

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

DEPT: Chief Executive Office

BOARD AGENDA: 8.1
AGENDA DATE: January 23, 2018

SUBJECT:

Approval of the Annual Progress Report for the Stanislaus County Employee Mentor Program and to Proclaim January 2018 as Mentoring Awareness Month in Stanislaus County, Consistent with the National Mentor Month Distinction

BOARD ACTION AS FOLLOWS:

RESOLUTION NO. 2018-0055

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

Ayes: Supervisors: Olsen, Chiesa, Withrow, Monteith, and Chairman DeMartini _____


Noes: Supervisors: None _____

Excused or Absent: Supervisors: None _____

Abstaining: Supervisor: None _____

- 1) Approved as recommended
- 2) Denied
- 3) Approved as amended
- 4) Other:

MOTION:

ATTEST: 
ELIZABETH A. KING, Clerk of the Board of Supervisors

File No.

**THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS
AGENDA ITEM**

DEPT: Chief Executive Office

BOARD AGENDA:8.1
AGENDA DATE: January 23, 2018

CONSENT

CEO CONCURRENCE: YES

4/5 Vote Required: No

SUBJECT:

Approval of the Annual Progress Report for the Stanislaus County Employee Mentor Program and to Proclaim January 2018 as Mentoring Awareness Month in Stanislaus County, Consistent with the National Mentor Month Distinction

STAFF RECOMMENDATION:

1. Approve the annual progress report for the Stanislaus County Employee Mentor program at the 19th Program Anniversary.
2. Proclaim January 2018 as Mentoring Awareness Month in Stanislaus County, consistent with the National Mentor Month distinction.

DISCUSSION:

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 nineteen, 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.

In 1999, the first full year of implementation, 30 Stanislaus County employees started this mentor journey. Each year since, returning and new employees have continued to sustain the program. At the end of calendar year 2017, the program continues to thrive with 188 total mentors and providing 2,567.3 hours of youth mentoring. 73 Stanislaus County employees contributed 813 mentor hours. 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 19 county departments participating during 2017. Historically, high participation has come from the Department of Child Support Services (DCSS) logging 3655.5 hours since inception. In 2017 the County Chief Executive Office claimed a high department total of 141 hours, with other significant department participants including DCSS at 126 hours, Public Works at 87 and GSA at 79 hours (Attachment 1).

The program continues to grow in large part due to the amazing participation from our partner organizations: Stanislaus County Office of Education (SCOE), the Cities of

Hughson and Modesto, City Ministries, Wells Fargo, Lions 500 and Modesto Rotary clubs.

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 2016, the program was recognized by the California State Association of Counties (CSAC) – as the Challenge Award winner and received the Award of Excellence by the National Association of Counties (NaCo).

Beginning in school year 2015-16 we initiated the use of an aggregated progress survey for our protégés. The survey tracks on five important soft skill areas: Listening, Focus (avoiding distraction), Following Directions, Working Independently, and ability to Work with Others. The 2016-2017 summary reflects significant improvements across all five areas at all of our school locations (Attachment 2).

Originally called the Academic Intervention Mentors (AIM) program, the model boasts a team-based mentoring approach. Employee teams, of up to three individuals, 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 unique and speaks volumes to 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 six Modesto City School campus locations and one Hughson location.
- 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 twentieth year (2018). 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 25, 2018.

The community outreach and positive role model experiences that have 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 ISSUE:

Board of Supervisors approval is necessary to proclaim the month of January 2018 as Mentoring Awareness Month in Stanislaus County.

FISCAL IMPACT:

Since the program started in 1999, the employees of Stanislaus County and more recently our community partners have invested over 30,280 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 \$1,500 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 OF SUPERVISORS' PRIORITY:

The recommended actions are consistent with the Boards' priorities of *Supporting Strong and Safe Neighborhoods, Enhancing Community Health, and Promoting First-Rate Learning Opportunities* 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 IMPACT:

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 PERSON:

Keith D. Boggs, Assistant Executive Officer

Telephone: (209) 652-1514

ATTACHMENT(S):

1. Mentor Program Hours 2017
2. Mentor Performance Survey 2016-2017
3. Mentor Proclamation 2018

Stanislaus County Employee Mentor Program - December 31, 2017
TEAM BASED HISTORICAL

Department	2000-2013	2014	2015	2016	2017	Total Hrs	2017
Ag Dept.	79.0	0.0	0.0	0.0	0.0	79.0	0
Alliance WorkNet	688.5	9.0	0.0	5.0	13.0	715.5	2
Animal Services	0.0	10.0	34.0	18.0	1.0	63.0	0
Assessor's Office	187.5	0.0	0.0	0.0	0.0	187.5	0
Auditor - Controller	783.5	0.0	20.0	49.0	43.0	895.5	2
BHRS	60.5	0.0	7.0	10.0	1.0	78.5	0
BOS	66.5	43.0	16.0	6.0	0.0	131.5	1
CEO	2,493.1	112.0	201.0	273.0	141.0	3,220.1	18
Children & Families	24.0	28.0	37.0	15.0	11.0	115.0	1
Clerk Recorder	479.9	74.0	82.0	96.0	1.0	732.9	2
Clerk Of the Board	30.0	13.0	0.0	0.0	0.0	43.0	0
County Counsel	582.5	0.0	17.0	61.0	24.0	684.5	2
CSA	1,010.5	185.0	70.0	12.0	66.0	1,343.5	3
DA	145.6	60.0	45.0	29.0	23.0	302.6	1
DCSS	3,077.5	98.0	192.0	162.0	126.0	3,655.5	9
DER	55.0	19.0	40.0	30.0	30.0	174.0	3
GSA	361.2	90.0	37.0	55.0	79.0	622.2	7
Public Health	770.8	83.0	102.0	27.0	42.0	1,024.8	3
OES				20.0	-2.0	18.0	1
Library	1,060.1	75.0	62.0	73.0	75.0	1,345.1	6
Planning Dept.	348.0	22.0	29.0	30.0	16.0	445.0	1
Probation	427.5	0.0	0.0	0.0	0.0	427.5	0
Public Works	432.7	22.0	43.0	90.0	87.0	674.7	7
Risk Management	0.0	0.0	0.0	0.0	5.0	5.0	1
Sheriff's	143.0	0.0	0.0	0.0	1.0	144.0	0
StanCOG	4.0	0.0	0.0	0.0	0.0	4.0	0
Strategic Business Technology	0.0	0.0	0.0	10.0	13.0	23.0	2
Stanislaus Regional 911	6.0	0.0	0.0	0.0	0.0	6.0	0
Superior Court	43.0	0.0	0.0	0.0	0.0	43.0	0
Treasurer	0.0	1.0	26.0	27.0	17.0	71.0	1
TOTALS	13,359.9	944.0	1,060.0	1,098.0	813.0	17,274.9	73

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	5,931.5

City of Modesto Employees

Total Mentor Hours:	485
2017 Mentor Hours	257
2017 Active Modesto Schools Mentors	13

Stan State Mentor Hours

Total Mentor Hours	2
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City Ministries Hours

Total Mentor Hours	410
2017 Mentor Hours	20
2017 Active Mentors	2

Modesto City Schools Hours

Total Mentor Hours	96.4
2017 Mentor Hours	1
2017 Active Mentors	1

Community Volunteers

Total Mentor Hours	36
2017 Mentor Hours	10
2017 Active Mentors	5

ALL PARTICIPATION 2017

	CNTY	SCOE	LIONS	Wells Fargo	City Min.	Volunteer	City of Modesto	Modesto City Schools	City of Hughson	Modesto Rotary
Beard							7			
Bret Harte	13									
Muir Mentors:	8	28				2		1		
Shackelford Mentors:	15	26	3				5			
Enslin	24				1	1	1			1
Franklin	13	21		2	1	2				
Hughson									13	
Total Mentors:	73	75	3	2	2	5	13	1	13	1

SCOE

Total Mentor Hours:	4,040.25	<u>Wells Fargo Bank</u>	
2017 Mentor Hours:	1,109.00	Total Mentor Hours	36.00
2017 Active Employee Mentors:	75.00		

Lions Club Modesto

Total Mentor Hours:	1,237.90	<u>*City of Hughson</u>	
2017 Mentor Hours	43.30	Total Mentor Hours	525
2017 Active Mentors	3.00	2017 Mentor Hours	300
		2017 Mentors	13

Modesto Rotarian Hours

Total Mentor Hours	162.00
2017 Mentor Hours	14
2017 Mentors	1

DeHart Heating and Air

Total Mentor Hours	10.00
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MJC Students

Total Mentor Hours	34.00
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County

Total County Mentor Hours	23,206.40
2017 Employee Mentor Hours	813.00

2017 Total - ALL Mentors 188 2,567.3 hrs

TOTAL HOURS - ALL PARTNERS 30,280.95

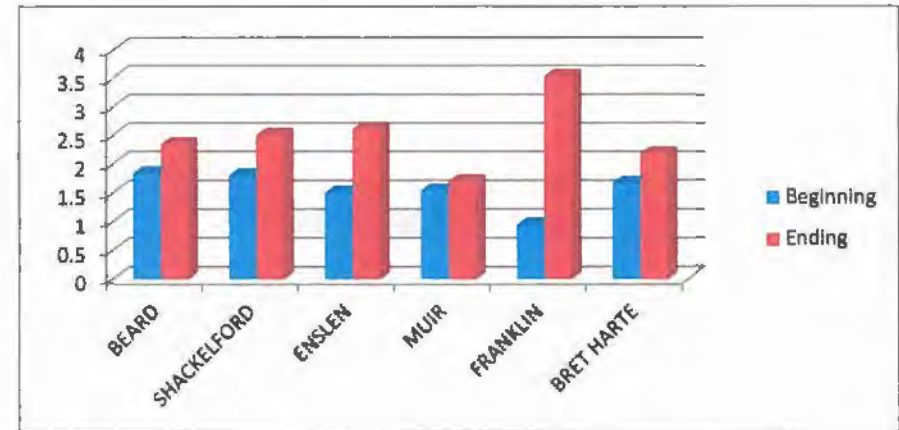
2016-2017 Student Performance - Soft Skills Survey

Aggregated by School Site

Attachment #2

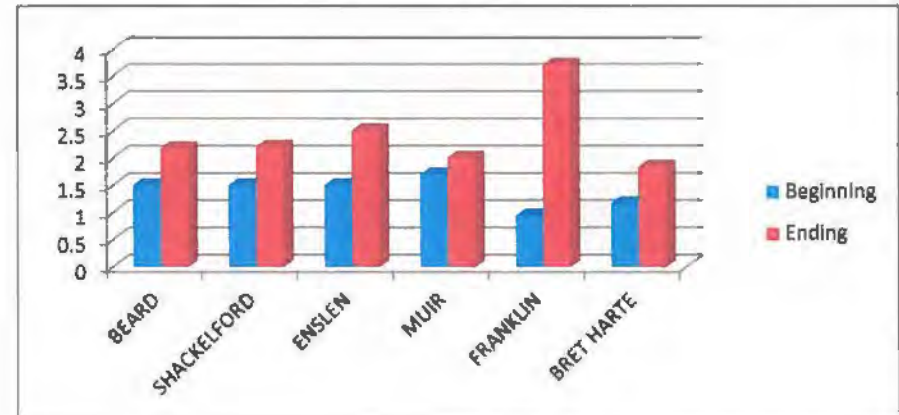
LISTENING

	BEARD	SHACKELFORD	ENSLIN	MUIR	FRANKLIN	BRET HARTE
Beginning	1.833	1.8	1.5	1.538	0.941	1.667
Ending	2.333	2.5	2.6	1.692	3.529	2.167



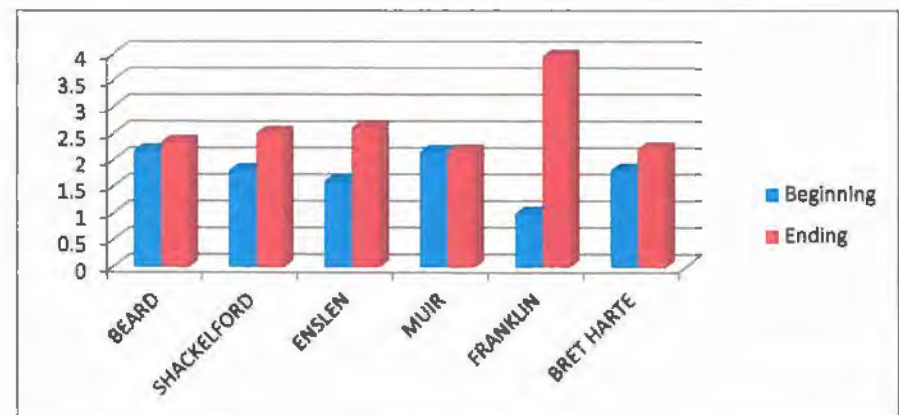
FOCUS (Avoids Distractions)

	BEARD	SHACKELFORD	ENSLIN	MUIR	FRANKLIN	BRET HARTE
Beginning	1.5	1.5	1.5	1.692	0.941	1.167
Ending	2.167	2.2	2.5	2	3.706	1.833



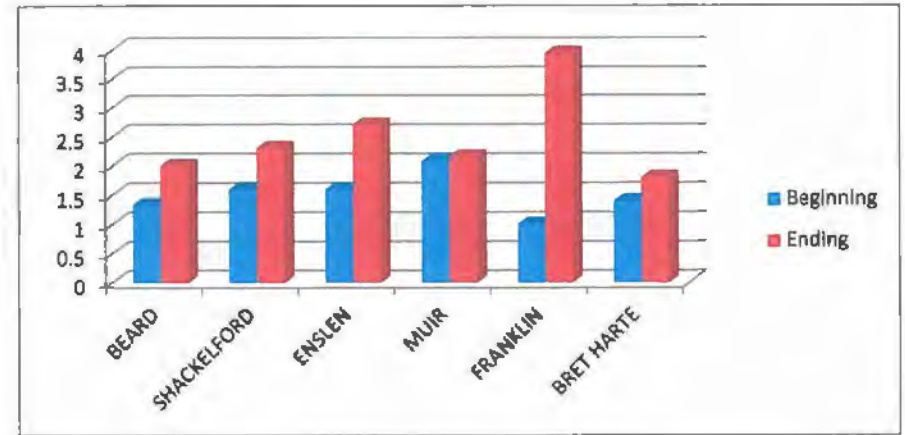
FOLLOW DIRECTIONS

	BEARD	SHACKELFORD	ENSLIN	MUIR	FRANKLIN	BRET HARTE
Beginning	2.168	1.8	1.6	2.154	1	1.8
Ending	2.333	2.5	2.6	2.154	3.941	2.2



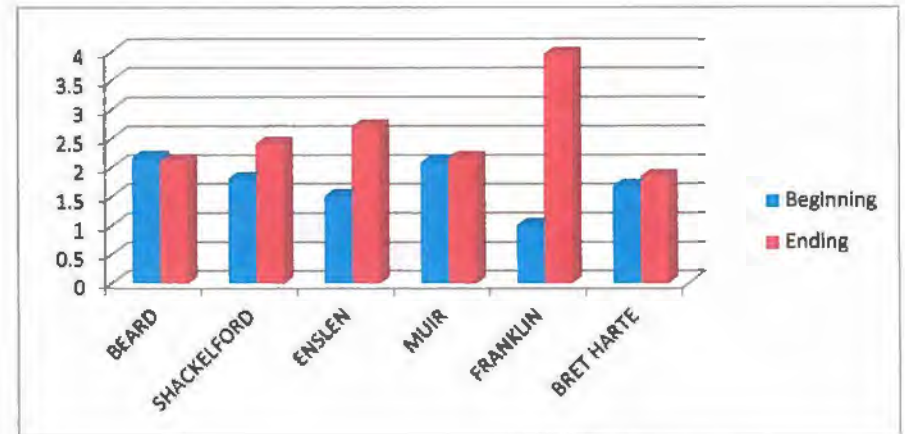
WORKS INDEPENDENTLY

	BEARD	SHACKELFORD	ENSLIN	MUIR	FRANKLIN	BRET HARTE
Beginning	1.333	1.6	1.6	2.077	1	1.4
Ending	2	2.3	2.7	2.154	3.94	1.8



WORKS WELL WITH OTHERS

	BEARD	SHACKELFORD	ENSLIN	MUIR	FRANKLIN	BRET HARTE
Beginning	2.167	1.8	1.5	2.077	1	1.667
Ending	2.1	2.4	2.7	2.153	3.944	1.833





Stanislaus County Employee Mentor Program Annual Program Assessment Tool School Year 2017-18

STUDENT PROFILE:

First Name (This identifier will be eliminated during analysis):	Grade Level:	Personal Goal:
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ATTENDANCE:
 The number of days that a student goes to class/school.
 (Every day a student misses school, even for excused absences, the school loses about \$35 in income.)

<u>Number of days of Instruction:</u>	<u>Number of Mentoring Days Available:</u>
Number of days of Attendance	Number of days of Attendance for Mentoring

BASIC FOUNDATIONAL SKILLS: FLUENCY IS DEFINED AS:	GRADING: 1- 4 POINT CORE SYSTEM ASSESSMENT
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<p>Accuracy (ability to identify letters, sounds, words)</p> <p>Expression (ability to match the proper expression to each word or phrase) Expression can equate to increased reading comprehension.</p> <p>Appropriate rate (ability to read with proper pauses for periods or other grammar)</p>	<p><u>Rating Scale:</u></p> <p>Level 1 – Performing below grade level.</p> <p>Level 2: - Approaching grade level.</p> <p>Level 3: - Performing at grade level.</p> <p>Level 4: - Performing above grade level.</p>	<p><u>Beginning of the Year Rating:</u> (Please use rating scale 1 – 4)</p> <p><input type="checkbox"/> Accuracy</p> <p><input type="checkbox"/> Expression</p> <p><input type="checkbox"/> Appropriate rate</p> <p><u>End of the Year Rating:</u> (Please use rating scale 1 – 4)</p> <p><input type="checkbox"/> Accuracy</p> <p><input type="checkbox"/> Expression</p> <p><input type="checkbox"/> Appropriate rate</p>
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SOCIAL SKILLS:
 The ability to listen, focus, follow directions, work independently, work with others

<p><u>Beginning of the Year Rating:</u></p> <p><input type="checkbox"/> Listening</p> <p><input type="checkbox"/> Focus (ignore distractions)</p> <p><input type="checkbox"/> Follow directions</p> <p><input type="checkbox"/> Works independently</p> <p><input type="checkbox"/> Works well with others</p> <p><input type="checkbox"/> Other:</p>	<p><u>End of the Year Rating:</u></p> <p><input type="checkbox"/> Listening</p> <p><input type="checkbox"/> Focus (ignore distractions)</p> <p><input type="checkbox"/> Follow directions</p> <p><input type="checkbox"/> Works independently</p> <p><input type="checkbox"/> Works well with others</p> <p><input type="checkbox"/> Other:</p>
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SCHOOL:

- Bret Harte
 Beard
 Enslin
 Franklin
 John Muir
 Shackelford

THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS
STATE OF CALIFORNIA

Date: January 23, 2018

2018-0055

On motion of Supervisor Monteith Seconded by Supervisor Olsen

and approved by the following vote,

Ayes: Supervisors: Olsen, Chiesa, Withrow, Monteith, and Chairman DeMartini

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

THE FOLLOWING RESOLUTION WAS ADOPTED:

Item # 8.1

**PROCLAIMING JANUARY 2018 AS
MENTOR AWARENESS MONTH IN STANISLAUS COUNTY**

WHEREAS, January 2018 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 partnership with community based organizations, service clubs, Stanislaus Office of Education (SCOE), the Cities of Hughson and Modesto and private business sector, having exceed the 30,281 total mentor hour mark through calendar year 2017; and,

WHEREAS, the Stanislaus County Employee Mentor Program is now entering its 20th consecutive year in 2018 signifying a powerful commitment to sustainability by our elected leadership, department heads, community partners and our employees; and,

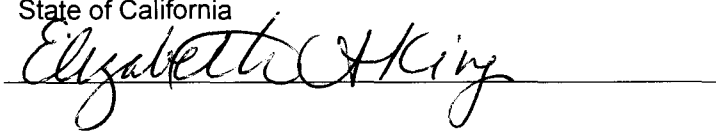
WHEREAS, mentoring is a recognized strategy with youth to improve school attendance, academic performance, middle school transitions and high school graduation rates; and,

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 of 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 2018 as Mentor Awareness Month in Stanislaus County and encourages all adults to become positive and powerful role models for the youth of Stanislaus County.

ATTEST: ELIZABETH A. KING, Clerk
Stanislaus County Board of Supervisors,
State of California

A handwritten signature in cursive script, reading "Elizabeth A. King", is written over a horizontal line.

File No.



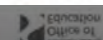
YOU...
can make

a
difference
in the life of a child.
MENTOR

become an employee mentor,
join your colleagues,
be a difference maker,
call today...



Stanislaus County
Office of
Education



καλη τοραση...
ρε ε ριφερενσε μακει'
ιοιμ λοπι κολλησθιες'
ρεσομε αν εαηιολεε μεητοι'

employementors.com

εαηιολεεμεητοι.ε'com

YOU Can Make a Difference

The Stanislaus County
Employee Mentor Program
Annual Report

January 2018

7 Minutes
(even if you miss a light...)

SIMPLE

there **is** strength in numbers...

19188957830280

19188957830280

19 years - sustained

19188957830280

188 adult mentors - active

19188**95**7830280

95 protégé relationships

1918895**7**830280

7 active school sites

19188957830280

8 partner affiliates

*SCOE - Modesto City Schools - Wells Fargo - Lions Clubs – MJC - Faith Based Community -
City of Modesto – City of Hughson*

191889578**30280**

30,280+ mentor hours

(and counting)

Annual Mentor Celebration

Thursday – January 25

Martin Petersen Event Center

Downtown Modesto

5 PM – 7 PM

YOU...
can make

a **difference**
in the life of a child.

MENTOR

become an employee mentor,
join your colleagues,
be a difference maker,
call today...

 employementors.com

QUESTIONS
employementors.com