

# 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.



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# 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)



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# 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



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# CITY MENTORS PROCESS

## Phase I: Exploration





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# 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



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# CITY MENTORS PROCESS

## Phase II: Connection





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# 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



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# 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.



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# 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?

