



2016 Program Report Card: Mentoring Supports

Achieving Youth Results (AYR) Goal:

Our community will provide children, youth and families with healthy, safe, and thriving environments

Program: One to One Big Brothers/ Big Sisters

Agency: Ithaca Youth Bureau

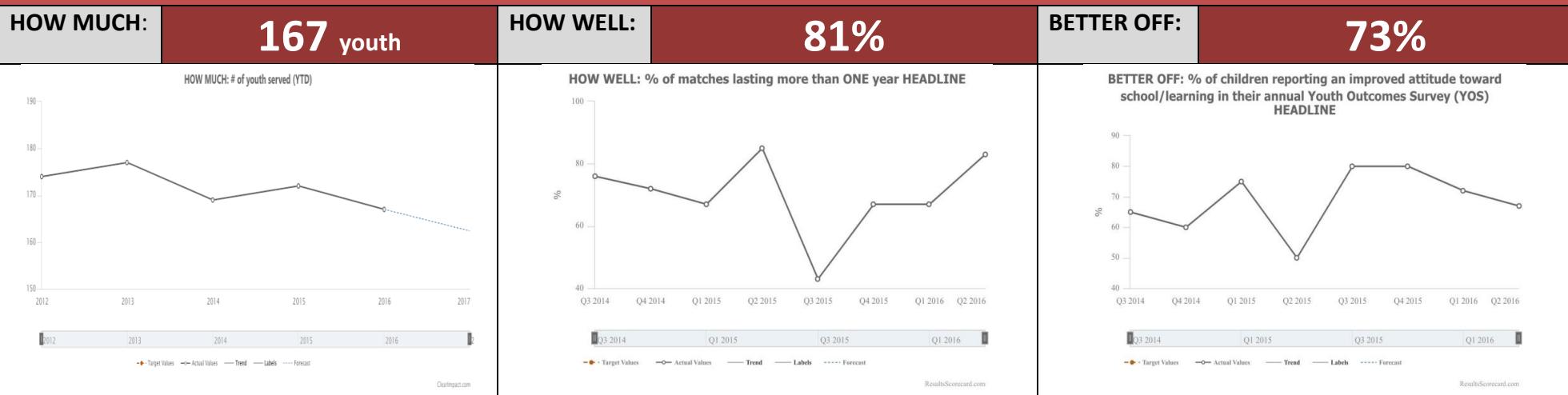
CLIENTS:

Children between the ages of 6-14

PARTNERS:

Ithaca City School District, mentors, parents, other youth agencies, other IYB programs, staff, Match Support Specialists

RESULTS BASED ACCOUNTABILITY HEADLINE PERFORMANCE MEASURES



THE STORY BEHIND THE DATA

GRAPH 1: # of youth served

Staffing—At mid-year 2016, we were at the end of a full year of being at our lowest historical staffing levels ever. Due to fundraising done by my staff, we were able to hire a temporary part time person who started in July. Her activities have increased weekend program offerings and attendance, and volunteer recruitment numbers, but the upswing in numbers will be moderate in 2016 and significant in 2017, as her work takes effect. AIM—Significant amounts of staff time have been spent this year on implementing and learning to use the AIM outcomes management system from BBBS of America. This time is well spent towards setting us up for the future, but did take staff time away from more immediate recruitment activities.

GRAPH 2: % of matches lasting more than ONE year Each year we analyze matches that did not make it to 1 year, in order to determine which were within our control and which were not. At our lowest spot, in Q3 of 2015, several families moved away, and therefore there was nothing within our control that could be done to improve the percentage for that quarter.

GRAPH 3: % of children reporting an improved attitude toward school/learning in their annual Youth Outcomes Survey

Data gathering method—This data is gathered by way of a survey in which the youth self-reports. We attempt to give this survey in a good setting, when the child is ready to focus and in a good frame of mind. Outcomes data is accurate overall, but any survey can be affected by the mood and confidence level of the subject at the time the survey is given.

AGENCY ACTION PLAN to "Turn the Curve"

2016 Action Plan

- A male mentor “drive” with a catchy slogan
- Find funds to increase PR efforts in the media and around town
- Reach out more to local employers and graduate student groups
- More frequent check ins with waiting families
- More ideas to help volunteers without cars
- More celebration/recognition of volunteer and family follow through
- Encourage Bigs to speak positively about school
- Host more fun events related to academic subjects
- Encourage more reading related activities with matches.

2015 Action Plan

- **We are developing new recruitment strategies to help recruit older men from the local community, who we have found to be a very solid and committed demographic.**
- --Our new part time employee has been working with me to do this and has begun to do some visits to certain groups and businesses. We believe this will help us continue to get good match retention numbers, as members of the local community are less transient. I hope to see concrete results from these efforts in the coming year.
- **We are also targeting more sophomores and juniors in college who have cars, as they tend to be solid on the time commitments.**
- --This year, during the fall volunteer rush we managed to recruit a much higher percentage of volunteers who are sophomores and juniors. Many freshman without cars still signed up, and we will employ many methods to help them succeed as well.
- **We will continue to analyze and refine our enrollment and screening processes to ensure that we help people understand the importance of fulfilling the mentoring time commitments, and determine if the time commitments will work in their lives.**
- We have continued, and will always continue, the ongoing process of evaluating our processes. We believe our expectations regarding volunteer and family commitment to the match are very clear at this point, but we will continue to periodically re-evaluate.
- **We will continue celebrating those matches that fulfill their commitments as well!**
- --We will continue doing this, but have also begun considering more that we can do to celebrate earlier benchmarks, such as a 3 or 6 month anniversary
- **Periodic focus on topics related to learning and school achievement at regularly scheduled match support meetings between staff, mentors and parents.**
- As indicated in their monthly case notes, Match Support staff have been having these conversations. I believe it will take more time to evaluate what effect it is having on the youth's attitudes toward school and learning.
- **Several of our IYB monthly agency affiliation activities having themes related to learning, or components of academic learning weaved into other fun topics.**
- We are continuing to host events that have a focus on science, math, reading and also music, art and other school subjects
- **More communication with teachers and advisors from the schools of the children we serve. Staff visits to schools and encouraging mentor visits as well.**
- School visits and involvement are being encouraged, and some attempts have been made to develop more effective and ongoing communication with schools.
- **Continued partnership with the TC Public Library. Encouraging mentors to take advantage of their programming and continuing to distribute new books to matches**
- We are still distributing books to matches and encouraging attendance at TCPL events as well as regular library visits. We also encourage match visits to the Book sale