

LEXINGTON CITY MENTORS PROGRAM

Urban County Council Work Session

November 1, 2016



LEXINGTON



Lexington City Mentors

A program designed to allow LFUCG employees to serve as mentors for area youth, for up to two hours of paid work time each week.



Community Projects Leave vs. City Mentors Leave

■ **Community Projects Leave:**

- Up to four (4) hours of leave may be authorized per year
- Can be used to participate in any community project that is not directly work related
- Can be used to participate in school events if you are the parent/guardian of a minor child Mentoring

■ **City Mentors Leave:**

- Up to two (2) hours of paid time each week
- Must be used to mentor at 1 of 4 partner organizations with supervisor approval



Focus on Youth

- **Fayette County Public Schools**
Blueprint for Success
- **Extended Social Resource (ESR)**
Grant Program Priority Area
- **Partners for Youth**
“I DO” Initiative



What Investing in Mentoring Looks Like

- Supports youth socially, emotionally, behaviorally & academically (Bruce & Bridgeland, 2004)
- Increases likelihood of attending college (Bruce & Bridgeland, 2004)
- Increases bonds of trust (Spencer, 2007)
- Supports opportunities work & further education (DuBois & Silverthorn, 2005)



Program Partners

- **Big Brother Big Sisters**
 - School Plus Mentoring Program in the elementary schools
- **Fayette County Public Schools**
 - Mentoring in any elementary, middle & high schools
- **Lexington Leadership Foundation**
 - Amachi: Mentoring children of incarcerated parents
 - Urban Impact: Mentoring at Crawford Middle, Crossroads Christian & Village Branch Library
- **Lexington Parks & Recreation**
 - Mentoring at Community Centers & Parks
 - Opportunities for employees who do not work traditional hours



CITY MENTORS PROCESS

Phase I: Exploration





CITY MENTORS PROCESS

Recruitment

- Directors' Meeting Presentation (10/14/16)
- Partners for Youth & City Mentor Program
Partners to lead info sessions (i.e. coffee talks, lunch & learns, etc.)



CITY MENTORS PROCESS

Application & Referral

- Interested employees to complete
- Goes to supervisor to approve/deny
- Partners for Youth refers approved employees to City Mentor Partner of choice



CITY MENTORS PROCESS

Phase II: Connection

Training  Placement  Accountability



CITY MENTORS PROCESS

Training

- Approved employees must meet & comply with requirements of respective program partners in order to qualify as a mentor such as...
 - Administrative protocols
 - Background checks & screenings
 - Mentor development & orientation



CITY MENTORS PROCESS

Placement

- Once employee satisfies program participation eligibility, the organization will place the employee at a specific school or community center location.
- Mentorship engagement begins with local youth.



CITY MENTORS PROCESS

Accountability

- Employee supervisors approve mentoring time in PeopleSoft.
- Program Partner keeps track of employee's names/days they mentor.
- Partners for Youth works with Program Partners & compares PeopleSoft approvals for on-going monitoring of the program.
- Program Partners evaluate & measure positive impact for youth mentees.



Eligibility Requirements

**Must be
under no
disciplinary
action by
LFUCG**

**Must be in
good
standing
re:
attendance**

**Must attain
rating of
“meets
expectations
” or above
on most
recent
performance
appraisal**

**Must
receive
approval
from
supervisor**

**Commit to
the
program
for at least
1 year**

Questions?



LEXINGTON