

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 7, 2014

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 2014 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 at the 15th Program Anniversary.
2. Acknowledge the month of January 2014 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 and more recently our community partners have invested over 22,600 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 typically does not exceed \$1,000 and is supplemented with generous contributions from the County Office of Education (\$500),

(Continued on Page 2)

BOARD ACTION AS FOLLOWS:

No. 2014-13

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

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

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 2014 as Mentoring Awareness Month in Stanislaus County, Consistent with the National Mentor Month Distinction

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FISCAL IMPACT (Continued):

business donations to the annual celebration, and hours of volunteer time by committed community volunteers. During the Fiscal Year 2013-2014 cycle our partners at Modesto City Schools modified eligibility criteria to require all mentor candidates to complete a full background and FBI clearance process. The additional cost of this new eligibility requirement was absorbed by a one-time grant provided through Stanislaus Economic Development and Workforce Alliance and included one-time gap funding in the amount of \$1,215 from Chief Executive Office – Operations & Services budget.

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 former Stanislaus Mentor Network.

The program was initially approved as a pilot on September 29, 1998 becoming a program on January 1, 1999. Now celebrating the completion of year fifteen, 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 our Stanislaus communities.

Program Status through Year Fifteen (2013)

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 including 39 from the Stanislaus County Office of Education and 8 from the Modesto Lion's 500 service club. 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.

In 2013 the program continued to thrive with 142 total mentors, 88 of which were County employees contributing 1,176 mentor hours. This sustained commitment by our employees and our community partners is a significant testimonial to the power of this long-standing program.

Approval of the Annual Progress Report for the Stanislaus County Employee Mentor Program and Consider a Proclamation Acknowledging the Month of January 2014 as Mentoring Awareness Month in Stanislaus County, Consistent with the National Mentor Month Distinction.

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Stanislaus mentors represent a very diverse organizational base with 16 county departments participating during 2013. Historically, high participation has come from the Department of Child Support Services (DCSS) logging 3077.5 hours since inception. In 2013 the County Chief Executive Office claimed a high department total of 237.8 hours, with other significant department participants including CSA at 230 hours, Public Health at 161 hours, the Library at 116 hours, DCSS at 86.5 hours and the Clerk Recorder's Office at 84.5 hours. (See Attachment 1).

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 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 23, 2014.

Marketing: Sharing the Program with the Organization

Delivering the program message (the simplicity of the effort) to employee groups and community and business groups continues to be critical to our sustainability. The approach maintains communication on several levels and through several different mediums, such as:

- **A Countywide poster campaign** that serves as a daily reminder of the volunteer message and is 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 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 presence** sharing program information, history, and how to engage at www.employementors.com.

The AIM Program: A Team Based Approach

Originally called the Academic Intervention Mentors (AIM) program, the model boasts a team-based mentoring approach. Employee teams (of up to three individuals) in essence, adopt a young person for the school year. The team then rotates the meeting times and acts as support and back up to one another should scheduling conflicts arise

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unexpectedly. This has proven to be invaluable for mentor recruiting purposes. In fact, over the past five years it is not unusual to have multiple Department Heads and senior management, County Supervisors and even the County Chief Executive Officer actively participating in the program. This kind of bottom up/top down investment is not only unique but speaks volumes to the program support at every level of our organization.

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:

1. The Stanislaus County Office of Education adopted the AIM program approach in 2007 and our collaboration is now five years strong with commitment to the long term.
2. In 2008, the Modesto Lion's 500 Club adopted Shackleford School with five participant mentors. This participation has continued to thrive through 2013.
3. The Rotary Clubs of Modesto joined the mentor effort in 2012 and in 2013 ten Rotarians gave of their lunch hour to mentor a struggling young person.
4. Also beginning in 2012, City Ministries, a consortium of faith-based entities adopted our AIM model and have added an additional 14 mentors to the effort through 2013.

The Stanislaus Mentor process is extremely easy for employees and partner affiliates to follow and the program continues to increase its visibility through active outreach and community participation.

The Approach:

Teachers and Reading Specialists identify (typically 3rd through 5th graders) students in need of assistance. The mentor interaction includes the following components:

- All mentor teams meet with their students at least twice weekly.
- Mentor teams develop a master schedule for each student.
- All interactions take place at one of six Modesto City School 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.

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- 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 sixteenth year (2014).

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.

POLICY ISSUES:

The Stanislaus County Employee Mentor Program supports the Board's priorities of A Safe Community, A Healthy Community, and Effective Partnerships by working creatively with Modesto City Schools, the County Office of Education, the local Business sector, Service Clubs and the Faith-based Community to provide positive role model experiences for our Community's most valuable assets... our next 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 D. Boggs, Assistant Executive Officer, Telephone: 652-1514

ATTACHMENT: Participation Tracker by Department/Organization

www.employeementors.com

Stanislaus County Employee Mentor Program
TEAM BASED AIM Program - All Thru 2013

Department	2000-2006 Hrs	2007 Hrs	2008 Hrs	2009 Hrs	2010 Hrs	2011 Hrs	2012 Hrs	2013 Hrs	Total Hrs	Mentors 2013
Ag Dept.	79	0	0	0	0	0	0	0	79	0
Alliance WorkNet	319	22.5	70	105	21.5	26.5	96.5	27.5	688.5	7
Assessor's Office	120	22.5	34.5	10.5	0	0	0	0	187.5	0
Auditor - Controller	390	124.5	91.5	42	84.5	25.5	25.5	0	783.5	0
BHRS	17	16.5	7.5	19.5	0	0	0	0	60.5	0
BOS	0	0	10.5	12.5	0	5.5	15.3	22.7	66.5	2
CEO	574	286	398.5	366	315.5	118	197.3	237.8	2493.1	11
Children & Families	0	0	0	0	0	0	0	24	24	2
Clerk Recorder	2	0	74	109.5	108.5	32.5	68.9	84.5	479.9	6
Clerk Of the Board	0	0	0	0	0	0	0	30	30	3
County Counsel	290	91.5	66	75	60	0	0	0	582.5	0
CSA	521	88.5	33	32	48	29	29	230	1010.5	23
DA	21	0	31	0	20	3	8.6	62	145.6	3
DCSS	1825	354	261.5	295.5	181	19.5	54.5	86.5	3077.5	4
DER	35	0	0	0	0	0	0	20	55	2
GSA	0	0	0	0	60	87	143	71.2	361.2	4
Public Health	274	115.5	55.5	65	23	16	60.8	161	770.8	11
Library	355	196.5	76.5	124	68	36.5	87.6	116	1060.1	5
Planning Dept.	186	16.5	19	50	23.5	12.5	12.5	28	348	2
Probation	163	0	0	47	111.5	40	54	12	427.5	1
Public Works	37	12	33	88.5	84	88.6	88.6	1	432.7	2
Sheriff's	18	18	36	41	19	7.5	3.5	0	143	0
StanCOG	4	0	0	0	0	0	0	0	4	0
Stanislaus Regional 911	6	0	0	0	0	0	0	0	6	0
Superior Court	43	0	0	0	0	0	0	0	43	0
TOTALS	5279	1364.5	1298	1483	1228	547.6	983.2	1214.2	13322.30	88

* Semester# 2 12/13
true up

-37.6
1176.6

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
2013

	COUNTY	SCOE	LIONS	DeHart	City Ministries	Modesto Rotarians	City Schools
Everett Mentors:	6						
*Bret Harle	22						
Muir Mentors:	17	18			2		
Shackelford Mentors:	17	6	4		1		
*Middle School Pilot	10				0		
Enslin	9	1			5	4	
Franklin	7			1	6	4	2
Other Rotarian Sites							2
Total Mentors:	88	25	4	1	12	10	2

MJC Students

Total Mentor Hours (Started Oct 2010)	34
(currently no 2013 active MJC student activity)	0

SCOE

Total Mentor Hours:	1658.25
2013 Mentor Hours:	402.8
2013 Active Employee Mentors:	25

Lions Club Modesto

Total Mentor Hours:	979.6
2013 Mentor Hours	97

2013 Active Lions Mentors (non county)

4

DeHart Heating and Air

Total Mentor Hours:	10
2013 Mentor Hours:	10
2013 Active Mentors	1

City Ministries

Total Mentor Hours:	329.75
2013 Mentor Hours	152.3
2013 Active City Ministries Mentors	14

Modesto Rotarians

Total Mentor Hours:	285
2013 Mentor Hours	217.8
2013 Active Modesto Rotarian Mentors	10

Modesto City Schools

Total Mentor Hours:	66.4
2013 Mentor Hours	44
2013 Active Modesto Schools Mentors	2

County

Total County Mentor Hours:	19,253.00
2013 Employee Mentor Hours:	1,176.60

2013 Total - ALL Mentors 142

TOTAL HOURS - ALL PARTNERS 22,616.80

**PROCLAMATION
STANISLAUS COUNTY BOARD OF SUPERVISORS
THE MONTH OF JANUARY 2014 AS MENTOR APPRECIATION MONTH IN
STANISLAUS COUNTY**

WHEREAS, January 2014 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 private business sector, having exceed the 22,000 total mentor hour mark through calendar year 2013; and

WHEREAS, the Stanislaus County Employee Mentor Program is now entering its 16th consecutive year signifying a powerful commitment to sustainability by our elected leadership, department heads, community partners and our employees; and

WHEREAS, mentoring is a recognized strategy with youth to improve school attendance, academic performance, middle school transitions and high school graduation rates; and

WHEREAS, mentoring is a recognized strategy with youth to avoid alcohol, tobacco and drug use/abuse, deter teen pregnancy, avoid joining gangs and to make quality life choices: and

WHEREAS, mentoring is a cross-cutting 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 2014 as **Mentoring Month** in Stanislaus County and encourages all adults to become positive and powerful role models for the youth of Stanislaus County.

BOARD OF SUPERVISORS

14 JAN -7 A 9 32

January 6, 2014

Stanislaus County Board of Supervisors
Chairman Jim DeMartini
1010 10th Street
Modesto, CA 95355

Dear Chairman DeMartini and Board Members:

Congratulations on the 15-year anniversary of the Stanislaus County Employee Mentoring program. While I was leading the California Mentoring Partnership, it was Stanislaus County that stepped up first and committed the human capital of employees to support young people in elementary schools with team mentoring relationships.

Stanislaus County is a pioneer in creating a quality mentoring experience for the mentor and the young person. You understand the importance of all the elements necessary from recruitment, to training, to ongoing support, to celebration and closure. I have always encouraged other governmental entities to follow the exemplary work of Stanislaus County.

Keith Boggs continues to carry the torch as the champion for mentoring, as the robust strategy that will lead to a healthier community. For the past 15 years Mr. Boggs has continually been improving the Stanislaus Employee Mentoring program. Young people need the Stanislaus Employee Mentoring program now more than ever.

This being National Mentor Month, let me add my congratulations and appreciation for your leadership and commitment to supporting young people with mentoring opportunities.

Sincerely,


Dr. Jim Kooler
Administrator



PARTNERSHIP

Dr. Jim Kooler,
Administrator

2637 W. Burrel Avenue
P.O. Box 5091
Visalia, CA 93278-5091
559 733-6496
Fax 559 737-4231
calfnl@tcoe.org

Friday Night Live

Club Live

**Friday Night Live
Kids**

**Friday Night Live
Mentoring**

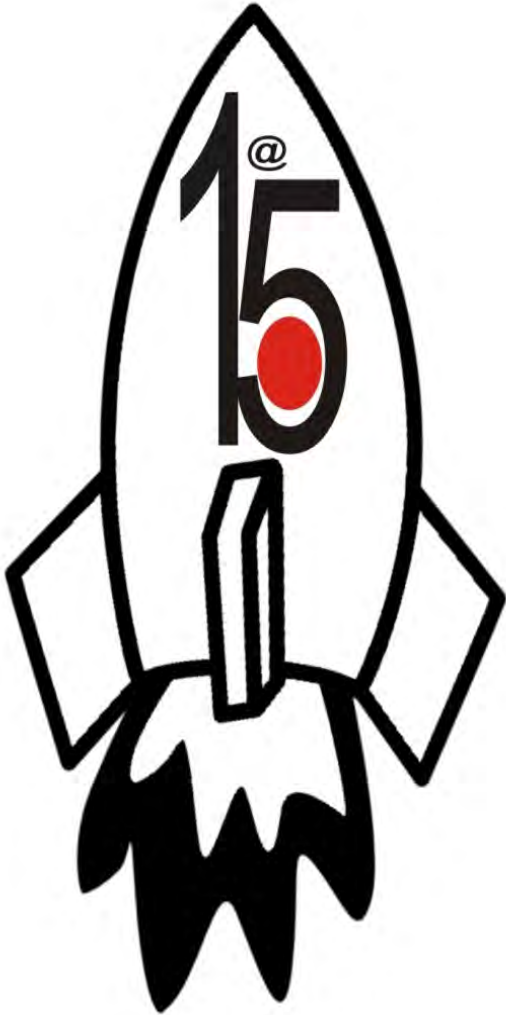
**California Youth
Council**

Tulare County
Office of Education
Jim Vidak,
Superintendent

California Friday Night Live
Collaborative

Youth Leadership
Institute

Friday Night Live builds partnerships for positive and healthy youth development which engage youth as active leaders and resources in their communities



Stanislaus County **Employee Mentor Program**

Annual Update

Stanislaus County Board of Supervisors

January 7, 2014

~~22,616.80~~

$$22,616.80$$
$$/ 2080 =$$

10.87

FTE

[full time positions]

2013...

- 142 Mentors in 2013
- 88 of which were County employees
- County employees contributed 1,176 hours
- A 193 hour increase over 2012
- Equates to 19% year/year increase
- 16 County Departments

ALL ABOUT PARTNERSHIPS...

● School Sites:

Everett

John Muir

Franklin

Shackleford

Enslin

Brett Hart

● Education Affiliates

Modesto City Schools

Stanislaus Office of Education

Aspire Charter Schools

Waterford Schools

● Service Clubs

Lion's 500 Club

Modesto Downtown Rotary

Macerich Group

● Community Partners

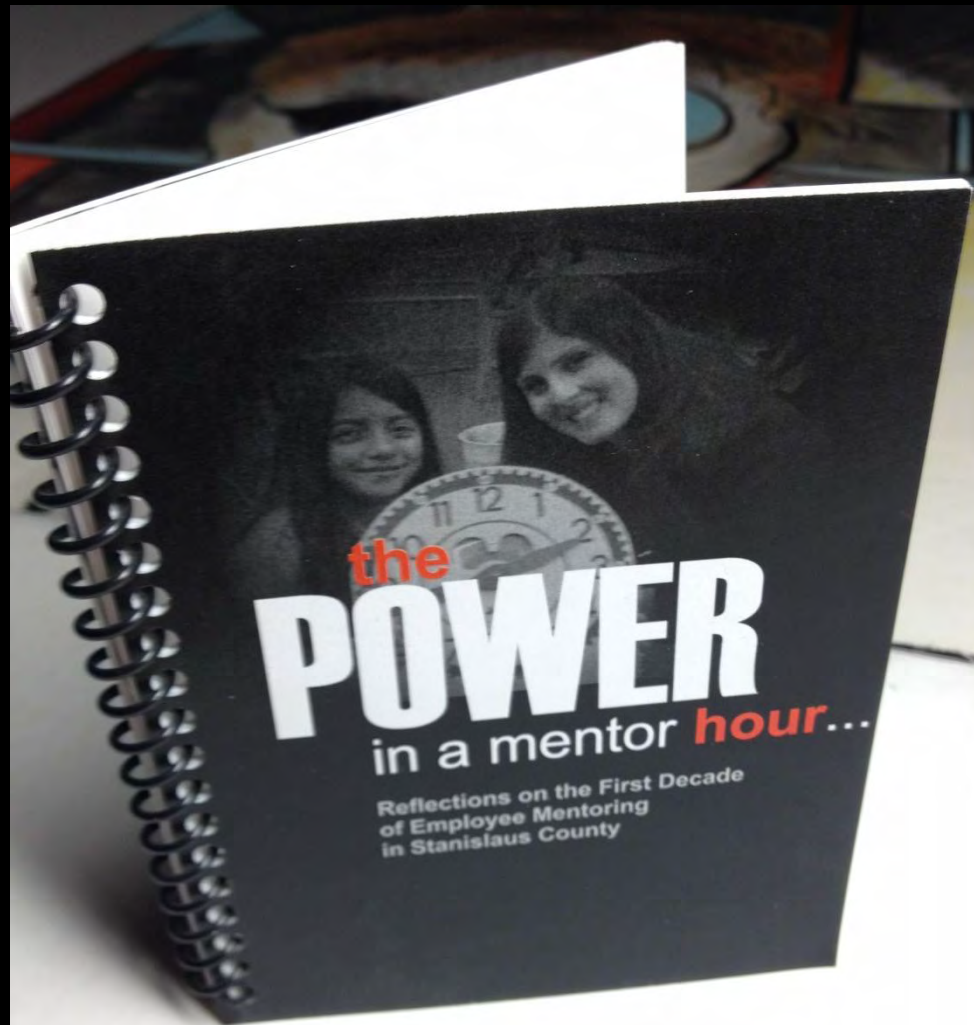
City Ministries (Interfaith)

MJC Students

Community Volunteers



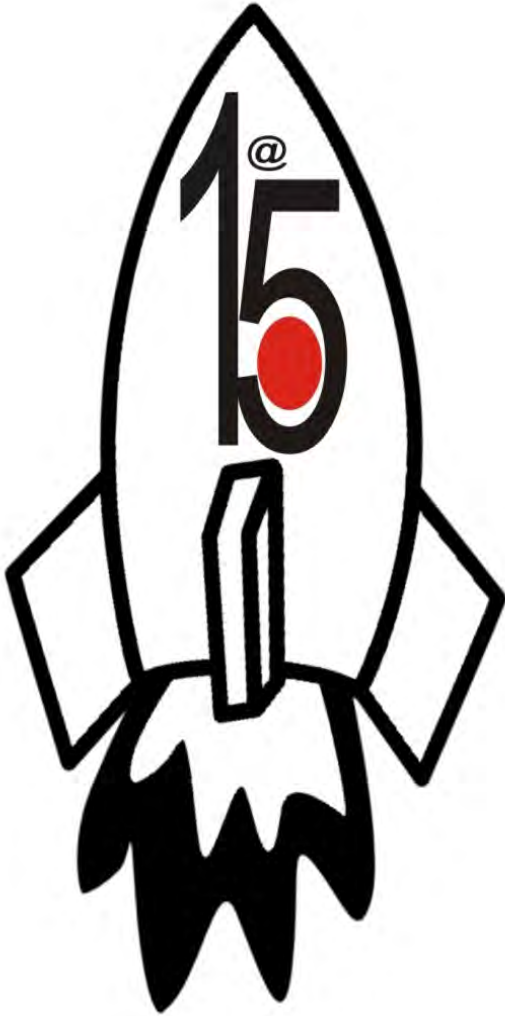
**Recognize
Recharge
Celebrate!**



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“Tell me and I forget, teach me and I may remember, involve me and I learn.”

Benjamin Franklin



QUESTIONS?