SS/HS Mentoring: Sustaining Programs and building Capacity

SS/HS Mentoring Interest Group Discussion Webinar

June 26, 2012

TCAM Staff

Safe Schools Healthy Students

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Webinar Objectives

- Assess your mentoring program on implementation and sustainability

- Identify priority areas for mentoring program planning

- Pinpoint resources for addressing identified needs

- Identify strategies for integrating your mentoring program within the larger context of the SS/HS initiative

Program Updates

Mentoring Best Practices

- Proper funding and staffing to support program objectives
- Passionate/committed leadership
- Mission/goals/objectives integrated in program implementation
- Meaningful, consistent supervision and support of mentors
- Strong community partnerships and networking
- Feature remarkable and noticeable program components

- Finance
- Sustainability
- Professional Development
- Leadership
- Implementation of Mentoring Program/Activities
- Evaluation
- Cultural Competence
- Partnerships
- Strategic Planning
- Communications and Marketing

TCAM Resources for SS/HS Mentoring Grantees

❖ Mentoring Program Assessment

❖ SS/HS Project Director Resource Guide Incorporating Mentoring Programs

Assessment for Mentoring Programs Integrated Into SS/HS

➢ **Domain 1:** Professional Development

➢ **Domain 2:** Communications and Marketing

➢ **Domain 3:** Cultural Competence

➢ **Domain 4:** Evaluation

➢ **Domain 5:** Finance

➢ **Domain 6:** Implementation of Mentoring Program/Activities

➢ **Domain 7:** Leadership and Partnerships

➢ **Domain 8:** Sustainability

➢ **Domain 9:** Strategic Planning

Domain 4: Evaluation

Key Evaluation Domain tasks:

❑ providing timely data for management, documentation and program improvement

❑ demonstrate program effectiveness and impact

❑ determine program elements to be sustained

Where would you place your mentoring program's work in the domain of Evaluation on the continuum below?
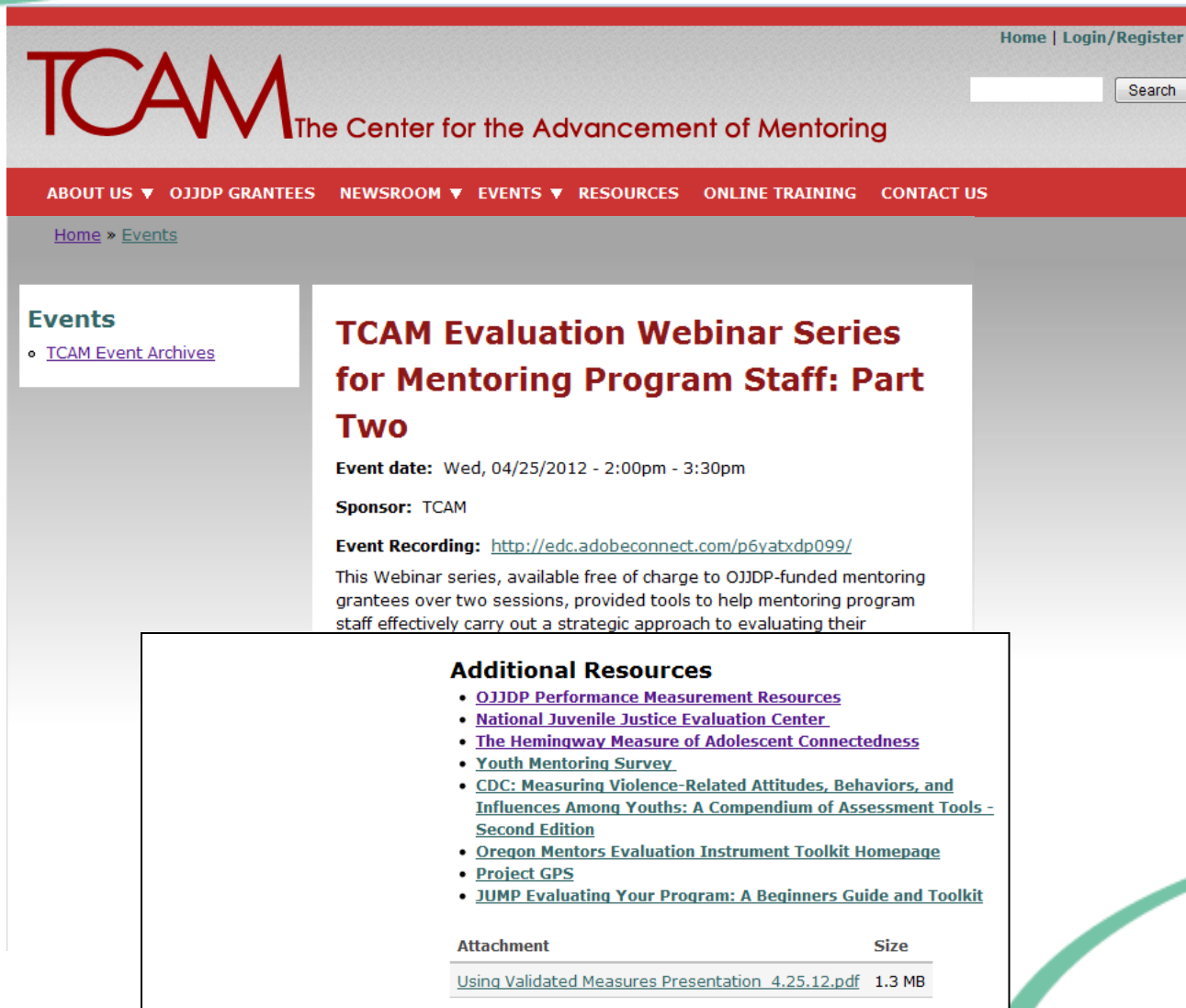
0	1	2	3	4
None	The evaluation plan reflects the mentoring program's logic model	Process data are collected	Outcome data are collected and analyzed	Evaluation results are used to improve the program and are shared with stakeholders

Sample Resources on Evaluation for Mentoring Programs

- **TCAM:** *Utilizing Validated Measures to Assess Mentoring Programs*

- **TCAM website resources on evaluation**

Evaluation Resources

TCAM Resource Map

Map of TCAM Resources

Program Components

1. Program Design and Planning
- Online Module: Developing Effective Mentor Training
- Online Module: Planning Mentor Training
- Online Overview: Partnerships for Mentoring High-Need Youth: An Overview
- Archived Webinar: Mentoring Adjudicated and Gang-Involved Youth
- Tool: Mentoring Program Assessment

2. Evaluation
- Archived Webinar: Using Validated Measures to Assess Mentoring Programs
- Archived Webinar: Enhancing Evaluation to Improve Results

3. Professional Development for Staff
- Online Module: Introduction to Staff Development for Mentoring Programs
- Archived Webinar: Mentoring Adjudicated and Gang-Involved Youth

4. Implementation

Elements of Effective Practice (EEP): Standards 1 and 2: Recruitment and Screening
- Online Overview: Engaging Parents and Caregivers in Mentoring Programs
- Online Module: Mentee Orientation

EEP Standard 3: Mentor Training
- Online Module: What Is a Mentor?
- Online Module: Understanding Your Mentee's Background
- Online Module: Understanding Your Mentee's Development
- Online Module: Developing a Relationship with Your Mentee
- Online Module: Communicating with Your Mentee
- Online Module: Overcoming Common Challenges

EEP Standard 4: Matching
- Online Module: Mentoring Youth in Reentry
- Archived Webinar: Mentoring Adjudicated and Gang-Involved Youth

EEP Standard 5: Monitoring and Support
- Online Module: Case Management in Mentoring Programs for System-Involved Youth

EEP Standard 6: Closure
- Online Overview: Bringing Closure to Mentoring Relationships
- Online Overview: Engaging Parents and Caregivers in Mentoring Programs

5. Communications
- Archived Online Course: Communications for Mentoring Programs

6. Sustainability
- Archived Online Course: Sustainability for Mentoring Programs

TCAM Resource Map

Map of TCAM Resources

Program Components

1. Program Design and Planning
2. Evaluation
   - Archived Webinar: Using Validated Measures to Assess Mentoring Programs
   - Archived Webinar: Enhancing Evaluation to Improve Results
3. Professional Development for Staff
4. Implementation
5. Communications
6. Sustainability

Domain 5: Finance

Key Finance Domain tasks:

❑ diversifying funding sources and resources (in-kind and other supports)

❑ specifying program budget of key program functions

❑ planning for sustainability

Where would you place your mentoring program's work in the domain of Finance on the continuum below?

0	1	2	3	4
None	A detailed budget for key program components has been developed	Finance strategies and possible funding streams have been identified	Partners' resources and in-kind services have been combined and/or secured	Agency and mentoring program leaders have diversified the financial support for the program

Sustainability & Financing Resources

- SUSTAINABILITY
  - TCAM Sustainability Course: Sessions 1-4

- FUNDING
  - Viral Fundraising Webinar
  - TCAM Sustainability Course: Session 4

Sustainability & Finance

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Sustainability Course
- ▼ Overview
  - ○ Session One
  - ○ Session Two
  - ○ Session Three
  - ○ **Session Four**

SESSION FOUR: Sustainability and Strategic Funding

This session encourages participants to take a creative approach to finding funds to sustain the key functions of their mentoring program. After prioritizing and examining how other strategies can promote sustainability without another grant, this will be an opportunity for program managers and other participants to think about new approaches to fundraising and finance.

Learning objectives – by the end of this session, participants will be able to:

WORKSHEETS/ACTIVITIES

- **Action Planning Worksheet**: You can continue to use this worksheet as you expand your sustainability planning to include the financing of prioritized program activities
- **Tree Branch Philosophy**: This worksheet from Cuidiu Consulting is a way for programs to create a visual representation of the services they offer, and identify how they are interconnected or grow out of one another.
- **In-House Assets Worksheet**: This worksheet from Cuidiu Consulting helps programs evaluate their activities and map out which ones have value as a publicly supported service, a collaborative service, or a charitable service, as well as those activities that have not proven their value.
- **TCAM Sustainability Wheel**: The six strategies mapped out here can be used to sustain key mentoring program activities or functions, so that you can continue achieving your mentoring-related outcomes.
- **Sample Budget Worksheet**: This budget spreadsheet can be used to get a realistic picture of financial needs and current funding sources, and to calculate a target amount for fundraising purposes.

READINGS AND RESOURCES

- **How the Nonprofit Sector Is Misusing Its Greatest Asset**:
Strong messaging and compelling stories form the base of non-profit marketing and communications. By sharing stories and data, we can take more control of the narrative about issues and at-risk populations in our country.
- **Foundation Source Access**:
An online meeting place where nonprofits can learn about private foundations, this site is organized around the philanthropic interests and major causes targeted by the foundation world.

Questions?

SS/HS Project Director Resource Guide

- Leadership for Change

- Start-Up

- Implementation

- Partnership and Collaborations

- Evaluation

- Sustainability

Next Steps

If you have questions about mentoring, please contact:

➤ Pacific and Mountain Time Zones: Jenny Stern-Carusone

➤ Central and Eastern Time Zones: Ivy Jones Turner

Next webinar

SS/HS Mentoring Interest Group Discussion Webinar

Topic focus – Mentor Recruitment

Monday, August 13 2:00 - 3:30 p.m. ET

Open to all SS/HS grantees