



Welcome to True2U!

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Program Manager, True2U

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Senior Coordinator, Youth
Mentoring Programs

Kristen Tellaisha
Program Coordinator, True2U





Agenda

- GCCC and PACE Overview
- True2U Overview
- Breakout Group Discussions
- The Mentor Mindset
- Being a True2U Mentor



True2U Partners





Greater Cleveland Career Consortium and PACE





Pillar 2: GCCC

Launched March 2022

**Collectively,
we will...**





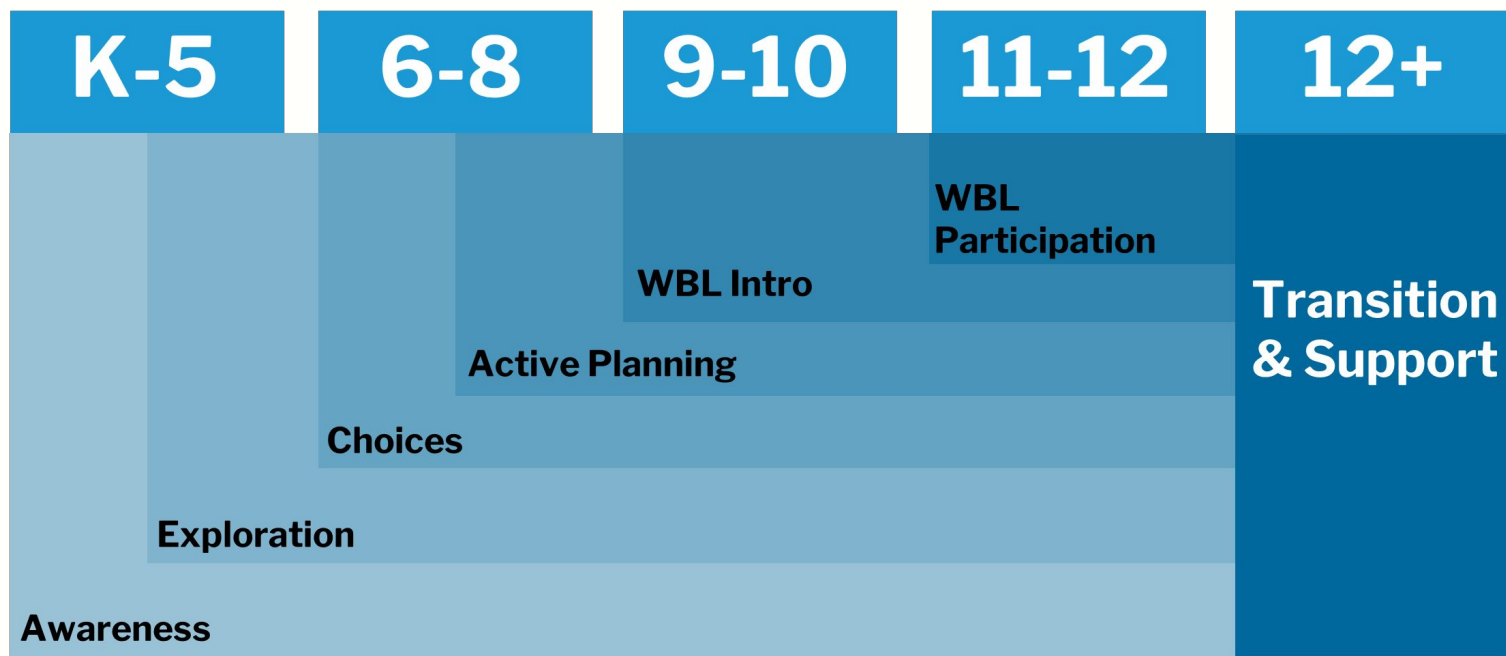
PACE

From **HERE** to **CAREER**

Planning and Career Exploration



WE NEED A NEW WAY OF DOING THINGS





CORE COMPONENTS





True2U Overview





True2U

10 Years of True2U



What is True2U?

- Started in 2015
- Volunteer group mentoring program that helps **ALL 8th graders** in the Cleveland Metropolitan School District focus on:
 - Good decision making skills
 - Leveraging their strengths & interests when thinking about careers
 - Their opportunities in high school and beyond





True2U

Neighborhood Leadership Institute (NLI)

- Develops the curriculum
- Communicates with GCCC about PACE
- Manages mentor recruitment
- Communicates with mentors
- Packs program materials
- Runs curriculum trainings
- Communicates with Program Staff at CMSD

NLI Support

Laura Huffman
Program Manager

Caroline Brennan
Senior Coordinator

Cleveland Metropolitan School District (CMSD)

- Creates program schedule
- Plans and hosts the Kick-Off and Finale celebrations
- Communicates with schools and teachers
- Manages Out of School Experiences (OSE)
- Communicates with Program Staff at NLI

CMSD Support

Angelina Ferguson-Pryor
Director of Career Readiness

Kristen Tellaisha,
Program Coordinator





Program Objectives

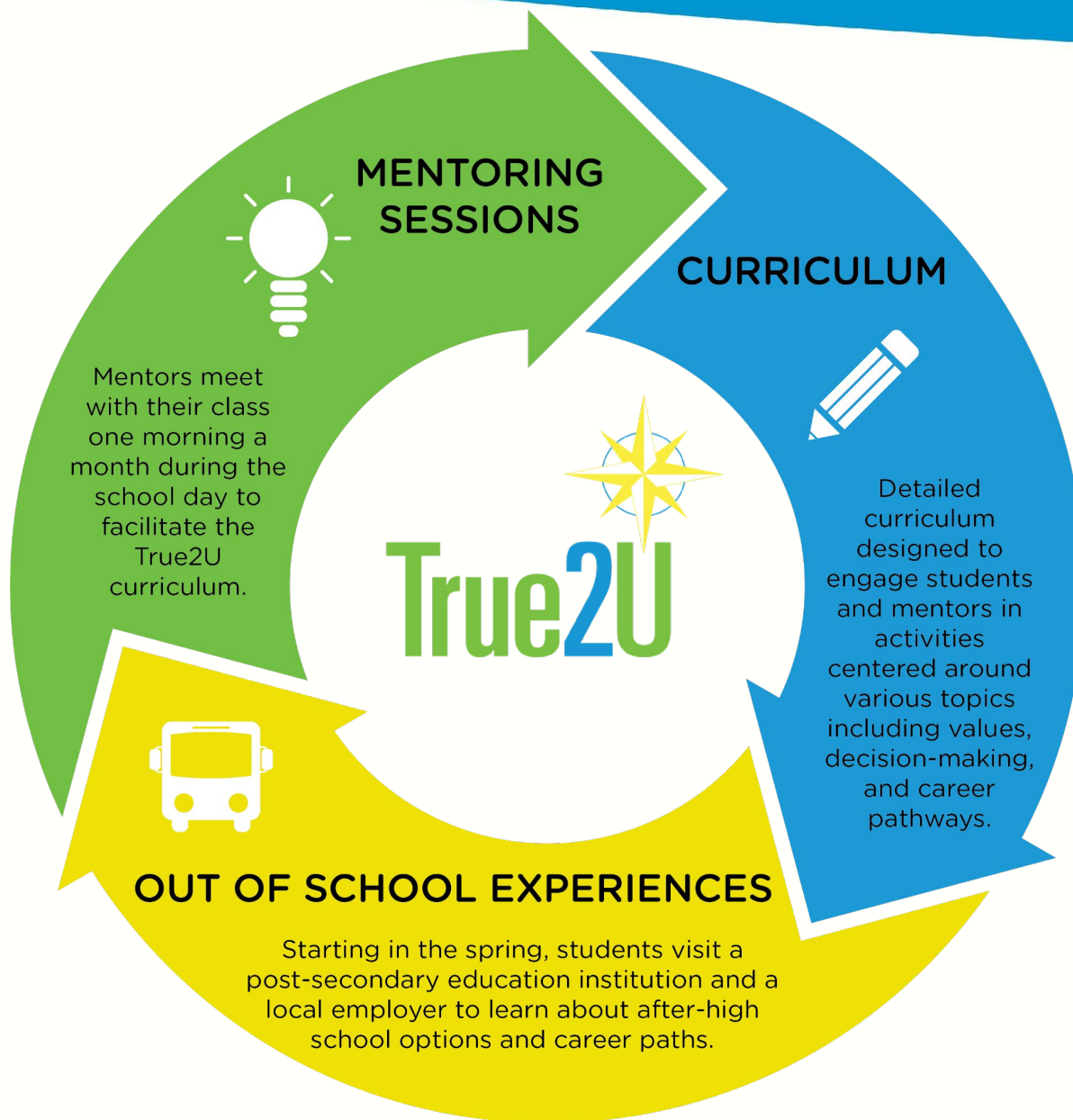
- Institutionalize personal development, goal-setting, and career exploration as part of the Cleveland Metropolitan School District middle school experience
- Provide tools to help students choose and make a smooth transition to high school based on a clear sense of their personal identity, goals, interests, values
- Engage the human capital of our community directly with students





True2U: Helping Students Discover more about themselves and prepare for their futures.







Mentoring Sessions

- Mentors matched with a CMSD teacher & 8th grade class
 - Most classes will have at least 2 mentors assigned
 - Mentor assignments will be sent via email in late September/early October
- Mentor trainings are offered the week prior to each session
- Mentors collaborate to lead 7 two hour sessions
 - Teachers are there to assist, not facilitate
- Sessions take place in the school building and are facilitated using the True2U curriculum



Continuing in 2024

- Sessions 3 and 5 will be split between your assigned 7th and 8th grade classes
 - 80 minutes with 8th grade
 - 40 minutes with 7th grade
- Assessments
 - Personality Type Survey
 - Career Cluster Inventory
 - Workplace Personalities
- Updated activities

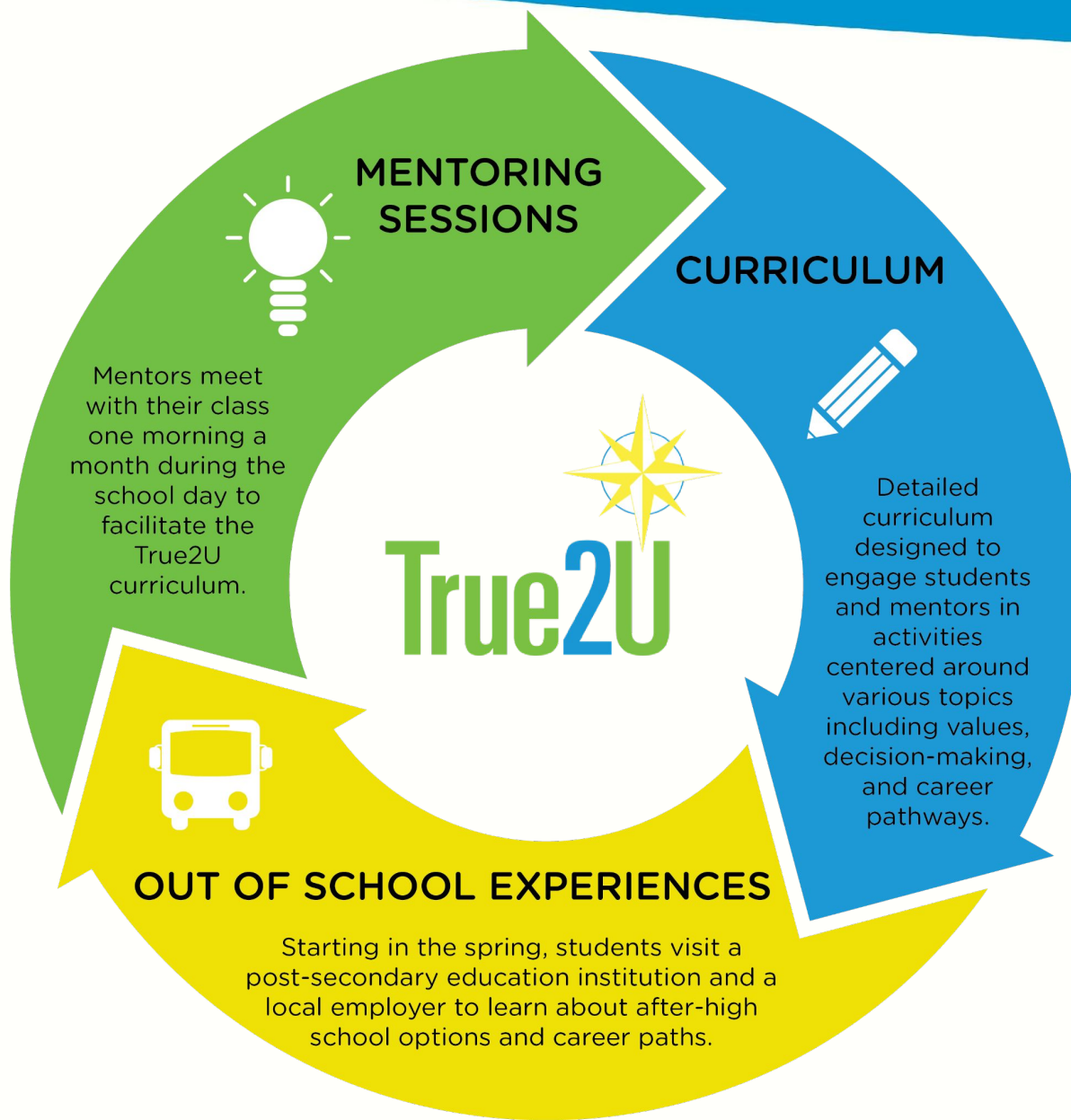




Visiting the Schools

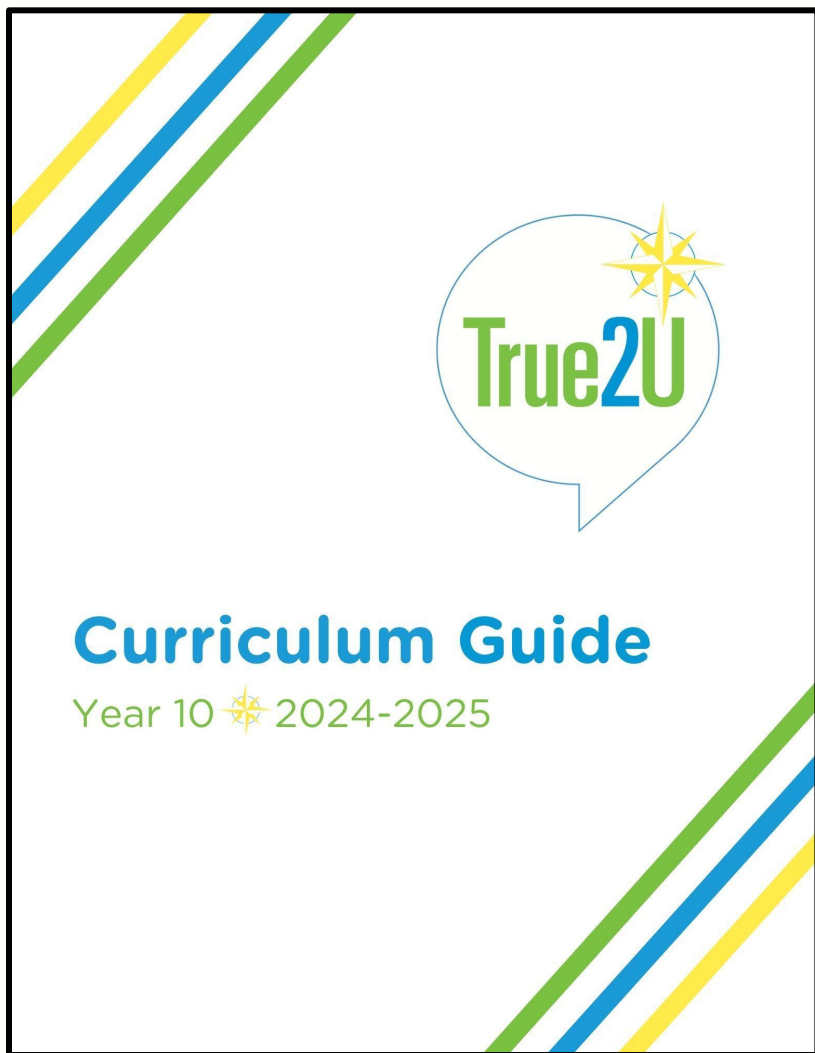
In-person – when you arrive:

1. Enter the school building with:
 - a. Legal form of ID
 - b. Your mask (optional)
2. Go through Security
3. Enter the Main Office
 - a. Speak with Main Office staff, let them know you are there for True2U
 - b. Office staff should scan your driver's license or ID
 - c. Put on the provided Volunteer Badge
 - d. Once signed in, you can proceed to the location of your conference/sessions
4. When your session is over, check out in the office before leaving





Curriculum





Curriculum

- Curriculum has been revised each year of the program
 - Updated with the PACE overall design in mind
- Integrates student & mentor pre-work, Pathways assessments, mentoring sessions
- True2U Materials



Session 1

Who Am I Today?

Overview

Session 1 is designed to introduce the mentors and students to each other and the program. It will also help students to think about personal identity and how knowing one's self is critical to success. Students can begin to answer the question: Who am I Today?

This session builds on the True2U launch led by Dee-1. During the opening session, students were introduced to one of the foundational concepts associated with the curriculum – how an understanding of one's self is key in choosing the right path.

Session Spotlights

- Group Connection
- Self-Awareness
- Social Awareness

Learning Objectives

By the conclusion of this session, students will:

- Get to better know the mentors and students in their class.
- Adopt group guidelines.
- Know and understand more about themselves.
- Recognize the value of a positive self-identity in becoming successful.

Mentor Pre-Work

- ☐ Review Session 1 Curriculum Guide.
- ☐ Create a My Name tent.
- ☐ Communicate with mentor partner(s) to review session and divide up responsibilities for facilitating specific activities.
- ☐ Decide on two or three guidelines for the students to follow during your time together.
- ☐ Take the Personality Type Survey.
- ☐ Review and print the student Personality Type Survey results spreadsheet which will be e-mailed to you.



- ☐ Review worksheets to be used in the session:
 - o *My Name* poster
 - o *Welcome to True2U!* worksheet
 - o *Creating Group Guidelines* worksheet
 - o *Personality Types Descriptions* worksheet
 - o *Personality Types Discussions* worksheet

Group Size and Physical Setting

Sessions will take place in person in a classroom.

Materials and Supplies

- True2U Trackers
- Table Tents
- *My Name* poster (page 2 in the True2U Tracker)
- Permanent Marker(s)
- Markers
- *Welcome to True2U!* (page 1 in the True2U Tracker)
- *Creating Group Guidelines* worksheet (page 3 in the True2U Tracker)
- *Personality Types Descriptions* worksheet (pages 4-6 in the True2U Tracker)
- *Personality Types Discussions* worksheet (page 7 in the True2U Tracker)
- Poster Paper
- Students' Personality Type Survey Results (in spreadsheet)
- High School Choice Book (digital)
- Pens/Pencils
- Family Postcards

Session At-a-Glance

Session Element	Time
Program Overview & Welcome/Activity 1(a): My Name	30 minutes
Activity 1(b): Setting Shared Group Guidelines	25 minutes
Break	5 minutes
Activity 1(c): Understanding My Personality Type	30 minutes
Activity 1(d): High School Scavenger Hunt	20 minutes
Session Reflection	10 minutes
Total Time	120 minutes



Session 1 Step-by-Step

Session Element	Time	Description
Program Overview & Welcome Activity 1(a): My Name	30 minutes	<p>Mentors:</p> <ul style="list-style-type: none">• Welcome students.• Recap the True2U Program Launch.• Provide students with their True2U Trackers.• Introduce My Name Activity by explaining the My Name Poster and sharing their My Name tents.• Introduce the students to the program by providing an overview of what to expect.• Review the session agenda. <p>Students:</p> <ul style="list-style-type: none">• Create My Name tents with designated pictures/symbols in each corner.
Activity 1(b): Setting Shared Group Guidelines	25 minutes	<p>Mentors:</p> <ul style="list-style-type: none">• Introduce the concept of shared group guidelines.• Share the two or three guidelines decided on prior to the session.• Facilitate guideline-setting process. <p>Students:</p> <ul style="list-style-type: none">• Identify and agree to group guidelines.
5 Minute Break		
Activity 1(c): Understanding My Personality Type	30 minutes	<p>Mentors:</p> <ul style="list-style-type: none">• Review personality types.• Facilitate small group discussions. <p>Students:</p> <ul style="list-style-type: none">• Reflect on their personalities and how they connect with occupations.
Activity 1(d): High School Scavenger Hunt	20 minutes	<p>Mentors:</p> <ul style="list-style-type: none">• Facilitate student exploration of the High School Choice Book. <p>Students:</p> <ul style="list-style-type: none">• Explore the High School Choice Book.
Session Reflection	10 minutes	<p>Mentors:</p> <ul style="list-style-type: none">• Lead students in completing the reflection questions in PATHWAYos <p>Students:</p> <ul style="list-style-type: none">• Answer the reflection questions in PATHWAYos
Total Time:	120 minutes	



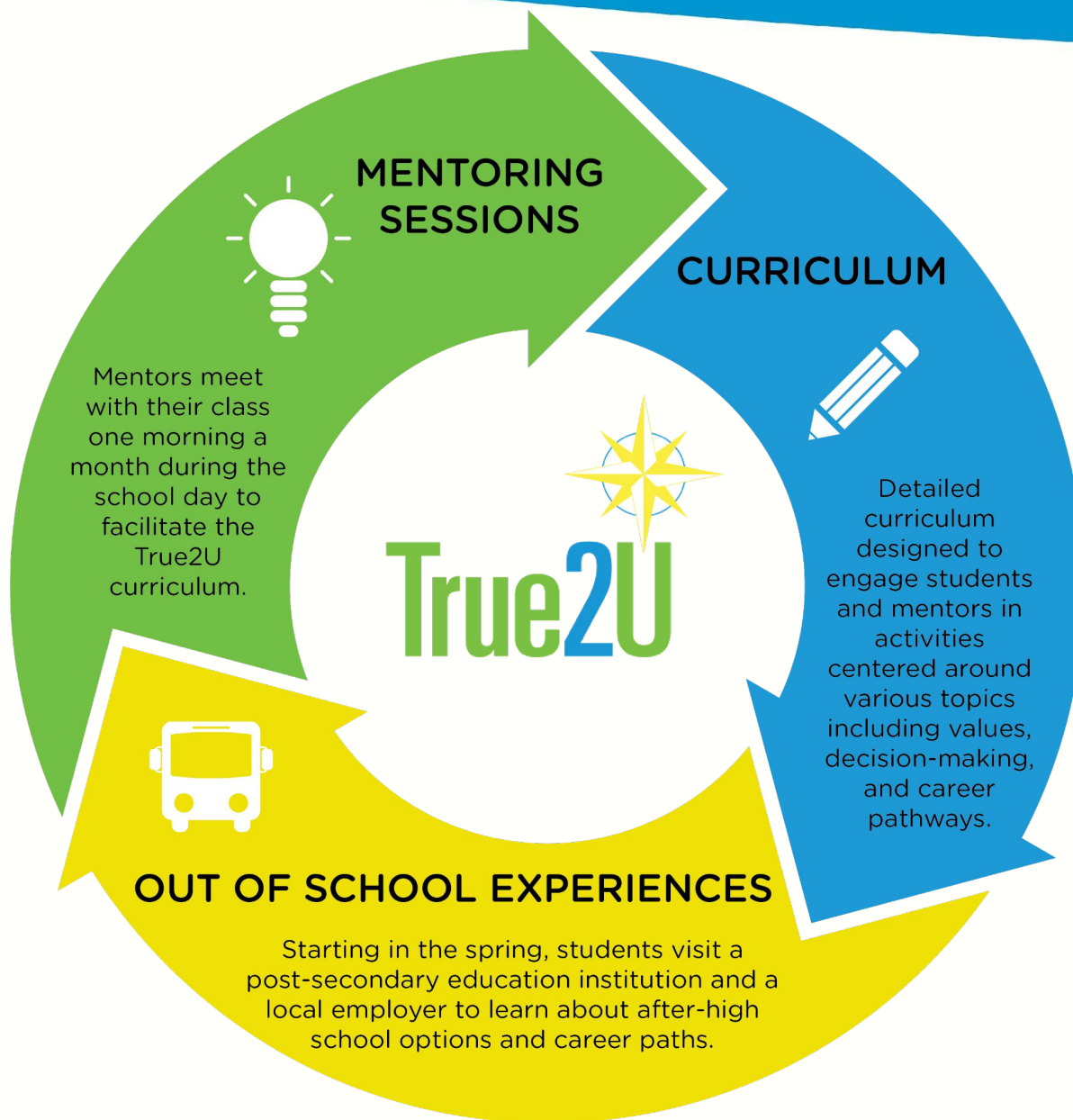
Curriculum Overview

Session	Activities	Date
1: Who Am I Today?	My Name Setting Shared Group Guidelines Understanding My Personality Type High School Choice Research	Oct. 15th - 18th
2: Careers & Career Clusters	Understanding the Career Clusters Career Cluster Bingo Identify the Right Fit High School Career Cluster Trivia	Nov. 11th - 15th
3: Workplace Personalities	Icebreaker: Notecard Basketball Debrief on High School Choice Fair Workplace Personalities and Career Pathways You're the Boss 7th Grade Advising: Mentor Intro in Context of Goals in their Careers - students set 2 goals	Dec. 10th - 13th



Curriculum Overview

Session	Activities	Date
4: Making Good Choices	Icebreaker: This or That Making Good Choices Working Backwards How I'm Feeling	Jan. 14th - 17th
5: Linking Learning Styles to Careers	Examining Your Multiple Intelligences Applying Your Multiple Intelligences 7th Grade Advising: Check-in on goal progress	Feb. 18th - 21st
6: My Values and the Impressions I Make	Icebreaker: Starburst Values Build Brands Impressions	Mar. 18th - 21st
7: Transitions	You Decide High School Visions True2U Reflections End of Year Wrap Up	Apr. 8th - 11th





Out of School Experiences

- Starting in March, each class will take a field trip to visit a post secondary education institution
- Students will also hear from or visit a local employer
 - If you'd like your organization to be involved let us know!





Post in the Chat!

Everyone:

- Share what you hope to gain from True2U this year

Returning Mentors:

- What are some of your favorite True2U memories?
- What keeps you coming back?
- Share any tips and tricks you've learned!

New Mentors:

- What drew you to True2U?
- Ask questions!

The Mentor Mindset



Mentor Mindset & Characteristics

- Adaptable
- Authentic
- Dedicated
- Encouraging
- Fair
- Open-minded
- Patient
- Positive
- Reliable





Applying the Mentor Mindset

- Minimize our defensiveness
- Demonstrate our vulnerability, curiosity and humility
- Stretch our worldviews
- Identify our bias and expectations
- Allow for personal growth



Diagram of a Student





Using Our Emotional Intelligence

Self-Awareness: be honest about your strengths and weaknesses; be aware of your own feelings and bias

Self-Regulation: be aware of your feelings while not letting them take control of your decisions

Motivation: be up for a challenge; focus on long term success

Empathy: be aware of others' feelings and viewpoints; be slow to judge

Social Skills: be a team player; being a good listener; strive to defuse disputes



**Kids don't care about how much you
know until they know how much you care**



Being a True2U Mentor





Facilitation & Engagement

- Be on time (a little early)
- Know Your Stuff
- Be Creative & Encourage Participation
- Authenticity & Consistency are Key
- Try to remember Students' Names
- Foster an Environment of Trust
- Equality for All
- Show Excitement & Be Positive





Classroom Management

- Listen, Acknowledge & Repeat
- Use proximity
- Choose your battles
- Be mindful of transition time
- On your feet, not in your seat
 - Stay engaged when your partner is facilitating
 - Avoid cell phone use
- Set the example





Mentor Responsibilities

- Time commitment – approx. four hours each month
 - 2 hour sessions
 - 1 hour training
 - Additional preparation
- Pre-work prior to each session
 - communicate with mentor partner to prepare for each session (if applicable)
 - complete tasks prior to meeting with students
 - attend curriculum enrichment trainings (optional)
- Complete mentor feedback survey



Mentor Supports

- Detailed Curriculum Guides
- InSchool: Teacher & Mentor Conference
- Mentor Trainings
 - Welcome to True2U!
- Curriculum Trainings
- Mentor Resource Webpage
- Dedicated staff to answer questions and provide support





Mentor Guidelines

- No sharing of contact or social media info
- No photos of students or sessions
- No contact with students outside of program sessions
- If you feel that a student needs more support than you are able to provide during your session:
 - Discuss with teacher privately
 - Contact program staff for follow up



Session Prep-Work

- Check your email!
- Review the session curriculum
- Determine roles
- Develop talking points/ Personal examples
- Complete all pre-work (surveys, posters, etc.)
- Update PowerPoints if applicable
- Attend Curriculum Training Sessions the week before the session
 - 6 pm Tuesday (in person at NLI)
 - 12 pm Thursday (virtual via Zoom webinar)
 - Recording available on Mentor Materials webpage on Fridays



Mentor Materials Webpage





Communicate

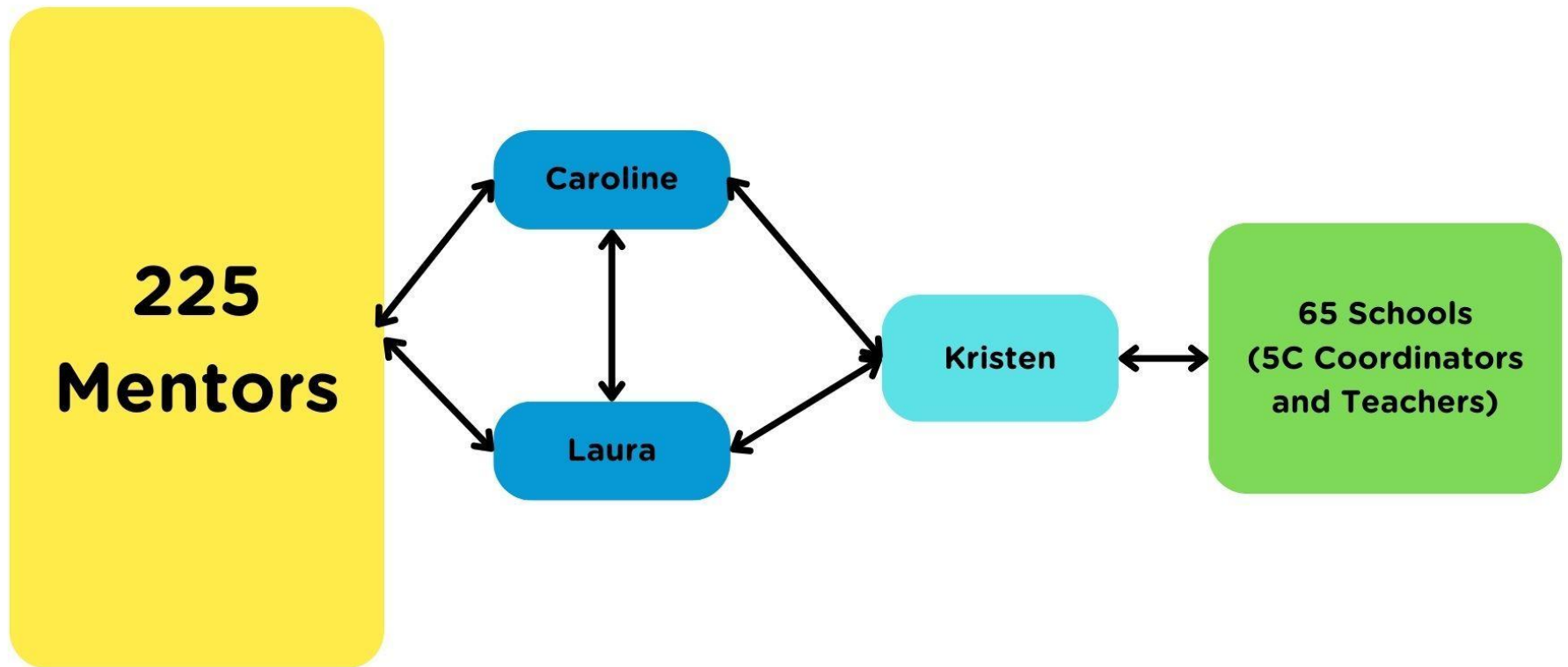
Keep us informed

- Your schedule
- Challenges
- Triumphs
- Feedback
- How we can better support you





Chain of Communication





Pre Program Checklist

- ☒ Attend Welcome to True2U! Orientation
- ☐ Complete CMSD background check
 - New mentors and returning that require renewal
- ☐ Mark your calendars with important dates
- ☒ Attend In-School: Teacher & Mentor Conference on Thurs., Oct. 3rd (unless notified otherwise)
- ☐ Connect with mentor partner



In-School: Teacher & Mentor Conference

Thursday, October 3rd

- This is the opportunity to meet with your assigned teacher prior to Session 1
- Familiarize yourself with the school, protocols, and staff
- Meet your mentor partner if applicable.
- Ask Questions:
 - How does the teacher handle challenges in the classroom?
 - What tools do they use to bring the students attention back in?
- All Schools will meet on this date, time dependent on school assignment or if notified otherwise.



Primary Contact for Mentors

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Neighborhood Leadership Institute

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Thank you!

Enjoy your True2U journey!

