

**Newfoundland and Labrador Foster Families Association
Suite 105, 21 Pippy Place, St. John's, NL, A1B 3X2**

**Tel: (709) 754-0213, Fax: (709) 754-5007
Toll Free: 1-877-754-0218, Email: amykendall@nfld.net**

Peer Mentor Program

Social Worker Reference

The role of a peer mentor is to provide one-on-one practical support to new foster families and/or families who have been fostering for less than two years and believe they could benefit from the program. Peer mentoring is a process through which a more experienced person encourages and assists a less experienced person develop his or her potential within a shared area of interest. It is recognized that the social worker connected with the foster family would normally have the best understanding of the foster parent's strengths. As such, applicants applying to become peer mentors must provide a reference from their social worker. Thank you for completing this reference.

1. Name of Applicant: _____
2. Date of Foster Home Approval: _____
3. How long have you known the Applicant? _____

In what capacity?

4. If you have known the applicant for less than 6 months, have you reviewed their file in providing this reference? ____ Yes ____ No
5. Is there another social worker you feel it would be beneficial to obtain a reference from as well? If so, please provide name and contact information below.

6. Peer mentors may support a maximum of three families at any one time. The time commitment will vary depending on the individual circumstances but could be as much as 20 hours a month. At this time, knowing the other responsibilities of the applicant, do you feel they would have the necessary time to take on this role? ____ Yes ____ No

7. Peer mentors must possess the following skills and competencies. Please rate the applicant along the following scale in each of these areas.

- 1 Excellent**
- 2 Very Good**
- 3 Good**
- 4 Poor**
- 5 Uncertain**

- | | | | | | | |
|----|---|---|---|---|---|---|
| a. | Ability to help people recognize and draw on their own strengths | 1 | 2 | 3 | 4 | 5 |
| b. | Understanding of and respect for confidentiality | 1 | 2 | 3 | 4 | 5 |
| c. | Effective time management | 1 | 2 | 3 | 4 | 5 |
| d. | A non-judgmental attitude | 1 | 2 | 3 | 4 | 5 |
| e. | The ability to think outside the box | 1 | 2 | 3 | 4 | 5 |
| f. | The ability and willingness to work as a team player | 1 | 2 | 3 | 4 | 5 |
| g. | The ability to be a positive role model | 1 | 2 | 3 | 4 | 5 |
| h. | An understanding of the placement needs of children and youth in care | 1 | 2 | 3 | 4 | 5 |
| i. | An understanding of the experience of birth parents and a positive attitude towards working with birth families | 1 | 2 | 3 | 4 | 5 |
| j. | The ability to listen and communicate effectively | 1 | 2 | 3 | 4 | 5 |
| k. | The ability to form and maintain professional, positive and effective working relationships | 1 | 2 | 3 | 4 | 5 |
| l. | The ability to analyse and make sense of information shared by foster parents | 1 | 2 | 3 | 4 | 5 |
| m. | The ability to encourage and motivate others in a non-directive way | 1 | 2 | 3 | 4 | 5 |
| n. | Appropriate personal and professional boundaries | 1 | 2 | 3 | 4 | 5 |

8. Peer mentors must possess the following personal qualities. Can you please place a check mark next to any and all that applies to the applicant.

- | | | | |
|-------------------------------------|--|---------------------------------------|------------------------------------|
| <input type="checkbox"/> assertive | <input type="checkbox"/> enthusiastic | <input type="checkbox"/> empathic | <input type="checkbox"/> caring |
| <input type="checkbox"/> self-aware | <input type="checkbox"/> encouraging | <input type="checkbox"/> warm | <input type="checkbox"/> committed |
| <input type="checkbox"/> confident | <input type="checkbox"/> understanding | <input type="checkbox"/> consistent | <input type="checkbox"/> positive |
| <input type="checkbox"/> reliable | <input type="checkbox"/> flexible | <input type="checkbox"/> approachable | <input type="checkbox"/> honest |

9. Based on your experience and knowledge of the Applicant, do you recommend them to be considered as a Peer Mentor? Yes_____ No_____

10. Is there any other information you would like to add?

Signature _____

Telephone # _____

Email _____

Date _____

Thank you for taking the time to completing this reference.