

Detailed Description

a) People involved in the implementation of the mentorship include:

- High School Mentor (s) – Working under the supervision of the Superintendent and in close consultation with the SRPSD First Nations and Metis learning and Partnership Consultant
- Principals/Teachers: Identify students that need extra support

b) Impacts of the mentorship program are measured by:

- Increased graduation rates of FNM students within our school division since implementation in 2011/2102.

c) Successful Impacts of the program include an increase in graduation rates amongst FNM students in our school division:

- Increase in 3 year graduation cohort group since the start of the program. It was 38.8% at the start of the mentorship program and has increased to 47.1% in 2016.
- Increase in 5 year graduation cohort since implementation from 37.4% to 59.6% in 2016

d) Other factors that may have led to this impact include:

- Increased opportunities to participate culturally affirming practices.
- Increased support of initiatives that allow for holistic growth and learning: physical, mental, spiritual, and emotional
- Dedicated Mentors that work and build positive relationships with students

e) Challenges over the years include:

- Building the program from the ground up: There needs to be flexibility as there will always be room for improvement
- Communicating the mandate in a clear way
- Some Human Resource challenges as a result of being on a yearly contract, and minimal increase in wage

f) Changes in Procedures include:

- A change in tracking sheets and reporting periods for one of our Urban High Schools. This was done to accommodate the Semester Block Schedule this school uses.

g) Lessons Learned

- Communication is important
- Having flexibility when it comes to making changes. Recognizing that each school is unique and divers in its needs

h) Ongoing Plans for enhancement

- Constant refinement of the program due to the constant change in dynamics of each school
- Continue to promote opportunities for professional development and growth for our mentors in the areas of mental health and cultural diversity
- Continued communication between the school learning community and general public about the services and support our mentors provide

i) Suggestions for others:

- We are open to having individuals contact us if they would like more information about our Mentorship Program

j) The costs associated with our Mentorship program are covered through the First Nations and Metis Education Achievement Fund.

k) Positive Responses/Reactions

- It has always been very positive. Each mentor brings with them unique experiences and they are able to find different ways to accommodate students.
- Students and Mentors have developed trusting relationships where students seek out the mentors even when they are no longer in school.
- The Media has come in to the schools to interview the Mentors and students