

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 13, 2015

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 2015 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 16th Program Anniversary.
2. Acknowledge the month of January 2015 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 almost 24,000 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 typically 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.

(Continued on Page 2)

BOARD ACTION AS FOLLOWS:

No. 2015-27

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

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

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
CHRISTINE FERRARO TALLMAN, Clerk

File No.

FISCAL IMPACT (Continued):

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. In 2014-15 the cost of this new eligibility requirement was absorbed by one-time funding in the amount of \$1,833 from the Chief Executive Office – Operations & Services budget providing an additional 38 County employees the opportunity to complete the necessary screening and background process for eligibility.

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 sixteen, 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 Sixteen (2014)

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 2015 as Mentoring Awareness Month in Stanislaus County, Consistent with the National Mentor Month Distinction.

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In 2014 the program saw another significant participation increase to 193 individuals, 126 of which are County employees contributing 944 mentor hours of the total of 1,469 mentor hours logged with our young people.

Stanislaus mentors represent a very diverse organizational base with 17 county departments participating in 2014. Historically, high participation has come from the Department of Child Support Services (DCSS) logging 3,175.5 hours since inception. In 2014 the Board of Supervisors claimed a department high total of 43 hours, with other significant department participants including CSA at 185 hours, the Chief Executive Office at 112 hours, GSA at 90 hours, Public Health at 83 hours, the Library at 75 hours and the Clerk Recorder at 74 hours. (See Attachment 1).

The Stanislaus County program has been recognized nationally and regionally 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, in 2010 the Modesto Chamber of Commerce recognized the program as non-profit best practice of the year and in 2014 the California State Association of Counties (CSAC) presented the program with the prestigious Challenge Award.

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 Salida Library (4835 Sisk Road, Salida) on January 22, 2015.

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 and recruitment possibilities. The primary purpose of the site-coordinator role is to serve as liaison between work place, employee and program.

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- **A web-based presence** sharing program information, history, and how to engage at www.employeementors.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 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 team based approach 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 seven 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 2014.
3. The Rotary Clubs of Modesto joined the mentor effort in 2012 and in 2013 10 Rotarians gave of their lunch hour to mentor a struggling young person.
4. Beginning in 2012, City Ministries, a consortium of faith-based entities adopted our AIM model and added an additional 14 mentors to the effort through 2013.
5. Beginning in 2014, a junior high school pilot was started at Prescott Junior High School targeting 7th – 8th graders. This was in partnership with the United Way of Stanislaus County and affiliation with the Center for Human Services.

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 grade) students in need of support. The mentor interaction includes the following components:

- All mentor teams meet with their students at least twice weekly.

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- Mentor teams develop a master schedule for each student.
- All interactions take place at one of five Modesto City School campus locations or at Prescott Junior High School (pilot program).
- 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 seventeenth year (2015).

The community outreach and positive role model experiences that has become cornerstone to this approach speak volumes about the integrity and commitment of our leadership, 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

www.employementors.com

Stanislaus County Employee Mentor Program
TEAM BASED AIM Program - All Thru Dec, 2014

Department	2000-2009	2010 Hrs	2011 Hrs	2012 Hrs	2013 Hrs	2014 To Date	Total Hrs	Mentors 2014 to Date
Ag Dept.	79	0	0	0	0	0	79	0
Alliance WorkNet	516.5	21.5	26.5	96.5	27.5	9	697.5	5
Animal Services	0	0	0	0	0	10	10	2
Assessor's Office	187.5	0	0	0	0	0	187.5	0
Auditor - Controller	648	84.5	25.5	25.5	0	0	783.5	0
BHRS	60.5	0	0	0	0	0	60.5	0
BOS	23	0	5.5	15.3	22.7	43	109.5	2
CEO	1624.5	315.5	118	197.3	237.8	112	2605.1	15
Children & Families	0	0	0	0	24	28	52	3
Clerk Recorder	185.5	108.5	32.5	68.9	84.5	74	553.9	5
Clerk Of the Board	0	0	0	0	30	13	43	2
County Counsel	522.5	60	0	0	0	0	582.5	1
CSA	674.5	48	29	29	230	185	1195.5	34
DA	52	20	3	8.6	62	60	205.6	4
DCSS	2736	181	19.5	54.5	86.5	98	3175.5	9
DER	35	0	0	0	20	19	74	2
GSA	0	60	87	143	71.2	90	451.2	5
Public Health	510	23	16	60.8	161	83	853.8	17
Library	752	68	36.5	87.6	116	75	1135.1	10
Planning Dept.	271.5	23.5	12.5	12.5	28	22	370	3
Probation	210	111.5	40	54	12	0	427.5	0
Public Works	170.5	84	88.6	88.6	1	22	454.7	5
Sheriff's	113	19	7.5	3.5	0	0	143	0
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
Treasurer	0	0	0	0	0	1	1	1
TOTALS	9424.5	1228	547.6	945.6	1214.2	944	14303.9	126

One to One Historical:

Department	1999-2008 Total Hrs.
Ag Dept.	453
Animal Services	1340.5
BHRS	24
CEO	234.5
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

* City of Modesto Employees

Total Mentor Hours:	47
2014 Mentor Hours	47
2014 Active Modesto Schools	4

Stan State Mentor Hours

2014 Active Stan State Mentors:	1
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ALL PARTICIPATION 2014

	CNTY	SCOE	LIONS	Wells Fargo	City Stan Min.	City of State Modesto	Modesto Rotary
Everett Mentors:	2						
Bret Harte	9						
Muir Mentors:	21	26					
Shackelford Ment	44	9	2	8			
Prescott Jr. High	5					2	
Enslin	21						1
Franklin	24	11	1	4	2	1	
Total Mentors:	126	46	3	12	2	1	1

SCOE

Total Mentor Hours:	2028.25
2014 Mentor Hours:	370
2014 Active Employee Mentors:	46

Lions Club Modesto

Total Mentor Hours:	1041.6
2014 Mentor Hours	62
2014 Active Mentors	3

Wells Fargo Bank

New Mentors	12	2.14 start date]
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Modesto Rotarian Hours

Total Mentor Hours	132
2014 Mentor Hours	7
2014 Active Mentors	1

City Ministries

Total mentor Hours	365.75
2014 Mentor Hours	36
2014 Active Mentors	2

Modesto City Schools Hours

66.4

DeHart Heating and Air

10

MJC Students

34

County

Total County Mentor Hours:	20,235.40
2014 Employee Mentor Hours:	944.00

2014 Total - ALL Mentors	193	1469 hrs
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TOTAL HOURS - ALL PARTNERS 23,963.40



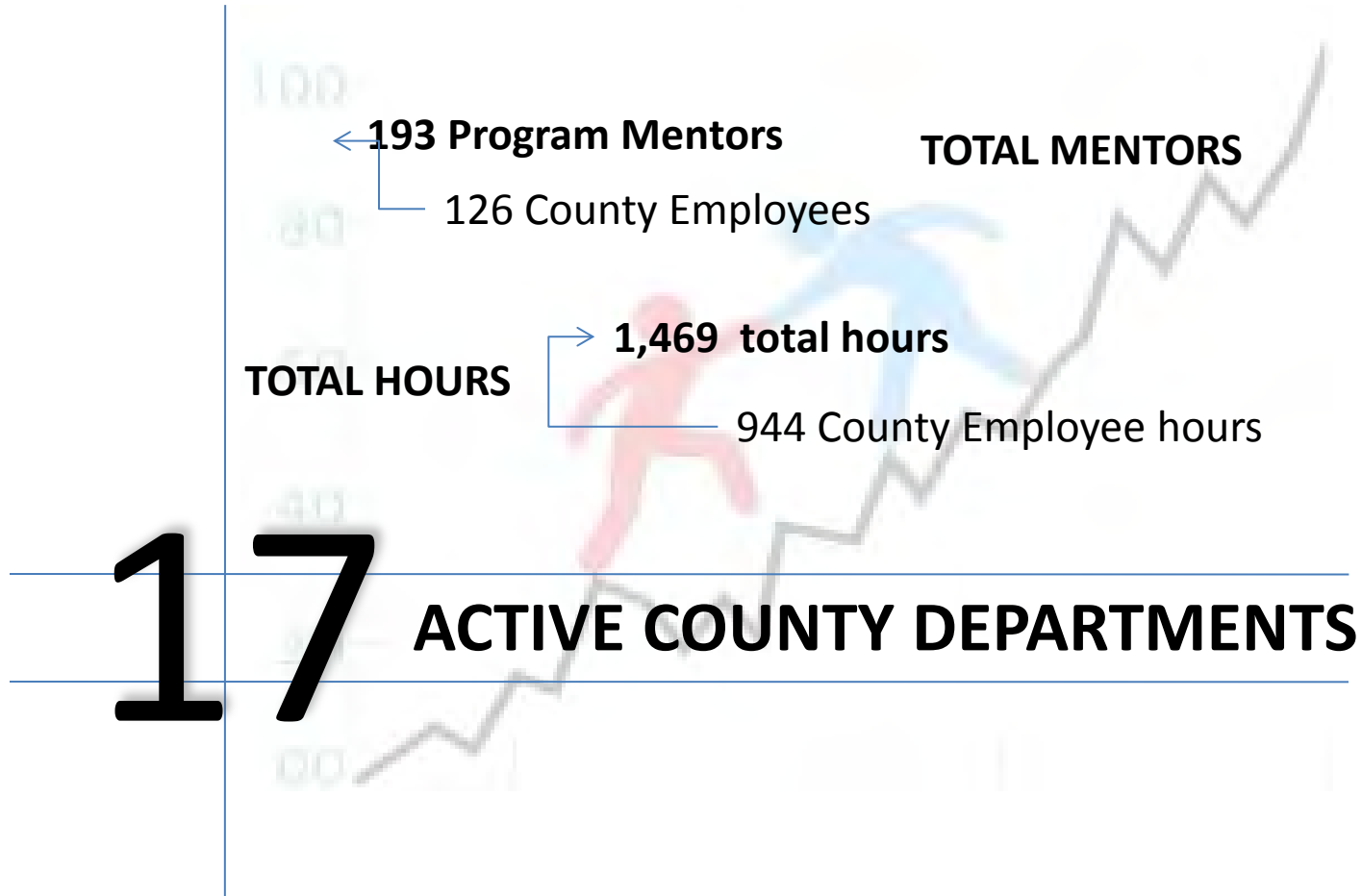
Employee Mentor Program

Annual Program Update

January 13, 2015

23,963

total mentor hours





SUCCESS BEGINS WITH CONTRIBUTION...

Community Services Agency 185 Hours


Clerk of the Board Office	43 Hours
Chief Executive Office	112 Hours
Child Support Services	98 Hours
General Services Agency	90 Hours
Public Health	83 Hours
Library	75 Hours
Clerk-Recorder	74 Hours

**Department of Child Support Services
Highest Department Participation
Since program inception
3,175.5 hours!**



*Individual **commitment** to a group effort - that is what makes a team work, a company work, a society work, a civilization work.*

Vince Lombardi

- 
- **Easy to implement and participate**
 - **FOCUS: Young people grades 3 – 6**
 - **A TEAM BASED APPROACH**
 - **Variety of interaction options**



**Modesto City Schools
County Office of Education
Lions 500 Club of Modesto
Modesto Downtown Rotary**

City Ministries

Wells Fargo Bank

California State University at Stanislaus

City of Modesto

United Way of Stanislaus County

Center for Human Services

2015

January

			1	2	3
			8	9	10
4	5	6	7	15	16
11	12	13	14	22	23
18	19	20	21	28	29
25	26	27	28	29	30
					31

January

National Mentor Awareness Month

2015

January

			1	2	3
			8	9	10
4	5	6	7	14	15
11	12	13	14	15	16
18	19	20	21	22	23
25	26	27	28	29	30
					31

January 22, 2015

Annual Mentor Celebration

Salida Library

4835 Sisk Road

Salida

Questions...?



Employee Mentor Program

Annual Program Update

January 13, 2015