



BUILDING STRONG ACE TEAMS

ACE MENTOR PROGRAM OF AMERICA
SPRING 2025 TRAINING SERIES



TRAINING OBJECTIVES

Create a welcoming & supportive ACE environment

Address Conflicts

Maximize student participation.

Team building strategies

Group mentoring best practices



ICE BREAKER



What is your mood today? Put Your Answer in the chat.

1



3



5



2



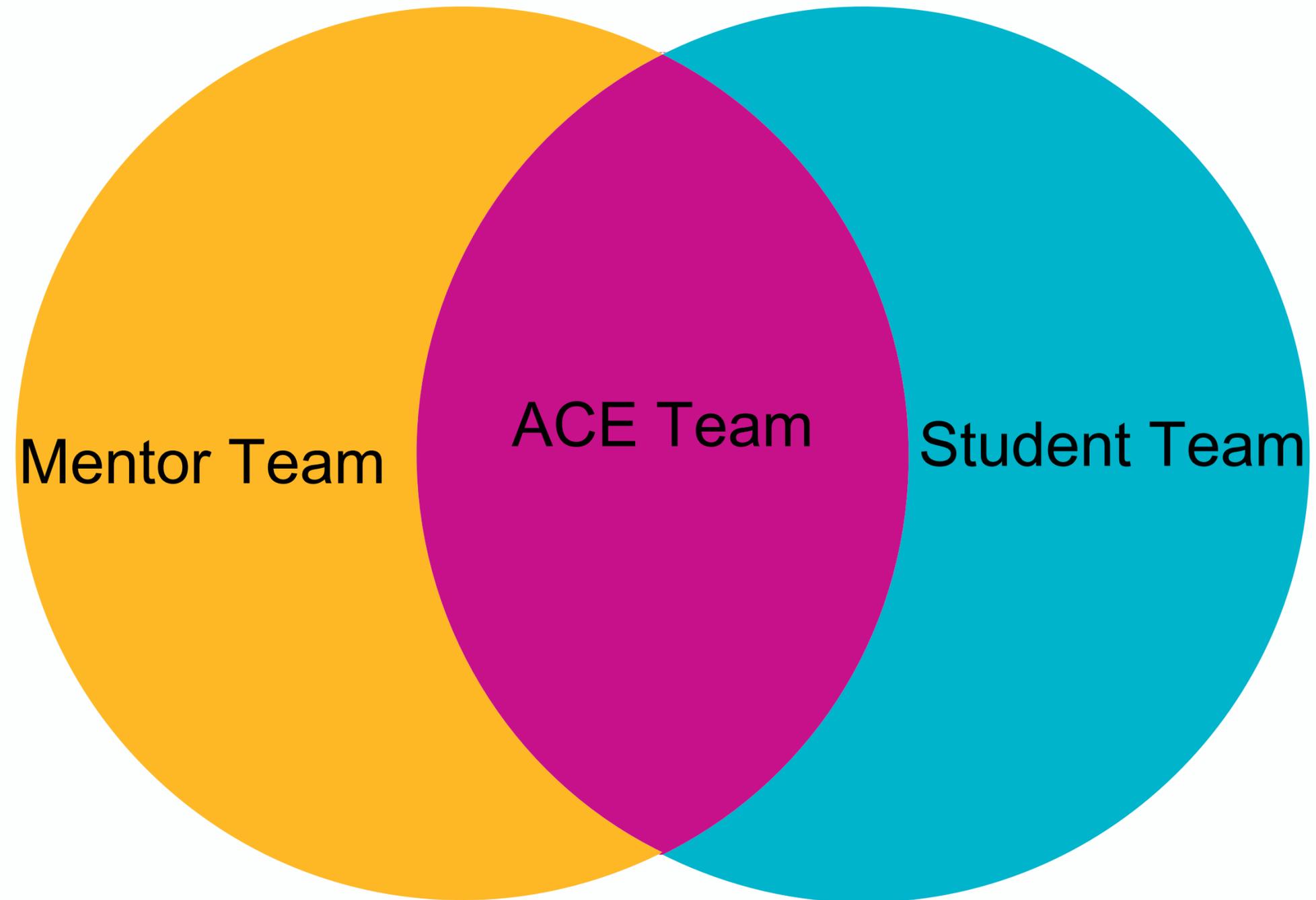
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DEFINE TERMS



TUCKMAN'S STAGES OF GROUP DEVELOPMENT





BUILDING A STRONG MENTOR TEAM



WHAT MAKES GROUP MENTORS GREAT?

Flexibility

Diversity of mentor team

Training

Preparation

Attunement



BUILDING THE TEAM OF MENTORS

- Start with a team building event
- Provide roles and responsibilities as needed
- Use project management software
- Check in after each session
- Don't let conflict linger
- Allow room for mistakes
- Assume everyone is doing their best
- reach out to your affiliate director for assistance



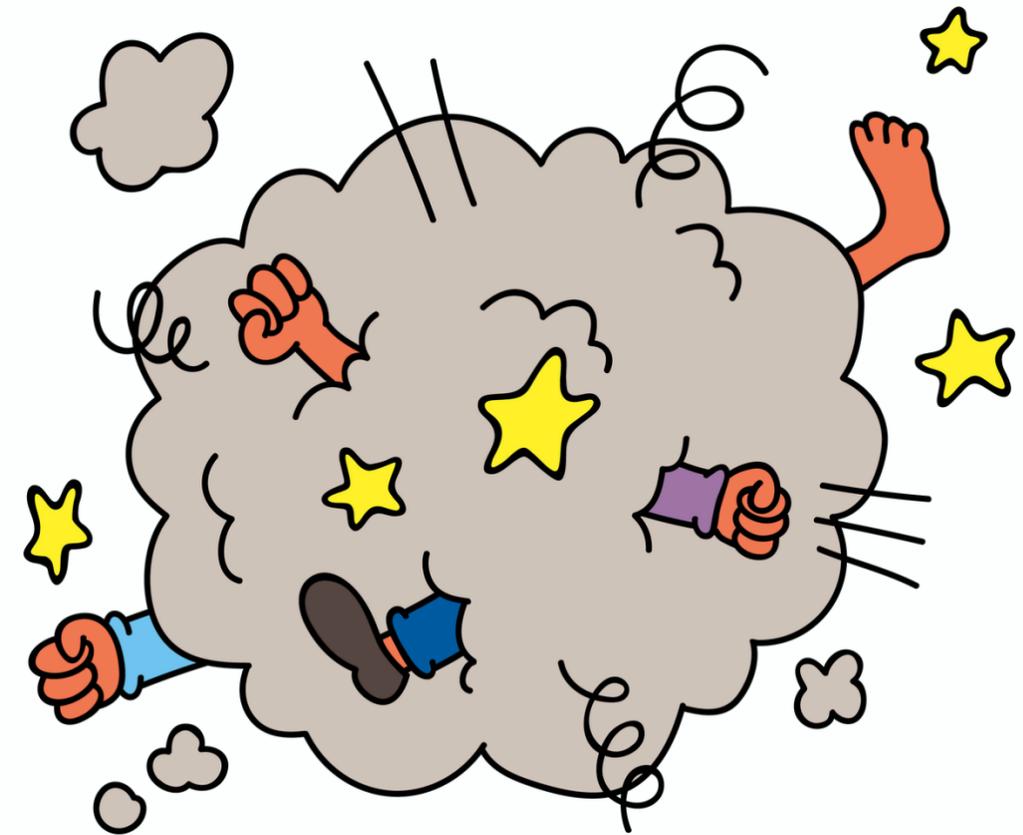
EFFECTIVE COMMUNICATION TIPS & SUGGESTIONS

- Respect all opinions and suggestions
- Respect different points of view
- Use inclusive and equitable language
- Avoid interrupting each other
- Show you are interested in all contributions
- Get feedback to be sure you are understood
- Listen for a feeling tone as well as for words
- Ask open ended questions



HANDLING CONFLICTS AMONG MENTORS

- Learn to spot the signs of conflict
- Don't let conflict fester
- Set ground rules to address conflict
- Remain neutral
- Guide mentors in talking it out



BUILDING A STRONG STUDENT TEAM





FOUNDATIONAL ELEMENTS

- Welcoming & Supportive Environment
- Routines & Procedures
- Building Relationships
 - Knowing Your Students
 - Appreciate All Students

GROUP FACILITATION TIPS

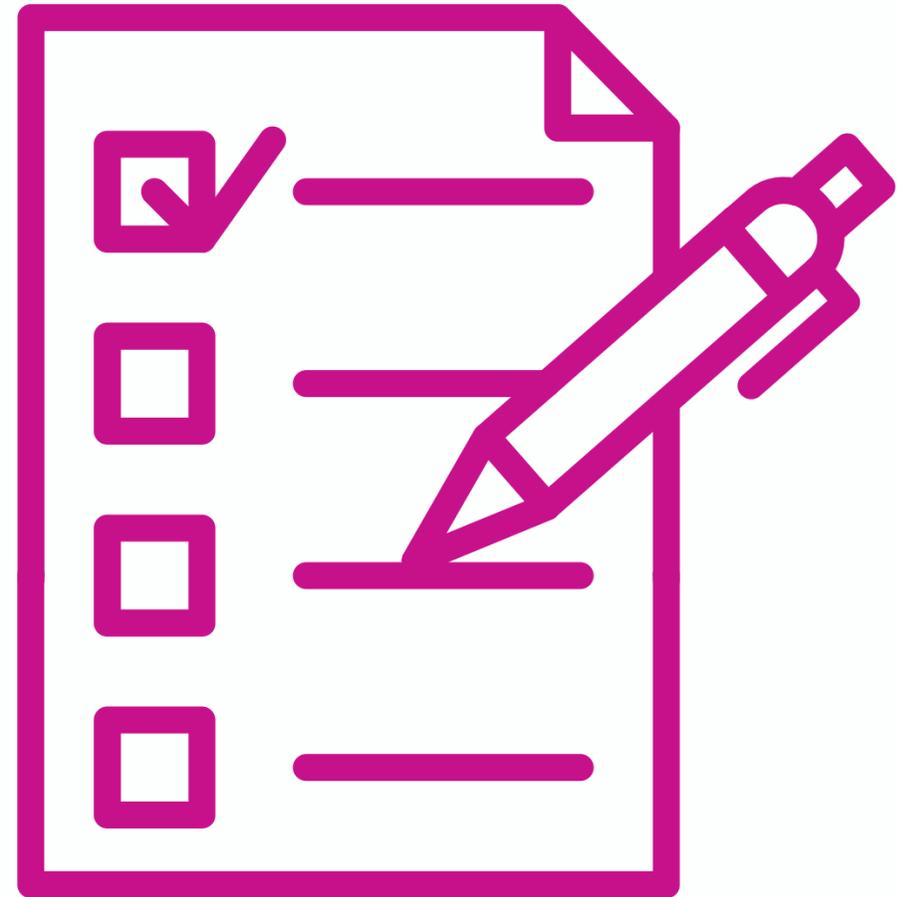
- Set Clear Expectations
- Create Ground Rules
- Ensure Full and Equal Participation
- Foster Group Identity
- Connect with Each Student Often
- Check in Frequently



TIME TO BUILD A GREAT ACE TEAM!



GETTING STARTED



- Student Choice
- Grouping
- Team Building Activities

STUDENT CHOICE

- Listen to the Student
 - What are their interests?
 - Who do they like to work with?
 - Who do they struggle to work with?



Exit Ticket: one of the easiest ways to obtain information and understanding from students. They are typically a small piece of paper or an index card on which students respond to a prompt from the teacher.

DEVELOPING GROUPS

- Student Choice
- Different Goals Among Members
- Multiple Age Groups
- Differentiating Skills and Abilities
- Cliques
- Different Personalities



TEAM BUILDING ACTIVITIES

Maximizing student participation

- Icebreaker Challenges
- Roles within Groups

Project-Centered Activities

- Hands-on Learning
- Focus on Creativity



ICEBREAKER ACTIVITIES

Get-to-Know-You

The Line Game: Place a strip of tape (masking tape) down the center of the room. Instruct the students to stand on either side of the tape (distributing themselves evenly, so everyone has a place to stand). The activity leader will then read a series of statements, and if the statement is true, the students step up to the line. Keep the statements silly and fun.

Team Building

Blindfold Builders: Divide into smaller groups (3-4 per team). Blindfold one player per team. The rest of the teammates use verbal instructions (no hands) to help the blindfolded member build a pre-defined structure with limited materials (e.g., blocks, cups, Lego).

RESOLVING CONFLICT

COMMON ISSUES:

- Disagree on Project Aspects
- Students Shut Down
- “Know-it-All” Student
- Disengaged Student



POTENTIAL APPROACHES

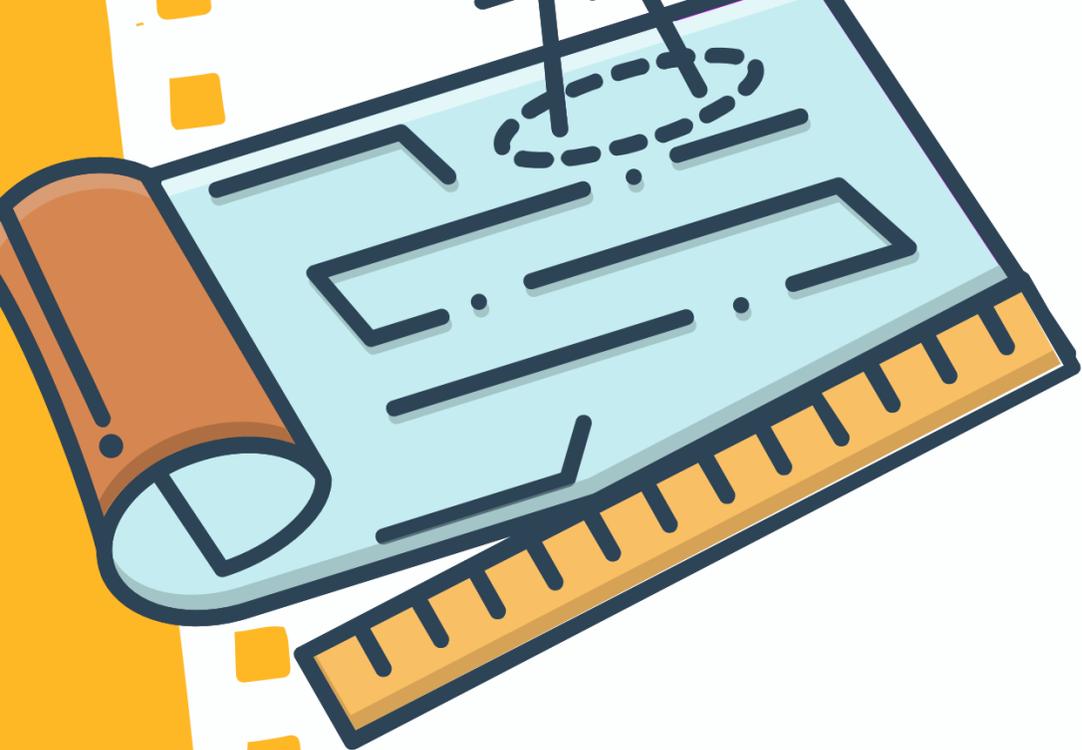
- Model Communication
- Positive Forward Language
- 1-on-1 Conversations
- Flexibility in Grouping
- Use Your Team



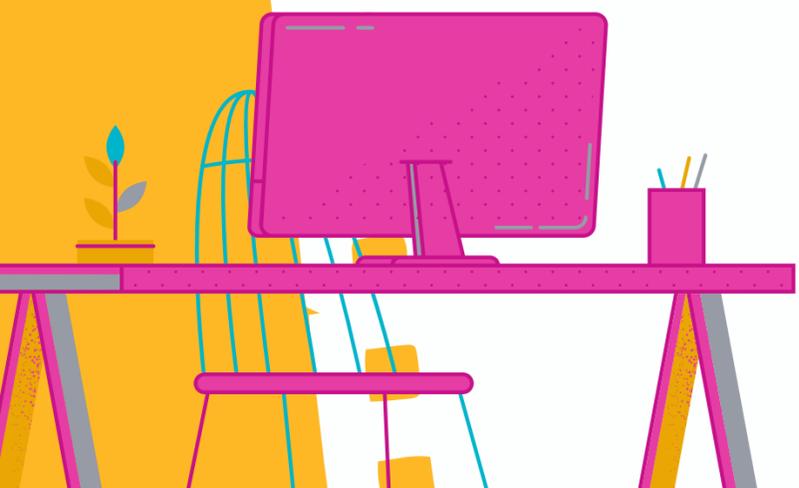
DEVELOPING GROUP COHESION AND BELONGING

- Create Common Group Goals
- Opportunities for Group Accomplishment
- Find Opportunities for Students to Connect
- Celebrate Group Success Often
- Ensure Everyone Feels Included
- Use Inclusive Language





REMEMBER...
Practice makes
progress





QUESTIONS?