

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

DEPT: Chief Executive Office

BOARD AGENDA # B-11

Urgent Routine

AGENDA DATE January 12, 2010

CEO Concurs with Recommendation YES NO
(Information Attached)

4/5 Vote Required YES NO

SUBJECT:

Approval of the Annual Progress Report for the Stanislaus County Employee Mentor Program and Consideration of a Proclamation Acknowledging the Month of January 2010 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 2010 as Mentoring Awareness Month in Stanislaus County, consistent with the National Mentor Month Distinction.

FISCAL IMPACT:

Since program start in 1999, the employees of Stanislaus County have invested 15,356 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 \$7,810 and includes data tracking, site coordination, outreach, and recognition.

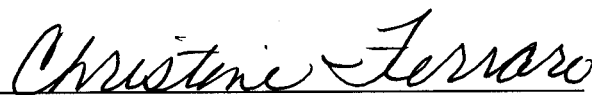
BOARD ACTION AS FOLLOWS:

No. 2010-025

On motion of Supervisor O'Brien, Seconded by Supervisor DeMartini
and approved by the following vote,
Ayes: Supervisors: O'Brien, Chiesa, Monteith, DeMartini, and Chairman Grover
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.

Approval of the Annual Progress Report for the Stanislaus County Employee Mentor Program and Consideration of a Proclamation Acknowledging the Month of January 2010 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 eleven, the program continues to attract County employees and partner agencies/organizations who wish to give back and become involved in the lives of young people in their communities.

Program Status through Year Eleven

In 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 the program. By calendar year 2005, 51 employees were involved 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 1,364.5 total hours. In 2009 numbers were again on the rise with 1,483 total hours through the end of the calendar year. This 14% year over year increase is equaled by a similar increase in employee participation. During 2009, 80 employees participated with an additional 47 participants from the Stanislaus County Office of Education (39) and Modesto Lion's 500 (8).

Stanislaus mentors represent a very diverse organizational base with 15 county departments participating during 2009. Historically, high participation has come from the Department of Child Support Services (DCSS), logging 2,736 hours since program inception. In 2009 the County Chief Executive Office claimed high department total (366 hours) with other significant department participants including DCSS (295.5 hours), Clerk/Recorder (109.5 hours), Alliance Worknet (105 hours), and Public Works (88.5 hours) (see attachment one).

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 2008 the program was honored at the Annual National Mentor Summit in Anaheim as a National best practice.

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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 once again co-hosting the event at the Martin Petersen Event Center on January 28, 2010.

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 for one hour 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) is a team-based mentoring approach. 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 scheduling conflicts arise unexpectedly.

When the AIM component started in 2000, thirty-one employees from nine departments responded. By 2005 participation was up to 43 employees at four school sites. In 2007, 63 employees were active at three school sites. Through 2009 our numbers have reach 80 and the team-based approach is now the primary mentor approach serving young people at four K-6 school sites. In addition to our County employees, the program has continued to reach out during calendar year 2009 and now boasts two additional public and service club affiliations:

1. The Stanislaus County Office of Education adopted the AIM program approach in 2007 and is committed to a long-standing partnership.
2. In 2008, the Modesto Lion's 500 Club adopted Shackleford School with five participant mentors. This participation has increased considerably in 2009 with 8 Lion's Club members now actively involved.

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The AIM process is very easy for employees and partner affiliates 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 one of four Modesto City Schools campus locations.
- 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 at grade appropriate reading level.
 - 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 – including our partner affiliates.
- 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 twelfth year (2010).

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 support to this project. Actual mentoring activities are done on personal, non-county time.

Attachment: Participation Tracker by Department/Organization

**Stanislaus County Employee Mentor Program
TEAM BASED AIM Program - 2009 Totals (projected)**

Department	1999-2005 Hrs	2006 Hrs	2007 Hrs	2008 Hrs	2009 Hrs	Total Hrs	Mentors 2009
Ag Dept.	79	0	0	0	0	79	0
Alliance WorkNet	319	0	22.5	70	105	516.5	12
Assessor's Office	120	0	22.5	34.5	10.5	187.5	1
Auditor - Controller	311	79	124.5	91.5	42	648	3
BHRS	17	0	16.5	7.5	19.5	60.5	1
BOS	0	0	0	10.5	12.5	23	2
CEO	477	97	286	398.5	366	1624.5	16
Clerk Records	2	0	0	74	109.5	185.5	9
County Counsel	241	49	91.5	66	75	522.5	2
CSA	477	44	88.5	33	32	674.5	2
DA	21	0	0	31	0	52	0
DCSS	1584	241	354	261.5	295.5	2736	15
DER	35	0	0	0	0	35	0
Public Health	179	95	115.5	55.5	65	510	2
Library	280	75	196.5	76.5	124	752	6
Planning Dept.	162	24	16.5	19	50	271.5	2
Probation	163	0	0	0	47	210	4
Public Works	35	2	12	33	88.5	170.5	2
Sheriff's	18	0	18	36	41	113	1
StanCOG	4	0	0	0	0	4	0
Stanislaus Regional 911	6	0	0	0	0	6	0
Superior Court	43	0	0	0	0	43	0
TOTALS	4573	706	1364.5	1298	1483	9424.5	80

14.2% increase yr/yr

One to One Report

Department	1999-2005 Hrs	2006 Hrs*	2007 Hrs	2008 Hrs	2009 Hrs	Total Hours
Ag Dept.	453	0	0	0	0	453
Animal Services	1340.5	0	0	0	0	1340.5
BHRS	24	0	0	0	0	24
CEO	237.5	0	0	0	0	237.5
CSA	1027	0	0	0	0	1027
DA	0	0	0	0	0	0
DCSS	1612.5	0	0	0	0	1612.5
Alliance WorkNet	120	0	0	0	0	120
HSA/PH	363.5	0	0	0	0	363.5
Library	57.5	0	0	0	0	57.5
Planning	2	17	8.5	10	0	37.5
Probation	32	0	0	0	0	32
Public Defenders	75.5	0	0	0	0	75.5
Public Works	0	0	0	0	0	0
SBT	158	0	0	0	0	158
Sheriff's	393	0	0	0	0	393
TOTALS	5896	17	8.5	10	0	5931.5

* AIM Team based approach implemented as core model

** Includes extended school based holiday vacation schedules: Thanksgiving and Xmas

**PARTICIPATION
2009**

	COUNTY	SCOE	LIONS
Everett Mentors:	16	0	0
Fairview Mentors:	28	9	0
Muir Mentors:	29	11	1
Shackelford Mento	7	0	7
Other		19	
* Total Mentors:	80	39	8

* includes Lions Club

SCOE

Total Mentor Hours:	652.75
2009 Mentor Hours:	311.25
Active Employee Mentors:	39

Lions Club Modesto

Total Mentor Hours:	280
Jan-June 09 Mentor Hours	150
Active Lions Mentors (non county)	8

County

Total Mentor Hours:	15,356.00
Jan-June 09 Mentor Hours:	742.00
July-Dec 09 Mentor Hours:	741.00 **
Active Employee Mentors:	80

Total Active Mentors 127

**TOTAL HOURS - ALL PARTNERS
16,288.75**

POWERPOINT PRESENTATION

15,356.00

16,288.00