

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

DEPT: Chief Executive Office

BOARD AGENDA # B-3

Urgent

Routine

AGENDA DATE January 13, 2009

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 2009 as Mentoring Awareness 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 2009 as Mentoring Awareness Month in Stanislaus County, consistent with the National Mentor Month Distinction

FISCAL IMPACT:

Since program start, the employees of Stanislaus County have invested 13,873 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 data tracking, site coordination, outreach, and recognition. This expenditure is programmed as part of the economic development unit budget.

BOARD ACTION AS FOLLOWS:

No. 2009-59

On motion of Supervisor Grover, Seconded by Supervisor Chiesa

and approved by the following vote,

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

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

1) 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 2009 as Mentoring Awareness Month in Stanislaus County, Consistent with the National Mentor Month Distinction

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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 ten, the program continues to attract County employees who wish to give back and become involved in the lives of young people in their communities.

Program Status through Year Ten

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) 63 employees actively participated contributing 1,003 total hours. In 2008 numbers are again on the rise with 1,308 total hours through the end of the calendar year. This increase is equaled by the increase in employee participation. During 2008 73 employees participated in this worthwhile program with 58 committing to the entire year.

Stanislaus mentors represent a very diverse organizational base with 16 county departments participating through 2008. Historically, high participation has come from the Department of Child Support Services (2,440.5 hours since inception – 261.5 hours in 2008). However, in 2008 the County Chief Executive Office claimed the year high total at 398.5 hours.

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 September the program was honored at the Annual National Mentor Summit in Anaheim as a National best practice.

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. This year the Stanislaus Office of Education is co-hosting the event at the Martin Petersen Event Center on January 20, 2009.

Approve the Annual Progress Report for the Stanislaus County Employee Mentor Program and Consider a Proclamation Acknowledging the Month of January 2009 as Mentoring Awareness Month in Stanislaus County, Consistent with the National Mentor Month Distinction

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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:

- Countywide poster campaign serves as a daily reminder of the volunteer message and is designed annually with student protégé input.
- Site-Coordinator task force. The site coordinator model is a concept first developed by the Hewlett-Packard employee mentor program. The task force meets quarterly 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) in essence – 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, 63 employees are participating at three school sites. Through 2008 our numbers have reach 73 and the team-based approach is now the primary model. In addition to our own employees, our program has continued to reach out during calendar year 2008 and now boasts two new public and service club affiliations:

1. The Stanislaus County Office of Education has adopted the AIM program approach and is committed to a second year as partners.
2. Modesto Lion's 500 Club has adopted Shackleford School with nine participant mentors.

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.

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- 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 identified by the school site reading specialist
- Each participant school site monitors the results for each student.
- 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 eleventh 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 priorities of A safe community, A healthy community and Effective 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 13, 2009

No. 2009-59

On motion of Supervisor Grover Seconded by Supervisor Chiesa

and approved by the following vote,

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

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

THE FOLLOWING RESOLUTION WAS ADOPTED:

Item # B-3

PROCLAMATION

STANISLAUS COUNTY BOARD OF SUPERVISORS

THE MONTH OF JANUARY 2009 AS MENTOR APPRECIATION MONTH IN STANISLAUS COUNTY

WHEREAS, January 2009 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, The Stanislaus County Employee Mentor Program is celebrating 10 years of active employee mentoring to the youth of Stanislaus County; 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 2009 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



File No.

OUR TEAM

is making a difference!

Most of us had a mentor at some point in our lives. They were older individuals who set examples for us, inspired us to try harder or to create more ambitious goals.

They opened doors to new opportunities and guided us into those new areas with commitment and understanding.

The investment in mentoring has proven to be a successful, cost-effective means of helping today's at risk children become productive adults.

A recent study found that a mentor's influence reduces the initiation of drug use by 46% and makes a 27% reduction in the initiation of alcohol use.

We believe these numbers can increase, but we need your help to continue this success story.

Through our tenth year - the Stanislaus County Mentor Program has provided over 14,000 hours of mentor time to children and young people in our communities!



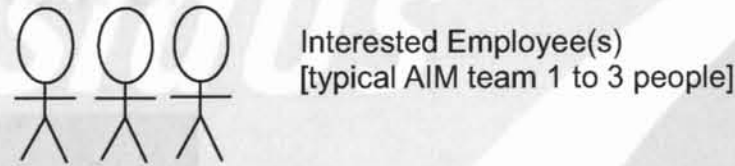
**Stanislaus County
Employee Mentor Program**

**Call: 524.1307
www.employementors.com**

Employee Mentor Program

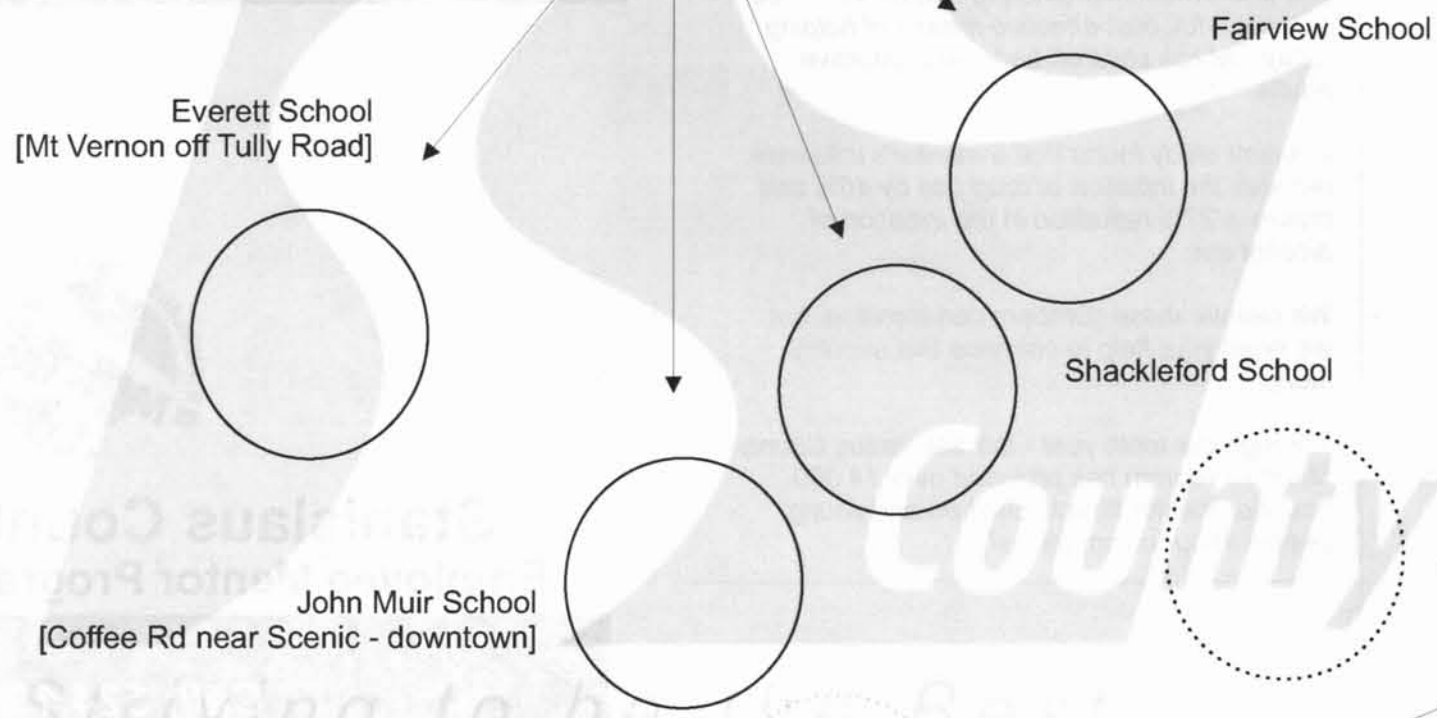
Team based - Academic Intervention Model

AIM 2008-2009



Employee Mentor
program placement
services

PLACEMENT



Additional School Sites
added as need/interest requires
Factors to consider:
a) student need
b) geography/proximity to employees
c) minimum 12 employees to start new site

PROCESS: PROGRAM LEVEL

- Employee(s) self identify - via outreach/marketing/awareness drive
- AIM team developed [1-3 individuals]
- Employee Placement - Coordination
 - placement options
 - orientation procedures
 - fingerprinting & site specific requirements
- All time tracked at school site via sign in sheet
- Date collected and maintained monthly via contract
- Annual celebration of participant teams
- Participant driven awards
- Student improvements tracked/celebrated

PROCESS: ACTIVITY LEVEL

- Employee(s) calendar by rotation - entire school year
- Employees rotate :45 minute lunch time reading/mentor activity
- At the end of each session - employee enters daily activity in activity logbook [logbook kept at school site]
- Each student session begins with quick reference to previous logbook entries
- In large organizations - a representative from each major department or division should be identified as a site coordinator to ensure seamless program communications
- Annual celebration of participant teams
- Participant driven awards
- Student improvements tracked/celebrated

INDIVIDUALS WITH MENTORS ARE...

- 46% less likely to start using drugs**
- 33% less likely to hit someone**
- 80% less likely to commit a crime**
- 52% less likely to skip a day of school**
- 27% less likely to start drinking**



Keith D. Boggs
Deputy Executive Officer - Economic Development
County of Stanislaus
209.652.1514

Why?

Mentoring programs in Stanislaus County share a common goal - to help create the best possible environment for children, youth and families.

The partnership between the County of Stanislaus, its employees, and other public and private sector champions has rapidly become a valuable avenue of opportunity to the youth and families of our community.

Caring, dedicated adults, willing to spend quality time with troubled, neglected or at risk kids has proven to be a powerful and exciting resource!

Won't you join our team?

The mission of the Stanislaus County Employee Mentor Program is to role model, advise, teach, and inspire at-risk youth and young adults in our communities. Through this vehicle, all of us can identify, perpetuate and celebrate those special strengths that we possess.

1. The Stanislaus Employee Mentor program was established as a pilot in September of 1998.
2. Became program in January 1999. **Will be 10 years young in January 2009 – kicking off our 11th year of employee mentoring!!!! AMAZING LONGEVITY!**
3. Started team based mentor project (project AIM: Academic Intervention through Mentoring) in September 2002.
4. Over 350 County Employees have participated since program inception. Average 70+ during any given mentor cycle.
5. Through 2007-08 school year - County employees - had recorded 13,283 hours of mentoring at lunch, after working hours, and on weekends. On track to record 1,120 hours in calendar year 2008 and to top the 14,000 hour mark by end of school year in June 2009!
6. Significant return on investment to young students at risk.
 - Attendance! [Kids are going to school]
 - Reading and comprehension levels are improved
 - Interactive/social skills improved
7. Partnering with multiple school sites including Fairview, Everette, John Muir, and Shackleford Schools. NOTE: We added our 4th School site this year!
8. County departments are represented by a site coordinator - an individual who meets with fellow site coordinators quarterly to discuss program, updates, pass through information about program, AND to act as liaison to departments - promoting the program to fellow department staff/colleagues.
9. Stanislaus County Office of Education has adopted our model beginning in October 2007. Private sector participants have included: The Macerich Group (Vintage Fair Mall 2007) and Modesto Downtown Lions Club (2008).
10. January is National Mentor Awareness Month – recognized by the State of California and locally by Stanislaus County Board of Supervisors.

The Employee Mentor Program is easy.

The process requires nominal time commitment and delivers huge social and academic dividend to the student protégés that we serve.

Success!