

THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS
ACTION AGENDA SUMMARY

DEPT: Chief Executive Office

BOARD AGENDA # B-8

Urgent Routine

AGENDA DATE January 8, 2008

CEO Concurs with Recommendation YES NO

4/5 Vote Required YES NO

(Information Attached)

SUBJECT:

Approve the Annual Progress Report for the Stanislaus County Employee Mentor Program and Consider a Proclamation Acknowledging the Month of January 2008 as Mentoring Month in Stanislaus County, Consistent with the National Mentor Month Distinction

STAFF RECOMMENDATIONS:

1. Approve the Annual Progress Report for the Stanislaus County Employee Mentor Program.
2. Consider a Resolution Acknowledging the Month of January 2008 as Mentoring Month in Stanislaus County, consistent with the National Mentor Month Distinction.

FISCAL IMPACT:

Since program start, the employees of Stanislaus County have invested over 12,000 personal (non-work) hours to youth and community mentoring activities. Annual program administration is provided under contract with the Volunteer Center of the United Way in the amount of \$8,875 and includes marketing, outreach, and recognition. This expenditure is programmed as part of the economic development unit budget.

BOARD ACTION AS FOLLOWS:

No. 2008-020

On motion of Supervisor O'Brien, Seconded by Supervisor DeMartini

and approved by the following vote,

Ayes: Supervisors: O'Brien, Grover, Monteith, DeMartini, and Chairman Mayfield

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

1) X Approved as recommended

2) _____ Denied

3) _____ Approved as amended

4) _____ Other:

MOTION:



ATTEST: CHRISTINE FERRARO TALLMAN, Clerk

File No.

Approve the Annual Progress Report for the Stanislaus County Employee Mentor Program and Consider a Proclamation Acknowledging the Month of January 2008 as Mentoring Month in Stanislaus County, Consistent with the National Mentor Month Distinction

DISCUSSION:

Background: A Partnership Proposal

The Employee Mentor Program was developed with input from many key participant departments including the Sheriff's Department, Juvenile Probation, Community Services Agency, and community based organizations including the Volunteer Center of United Way and the Stanislaus Mentor Network.

The program was initially approved as a pilot on September 29, 1998, becoming program on January 1, 1999. Having just completed year nine, the program continues to attract County employees who wish to give back and become involved in the lives of young people in Stanislaus County.

Program Status through Year Nine

Through 1999, the first full year of implementation, 30 employees were placed in a mentor assignment. Each year returning and new employees have continued to sustain this program. By calendar year 2005, 51 employees were participating regularly resulting in over 695 mentor hours that year. At the close of calendar year 2007 (our ninth year of mentor program activity), 68 employees are actively participating having contributed 1,003 mentor hours.

Stanislaus mentors represent a very diverse organizational base with 14 county departments participating through 2007. Most participation continues to come from the Department of Child Support Services (19 current employee mentors). This department contributed over 274 total hours during calendar year 2007. In addition, the Chief Executive Office has become increasingly involved in this outreach with 16 employees participating regularly.

The Stanislaus County program has been recognized regionally and nationally providing workshops and presentations to interested organizations, including the National Points of Light Conference (1999 and 2003), other Counties, and various leadership groups.

In January, the Employee Mentor Recognition Dinner recognizes those employees, volunteers, educators and protégés who participate in the program. The Mentor Employee of the year is recognized and student protégé talent is showcased.

Marketing: Sharing the Program with the Organization

Delivering the program message to employee groups continues to be critical to sustainability. The approach maintains communication on several levels and through several different mediums, such as:

Approve the Annual Progress Report for the Stanislaus County Employee Mentor Program and Consider a Proclamation Acknowledging the Month of January 2008 as Mentoring Month in Stanislaus County, Consistent with the National Mentor Month Distinction

- County-wide poster campaign serves as a daily reminder of the volunteer message and is designed annually (by student protégés).
- Site-Coordinator task force. The site coordinator model is a concept first developed by the Hewlett-Packard employee mentor program. The task force meets once every quarter to discuss logistical issues, disseminate information and materials, and to brainstorm new program possibilities. The primary purpose of the site-coordinator is to serve as liaison between employee and program.
- A web-based informational presence at www.employementors.com.

The AIM Program: A Team Based Approach

The Academic Intervention Mentors (AIM) Project is a team-based approach to mentoring. Employee teams (of up to 3 individuals) - adopt a young reader for the school year. The team then rotates the reading/meeting times and acts as back up to one another should meetings and job related issues arise unexpectedly.

When the AIM component started in 2000, thirty-one employees from nine departments responded. In calendar year 2005, 43 employees participated at four school sites. In 2007, 68 employees are participating at three school sites. In addition to our own employees, our program has continued to reach out during calendar year 2007 and now boasts two new public and private sector affiliations:

1. The Macerich Group - Property Management at Vintage Faire Mall has adopted our AIM model at Kirschen Elementary School in Modesto where 15 Macerich employees now read and mentor third grade students.
2. The Stanislaus County Office of Education has also adopted the AIM program model and is ramping up for a January 2008 start up with 57 SCOE employees already identified consisting of 14 AIM teams.

The AIM process is very easy for employees to follow.

Teachers and reading specialists identify students (typically 3rd or 4th graders) in need of assistance. The mentor interaction (reading) includes the following components:

- All teams meet with their students at least twice weekly. Teams develop a master schedule for each student
- All reading takes place at a Reading Center on campus.
- Each student has a folder in the Reading Center with a volunteer journal, student journal and flash cards
- Each student has a basket with a variety of assigned books
- Each student has an individualized lesson plan:

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- 10 minutes: to read orally from a leveled reading book and record.
- 10 minutes: to work from a Grade Level High Frequency Word List.
- 10 minutes: for the tutor to read orally and ask sample comprehension questions
- 10 minutes: for the student to write in his/her journal a sentence or two regarding the story, often using the new words from the list, and for the tutor to write in the journal what was covered, what books were completed, what assistance the student needed, etc.
- Each participant school site monitors the results for each student.
- The Volunteer Center of the United Way monitors the attendance and hours for each employee.
- The employees of Stanislaus County share their experience; review the role(s) of staff; and, comment on the progress of each student.

The Employee Mentor program is now entering its tenth year.

The community outreach and positive role model experiences that have become cornerstone to this approach speak volumes about the integrity and commitment of our employees and those public and private sector partners that have stepped forward to participate. This program is truly a regional best practice.

POLICY ISSUES:

The Board of Supervisors should consider this progress report and determine whether these efforts are consistent with the stated board objectives of Safe, Healthy Community, and developing Strong Community Partnerships.

STAFFING IMPACTS:

The Chief Executive Office provides marginal administrative staff time to this project. Actual mentoring activities are done on personal, non-county time.

THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS
STATE OF CALIFORNIA

Date: January 8, 2008

No. 2008-020

On motion of Supervisor O'Brien Seconded by Supervisor DeMartini
and approved by the following vote,

Ayes: Supervisors: O'Brien, Grover, Monteith, DeMartini, and Chairman Mayfield

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

THE FOLLOWING RESOLUTION WAS ADOPTED:

Item # B-8

PROCLAMATION

STANISLAUS COUNTY BOARD OF SUPERVISORS

THE MONTH OF JANUARY 2008 AS MENTOR APPRECIATION MONTH IN STANISLAUS COUNTY

WHEREAS, January 2008 has been proclaimed as National Mentoring Month; and,

WHEREAS, we all remember, when growing up, an adult who had a positive and powerful influence on our emotional and intellectual development, and

WHEREAS, the Stanislaus County Board of Supervisors, in 1998, initiated the Employee Mentor Program as the cornerstone of Stanislaus County's commitment to organizational citizenship; and

WHEREAS, The Stanislaus County Employee Mentor Program continues to thrive through its partnerships with community based organizations, Stanislaus Office of Education (SCOE), and the private business sector; and

WHEREAS, mentoring is a recognized strategy with youth to improve school attendance, academic performance and high school graduation rates; and

WHEREAS, mentoring is a recognized strategy with youth to avoid alcohol, tobacco and drug use/abuse, to deter teen pregnancy, and to avoid joining gangs; and

WHEREAS, mentoring is a crosscutting strategy to promote self-confidence, personal skills and positive youth development,

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of the County of Stanislaus, State of California, does hereby proclaim January 2008 as Mentoring Month in Stanislaus County and encourages all adults to become positive and powerful role models for the youth of Stanislaus County.

ATTEST: CHRISTINE FERRARO TALLMAN, Clerk
Stanislaus County Board of Supervisors,
State of California

