P-TECH
Pathways in Technology
Early College High School

Mentor Training 2017-2018
IBM Corporate Citizenship
A new model for education: P-TECH 9-14

- **Focus:** Opening its doors in 2011, P-TECH offers a new grade 9-14 public school model focused on STEM fields and Career and Technical Education.

- **Mission:** Enable students to master the skills that they need to graduate with a no-cost Associates in Applied Science degree that will enable them to either secure a middle skilled job in a growing STEM industry, or to continue and complete study in a four-year higher education institution.

- **AAS Degree:** Computer Information Systems or Electromechanical Engineering Technology

**P-TECH:** The pathway from classroom to career to a stronger economy
P-TECH Key Tenets

- **Partnership** between school district, higher education partner and industry

- Six-year program, featuring **integrated high school and college coursework**, leading to an industry-recognized, postsecondary degree for **all** students. Students can graduate within the six-years, but the six-year model ensures that students have the time and seamless supports necessary to earn their degree.

- **Workplace learning strand**, including mentoring, worksite visits, speakers, project days, skills-based and paid internships

- **Open enrollment** with focus on historically underserved students

- **Cost-free** postsecondary degree

- **First-in-line for jobs** with industry partners
School Demographic & Population
P-TECH
Brooklyn, NY (2011)

Student Profile:
573 students (grades 9-14);
74% male; 26% female;
96% Black or Hispanic;

Leadership & Staff Profile:
Founding Principal - Rashid Ferrod Davis
4 Assistant Principals, 3 Guidance Counselors
1 Full-Time CUNY Liaison
1 Full-Time IBM Liaison
54 staff members

Academic Achievements
• Student 4-year Non-Dropout Rate is 96% (88% City)
• Through August 2017, 310 students completed college courses, with 82% in good academic standing
• Over 88% of high school graduates in 2015 met college-ready benchmarks known in New York State as “Adjusted Measures of Performance” or APMs
FIRST COHORT GRADUATED WITH THEIR AAS IN COMPUTER INFORMATION SYSTEMS OR ELECTROMECHANICAL ENGINEERING TECHNOLOGY AT A RATE 4X THE NATIONAL AVERAGE

99% OF THE FIRST COHORT GRADUATED WITH THEIR HIGH SCHOOL DIPLOMA
(QUESTIONS SO FAR?)
Key P-TECH Innovation: Industry Partnership

• IBM is involved in all aspects of the school, but has special responsibility over the Workplace Learning umbrella:

  • Skills mapping to ensure graduates are ready to enter the workforce and/or pursue higher education
  
  • Workplace Learning curriculum
  
  • Workplace experiences: Speakers, worksite visits, hackathons, job shadowing
  
  • Skills-based, paid internships at IBM and other companies
  
  • First in line for jobs at IBM
  
  • Mentors for every student
Mentoring at P-TECH Brooklyn

Purpose:

• Support work-based learning class and provide meaningful feedback on coursework
• Serve as role models and social/emotional support for students by encouraging their goals and extracurricular interests
• Provide guidance, strategies and tools for navigating high school & college, time and project management, problem solving, collaboration, and communication.
• Life after P-TECH: Provide insight into post-P-TECH college admissions process, tools + advice for navigating the workplace, and continuous life-journey support to students after P-TECH

Progression:

• Exposure and broad academic support → thought leadership/guidance through project-based learning → targeted skills development → navigating the workplace

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<th>Year 1</th>
<th>Year 2</th>
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<th>Year 6</th>
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<tbody>
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<td>Career Awareness</td>
<td>Career Preparation</td>
<td>Informal Career/Cont. College Support</td>
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<td>-Guest speakers</td>
<td>-Project-based learning</td>
<td>-Coffee meet-ups</td>
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<td>-Site visits</td>
<td>-Job shadows</td>
<td>-Email conversations</td>
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<td>-Career fairs</td>
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<td>-Mentorship</td>
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<td>-Letters of recommendation</td>
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<td>-Project-based learning</td>
<td>-Continued professional and technical skill-building within school environment</td>
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Mentor Responsibilities

- **Provide key information for Background Check**

- **Mentor 1-3 students.** You will be matched with students in grades 9, 10, and 11. There are different approaches for the different cohorts here – each student is in a different point in their academic life. Follow the timeline (slide 9) or make up your own approach that is unique to your mentee.

- **Each mentor may use the online MentorPlace platform to keep in touch and communicate with mentees.** You will be matched with mentee(s), and should connect with them on the assigned basis you and your mentee agree to during Kickoff day. Based on mentor feedback, we are aiming to improve the communication platform between you and the students.
Mentor Responsibilities

• Attend at least 3-4 in-person events. There are many options this year: you are welcome to join all of our events, if you can. Let Chigozie know in advance if you cannot make it to an event.

• Register for On Demand Community to track your hours (w3.ibm.com/ondemandcommunity)

• Join the P-TECH Mentor Communities page. Chigozie will post notes and updates here, alongside emails. Also, we can all discuss here on our own forum. (Mentor Communities Page)

• Send your feedback! How are things with your mentee? How is your experience? What are some suggestions to improve the Mentor Program?
**MENTORPLACE ACTIVITIES**

**ACTIVITY: Goal Setting**

**Mentees: Practice SMART Goals!**

**Mentee Instructions:** Think about what you want to accomplish this year, and share your thoughts with your mentor by responding to the questions below. Your mentor will read your thoughts, and give you feedback, so that they can help you reach your goal!

1. What is an area of your life thus far in the school year that you would like to improve? Why?
2. What is one goal you could set that is SMART and will help you improve in the area you described in question 1?
3. Share how your goal is Specific, Measurable, Achievable, Relevant, and Timely
   - **Specific** – What is it that you want to achieve?
   - **Measurable** – How will you know if/when you reached your goal?
   - **Achievable** – Is this something that can really be accomplished?
   - **Relevant** – Does this goal really matter to you?
   - **Timely** – Can you accomplish your goal in a time period that will motivate you now?
4. What is one strategy you could start using that will help you become closer to...
Mentor Guidelines & IBM Rules

1. Virtual communication should only take place via MentorPlace. Please do not share your work or personal email addresses, or home or cell phone numbers, with mentees. In the event you do receive an email from a student, please respond through MentorPlace.

2. Social networking is prohibited. Please do not “friend” your mentees on Facebook, Twitter, Linkedin, etc.
3. If there is a discipline issue with a student, please notify In the absence of a P-TECH faculty member or administrator, P-TECH Brooklyn liaison Charlotte Lysohir at (charlotte.lysohir@ibm.com).

4. Avoid situations where you could be alone with a student. If possible, have at least one additional adult with you at all times.

5. If you believe there is something concerning in a communication, written or verbal, please bring it to the attention of the IBM/P-TECH contact.
Mentor Guidelines & Tips

• Be respectful of your mentees and their communication/personality styles. Ask if there is a way to accommodate them in the way you communicate.

• Share college experiences with new participants and give college and career transition advice based on these experiences.
Mentor Guidelines & Tips

• Come equipped with tolerance for indifferent behaviors. Some students may appear to be uninterested, bored. Remember: empathy varies by student and some may even be nervous or scared of you! These relationships you build will take time and indifferent traits will subside overtime.
How to: Get to know your students!

• P-TECH enrolls a student body that is 95% Black or Hispanic, with 3 boys for every girl
• Mentoring students with a background that is different than yours can be challenging
• Be conscious of bias
  • Assumptions about students based on superficial characteristics.
  • If you are interested in discussions about social/racial bias, we will be holding a P-TECH Mentor Discussion Table hosted by English Teacher, Mr. Williamson.
• How can you make the most of your opportunity to work with P-TECH students as a mentor?
• Satisfaction with mentoring relationships on both sides is strongly correlated with the concept of “perceived similarity”
• Regardless of your background, your first goal as a mentor is to discover some areas of similarity
• Ask a lot of questions and be open to learning from students
• Take the initiative to learn about students and their culture(s)
Upcoming 2017-2018 Mentor Event Dates

- Background Check Registration – Wednesday, October 11, 2017
  Location: 51 Astor Place, 4th Floor (Makerspace)
  Time: 11AM to 2PM

- Mentor Kickoff Day – Thursday, October 26, 2017
  Location: P-TECH (150 Albany Ave, Brooklyn, NY 11213)
  Time: 1:30PM to 4PM

- College Pick’Em Day – Wednesday, November 8, 2017
  Location: P-TECH (150 Albany Ave, Brooklyn, NY 11213)

- Financial Aid Tuesday – Tuesday, November 14, 2017
  Location: P-TECH (150 Albany Ave, Brooklyn, NY 11213)

- Freshman IBM Site Visit – TBD
  Location: TBD

Mark your calendars! More updates along the way!
2017 P-TECH Mentor Kickoff Agenda

P-TECH Brooklyn Mentor Kickoff
Agenda
October 26, 2017

1:20PM – 1:30PM  Guests arrive to P-TECH - are seated in the Gymnasium
1:30PM - 1:36PM

Welcome
Chigozie Okorie, Program Associate, IBM CC&CA

1:36PM – 1:46PM  Videos of P-TECH

1:46PM – 2:01PM  Remarks from Principal Davis
Rashid Davis, Founding Principal, P-TECH Brooklyn

2:01PM – 2:11PM  Instructions and Agenda for the day
Chigozie Okorie, Program Associate, IBM CC&CA

2:11PM – 2:20PM  Transition to classrooms (Mentor meets Mentee)

2:20PM – 2:35PM  Activity 1: Bingo Ice Breaker!
Led by P-TECH Teachers/Facilitators

2:35PM – 2:50PM  Activity 2: Let’s Talk: Common Interests
Led by P-TECH Teachers/Facilitators

2:50PM – 3:11PM  Lunch Break

3:11PM – 3:21PM  Activity 3: Mentor & Mentee Contract
Led by P-TECH Teachers/Facilitators

3:21PM – 3:48PM  STEM Activity: Marshmallow Tower
Led by P-TECH Teachers/Facilitators

3:48PM – 4:06PM  Goodbyes and Dismissal
Next Steps

• IMMEDIATE NEXT STEPS:
  • FOR NEW MENTORS ONLY:
    Complete Background Check on or by October 11, 2017

• Come to the Kickoff Event at P-TECH Brooklyn on October 26, 2017

• Join our P-TECH Mentor Communities Page
  (Mentor Communities Page)

• Participate in upcoming events
QUESTIONS?

Contact Chigozie Okorie (chigozie.c.okorie@ibm.com)