

THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS

ACTION AGENDA SUMMARY

DEPT: Chief Executive Office

BOARD AGENDA # B-7

Urgent

Routine

AGENDA DATE January 18, 2011

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

STAFF RECOMMENDATIONS:

1. Approve the Annual Progress Report for the Stanislaus County Employee Mentor Program.

FISCAL IMPACT:

Since program start, the employees of Stanislaus County have invested over 16,500 personal (non-work) hours to youth and community mentoring activities. Including all community partners total mentor hours exceed 18,000. Annual program administration has historically been provided under contract with the Volunteer Center of the United Way in the amount of \$6,630 which has included marketing, outreach, and recognition. This expenditure was programmed as part of the economic development unit Fiscal Year 2010-2011 budget but will be discontinued as part of an on-going budget savings strategy for Fiscal Year 2011-2012.

BOARD ACTION AS FOLLOWS:

No. 2011-054

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

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

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

1) Approved as recommended

2) Denied

3) Approved as amended

4) Other:

MOTION:

Christine Ferraro

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 2011 as Mentoring Month in Stanislaus County, Consistent with the National Mentor Month Distinction

Page 2

DISCUSSION:

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 a program on January 1, 1999. Having just completed year twelve, the program continues to attract County employees and community service groups who wish to give back and become involved in the lives of young people in Stanislaus County.

Program Status through Year Twelve

In 1999, the first full year of implementation, 30 employees were placed in mentor assignments. By 2005, 51 employees were participating regularly, resulting in over 695 mentor hours that year. At the close of 2007, 63 employees contributed 1,364 total hours. In 2010 the numbers continued to be impressive, with total hours reaching 1,196.5.

Stanislaus mentors represent a very diverse organizational base representing 16 county departments. Most participation continues to come from the Department of Child Support Services with 15 current employee mentors who contributed over 179 total hours during calendar year 2010. The Chief Executive Office has also become considerably involved, with 14 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 annually recognizes those employees, volunteers, educators and protégés who participate in the program. The Mentor Employee of the year is introduced and student protégé talent 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 2011 as Mentoring Month in Stanislaus County, Consistent with the National Mentor Month Distinction

Page 3

- Countywide poster campaign serves as a daily reminder of the volunteer message and is re-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 a 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 struggling young reader for the school year. The team then rotates the reading/meeting times (at the lunch hour) and acts as back up to one another should 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 participated at three school sites. In addition to our own employees, the program has continued to reach out and now boasts three new public and private sector affiliations:

1. In 2008 the Stanislaus County Office of Education adopted the AIM program model. The annual mentor celebration is now a jointly held event with County staff and County Education employees. Since their 2008 start up, the County Office of Education has mentored over 937 hours.
2. In 2009 the Modesto Lions 500 Club became active in our mentor program. Growing from 6 participants initially to 12 mentors during 2010, this equates to over 500 hours through two years of participation.
3. In 2010 four (4) Modesto Junior College students participated in the program.

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.

Approve the Annual Progress Report for the Stanislaus County Employee Mentor Program and Consider a Proclamation Acknowledging the Month of January 2011 as Mentoring Month in Stanislaus County, Consistent with the National Mentor Month Distinction

Page 4

- 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 participant school site monitors the results for each student.
- Historically, the Volunteer Center of the United Way has monitored the attendance and hours for each employee. From this point forward, this task will be completed by Stanislaus County staff.
- The employees of Stanislaus County share their experience(s) and comment on the progress of each student.

The Employee Mentor program is now entering its thirteenth 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 really about the employees of Stanislaus County and our partner employees from the public and private sector. These individuals are stepping up, during their own time, to make a difference in the lives of young people. But it is the leadership of the Board of Supervisors in putting the program in place and continuing to recognize and celebrate the dedication and commitment its employees are making, that provides the spark. Without the Board's initiative and acknowledgment, this program could not exist.

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.

CONTACT: Keith Boggs, Deputy Executive Officer, 652-1514

1 Attachment: Total Program Hours 1999 - 2010

Stanislaus County Employee Mentor Program
TEAM BASED AIM Program - All Thru 2010

Department	1999-2005 Hrs	2006 Hrs	2007 Hrs	2008 Hrs	2009 Hrs	2010 Hrs	Total Hrs	Mentors 2010
Ag Dept.	79	0	0	0	0	0	79	0
Alliance WorkNet	319	0	22.5	70	105	21.5	538	2
Assessor's Office	120	0	22.5	34.5	10.5	0	187.5	0
Auditor - Controller	311	79	124.5	91.5	42	84.5	732.5	3
BHRS	17	0	16.5	7.5	19.5	0	60.5	0
BOS	0	0	0	10.5	12.5	0	23	2
CEO	477	97	286	398.5	366	315.5	1940	14
Clerk Records	2	0	0	74	109.5	108.5	294	4
County Counsel	241	49	91.5	66	75	60	582.5	2
CSA	477	44	88.5	33	32	48	722.5	1
DA	21	0	0	31	0	20	72	1
DCSS	1584	241	354	261.5	295.5	181	2917	15
DER	35	0	0	0	0	0	35	0
GSA	0	0	0	0	0	60	60	5
Public Health	179	95	115.5	55.5	65	23	533	2
Library	280	75	196.5	76.5	124	68	820	3
Planning Dept.	162	24	16.5	19	50	23.5	295	2
Probation	163	0	0	0	47	111.5	321.5	3
Public Works	35	2	12	33	88.5	84	254.5	6
Sheriff's	18	0	18	36	41	19	132	1
StanCOG	4	0	0	0	0	0	4	0
Stanislaus Regional 911	6	0	0	0	0	0	6	0
Superior Court	43	0	0	0	0	0	43	1
TOTALS	4573	706	1364.5	1298	1483	1228	10652.5	67

One to One Historical:

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

ALL
PARTICIPATION
2010

	COUNTY	SCOE	LIONS	MJC
Everett Mentors:	19	0	0	4
* Fairview Mentors:	11	4	0	0
Muir Mentors:	24	13	0	0
Shackelford Mentors:	13	0	12	0
Other		9		0
Total Mentors:	67	26	12	4

* Fairview thru June only

MJC Students

Total Mentor Hours (Started Oct 2010)	18
2010 Active MJC Student Mentors	4

SCOE

Total Mentor Hours:	961.75
2010 Mentor Hours:	309
2010 Active Employee Mentors:	26

Lions Club Modesto

Total Mentor Hours:	506.5
2010 Mentor Hours	226.5
2010 Active Lions Mentors (non county)	12

County	
Total County Mentor Hours:	16,584.00
2010 Mentor Hours:	1,228.00

2010 Total - ALL Mentors 109

TOTAL HOURS - ALL PARTNERS 18,070.25

PowerPoint Presentation

18,070.25