



Gallaudet University Regional Interpreter Education Center

3 S.T.E.P. (Striving Toward Effective Practices)

Developing Mentors in Traditionally Underserved Areas & Underrepresented Groups

Project Description

The GURIEC is excited to announce an interpreter mentoring project targeting underserved areas and underrepresented groups. The goal of the project is to provide support to develop interpreting and mentoring skills for targeted areas and people. The secondary goal of this project is to develop mentor trainers in each of the three identified regions who can continue the goals of the project to develop mentors and mentoring in their regions after its completion.

Participants (mentors and mentees) for this project will be selected based on the following criteria:

Underrepresented group: cultural and ethnic minorities (including Deaf interpreters) who could assist in increasing the number of minority interpreters serving the region

AND / OR

Underserved area: a high demand for interpreters but a lower than average supply. Regions (called STEPS) identified to be served by this project include

STEP 1: North Carolina, South Carolina, and Tennessee

STEP 2: Kentucky, West Virginia, and Virginia

STEP 3: Alabama, Georgia, and Mississippi

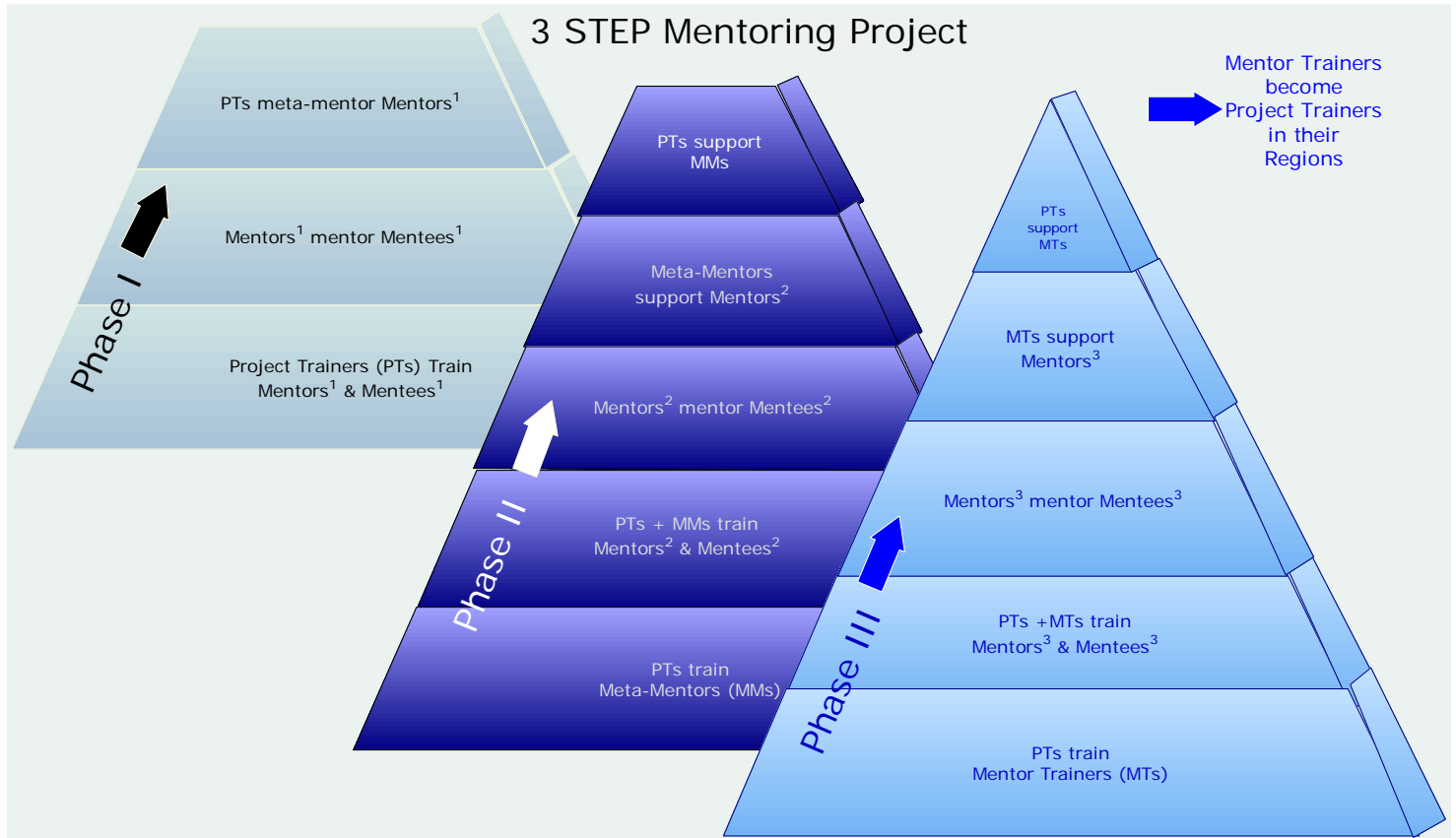
Each STEP, or region, will be provided with three phases of training:

Phase I—training for 6 mentors and 12 mentees followed by 6 months of support for mentoring pairs

Phase II—training for 6 meta-mentors, 6 mentors, and 12 mentees followed by 6 months of support

Phase III—training for 6 mentor trainers, 6 mentors, and 12 mentees followed by 6 months of support

Below is a visual representation of the three project training phases:



Participants for this project must be willing and able to commit to the following:

	Commitments by Participants	Provided by the 3 STEP Project
Mentor Trainers¹ (see note below)	<p>Participation in all 3 Training Phases:</p> <ul style="list-style-type: none"> Phase I: 2 days (Friday & Saturday) Mentor Training + 6 months mentoring of Mentee (at least 3 hours per month of documented meetings with Mentee) Phase II: 2.5 days (Thursday afternoon, Friday and Saturday) Meta-Mentor Training + 6 months meta-mentoring newly trained Mentors (at least 3 hours per month of documented support of newly trained Mentors) Phase III: 3 days (Thursday-Saturday) Mentor Trainer Training + 6 months meta-mentoring newly trained Mentors & at least one mentor/mentee training provided post-project (at least 3 hours per month of documented support of newly trained Mentors) 	<p>Training & post-training support to newly trained mentors to establish and maintain effective mentoring relationships</p> <p>Travel stipends available for out-of-town and overnight travel, double room occupancy</p> <p>CEUs for all training phases</p> <ul style="list-style-type: none"> Phase I = 1.5 CEUs Phase II = 1.9 CEUs Phase III = 2.1 CEUs
	\$150 refundable deposit for successful completion of all 3 Phases of training & 6 months post-training mentoring & support, discussions online with Project Trainers, and completion of all reports & evaluations.	\$150 deposit ³ refunded upon successful completion of 2 days of training in all 3 training phases, post-training mentoring and support, and participation in discussions with Project Trainers.
	Complete pre- and post-training surveys and end-of-project evaluation	Summary results provided to all project participants
	Progress (mid- and terminal phase) and end-of-project reporting to Project Coordinator (mentoring hours, results, etc.)	Part of the goal of this project is to gather ongoing information on effective mentoring training and mentoring practices. Participants will be asked to sign a consent form allowing research to be conducted, which may include the filming of the training, the use of pre- and post-surveys and evaluations, follow-up individual or group interviews, and the future use of any filmed mentoring sessions. Participation in this research is voluntary and confidential.
	Develop one videotaped sample ² of Mentor's interpreting work to bring to training	
	Videotaping of at least one mentoring session for a Mentoring Portfolio for research purposes (participation is voluntary – see research information and consent form for more details)	
	Provide post-project evaluation and report; and 6 months post-project, complete a survey conducted for research purposes	
	Participate in a post-project interview	
	Participation in online discussion by reading and posting at least one time per week for each 6 months following training (total 18 months). Participation must be considered substantial to qualify for CEUs. Substantial is defined as adding value to the discussion, providing examples, explanations, expansions, and support to other participants within the framework of the mentoring philosophy used.	<p>CEUs provided upon successful completion of each 6-month discussion:</p> <p>Phase I – 2.5 CEUs</p> <p>Phase II – 2.5 CEUs</p> <p>Phase III – 2.5 CEUs</p> <p>Post-training online support to participants for 6 months</p>

Mentors	Participation in Mentor Training: 2 days (Friday and Saturday) + 6 months mentoring of Mentee (at least 3 hours per month of meeting with Mentee)	Training & post-training support to newly trained mentors to establish and maintain effective mentoring relationships CEUs provided = 1.5
	\$150 refundable deposit for successful completion of the 2-day training & 6 months post-training mentoring & support, discussions online with Project Trainers, and completion of all reports & evaluations.	\$150 deposit ³ refunded upon successful completion of 2-day training phase, post-training mentoring and support, and participation in discussions with Project Trainers.
	Participation in online discussion by reading and posting at least one time per week for the 6 months following training (total 26 weeks). Participation must be considered substantial to qualify for CEUs. Substantial is defined as adding value to the discussion, providing examples, explanations, expansions, and support to other participants within the framework of the mentoring philosophy used.	CEUs provided = 2.5
	Develop one videotaped sample ² of Mentor's interpreting work to bring to training	Summary results provided to all project participants
	Videotaping of at least one mentoring session for a Mentoring Portfolio for research purposes (refusal to permit videotaping does not preclude participation in this project)	Part of the goal of this project is to gather ongoing information on effective mentoring training and mentoring practices. Participants will be asked to sign a consent form allowing research to be conducted, which may include the filming of the training, the use of pre- and post-surveys and evaluations, follow-up individual or group interviews, and the future use of any filmed mentoring sessions. Participation in this research is voluntary and confidential.
	Progress and end-of-project reporting to Project Coordinator (mentoring hours, results, etc.)	
	Complete pre- and post-training surveys and end-of-project evaluation	
	Participate in a post-project interview	
Provide post-project evaluation and report; and 6 months post-project, complete a survey conducted for research purposes		
Mentees	\$150 refundable deposit for successful completion of the 1-day training & 6 months mentoring, skill development plan, journaling, evaluation, etc.	\$150 deposit ³ refunded upon successful completion of the training and the 6 month mentoring
	Participation in one Mentee training	CEUs provided = .9
	Participation in 6 months of mentoring post-training (at least 5 hours per month of skill development and meeting with mentor)	CEUs provided = 2.5 upon successful completion of 6 months of mentoring post-training
	Complete pre- and post-training surveys and end-of-project evaluation	Summary results provided to all project participants
	Progress and end-of-project reporting to Project Coordinator (mentoring hours, results, etc.)	Part of the goal of this project is to gather ongoing information on effective mentoring training and mentoring practices. Participants will be asked to sign a consent form allowing research to be conducted, which may include the filming of the training, the use of pre- and
	Complete Skill Development Activity sheet, Performance Goals, Plans for Achievement of Goals, and Monthly Journal on Progress	
	Provide post-project evaluation and report; and 6 months post-project, complete a survey conducted for research purposes	

Develop one videotaped sample ² of Mentee's interpreting work to bring to training to begin mentoring sessions	post-surveys and evaluations, follow-up individual or group interviews, and the future use of any filmed mentoring sessions. Participation in this research is voluntary and confidential.
Participate in a post-project interview	
Permit videotaping of at least one mentoring session for research purposes (refusal to permit videotaping does not preclude participation in this project)	

Notes:

1. Mentor Trainers

This project is designed to train 6 Mentor Trainers in each of the three regions. Participation in this project as a Mentor Trainer requires a significant investment of time and a commitment to the entire 3 Phases of Training. Mentor Trainers will be provided with training enabling them to continue to provide training to Mentors and mentoring to Mentees for many years to come as an additional source of support for the community to develop interpreters in the targeted groups and areas.

2. Information about videotaped sample for training

Mentors and Mentees are required to bring one video sample of their work to the training (either on VHS, CD or DVD).

Work can be:

- an authentic sample from an actual interpreting assignment, which will require any appropriate permissions/authorizations that may be needed to view actual work

OR

- a staged sample where the interpreter videotapes him/herself interpreting something that was not an actual interpreting assignment but was "staged" for the purposes of developing the sample, such as interpreting a video or interpreting a staged conversation between a Deaf person and a hearing person.

To be maximally effective, samples should NOT be rehearsed but from work that is without review. If video samples include interpreting from a video, that work should be done "cold" to mimic to the degree possible the interpreter's actual work. Video samples will only be used for work with the individual mentor and will not be shown to the group without mentee's permission.

3. Refundable Deposit

All deposits shall be in the form of a check and will be held (not deposited or cashed), may be post-dated to the date of the completion of the project, and will be returned upon the successful completion of the project.

