

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 24, 2012

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:

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

FISCAL IMPACT:

Since program start, the employees of Stanislaus County have invested over 17,000 personal (non-work) hours to youth and community mentoring activities. Including all community partners total mentor hours exceed 19,000 (19,081.25). Annual program administration has historically been provided under contract with the Volunteer Center of the United Way in the amount of \$6,630 that has included marketing, outreach, and recognition. This expenditure was discontinued as part of the budget reduction strategy beginning in Fiscal Year 2010-2011. Program administration is maintained in house through CEO Operations.

BOARD ACTION AS FOLLOWS:

No. 2012-035

On motion of Supervisor Chiesa, Seconded by Supervisor Withrow
and approved by the following vote,

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

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.

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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 thirteen, 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 Thirteen

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. During calendar year 2011 the mentor program continued to show a consistent and dedicated employee base of 60 participants in spite of on-going budgetary cuts and staff assignment changes.

Stanislaus mentors represent a very diverse organizational base representing 15 county departments. 2011 Participation leaders ranged from 118 total hours (CEO Operations) to 87 hours from the General Services Agency and 55 total hours from County Public Works.

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. During the summer and fall of 2011 the County Employee Mentor program served as a model to other community outreach efforts working closely with the Expect More Stanislaus project sponsored by the local business sector in an effort to build relationships and alliances with the K-12 educational system.

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

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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 re-designed annually often 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 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 and in calendar year 2011 60 employee mentors continue this giving tradition. In addition to our own employees, the program continues to reach out and now boasts three 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 1,100 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, and 8 participants in 2011, the total mentor hours equates to over 835 hours through three years of participation.
3. In 2010 four (4) Modesto Junior College students participated in the program. In 2011 one of those MJC students returned and continues to participate regularly.

The AIM process is very easy for employees to follow.

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Teachers and reading specialists identify students (typically 3rd, 4th or 5th 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 participant school site monitors the results for each student.
- County staff monitors the attendance and hours for each participant.
- 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 fourteenth year.

The community outreach and positive role model experiences that has 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, on 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 your initiative and acknowledgment this program could not exist.

POLICY ISSUES:

The Stanislaus County Employee Mentor Program supports the Board's priorities of providing A Safe Community, A Healthy Community and Effective Partnerships by recognizing individuals who provide a positive role model and make a difference in the lives of young people.

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 D. Boggs, Deputy Executive Officer, 652.1514

**Stanislaus County Employee Mentor Program
TEAM BASED AIM Program - All Thru 2011**

Department	2000-2006 Hrs	2007 Hrs	2008 Hrs	2009 Hrs	2010 Hrs	2011 Hrs	Total Hrs	Mentors 2011
Ag Dept.	79	0	0	0	0	0	79	0
Alliance WorkNet	319	22.5	70	105	21.5	26.5	564.5	4
Assessor's Office	120	22.5	34.5	10.5	0	0	187.5	0
Auditor - Controller	390	124.5	91.5	42	84.5	25.5	758	2
BHRS	17	16.5	7.5	19.5	0	0	60.5	0
BOS	0	0	10.5	12.5	0	5.5	28.5	1
CEO	574	286	398.5	366	315.5	118	2058	18
Clerk Records	2	0	74	109.5	108.5	32.5	326.5	3
County Counsel	290	91.5	66	75	60	0	582.5	0
CSA	521	88.5	33	32	48	29	751.5	4
DA	21	0	31	0	20	3	75	1
DCSS	1825	354	261.5	295.5	181	19.5	2936.5	5
DER	35	0	0	0	0	0	35	0
GSA	0	0	0	0	60	87	147	3
Public Health	274	115.5	55.5	65	23	16	549	3
Library	355	196.5	76.5	124	68	36.5	856.5	5
Planning Dept.	186	16.5	19	50	23.5	12.5	307.5	1
Probation	163	0	0	47	111.5	40	361.5	4
Public Works	37	12	33	88.5	84	55	309.5	5
Sheriffs	18	18	36	41	19	3.5	135.5	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	0
TOTALS	5279	1364.5	1298	1483	1228	510	11162.5	60

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
2011**

	COUNTY	SCOE	LIONS	MJC
Everett Mentors:	12			1
Osbourne Mentors:	0			
Muir Mentors:	14	23		
Shackelford Mentors:	23		8	
Enslin	6			
Franklin	5			
Total Mentors:	60	23	8	1

* New site in Turlock - 1.1.2011

MJC Students

Total Mentor Hours (Started Oct 2010)	34
2010 Active MJC Student Mentors	1

SCOE

Total Mentor Hours:	1118.25
2011 Mentor Hours:	156.5
2011 Active Employee Mentors:	23

Lions Club Modesto

Total Mentor Hours:	835
2011 Mentor Hours	102
2011 Active Lions Mentors (non county)	8

County	
Total County Mentor Hours:	17,094.00
2011 Mentor Hours:	510.00

2011 Total - ALL Mentors	60
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TOTAL HOURS - ALL PARTNERS 19,081.25