

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

DEPT: Chief Executive Office

BOARD AGENDA # B-6

Urgent

Routine

AGENDA DATE January 8, 2013

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 Present a Proclamation Acknowledging the Month of January 2013 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. Acknowledge the month of January 2013 as Mentoring Awareness month in Stanislaus County, consistent with the National Mentor month distinction.

FISCAL IMPACT:

Since the program started in 1999, the employees of Stanislaus County have invested over 20,000 personal (non-work) hours to youth and community mentoring activities. Annual program administration is provided under direction of the County Chief Executive Office with nominal administrative staff time. The annual fiscal impact of this program does not exceed \$1,000 and is supplemented with generous contributions from the County Office of Education (\$500), business donations to the annual celebration and hours of volunteer time by committed community volunteers.

BOARD ACTION AS FOLLOWS:

No. 2013-14

On motion of Supervisor Monteith, Seconded by Supervisor Withrow

and approved by the following vote,

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

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.

Approval of the Annual Progress Report for the Stanislaus County Employee Mentor Program and Present a Proclamation Acknowledging the Month of January 2013 as Mentoring Awareness Month in Stanislaus County, Consistent with the National Mentor Month Distinction.

Page 2

## **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 a program on January 1, 1999. Nearing completion of year fourteen, 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 Fourteen (2012)**

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 600 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 12% year over year increase was 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). During 2012, 49 County employees, 26 Stanislaus County Office of Education employees, 15 community volunteers from the City Ministries consortium, 7 from Modesto Rotary Clubs, 5 Modesto Lion's 500 Service Club members, and 2 City Schools employees participated in the program. This total of 104 participants is a significant testimonial to the sustained commitment by our employees and our community partners.

Stanislaus mentors represent a very diverse organizational base with 11 county departments participating during 2012. Historically, high participation has come from the Department of Child Support Services logging 4,603.5 hours since inception. In 2012 the County Chief Executive Office claimed a high department total (197.3 hours) with other significant department participants including GSA (143 hours), Alliance WorkNET (96.5 hours), Library (87.6 hours), and Public Health (60.8 hours) (see Attachment 1).

The Stanislaus County program has been recognized regionally and nationally providing workshops and presentations to interested organizations, including the

Approval of the Annual Progress Report for the Stanislaus County Employee Mentor Program and Consider a Proclamation Acknowledging the Month of January 2013 as Mentoring Awareness Month in Stanislaus County, Consistent with the National Mentor Month Distinction.

Page 3

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 and in 2010 the Modesto Chamber of Commerce recognized the program as non-profit best practice of the year.

In January, the Employee Mentor Recognition Dinner recognizes those employees, volunteers, educators and protégés who participate (current and past) 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 14, 2013.

### **Marketing: Sharing the Program with the Organization**

Delivering the program message (the simplicity of the effort) 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 work place, employee and program.
- A web-based informational presence at [www.employementors.com](http://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 person for the school year. The team then rotates the 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 numbers reached 80 as the team-based approach became the primary mentor approach serving young people at five k-6 school sites. Also in 2009, the program continued to reach out and developed partnerships with several additional public and service club affiliations:

Approval of the Annual Progress Report for the Stanislaus County Employee Mentor Program and Consider a Proclamation Acknowledging the Month of January 2013 as Mentoring Awareness Month in Stanislaus County, Consistent with the National Mentor Month Distinction.

Page 4

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 continued into 2012 with 5 Lion's Club members actively involved.
3. The Rotary Clubs of Modesto have joined the mentor effort in 2012 with 7 Rotarians giving of their lunch hour.
4. Also in 2012, City Ministries, a consortium of faith-based entities have adopted our AIM model and have added an additional 15 mentors to the effort.

The AIM process is very easy for employees and partner affiliates to follow.

This past year (2012) the program again increased its visibility through active participation in the "Expect More Stanislaus" campaign sponsored initially by the Stanislaus Economic Development and Workforce Alliance and the Modesto Chamber of Commerce. Teachers and reading specialists identify students (typically 3<sup>rd</sup> through 5<sup>th</sup> graders) in need of assistance. The mentor interaction includes the following components:

- All teams meet with their students at least twice weekly. Teams develop a master schedule for each student.
- All interactions take place at one of five Modesto City Schools campus locations.
- Each student has a folder on site with a volunteer journal to help facilitate communication between the mentor team members.
- Each student has a basket with a variety of assigned books at grade level appropriate reading level – should the mentor engage the relationship through a reading for fun approach.
- Each participant school site monitors the results for each student.
- Each school site monitors the attendance and hours for each employee – including our non-employee 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 fifteenth year (2013).

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 truly a regional best practice.

Approval of the Annual Progress Report for the Stanislaus County Employee Mentor Program and Consider a Proclamation Acknowledging the Month of January 2013 as Mentoring Awareness Month in Stanislaus County, Consistent with the National Mentor Month Distinction.

Page 5

**POLICY ISSUES:**

The Stanislaus County Employee Mentor Program supports the Board's priorities of A Safe Community, A Healthy Community, and Effective Partnerships by partnering with local organizations to provide positive role model experiences for our Community's younger generation.

**STAFFING IMPACTS:**

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

**CONTACT:**

Keith Boggs, Assistant Executive Officer, Telephone: 652-1514

ATTACHMENT: Participation Tracker by Department/Organization

Stanislaus County Employee Mentor Program  
TEAM BASED AIM Program - All Thru 2012

Department	2000-2006 Hrs	2007 Hrs	2008 Hrs	2009 Hrs	2010 Hrs	2011 Hrs	2012 Hrs	Total Hrs	County Mentors 2012-13
Ag Dept.	79	0	0	0	0	0	0	79	0
Alliance WorkNet	319	22.5	70	105	21.5	26.5	96.5	661	12
Assessor's Office	120	22.5	34.5	10.5	0	0	0	187.5	0
Auditor - Controller	390	124.5	91.5	42	84.5	25.5	25.5	783.5	0
BHRS	17	16.5	7.5	19.5	0	0	0	60.5	0
BOS	0	0	10.5	12.5	0	5.5	15.3	43.8	1
CEO	574	286	398.5	366	315.5	118	197.3	2255.3	10
Clerk Recorder	2	0	74	109.5	108.5	32.5	68.9	395.4	6
County Counsel	290	91.5	66	75	60	0	0	582.5	0
CSA	521	88.5	33	32	48	29	29	780.5	0
DA	21	0	31	0	20	3	8.6	83.6	1
DCSS	1825	354	261.5	295.5	181	19.5	54.5	2991	3
DER	35	0	0	0	0	0	0	35	0
GSA	0	0	0	0	60	87	143	290	4
Public Health	274	115.5	55.5	65	23	16	60.8	609.8	4
Library	355	196.5	76.5	124	68	36.5	87.8	944.1	5
Planning Dept.	186	16.5	19	50	23.5	12.5	12.5	320	0
Probation	163	0	0	47	111.5	40	54	415.5	1
Public Works	37	12	33	88.5	84	88.6	88.6	431.7	2
Sheriff's	18	18	36	41	19	7.5	3.5	143	0
StanCOG	4	0	0	0	0	0	0	4	0
Stanislaus Regional 911	6	0	0	0	0	0	0	6	0
Superior Court	43	0	0	0	0	0	0	43	0
<b>TOTALS</b>	<b>5279</b>	<b>1364.5</b>	<b>1298</b>	<b>1483</b>	<b>1228</b>	<b>547.6</b>	<b>983.2</b>	<b>12145.7</b>	<b>49</b>

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
<b>TOTALS</b>	<b>5931.5</b>

ALL  
PARTICIPATION  
2012

	COUNTY	SCOE	LIONS	MJC	City Ministries	Modesto Rotarians	City Schools
Everett Mentors:	4						
*Osbourne Mentors:	0						
Muir Mentors:	23	25			2		
Shackelford Mentors:	8	1	5		1		
Ensen	6				5	4	
Franklin	8				7	3	2
<b>Total Mentors:</b>	<b>49</b>	<b>26</b>	<b>5</b>	<b>0</b>	<b>15</b>	<b>7</b>	<b>2</b>

\* New site in Turlock - pending start up

MJC Students

Total Mentor Hours (Started Oct 2010)	34
(currently no 2012 active MJC student activity)	0

SCOE

Total Mentor Hours:	1255.45
2012 Mentor Hours:	137.2
2012 Active Employee Mentors:	26

Lions Club Modesto

Total Mentor Hours:	882.6
2012 Mentor Hours	47.6
2012 Active Lions Mentors (non county)	5

City Ministries

Total Mentor Hours:	177.45
2012 Mentor Hours	177.45
2012 Active City Ministries Mentors	15

Modesto Rotarians

Total Mentor Hours:	67.2
2012 Mentor Hours	67.2
2012 Active Modesto Rotarian Mentors	7

Modesto City Schools

Total Mentor Hours:	22.4
2012 Mentor Hours	22.4
2012 Active Modesto Schools Mentors	2

County

Total County Mentor Hours:	18,077.20
2012 Employee Mentor Hours:	983.20

**2012-13 Total - ALL Mentors 104**

**TOTAL HOURS - ALL PARTNERS 20,516.30**

**PROCLAMATION  
STANISLAUS COUNTY BOARD OF SUPERVISORS  
THE MONTH OF JANUARY 2013 AS MENTOR APPRECIATION MONTH IN  
STANISLAUS COUNTY**

**WHEREAS**, January 2013 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, service clubs, Stanislaus Office of Education (SCOE), and the private business sector, having exceed the 20,000 total mentor hour mark through calendar year 2012; and,

**WHEREAS**, the Stanislaus County Employee Mentor Program is now entering its 15<sup>th</sup> consecutive year signifying a powerful commitment to sustainability by our elected leadership, department heads, and community partners; 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 2013 as **Mentoring Month** in Stanislaus County and encourages all adults to become positive and powerful role models for the youth of Stanislaus County.