surveys with an emphasis on natural connections will group 4-8 students with two adult mentors who will connect several times per month over the course of the school year, for a total commitment of approximately 25 hours across the fall and spring semesters. Using a virtual platform for meetings allows Green Dot to draw from a national cross-section of professionals with vastly different life experiences — presenting significant opportunities for early professional exposure uncommonly available to low-income youth.

NOTE: *Over time this will streamline to a 2:1 student to mentor ratio. By participating in our beta program, you will have direct feedback on effectiveness and program needs.*

Will the program be monitored for safety and quality?

Yes. The program is hosted on a virtual platform with embedded safety provisions to protect both mentors and mentees. Likewise, school leaders are constantly updating the material covered and mentors will be updated on topics and any issues involved.

Are there any other structural elements that I should be aware of?

The program will follow a typical school calendar with winter and spring breaks, as well as, holidays and summer breaks. We do anticipate the, sometimes erratic, nature of corporate life with unplanned meetings and travel and have built in flexibility to cover in those cases.

Are there corporations currently engaged in mentoring?

Yes. We have active commitments and involvement from a wide variety of corporations, among them includes FedEx, Chartmetric, Treedom, Pacific Charter School Development, and Lionsgate Television to name a few. We are engaged in conversation with a number of interested corporate and nonprofit organizations throughout the country.

Why is there a cost to the corporations providing the mentors?

In an effort to deliver a high quality and sustainable format, Green Dot has hired a dedicated program staff and has commitment with experts to develop curriculum and services used by the mentors to create a robust, flexible and comprehensive program. In addition, collection and analysis of data will inform the future of U.S public education and specifically the role of adult leadership and networking in the lives of students from underserved communities. The cost is currently \$1,800 per student. This will decrease significantly as the number of mentors and mentees grows. During this pilot phase, Green Dot is covering \$800 per student through philanthropy reducing the cost to our corporate partners to \$1,000 per mentor.

- \$800 Philanthropy
- \$1,000 Per Mentor,
- \$75 background check (direct cost for individual mentors)

What is the cost to me as a mentor?

The only cost that the individual mentor incurs is the cost of the background check which amounts to about \$75. We have found that in order to knock down any barriers to employee participation, some companies may choose to reimburse their employees for this cost.

I don't feel I have the expertise to be a mentor - what skills should I have?

One of the greatest attributes for a mentor is the ability to share his/her personal experience – successes and failures, rethinking direction, interaction with others in the workplace, navigating the hiring process, learning about a profession, and sharing what might be done differently or better. Not everything you share will be pertinent, but students will move from seeing life as a straight line with a clearly defined goal, to seeing it all as a journey with twists and turns, stumbling blocks, and roadblocks. Hearing adults talk about their own mistakes and missteps is as important as looking at their success.