



NNOA TIDEWATER STEM MENTORSHIP INITIATIVE



Our nation is aggressively competing with other countries to produce science, technology, engineering, and mathematical experts. A STEM literate workforce is critical if the nation is to compete more effectively in the global marketplace.

The U.S. public education system is challenged by an increasingly diverse student body; increased graduation requirements; and outdated, underfunded, and poorly maintained facilities for science study. Additionally, access and opportunities for all students to develop STEM skills, abilities and attributes are uneven across the country. Lack of access to STEM programs are particularly acute for minority students as evidenced in the relative small number of African Americans and other minorities graduating with degrees in STEM subjects. Research indicates that STEM success (from pre-career through employment) requires high-quality experiences along the education continuum. The body of knowledge compiled by the Department of Defense¹ confirms that for students, exposure to service learning combined with robust mentoring programs are effective in developing STEM talent. Mentors, especially STEM professionals, can have significant impact in shaping career success².

The Tidewater Chapter of National Naval Officers Association is actively seeking mentors for previous scholarship recipients currently pursuing undergraduate career pathways in Science, Technology, Engineering, and Mathematics (STEM). Mentors do not have to be NNOA members but committed to helping develop diverse leaders, prepared to take on the technical challenges facing our military and nation. Please review the mentoring guidelines and past scholarship award recipients below and contact LCDR Keith Dobbins at keith.dobbins@med.navy.mil and 757-953-5981.

Mentoring Guidance




The goal of the mentor initiative is to provide both formal support and informal support to these students.

Formal support includes creating a written goal sheet for the mentee (student) to accomplish professional skills in the areas of leadership development, public speaking, and technology, or similar. The goals should be SMART (specific, measurable, attainable, realistic, and timely). *Appendix 1* provides a template of the goal sheet and can be modified. Sheets are to be completed and sent to the Program Management Team. Additionally, mentors are to complete the Monthly Mentoring Report (*Appendix 2*) and submit to Program Management Team. At a minimum, mentors will be required to:

- ✓ Notify the Program Management team if the student is encountering academic difficulty or other issues impacting school performance
- ✓ Provide monthly contact reports to the Program Manager.

Informal support includes regular contact to assist the student in accomplishing skill based professional milestone. Mentors as a minimum will be required to perform the following informal support:

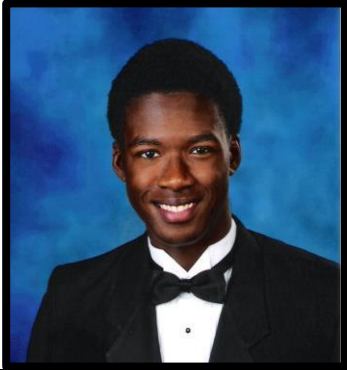
- ✓ Contact the student to let them know you have been assigned as their NNOA STEM mentor.
- ✓ Maintain contact with the student at least twice each month to provide encouragement and support as required.
- ✓ Notify the Program Management team if the student is encountering academic difficulty or other issues impacting school performance
- ✓ Provide monthly contact reports to the Program Manager.

SCHOLARSHIP RECIPIENT	RECIPIENT INFORMATION	MENTOR(S)
<p>Twymun K. Safford 2012 \$10,000 STEM Scholarship</p> 	<p>Denbigh High School Embry-Riddle Aeronautical University Major: Aerospace Engineering</p> <p>"The sky's not the limit; only you are." -personal quote</p>	
<p>Alston T. Cobb 2012 \$5,000 STEM Scholarship</p> 	<p>Western Branch High School University of Virginia Major: Computer Science</p> <p>"The best way to predict the future is to invent it." -Alan Kay</p>	
<p>Blair E. Cutting 2012 \$2,500 STEM Scholarship</p> 	<p>First Colonial High School Air Force JROTC Embry-Riddle Aeronautical University Major: Mechanical Engineering</p> <p>"Actually, it is Rocket Science." -personal quote</p>	

¹ Department of Defense Science, Technology, Engineering and Mathematics (STEM) Education and Outreach Strategic Plan for 2010-2014.

² Gerhard Blicke and others, "Mentoring Support and Power: A Three Year Predictive Field Study on Protégé Networking and Career Success,"

Derrian W. Flemings
2012 \$2,500 STEM Scholarship



Bethel High School
Virginia Commonwealth University
Major: Mechanical Engineering

"Faith, consistency, and hard work are my keys to success." -
personal quote

Briana N. Arias
2013 \$5,000 STEM Scholarship



Booker T. Washington High School
Navy JROTC
Virginia Polytechnic Institute
Major: Environmental Engineering

"Some are born great, some achieve greatness, and some have
greatness
thrust upon them." - William Shakespeare

Tevin D. Sumblin
2013 \$5,000 STEM Scholarship



Franklin High School
North Carolina A&T University
Major: Architectural Engineering

I can do all things through Christ who strengthens me".
- Philippians 4:13

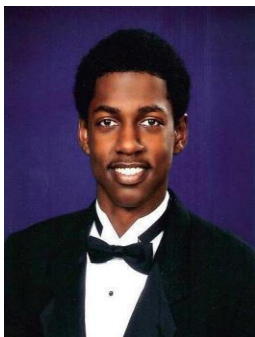
Flordave V. Abadam
2013 \$2,500 STEM Scholarship



Norview High School
Old Dominion University Navy JROTC
Major: Civil Engineering

"I have learned that success is to be measured not so much by the position that one has reached in life as by the obstacles which he has had to overcome while trying to succeed." -Booker T. Washington

Karlus A. Grant
2013 \$2,500 STEM Scholarship



Bethel High School
Virginia Polytechnic Institute
Major: Chemical Engineering

"Never let past failures impact tomorrow's future." - Author Unknown

Mentee Goals Worksheet – Appendix 1

Mentor: _____

Mentee: _____

Date of Meeting: _____

Goal 1: Leadership: (e.g. Active Listening, Strategic Thinking, Coaching, Collaboration, etc)

1a. Specific Goal & Description: _____

Date completed by: _____

Steps I plan to take to reach this goal _____

1b. Specific Goal & Description: _____

Date completed by: _____

Steps I plan to take to reach this goal _____

Goal 2: Communication (Interpersonal communication, effective feedback, etc)

2a. Specific Goal & Description: _____

Date completed by: _____

Steps I plan to take to reach this goal _____

2b. Specific Goal & Description: _____

Date completed by: _____

Steps I plan to take to reach this goal _____

Goal 3: Technology (e.g. Social Media, Microsoft Tools)

3a. Specific Goal & Description: _____

Date completed by: _____

Steps I plan to take to reach this goal _____

3b. Specific Goal & Description: _____

Date completed by: _____

Steps I plan to take to reach this goal _____

Mentee Goals Progress Worksheet

Mentor: _____

Mentee: _____

Date of Meeting: _____

Goal:

Goal met Making Progress No Progress

Accomplishments: _____

Obstacles: _____

New goal or strategy to overcome obstacles (if needed): _____

Goal

Goal met Making Progress No Progress

Accomplishments: _____

Obstacles: _____

New goal or strategy to overcome obstacles (if needed): _____

Goal

Goal met Making Progress No Progress

Accomplishments: _____

Obstacles: _____

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Goal met Making Progress No Progress

Accomplishments: _____

Obstacles: _____

New goal or strategy to overcome obstacles (if needed): _____

Goal

Goal met Making Progress No Progress

Accomplishments: _____

Obstacles: _____

New goal or strategy to overcome obstacles (if needed): _____

NNOA Chapter Monthly Mentoring Report

Appendix 2



NNOA Member Name: _____

Chapter Affiliation (if applicable): _____

Reporting Period: Sep Oct Nov Dec Jan Feb

Mar Apr May Jun Jul Aug

Mentoring: Middle/high school student College student

Scholarship Mentee Information:

(NOTE: Include information for prospects, applicants, and selects)

Name/Scholarship Status: _____

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Name/Scholarship Status: _____

Name/Scholarship Status: _____

Name/Scholarship Status: _____

Name/Scholarship Status: _____

Comments/Feedback

Photos: Email to Beulah Henderson

Newspaper Articles: Attach here or email link to Beulah Henderson

NNOA Chapter Monthly *Mentoring* Report Appendix 2



COMPLETION AND SUBMISSION GUIDELINES

- Chapter representatives must complete progress reports monthly.
- If you have questions regarding the completion of the progress report, contact Matthew Bowman at 352.234.0411.

Chapter Data

**New This
Period**

**Cumulative
Total**

1. NNOA Mentors

- a) # of members who served as mentors
- b) # of hours completed this month
- c) Of these, # of mentors who completed at least 3 months (at least two hours per month) of mentoring
- d) Total # of hours served by mentors

2. Special Event Participation

- a) # of members who volunteered at special events/projects (other than mentoring)
- b) # of K-12 youth who participated in special events/projects
- c) # of college students who participated in special events/projects
- d) Total # of special event/project volunteers
- e) Total # of hours served by special event/project volunteers

3. Training (All mentors should receive training in mentoring and partnership building)

- a) # of members trained in effective mentoring techniques
- b) # of members trained in effective partnership building
- c) Date of last Training _____

4. Community Partnerships

- a) # of partnerships with K-12 schools developed and/or sustained
- b) # of partnerships with community-based organizations developed and/or sustained
- c) Total # of community partnerships developed and/or sustained (total of a and b above)

5. Mentees

- a) # of mentees directly mentored by members
- b) # of additional mentees who were mentored by the scholarship student that you recruited
- c) Total # of mentees (total of a and b above)
- d) Of these, # of mentees who completed monthly survey

6. Community Leaders/Academic Advisors/ Partners

- a) # of community leaders supporting mentoring effort
- b) # of hours coordinating with Academic Advisors
- c) # of Partner organizations who your program assisted/ supported