

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

DEPT: Chief Executive Office

BOARD AGENDA # B-8

Urgent

Routine

AGENDA DATE January 12, 2016

CEO Concur 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 2016 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 17th Program Anniversary.
2. Acknowledge the month of January 2016 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 25,724 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.

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BOARD ACTION AS FOLLOWS:

No. 2016-36

THIS ITEM WAS CONTINUED TO THE JANUARY 26, 2016 BOARD MEETING. NO ACTION TAKEN.

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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. The additional cost of this new eligibility requirement has been absorbed in Fiscal Year 2015-2016 by one-time funding in the amount of \$1,081 from Chief Executive Office – Operations & Services budget which has afforded an additional 23 employees to register for program participation into the future.

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 seventeen, 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 Seventeen (2015)

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. 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 2014 and again in 2015 the program continued to thrive with over 100 total mentors participating. This sustained commitment by our employees and our community partners is a significant testimonial to the power of this long-standing program.

Stanislaus mentors represent a very diverse organizational base with 18 county departments participating during 2015. Historically, high participation has come from the Department of Child Support Services (DCSS) logging 3,367.5 hours since inception. In

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2015 the County Chief Executive Office led all departments with 201 total mentor hours served. This was followed by the Department of Child Support Services (DCSS) with 192 hours, Public Health at 102 hours, the Clerk-Recorder's Office at 82 hours, Community Services Agency (CSA) at 70 hours, and the Library at 62 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, in 2010 the Modesto Chamber of Commerce recognized the program as non-profit best practice of the year, in 2014 the California Association of Counties (CSAC) awarded the program the prestigious Excellence Award and in early 2015, the National Association of Counties (NaCO) recognized the County program with their Excellence 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 Martin Petersen Event Center on January 21, 2016.

Marketing: Sharing the Program with the Organization

Delivering the program message 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.employeementors.com.

The AIM Program: A Team Based Approach

Originally called the Academic Intervention through Mentoring (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

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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 unique and reflects the program support at every level of our organization.

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 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 five 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 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 eighteenth year (2016).

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.

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.

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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

ATTACHMENTS:

Participation Tracker by Department/Organization

www.employementors.com

Department	2000-2013	2014	2015	Total Hrs	Mentors 2015
Ag Dept.	79.0	0.0	0.0	79.0	0
Alliance WorkNet	688.5	9.0	0.0	697.5	0
Animal Services	0.0	10.0	34.0	44.0	1
Assessor's Office	187.5	0.0	0.0	187.5	0
Auditor - Controller	783.5	0.0	20.0	803.5	2
BHRS	60.5	0.0	7.0	67.5	1
BOS	66.5	43.0	16.0	125.5	1
CEO	2,493.1	112.0	201.0	2,806.1	15
Children & Families	24.0	28.0	37.0	89.0	3
Clerk Recorder	479.9	74.0	82.0	635.9	5
Clerk Of the Board	30.0	13.0	0.0	43.0	0
County Counsel	582.5	0.0	17.0	599.5	2
CSA	1,010.5	185.0	70.0	1,265.5	3
DA	145.6	60.0	45.0	250.6	3
DCSS	3,077.5	98.0	192.0	3,367.5	10
DER	55.0	19.0	40.0	114.0	3
GSA	361.2	90.0	37.0	488.2	4
Public Health	770.8	83.0	102.0	955.8	6
Library	1,060.1	75.0	62.0	1,197.1	4
Planning Dept.	348.0	22.0	29.0	399.0	2
Probation	427.5	0.0	0.0	427.5	0
Public Works	432.7	22.0	43.0	497.7	2
Sheriffs	143.0	0.0	0.0	143.0	0
StanCOG	4.0	0.0	0.0	4.0	0
Stanislaus Regional 911	6.0	0.0	0.0	6.0	0
Superior Court	43.0	0.0	0.0	43.0	0
Treasurer	0.0	1.0	26.0	27.0	1
TOTALS	13,359.9	944.0	1,060.0	15,363.9	68

ALL PARTICIPATION 2014

	CNTY	SCOE	LIONS	Wells Fargo	City Min.	Volunteer	City of Modesto	Modesto City Schools
Davis High	3							
Bret Harte	9							
Muir Mentors:	11	11				2		2
Shackelford Ment	15	19	3				4	
Enslin	17						1	
Franklin	13	9		3	1			
Total Mentors:	68	39	3	3	1	2	5	2

SCOE

Total Mentor Hours:	2,557.25
2015 Mentor Hours:	529.00
2015 Active Employee Mentors:	46.00

Lions Club Modesto

Total Mentor Hours:	1,108.60
2015 Mentor Hours:	67.00
2015 Active Mentors:	4.00

Wells Fargo Bank

Total Mentor Hours:	22.00
2015 Mentor Hours:	22.00
2015 Active Mentors:	3.00

Modesto Rotarian Hours

Total Mentor Hours:	141.00
2015 Mentor Hours:	9.00
2015 Active Mentors:	1.00

DeHart Heating and Air

10.00

MJC Students

34.00

County

Total County Mentor Hours:	15,363.90
2015 Employee Mentor Hours:	1,060.00

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
Sheriffs	393
TOTALS	5,931.5

City of Modesto Employees

Total Mentor Hours:	95
2015 Mentor Hours:	48
2015 Active Modesto Schools Mentors:	6

Stan State Mentor Hours

2

City Ministries Hours

Total Mentor Hours:	374
2015 Mentor Hours:	8
2015 Active Mentors:	1

Modesto City Schools Hours

Total Mentor Hours:	74.4
2015 Mentor Hours:	8
2015 Active Mentors:	2

Community Volunteers

Total Mentor Hours:	10
2015 Mentor Hours:	10
2015 Active Mentors:	2

2015 Total - ALL Mentors	123	1761	hrs
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TOTAL HOURS - ALL PARTNERS 25,723.65

*Started September 2015