



Mentoring: A Sound Investment


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HISTORICAL PERSPECTIVE

- Greek Mythology: Homer and the Odyssey
- Western thought
- Apprenticeship programs
- 1904 Ernest Coultter – NYC
Birth of Big Brothers Big Sisters of America
- Clinical Mental Health
- Adoption fields




HISTORICAL PERSPECTIVE

- Juvenile & Family Court: *court appointed special advocates*
- Elders – Native Americans
- Ancient Orient - Martial Arts Master (shi-fu) and Disciples (tu-di)
- 1970-1980's Corporate Incarnation of Mentoring and 1978 – HBR
- 1981 – Eugene Lang (IHAD)
- 1983 – School-based mentoring
- New teacher team with seasoned one



Mentoring

- An idea whose time has come
- Straightforward, relatively inexpensive, volunteer-driven approach
- Won the hearts and minds of powerful allies
- Recalling the importance of one caring adult who had made a difference in our lives
- BUT – has quality been redefined as quantity? In this climate of heightened pressure to show numbers, mentoring organizations can fall prey to trivializing what is at the very heart of their intervention –




Current USA Initiatives

- April 28, 1997 Summit for America's Future now - *AMERICA'S PROMISE*
- January 2002 First National Mentoring Month
- Postage Stamp: *Mentor A Child*
- *Coaching and Mentoring for Dummies*
- 2004 Funding levels highest in history
- \$100 million US Dollars – DOE and DH&HS 2006 Funding levels reduced 40%
- Corporation for National and Community Service call for 3 million new matches by 2010
- Creation of SafetyNET



SafetyNET

- New era for mentor screening, an expensive barrier to mentoring
- Chance to access FBI fingerprint background checks
- Faster, cheaper, easier
- 3-5 business day turnaround
- Program available through January 2008
- Hundreds programs now nationwide actively using SafetyNET to ensure maximum screening protection



WANTED ALL TO KNOW ABOUT SCHOOLS

SCHOOLS SELECTED FOR MENTORING SHOULD NOT BE BASED SOLELY ON NEED

- Approvals by every Superintendent of Schools and Boards of Education
- Outstanding educational leader as principal
- Cohesive teaching staff
- Friendly secretary in main office
- Atmosphere that welcomes volunteers and parents and agencies who care
- Identification of school liaison – no pay but lots of perks
- Flexible schedules for mentoring
- Full partner in the process



Mentoring – The Movement

USA – urban, suburban, rural populations being served

- Relative Caregivers
- Native Americans (16 Boys & Girls Clubs on reservations – 3 in OK)
- Faith-based community
- Children with Disabilities: Critically ill children
- Children of Prisoners
- Juvenile Justice
- Similar career interests
- Foster Care: runaways
- Incarcerated Youth and those being released



MENTORING Contemporary Definition

• Mentoring

A structured and trusting relationship that brings young people together with caring individuals who offer guidance, support, and encouragement aimed at developing the competence and character of the *mentees*



TYPES OF MENTORING PROGRAMS

FORMAL

- Long-term, deliberate relationship
- Third party (organization, schools, agency) leads the effort
- Minimum time requirements – 1 hour/week
- Screening and matching process
- Frequent and regular contacts between mentors and mentees
- Support from organization, schools, agency
- Specific focus: social, career, employability, life, academic



Why has formal mentoring become so popular?

- More women into the workforce
- 80% of students in U.S. schools now have working mothers
- After school, kids have few alternatives to hanging out on street corners or in unsupervised homes



Formal Mentoring

- Middle class, two parent, suburban families schedule children into array of disconnected activities with no time for family dinners and informal interactions with adults



WHO NEEDS MENTORING?

- *Myth needs to be dispelled*
- Poor and rich
- Minority and majority
- One-parent & two parent intact families



Locations of Mentoring

Site-based

- Schools
- Workplace
- Churches, Synagogues
- Community Centers, B&G Clubs, YMCA
- Residential facilities
- Prisons

Community-based

- At discretion of mentor and mentee



Shapes and Sizes

- Adults mentoring youth
- Peer to peer
- Group mentoring
- Team/Buddy mentoring
- Couples mentoring
- Family mentoring
- E-mentoring



2006 RECRUITMENT EFFORT

- Target first wave of Baby Boomers – millions of Americans who turn 60
- Change language from senior citizens and retirement to reinventing aging
- These boomers will live longer, retire earlier, enjoy greater health and can benefit from civic engagement



About Single Parents

- Getting a bad rap
- Often working two and three jobs
- Demand creates stress and a lack of support for their children
- Increased amounts of unsupervised time
- Youth facing pressures and risks in isolation
- Parents can't do it all

“Children are starving today but not just for a healthy meal. They are starving for adult attention!”

Dr. Mentor



Youth Most Prevalent Problems

- Negative feelings about themselves
- Poor relationships with family members
- Poor grades
- Hanging out with the wrong crowd
- Getting in trouble at school
- Dropping out of school



Youth related issues

- Peer and family pressure
- Bullying
- Substance abuse
- Depression and suicide
- Nutrition and obesity
- Sexuality and teenage pregnancy
- Youth crime - shoplifting; gangs



Youth related issues

- Performance related stress (academics)
- Loss of communication
- Child abuse and family violence
- Lack of support system
- Loneliness and isolation
- Lack of moral development
- Lack of connection to cause, purpose



Four things kids need

- **A**ction
(words and promises are not enough)
- **C**onsistency
(someone to count on and trust)
- **T**ruth
(excuses and fabrications destroy the truth)
- **T**ime
(one on one, face to face time with caring adult)

The letters also spell ACT!!!!

Source: Fairfax County VA Juvenile Court



Case for Mentoring A Sound Investment

- One year in prison cost \$25 - 50K in USA
- Every young person who drops out of school for a life of drugs and crime costs a state between \$1.5 & \$2 million
- \$500/year/child School-based mentoring
- \$1200/year/child Community mentoring



RESEARCH 1989-2006

- Louis Harris
- Public Private Ventures
- Child Trends
- School staff
- Dr. Jean Rhodes
- Mentor Consulting Group
- Corporate Volunteer Programs



Research: Watershed Study
Big Brothers Big Sisters of America

Reduced likelihood of:

- Initiating drug or alcohol use
- Engaging in physical violence
- Negative behaviors

Watershed Study Public/Private Ventures 1995



Big Brothers continued

- Improved:
- Attitudes toward school
- Family and peer relationships
- School performance
- School attendance



Research: Child Trends

- Fewer unexcused absences than those who did not participate
- Less likely to initiate drug use
- positive attitudes towards schools and the future
- Better outcomes when engaged for 12 months or more

Mentoring: A Promising Strategy for Youth Development
February 2002



Research: Social Workers/Counselors

"Our case loads have been reduced"

Nurses:

"Youth who used to visit us every day with headaches and stomachaches don't anymore"

(Source: 2003 7,576 referrals to nurse – kids who were not sick Basalt, Colorado Elementary School. Decade of Findings
Mentor Consulting Group Norwalk, CT USA



Research: Providing emotional bonds

- Leads to more positive, trusting interactions with mentees' parents and peers
- Better parental relationships are associated with higher levels of academic achievement and self-esteem and lower levels of delinquent behavior

Jean Rhodes, Ph.D. *Stand By Me* 2002



Benefits to Mentees

"just one hour a week"

Improved

- Academic performance
- Attendance
- Attitudes
- Communication Skills
- Peer and family relationships

Decade of findings: Mentor Consulting Group,
Norwalk, CT USA



Benefits to Mentees

Decreased

- Anger
- Hostility
- Bullying
- Need for attention
- General delinquent behavior

Decade of findings: Mentor Consulting Group,
Norwalk, CT USA



Research: What parents say Their Children

- Listen better
- Have better attitude about school
- Feel better about themselves
- Seem more responsible
- Are better behaved at home
- Enjoy time spent with mentor

Source: Norwalk Mentor Program Parent Survey 2003



Turning Point: Engaging the Public on Behalf of Children 2004

Public Opinion study conducted by the Advertising Council - 2004

- 1995: Most Americans blamed parents for the problems children were experiencing
- 2004: Most Americans (72%) say that raising children is the responsibility of parents *with the support of others in the community.* (It takes a whole village to raise a child)



What do any nation's largest corporations want? Employee:

- *Retention*
- *Productivity*
- *Satisfaction*
- *Improved morale*
- *Leadership*
- *Pride and*
- *Social responsibility*

Mentor Consulting Group, Norwalk, CT USA



ALLSTATE INSURANCE CO. TEACHER EVALUATIONS

Pre/post survey results

- Three areas studied:

1. Work habits
2. Social Skills
3. Academic Interest and Mastery



TEACHER FINDINGS

Youth who were mentored *improved*:

- Self confidence
- Classroom participation
- Communication skills
- Task completion
- Tolerating frustrations
- Interest in and mastery of reading, a favorite and primary mentoring strategy
- Mastery in mathematics



Allstate Study 2000

- Return to work happier
- Increase morale
- Better satisfaction with job
- Feel better about themselves
- Learn more about themselves
- Improved values & beliefs
- Improved understanding of schools

Mentor Consulting Group Outcome Evaluation Allstate Insurance Co.
Mentoring Program at Euclid Elementary School, Northbrook, Illinois



Allstate Study (continued)

- Improved attitudes at work
(86% said no desire in pre 75% in post)
- Fresh perspective on their life
- Company cares about community
- No sacrifice of extra time at work - them or co-workers
- 100% agreed that small social programs can make a difference



Allstate Impact on youth

HELPED YOUTH TO:

- Try harder
- Improve grades
- Stay out of trouble
- Improve self-concept
- Improve attitudes toward school
- Interact socially



NEWEST FINDING - 2006

- Relationship between mentoring and a reduction in depression - in turn related to other beneficial outcomes such as handling conflict better AND fewer self-reported instances of arrest (P/PV 2006)

