

Bring Smiles MENTORSHIP



CONTEXT

Issue

There is a large quality difference between private schools and public schools in the Indian education system, with the largest disparity between urban private schools and public schools in cities or rural areas. There is also a large negative stigma surrounding public schools. This means children from low-income families often do not have access to quality education and it impacts their college entrances and ability to be hired.

Bhumi's Work

Bhumi is a non-profit based in Chennai, India. Bhumi runs an integrated suite of programs to address this issue from all sides. Just one of these programs, called Bring Smiles, provides private school tuition scholarships to students from low-income families.

gap Addressed

My supervisors had identified a small gap in this program: while scholarship students now had access to higher quality academics, they often lagged behind their more affluent peers in career and social-emotional (SEL) skills because these topics are not addressed at all in the school setting. More privileged students learn these skills at home from familial and network exposure.

Run weekly Tiny Test sessions

Present mid-way progress to Bhumi team

PROJECT

Pilots

18 scholarship students participated across 2 pilot programs online and inperson. They all believed they improved in their career and interpersonal skills by the end of the programs.

Feedback focus groups with Online Pilot participants, set up Tiny Test (in-person pilot)

Collaborate with SEL team to finalize session content

Materials

Handbook of 14 session worksheets written and designed by me to help students improve on 14 different personal skills, presentations for program introduction, and written content for the webpage.

Use feedback to improve Create 14 session worksheets to materials Create on-boarding presentations

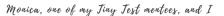
Run weekly Tiny Test sessions

Write scripts to automate program l'ogistical tasks

Document automation

Feedback interviews with Tiny Test participants

Present to Bhumi







Aruthra, my supervisor, and I at the office

automation

A Google Apps Script that integrates Google Forms, Sheets, and emailing to automate mentor and mentee registration, matching, attendance tracking, and session reminders.

Weeks 2-5 Weeks 6-7 Week 8 Week 1

LOGIC MODEL

Inputs

- Interviews with faculty, Bhumi Scholars, Ingram alumni
- Academic research on successful mentorship
- Client focus group interviews

Activities

- Wrote and designed the handbook of worksheets
- ·Served as a mentor to gather realtime feedback
- ·Gathered feedback from other pilot participants
- Developed the automation system
- Created registration presentation
- Created webpage content and design sketch

Mid-term Outcomes

Scaled implementation of the Bring Smiles Mentorship in the fourth quarter

Outputs

- ·Handbook of worksheets
- Program structure
- ·Introductory presentations
- Webpage content
- Google Form, Sheet, and Apps Script system for registration, matching algorithm, attendance tracking, impact analysis, and feedback logging

Long-term Outcomes

Bhumi Bring Smiles scholarship students earn better college admissions and job placements

Assumptions

Short-term Outcomes

Pilot students saw skill

improvement from the program

Scholarship students want and have the time for a once-weekly mentorship meeting

This assumption was mostly supported:

- While attendance was a large issue in the first (online) pilot, I used feedback from those participants to completely re-do the program content and structure

 The new content and structure resulted in much better
- attendance in the second (in-person) pilot Weekly check-ins showed the new content and structure
- landed much better with mentees and they saw drastic improvement in their confidence and skills

Selected Session Summaries

Mindset+Confidence.....

Learn about the growth mindset and how important it can be. Practice applying it to your life and using it to have fewer self-limiting beliefs. Skills: Self-esteem, Communication, Managing Emotions, Motivation

Power+Negotiation.....

Practice discussing and negotiating as well as resolving conflict, especially when there are power imbalances.

Skills: Communication, Negotiation, Critical Thinking, Empathy

Academic Tips+Tools......

Reflect on your emotions surrounding academics and learn tips and tools to manage those emotions and your academics better. Skills: Self-awareness, Managing Emotions, Problem Solving, Motivation

: Career Exploration.....

Explore different careers and use your understanding of yourself to identify

Skills: Critical Thinking, Decision Making, Goal Setting

Career Goals..... Identify your career-related goals using the SMART Goals format, conduct a SWOT analysis, and create an action plan. Skills: Goal Setting, Time Management, Critical Thinking, Networking

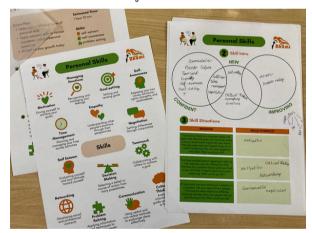
IMPACT

Mentorship is significantly beneficial to personal and career development

This assumption was definitely supported:

 It was an unbelievable experience to see first hand as a mentor how much impact this program had on my Tiny Test mentees

Samsuddhin's (Jiny Jest Mentee) Worksheet



Learning to negotiate and practicing on pretend office situations made me feel more comfortable disagreeing with others confidently. I liked being able to practice here with you, so if it happens when I have a job I can know how to talk.

-Roshini, 12th Grade Jiny Jest mentee

As a mentor, I saw my mentees go from being so shy they wouldn't say more than five words in response to a question, to fully engaging in discussions and negotiation practices and clearly defining and working towards their life and career goals. It was unbelievable: I am so proud of them and I can't want for future Bring Smiles students to be impacted similarly. Impact was assessed though post-session reflections.