

## First Tutor Training Session

1. It's important to remember that we target average performing students. If they didn't need our help, their parents wouldn't have brought them. These average performing students need our support and encouragement so that they can develop the attitude of achievers. This takes work and this is the type of work you signed up for at Midtown ☺
2. Our program is 50% tutoring and 50% mentoring. Tutoring is through the brain and mentoring is through the heart. Touch both when you're here. The greatest value you bring to your student is FRIENDSHIP, give it freely. Offer him and his family HOPE. At this age he needs GUIDANCE. You can inspire and motivate your student to be more and do more...it takes a special kind of person to do that.
3. Tutor Motivation: Do not value your student's output over your input. Do not lose your motivation because your student doesn't achieve as fast as you would like him to or his parents would like him to. You came to Midtown as a motivated individual. You are a motivated person. Stay motivated regardless of whether your student improves or not. You know you're doing a good work with him every week. You keep watering a plant and you don't see change day to day, but you know that the plant needs water to grow, but first it needs water to live. Breathe life into your student every week.
4. Weekly Goals: Push vs. Pull...are we pushing or pulling our students? Simple example: Do you like it when people push you to do things? Nobody does. These little kids probably get pushed by their teachers, their parents, maybe older siblings. Do you think they will look forward to coming to Midtown if their tutor is pushing them? But, what happens when people pull us in? Can we create an environment that draws the students into good conversations, good resolutions, and good thinking that leads to good actions? That's pulling a student in. You will have much greater success with All-Star goals if you pull instead of push. (Also remember, this is all a long process, keep a marathon pace, it is not a sprint)
5. Character Talks: Think of these as 10-min. commercials that you prepare to influence kids to do the good and right things in life. This means they have to be interesting, compelling and hopefully contain a little humor. If sending messages didn't work then advertising and marketing wouldn't be billion dollar industries. Kids are bombarded with messages everywhere...here at Midtown, let's bombard them with positive messages...trust us...it works!
6. Concept: You get out of it, what you put into it. Familiar concept? The tutors who tell me that they find tutoring to be rewarding are the ones who are making it rewarding for their students. As the program manager, I want you to get the most out of tutoring as possible!

Don't forget the weekly call to parents to confirm attendance---this avoids unexcused absences. Take 2-3 minutes on this call to speak with your student to check-in and say hello. This makes the kid feel special and helps establish trust.