



PHASE 2 — DEVELOPMENT

Week 24 of 36

Phase 2 Assessment and Transition

Sessions 70–72

Tuesday • Wednesday • Thursday

FORGE — Facilitating Opportunities for Reentry, Growth & Empowerment

Dooly State Prison

FORGE Curriculum

Phase 2: Development — "Build Others"

Week 24: Phase 2 Assessment and Transition

Week 24 Overview

Purpose: This is the final week of Phase 2. Participants compile their portfolios, present to a review panel, and — if they've met all requirements — transition to Phase 3: Practicum. This week marks the shift from learning to do to doing it for real. By Thursday, participants who advance will know their dorm assignments and mentee matches. This week should feel like a milestone — because it is one.

Sessions This Week: - Session 70 (Tuesday): Portfolio Assembly - Session 71 (Wednesday): Panel Review - Session 72 (Thursday): Phase 2 Celebration and Phase 3 Preview

Materials Needed: - Individual assessment summary sheets (prepared by facilitator — all simulation scores, teaching demo score, co-facilitation feedback) - Portfolio Assembly Checklist (printed, 1 per participant — see below) - Blank paper, folders, or binders for portfolio organization - Pens/pencils - Journals/notebooks - Talking piece - Panel Review Score Sheets (1 per panel member per participant — see Session 71) - Phase 2 Completion Certificates (1 per participant who meets requirements) - Phase 3 Assignment Sheets (dorm placement + mentee match information — if available) - Ceremony script (see Session 72)

SESSION 70: Portfolio Assembly

Day: Tuesday **Duration:** 2 hours **Facilitator(s):** Program Lead + Senior Mentor (if available)

Learning Objectives

By the end of this session, participants will have: 1. Received their complete Week 23 assessment results 2. Compiled a complete Phase 2 portfolio containing all required materials 3. Reviewed their own growth trajectory from Week 13 to Week 24 4. Prepared their panel presentation for Session 71

Session Plan

Opening Circle (10 minutes)

Facilitator:

"Check-in round. Where are you at today — mentally, emotionally — as we start the final week of Phase 2?"

Send the talking piece. This will likely surface a mix of pride, anxiety, and anticipation. Let it all be present.

Assessment Results Distribution (20 minutes)

Facilitator:

"Before we build portfolios, you need to know where you stand. I'm going to hand each of you your individual assessment summary. It has every score from last week — all 5 simulation scores, your teaching demo score, and your co-facilitation feedback. Take a minute to look it over."

Distribute individual assessment summary sheets. Give participants 3-4 minutes to review privately.

Facilitator:

"I'm not going to ask anyone to share their scores publicly. Your results are yours. But I do want to say this to the whole group:

Every score on that sheet is a snapshot of one moment. A simulation you did on a Tuesday afternoon when you might have been tired, or nervous, or distracted by something happening in the dorm. It's real data — it tells you something. But it doesn't define you.

If you passed everything — congratulations. You earned it. Don't coast.

If you fell short on something — that's information, not a verdict. We'll work on it. Nobody gets left behind in FORGE because of a bad day."

Handle individual situations privately. If any participant did not meet the gate requirements (3 of 5 simulations at 15+ and teaching demo at 12+), pull them aside during the portfolio work time for a private conversation about remediation options. Do not announce failures publicly.

Portfolio Assembly (60 minutes)

Facilitator:

"For the next hour, you're assembling your Phase 2 portfolio. This is the document that tells the story of your development as a mentor over the last 12 weeks. It's not busywork — it's evidence. When you sit in front of the panel tomorrow, this portfolio is what backs up your words."

Distribute the Portfolio Assembly Checklist:

Phase 2 Portfolio Assembly Checklist

Instructions: Organize your portfolio in the following order. Check each item as you locate, review, and include it. If any item is missing or incomplete, flag it immediately and work on it today. Every item on this checklist is required for your portfolio to be considered complete.

Section 1: Lesson Plans - [] Lesson Plan 1: Complete lesson plan with learning objectives, activities, materials list, and debrief questions - Topic: __ - **Date created:** __ - [] Lesson Plan 2: Complete lesson plan with learning objectives, activities, materials list, and debrief questions - Topic: __ - **Date created:** __ - [] Lesson Plan 3: Complete lesson plan with learning objectives, activities, materials list, and debrief questions - Topic: __ - **Date created:** __

Section 2: Simulation Performance Records - [] Simulation Assessment Summary (scores for all 5 graded simulations) - [] Self-reflection on Simulation 1: What went well? What would I do differently? - [] Self-

reflection on Simulation 2: What went well? What would I do differently? - Self-reflection on Simulation 3: What went well? What would I do differently? - Self-reflection on Simulation 4: What went well? What would I do differently? - Self-reflection on Simulation 5: What went well? What would I do differently?

Section 3: Co-Facilitation Documentation - Co-facilitation session plan (the plan you and your partner prepared) - Co-facilitation observation notes (feedback received from facilitator) - Partner feedback notes (feedback received from co-facilitation partner) - Self-reflection on co-facilitation experience: What did I learn about shared leadership?

Section 4: Motivational Interviewing Practice Logs - MI Practice Log Entry 1: Date, context, OARS techniques used, outcome - MI Practice Log Entry 2: Date, context, OARS techniques used, outcome - MI Practice Log Entry 3: Date, context, OARS techniques used, outcome - MI Practice Log Entry 4: Date, context, OARS techniques used, outcome - MI Practice Log Entry 5: Date, context, OARS techniques used, outcome

Section 5: Self-Reflection on Mentor Readiness - Written self-reflection (1-2 pages): "Am I ready to be a FORGE mentor? Why or why not?" - Must address: greatest strength as a mentor, area of continued growth, what you've learned about yourself through Phase 2, what kind of mentor you want to be

Section 6: Peer Evaluations - Peer evaluations received from at least 3 cohort members - Each evaluation should address: integrity, service orientation, growth, composure, accountability - Each evaluation uses the 1-5 scale per dimension - Minimum average: 3.0 across all dimensions - Minimum endorsement: at least 3 peers

Section 7: Teaching Demonstration - Teaching demonstration score sheet - Teaching demonstration lesson plan (the plan used for the 20-minute demo)

Facilitator:

"Go through the checklist item by item. If you have everything, organize it in order. If you're missing something — a simulation reflection you didn't write, an MI log you forgot to complete — you have time right now to write it. This is your last chance to get it done.

I'm available for questions. [Senior Mentor] is available to help. Use this time well."

Facilitator circulates during work time. Help participants who are struggling to organize. Coach those who need to write missing reflections. Conduct private conversations with any participants who need remediation planning.

Peer evaluations: If peer evaluations haven't been completed yet, build in 15 minutes for participants to write evaluations for 3 peers. Provide the format:

"For each peer you evaluate, rate them 1-5 on these five dimensions: integrity, service orientation, growth, composure, and accountability. Then write 2-3 sentences explaining your rating. Be honest and specific — this is a service to them, not a popularity contest."

Panel Presentation Preparation (20 minutes)

Facilitator:

"Tomorrow you sit in front of a panel. Here's exactly what's going to happen:

- 1. **Opening statement (3-5 minutes):** You tell the panel why you're ready to be a FORGE mentor. This is personal. Speak from the heart, but be specific. Don't just say 'I've changed.' Say how. Don't just say 'I'm ready.' Say what prepared you.*
- 2. **Skill demonstration (5-7 minutes):** The panel will ask you to demonstrate a specific skill — it might be a de-escalation scenario, a short teaching moment, an MI conversation, or a circle-keeping exercise. You won't know which one until they ask. This isn't about being perfect. It's about showing you can do it under pressure.*
- 3. **Q&A (5-10 minutes):** The panel will ask you questions. They might ask about a specific simulation score, about a situation you'd handle differently now, about what you'll do when things get hard in Phase 3. Answer honestly.*

The panel will be [describe panel composition — typically Phase 3 mentors/graduates, Senior Mentors, facilitator, and a staff observer if available].

Take the last 15 minutes right now to outline your opening statement. Don't write a script — write bullet points. Then practice delivering it out loud, either to yourself or to a partner."

Participants prepare (15 min). Facilitator available for coaching.

Closing (10 minutes)

Facilitator:

"Tomorrow is your panel review. Thursday is the celebration. This is the final stretch.

*Closing round: **Complete this sentence: 'The man who started Phase 2 twelve weeks ago would not believe that I can now...'**"*

Send the talking piece.

Facilitator (closing):

"Hold onto what you just said. That's your evidence. Not just the scores on a rubric — the change you can name in yourself. That's what the panel needs to hear.

Homework: Practice your opening statement at least 3 times tonight. Review your portfolio one more time. Come tomorrow ready to show what you've built.

See you tomorrow."

Session 70 Checklist

- Room set up in circle
- Opening circle completed
- Individual assessment summaries distributed
- Private conversations held with any participants needing remediation
- Portfolio Assembly Checklists distributed
- Portfolio work time provided (60 min)
- Peer evaluations completed (if not previously done)
- Panel presentation format explained
- Participants prepared opening statement outlines
- Closing circle completed
- Homework assigned (practice opening statement; final portfolio review)
- All portfolios checked for completeness before participants leave

SESSION 71: Panel Review

Day: Wednesday **Duration:** 2 hours **Facilitator(s):** Program Lead + Review Panel (Phase 3 mentors/graduates, Senior Mentors, staff observer if available)

Learning Objectives

By the end of this session, participants will have: 1. Presented their case for mentor readiness to a review panel 2. Demonstrated a mentor skill under panel observation 3. Responded to panel questions about their development, their challenges, and their readiness for Phase 3 4. Received a panel decision: advance to Phase 3, conditional advancement, or continued development

Session Plan

Panel Setup (10 minutes before session begins)

Before participants arrive: - Arrange the room: panel members seated at one end (or in a half-circle), presenting participant seated facing them, remaining cohort members seated as observers behind the presenter - Ensure panel members have: each participant's assessment summary, portfolio (if reviewed in advance), and Panel Review Score Sheets - Brief panel members on the format and expectations

Panel Review Score Sheet:

Criteria	1 — Not Ready	2 — Approaching	3 — Ready	4 — Strongly Ready
Self-awareness	Cannot articulate own growth or limitations	Some awareness but lacks depth	Clear understanding of strengths and growth areas	Deep, honest self-knowledge; owns both strengths and struggles
Skill demonstration	Unable to perform requested skill effectively	Attempted but significant gaps	Performed competently under pressure	Performed with confidence, nuance, and natural ability
Commitment to service	Motivation unclear or self-focused	Some service orientation but inconsistent	Clear commitment to Service Over Self	Service orientation is deeply internalized and evident

Criteria	1 — Not Ready	2 — Approaching	3 — Ready	4 — Strongly Ready
Readiness for challenge	Avoids or minimizes difficulty	Acknowledges challenges but uncertain about handling them	Realistic about challenges; has strategies to manage	Embraces challenge; demonstrates resilience and preparation
Communication quality	Unclear, disorganized, or defensive	Somewhat clear but lacks confidence or depth	Clear, honest, and organized presentation	Compelling, authentic, and inspiring communication

Panel decision categories: - **Advance to Phase 3** — Meets all requirements; demonstrates readiness (minimum 12/20 on panel review + all gate requirements met) - **Conditional Advancement** — Meets most requirements; specific area needs additional development during early Phase 3 (panel specifies the condition and timeline) - **Continued Development** — Does not yet meet requirements; specific remediation plan created with dignity and support

Opening (5 minutes)

Facilitator:

"Today each of you presents to this panel. The panel's job is not to judge you. Their job is to answer one question: Is this person ready to mentor others — to represent FORGE in a dorm, to sit with a man in crisis, to teach, to lead, to serve?"

This is serious. It should feel serious. But it should also feel like what it is — a group of people who believe in you, asking you to show them what you've got.

I'll call you up one at a time. When it's not your turn, you're an observer — listen, learn, support your brother silently. No reactions during the presentation. Save your support for after.

[Introduce panel members by name and role.]

Let's begin."

Panel Reviews (approximately 15-20 minutes per participant)

Format for each participant:

1. Opening Statement (3-5 minutes)

Facilitator:

"[Name], the floor is yours. Tell the panel: Why are you ready to be a FORGE mentor?"

The participant delivers their prepared statement. Panel listens without interruption.

2. Skill Demonstration (5-7 minutes)**Panel lead:**

"Thank you. Now we'd like to see a skill in action. [Select one of the following based on the participant's assessment profile — choose an area where they scored well to build confidence, or an area of growth to verify development:]

- "I'm going to play a man who just got denied parole. He's angry and talking about giving up. Show me how you'd approach him."*
- "Teach us something for 5 minutes — any Phase 1 concept. Go."*
- "Two of us are going to have a disagreement. We want you to mediate. Ready?"*
- "I'm a new FORGE participant who's thinking about quitting after Week 3. Use your MI skills."*
- "Set up and open a community circle for this room. You have 5 minutes."*

The participant performs the skill. Panel observes and scores.

3. Q&A (5-10 minutes)

Panel asks questions. Suggested question bank (panel selects 3-4):

- "What's the hardest thing you've faced in Phase 2, and what did it teach you?"
- "Tell us about a simulation where you didn't do well. What happened and what would you do differently?"
- "You're going to have a mentee who doesn't want to be helped. What's your approach?"
- "What will you do when you're having a bad day and you still have to show up for your mentees?"
- "What's your biggest weakness as a mentor right now? What's your plan to address it?"
- "How has FORGE changed the way you handle conflict in your daily life — not in a simulation, but for real?"
- "What does Service Over Self mean to you — not the definition, but what it means in your life?"
- "A mentee tells you something in confidence that concerns you. How do you handle the tension between confidentiality and safety?"
- "What kind of dorm culture do you want to build? How will you do it?"

4. Panel Deliberation

After each participant presents, the panel briefly confers (1-2 minutes) and records their scores. Final decisions can be communicated at the end of the session or individually before Session 72.

Managing the Flow

With 12-15 participants and 15-20 minutes per review, this session will take longer than 2 hours. Options:

1. **Extended session:** Request additional time if facility scheduling allows.
2. **Split across two sessions:** Run half the panel reviews in Session 71 and the remaining at the start of Session 72 (adjusting celebration time accordingly).
3. **Parallel panels:** If two qualified panels can be formed, run two reviews simultaneously in separate spaces.

The facilitator should plan the approach in advance based on cohort size and facility constraints. Do not rush panel reviews to fit the time — this is a milestone moment and deserves its full weight.

Closing (5 minutes — if time allows after all reviews)

Facilitator:

"Every one of you sat in that chair today and presented yourself honestly. That takes courage — especially in front of people whose opinion you respect.

Panel decisions will be communicated to each of you individually before tomorrow's session. If you're advancing, you'll receive your Phase 3 assignment. If there's additional work to do, you'll receive a specific plan. Either way, you're still part of this cohort and you're still part of FORGE.

Tomorrow is our celebration. Come ready to honor the work you've done and the man you're becoming. See you Thursday."

Session 71 Checklist

- Room arranged for panel format before participants arrive
- Panel members briefed on format, scoring, and expectations
- Panel members have assessment summaries and portfolios
- Panel Review Score Sheets distributed to panel members
- Opening delivered — format and expectations clear
- Each participant completed: opening statement, skill demonstration, Q&A
- Panel scores recorded for each participant
- Panel deliberation completed for each participant
- Decisions communicated to participants (individually, before Session 72)
- Any remediation plans created for participants who need continued development

- [] Closing delivered



SESSION 72: Phase 2 Celebration and Phase 3

Preview

Day: Thursday **Duration:** 2 hours **Facilitator(s):** Program Lead + Senior Mentor + Panel Members (invited to attend)

Learning Objectives

By the end of this session, participants will have: 1. Been formally recognized for completing Phase 2 of FORGE 2. Received Phase 2 Completion Certificates 3. Understood Phase 3 expectations, structure, and what "real mentoring" demands 4. Received their Phase 3 dorm placements and mentee assignments (if available) 5. Recommitted to FORGE's mission and Code of Conduct for Phase 3

Session Plan

Room Setup (before participants arrive)

Set the room differently today. This is a ceremony, not a regular session. - Chairs in a circle, but tighter than usual — this is a community moment - If possible, a small table in the center with the talking piece, certificates, and anything symbolic (the group's original talking piece from Week 1, a candle if allowed, the list of group agreements from Session 2) - Phase 2 Completion Certificates laid out, ready for distribution - If panel members, staff, or other guests are invited, arrange additional seating

Opening Circle: Reflection (15 minutes)

Facilitator:

"Before we do anything else, I want to take this group back to where we started. Not Week 13 — Week 1. Session 1. Some of you were skeptical. Some of you were scared. Some of you didn't know what you were walking into.

*I asked you a question that day: **Name one thing you want to be different about yourself in 9 months.***

Today is not 9 months — we still have Phase 3 ahead. But 24 weeks ago, you were strangers sitting in a circle wondering if this was going to be worth your time. Look around. Look at the men you've become — and the men you've helped each other become.

*Opening round. This is a two-parter: **What did you say you wanted to be different back in Week 1? And what is actually different now?***

If you don't remember exactly, that's fine. Say what you remember. Or say what's changed."

Send the talking piece. Give this round all the time it needs. This is the emotional foundation of the ceremony.

Recognition and Celebration (25 minutes)

Purpose: Formally recognize each participant's Phase 2 journey. This is not perfunctory — every man in this circle has done something extraordinary.

Facilitator:

"What you've accomplished over these 24 weeks cannot be overstated. You started Phase 1 doing your own work — looking in the mirror, confronting your thinking errors, learning to manage your emotions, taking accountability for things most men never face.

Then Phase 2 asked you to take everything you learned about yourself and turn it outward. You learned how to teach. How to facilitate. How to listen in a way that actually helps someone. How to hold boundaries. How to stay calm when everything is escalating around you. You practiced in simulations designed to push you to your limits. You stood in front of this group and taught. You co-facilitated sessions. You sat in front of a panel and defended your readiness.

Not everyone who starts FORGE gets to this moment. You did. And you didn't just get here — you earned it."

Individual recognition:

For each participant, the facilitator (or Senior Mentor) shares one specific observation about that person's growth. This should be personal, specific, and genuine.

Facilitator:

"I want to say something specific about each of you. Not a generic 'good job.' Something I actually noticed."

Go around the circle. For each participant:

"[Name] — [specific observation]. Example: 'When you came into this program, you couldn't sit through a circle without crossing your arms and checking out. Last week, you facilitated a group discussion on mental health that had men sharing things they've never said out loud. That's transformation.' Or: 'In your first simulation, you escalated the situation worse than it started. In your fifth simulation, you de-escalated a man with a weapon concern and referred it perfectly. That's 10 weeks of work showing up when it mattered.'"

This will take time. It should. Every man in this circle deserves to be seen.

Certificate Ceremony (15 minutes)

Facilitator:

"I'm going to call each of you forward to receive your Phase 2 Completion Certificate. When I call your name, stand up, come to the center, and receive it. This is yours. You earned it."

Call each participant by name. Hand them the certificate. Shake their hand (or whatever gesture is appropriate and permitted). The cohort applauds — or offers whatever acknowledgment feels right for the group culture.

Facilitator (after all certificates are distributed):

"Hold onto these. Not because a piece of paper defines you — but because on the hard days in Phase 3, when a mentee is testing you, when nothing seems to be working, when you're wondering why you signed up for this — you look at this certificate and remember: I did the work. I earned this. And I'm going to keep going."

Phase 3 Preview: "Now It's Real" (20 minutes)

Facilitator:

"Celebration is important. And it's over. Now let me tell you what's coming — because Phase 3 is a different animal."

Shift the tone. This section should be honest and sobering — not to kill the energy, but to ensure no one enters Phase 3 with false expectations.

"Phase 3 is called 'Lead and Serve.' Here's what that means in practice:

The structure changes. *You're no longer sitting in a classroom three days a week learning theory. Tuesdays will be supervision sessions — you'll come together as a group to review cases, process what happened in the field, and continue your development. Wednesdays and Thursdays, you're in the field — co-facilitating sessions and meeting with your mentees in your assigned dorms.*

You'll have real mentees. *Not simulations. Real men. Men who are struggling, who are skeptical, who are in pain, who might not want your help. You'll be assigned 2-3 mentees to start. That number will grow to 3-5 as you demonstrate readiness.*

You'll co-facilitate first. *For the first 4 weeks, you'll co-facilitate sessions with an experienced FORGE mentor or Senior Mentor. They lead, you support. You learn the rhythm. Then you'll start leading with them observing. Then you'll lead independently.*

You'll be observed. *Your sessions will be watched and scored. Not every time — but enough to ensure quality. Four of your independently delivered sessions will be formally assessed.*

You'll run community circles. *In your assigned dorm. Building restorative culture from the ground up. This is where FORGE changes the institution — one dorm at a time.*

You'll keep learning. *Weekly supervision sessions aren't optional. You'll bring real cases, real struggles, real questions. The learning doesn't stop — it deepens."*

Pause.

"Let me be direct about what Phase 3 will demand from you."

The hard truths:

*"1. **Your mentee will test you.** Maybe not on purpose. Maybe on purpose. Either way, boundaries will be pushed. Everything you practiced in simulations will happen for real — and it'll be harder, because it's real.*

- 1. **You will fail.** Not permanently — but situationally. You'll handle something poorly. You'll lose your composure. You'll say the wrong thing. That's not the end. That's the beginning of the next lesson. The measure of a mentor isn't perfection — it's recovery.*
- 2. **You will be tired.** Mentoring is emotionally demanding. You'll carry other people's pain alongside your own. Self-care isn't a luxury in Phase 3 — it's a survival skill.*
- 3. **You will want to quit.** Maybe not you specifically — but someone in this circle will hit a wall in Phase 3 and think about walking away. When that happens, this cohort is your lifeline. Lean on each other. That's what brothers do.*
- 4. **You will make a difference.** I can promise you that. Not with everyone. Not every time. But someone in your dorm is going to be in crisis, and you're going to be the one who shows up. Someone is going to be ready to give up, and you're going to be the reason they don't. That moment — that's why FORGE exists."*

Phase 3 Assignments (10 minutes)

If dorm placements and mentee matches are available:

Facilitator:

"Here are your Phase 3 assignments."

Distribute Phase 3 Assignment Sheets. For each participant: - Assigned dorm/housing unit - Co-facilitator partner (for Weeks 25-28) - Initial mentee assignments (2-3 mentees per participant) - Supervision session schedule (Tuesdays, beginning next week)

"Look at your assignment. Know your dorm. Know your co-facilitator. Your first contact with your mentees will happen in Week 25. Between now and then, review your notes on establishing a mentoring relationship — that's Week 25's supervision topic.

If you have questions about your assignment, see me after the session."

If assignments aren't yet available:

"Dorm placements and mentee matches are being finalized. You'll receive your assignments before Tuesday's supervision session. What I can tell you now is that each of you will be placed in a dorm, paired with a co-facilitator, and assigned 2-3 mentees to start."

Recommitment Ceremony (15 minutes)

Facilitator:

"We're going to close today the same way we started the program — with a commitment. But this one is different. In Week 1, you committed to the Code of Conduct and to your own growth. Today, you're committing to something bigger: the men who are counting on you.

I'm going to read the FORGE Mentor Recommitment. When I'm done, if you're ready to commit, you'll say 'I commit' — and you'll mean it. Not because I'm asking you to. Because the man you've become demands it of you."

Read the recommitment:

Facilitator (reading slowly, with gravity):

"I am a FORGE mentor.

I commit to Service Over Self — to using my time, my energy, and my influence for the benefit of others, even when it costs me something.

I commit to integrity — to being the same man in the dorm that I am in this circle. To walking the talk. To owning my mistakes and learning from them.

I commit to my mentees — to showing up, to listening, to holding space for their pain without trying to fix it, and to holding them accountable without destroying their dignity.

I commit to this cohort — to leaning on my brothers when I'm struggling and being there when they need me.

I commit to my own growth — to continuing the personal work that brought me here, knowing that I cannot give what I do not have.

I commit to safety — to protecting the well-being of every person in my dorm, to referring when something is beyond my scope, and to never compromising safety for comfort.

I commit to the mission — to building a culture of peace, responsibility, and service in every space I enter.

I am not perfect. I will make mistakes. But I will not quit, I will not hide, and I will not stop growing.

Leadership is not granted. It is forged."

Pause.

"If you are ready to commit — say it now."

Group responds: "I commit."

Facilitator:

"You are FORGE mentors in training. Phase 3 begins Tuesday. Bring everything you have."

Final Closing Circle (10 minutes)

Facilitator:

"Last round for Phase 2. This one is simple: Look at the man across the circle from you. Say his name. Then tell him one thing you respect about who he's become."

This round goes differently. Instead of passing the talking piece around the circle sequentially, each person speaks to a specific person across the circle. It creates direct connection.

Facilitator (going last — speaking to the entire group):

"I have watched every one of you grow. From the first day you walked in here to this moment right now — you are different men. Not because this program fixed you. Because you chose to do the work. That choice, repeated every Tuesday, Wednesday, and Thursday for 24 weeks — that's what changed you.

Phase 3 is where it gets real. And I wouldn't trust anyone else to do it.

Service Over Self. See you Tuesday."

Session 72 Checklist

- Room set up for ceremony (tight circle, certificates arranged, talking piece centered)
- Panel decisions communicated to all participants individually before the session
- Opening reflection round completed (Week 1 callback)
- Individual recognition delivered for each participant (specific, personal observations)
- Phase 2 Completion Certificates distributed to each qualifying participant
- Phase 3 preview delivered — structure, expectations, hard truths
- Phase 3 assignments distributed (or timeline for distribution communicated)
- Recommitment ceremony completed
- Final closing circle completed
- Any remediation conversations completed privately for participants who need additional development
- All portfolios collected and filed in participant program records
- Assessment tracking sheet finalized and filed

FACILITATOR NOTES FOR WEEK 24

What to Watch For

Emotional weight of the panel review: Session 71 is the most high-pressure moment in Phase 2. Watch for participants who shut down before, during, or after their presentation. Check in individually with anyone who seemed overwhelmed.

The gap between scores and readiness: Sometimes a participant's scores say "ready" but your gut says "not yet." Trust your observation — if something concerns you, raise it with the panel. The rubric is a tool, not a final authority.

Conditional advancement dynamics: If some participants advance and others receive conditional or continued development plans, manage the group dynamic carefully. The ceremony should honor everyone's work, not create a visible divide between "those who made it" and "those who didn't." Everyone who completed Phase 2 sessions has earned recognition.

Post-ceremony letdown: After the emotional high of the celebration, some participants may feel anxious or deflated. This is normal. The transition from "learning" to "doing" is genuinely intimidating. Name it if you see it.

Handling Participants Who Don't Advance

This requires care, skill, and directness — the same qualities FORGE teaches.

Before Session 72 (private conversation):

"I want to talk with you about where you stand. Your simulation scores [or teaching demo score, or portfolio gap] didn't meet the Phase 2 gate requirement. That doesn't mean you failed FORGE. It means you need more development in [specific area] before you're ready to mentor independently.

Here's the plan: [describe specific remediation — additional simulation attempts, extended practice period, joining next cohort's assessment week]. You're still part of this cohort. You're still in FORGE. The timeline is what's adjusting, not the destination.

How are you feeling about this? What questions do you have?"

During Session 72: Include them fully in the ceremony. They completed Phase 2 sessions. They did the work. Their certificate can read "Phase 2 Completion" (not "Phase 2 Advancement"). Recognize their growth specifically and genuinely.

After Session 72: Follow up within 48 hours with a written remediation plan. Schedule the next assessment opportunity. Maintain connection and support.

The Phase 2 Portfolio as a Living Document

The portfolio assembled in Session 70 is not an end product — it's a foundation. In Phase 3, participants will add: - Mentoring hours logs - Session plans actually delivered - Mentee progress notes - Community circle plans and reflections - Personal growth narrative - Mentor philosophy statement

The Phase 2 portfolio becomes Section 2 of the final FORGE Mentor Portfolio that's presented at the Phase 3 certification review.

Preparation for Phase 3 (Week 25)

- Finalize all Phase 3 dorm placements and mentee assignments
- Brief co-facilitator partners: who's leading, who's supporting, what topics are being covered in Week 25 field sessions
- Prepare Week 25 supervision session plan: "Establishing the Mentoring Relationship — First Meetings, Building Trust"
- Connect with facility staff in assigned dorms to ensure awareness of FORGE mentor placement
- Ensure every advancing participant has a copy of: the master reentry checklist template, the simulation scoring rubric (for reference), the FORGE quick-reference cards (conflict resolution, red lines, OARS, de-escalation checklist)
- Schedule individual check-ins with each advancing participant during Week 25 to assess early adjustment
- Prepare mentoring hour log templates for Phase 3 tracking