2018 National Convening

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Baltimore, Maryland
Getting Started: Introduction to Success Mentors

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About Dudney

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MENTOR: The National Mentoring Partnership

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MENTOR: The National Mentoring Partnership

- Unifying champion for expanding quality youth mentoring relationships in the US for more than 25 years.
- Develops and delivers evidence-based standards, innovative research and essential tools for youth-serving programs, including the Elements of Effective Practice for Mentoring™
- Supports a network of 27 Mentoring Partnerships and 50+ Technical Assistance Providers who support mentoring programs locally.
- Manages the National Mentoring Resource Center, which provides no-cost training and technical assistance to mentoring programs nationwide.
About Jean

Jean Lahage Cohen
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MENTOR New York

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Mentor New York

- 25 Year Anniversary
- The go-to no-cost resource for organizations wanting to add mentoring
- Affiliate of Mentor/the National Mentoring Partnership
- Provides latest research, evidence-based tools and customized consultation
- Work with 600 mentoring programs – serving 60,000 youth
- Train over 2,500 people annually
Mentor New York

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The mission of the Everyone Graduates Center is to develop and disseminate the know-how required to enable all students to graduate from high school prepared for college, career, and civic life.

The Center seeks to:
- Identify barriers standing in the way of all students graduating
- Developing strategic solutions and evidence-based models and tools
  - Early Warning Systems ABC’s
    - ATTENDANCE
    - Behavior
    - Course Performance
  - Success Mentors
  - Diplomas Now

Building local capacity to implement and sustain evidence-based solutions
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Agenda

- Overview of The Success Mentors Model
- Strategies and Best Practices for Application
- Next Steps and Resources
Why Mentoring?

**WITH A MENTOR, AT-RISK YOUTH ARE:**

- **52%** less likely than their peers to skip a day of school
- **55%** more likely to be enrolled in college
- **46%** less likely than their peers to start using drugs
- **81%** more likely to report participating regularly in sports or extracurricular activities
- **78%** more likely to volunteer regularly in their communities
- **130%** more than twice as likely to say that they held a leadership position in a club or sports team
- **90%** Respondents who had a mentor said they are now interested in becoming mentors
Mentoring & Academic Outcomes

Barriers to Academic Achievement
- Chronic absenteeism
- Inadequate academic preparation
- Multiple suspensions
- Poor academic performance
- Poverty
- Repeating a grade

Academic Achievement
- Academic skills and preparation
- Non-cognitive skills development
- Providing access to supports in the community

Support from Mentors
National Chronic Absence Data June 2016

Source: U.S. Department of Education Civil Rights Data Collection
SY 2013-14
https://www2.ed.gov/datastory/chronicabsenteeism.html
Contributing factors to chronic absence

**MYTHS**

*Absences are only a problem if they are unexcused
*Missing 2 days a month would not affect learning
*Attendance only matters in the upper grades

**BARRIERS**

*Lack of access to health or dental care
*Chronic illness
*Poor transportation
*Trauma
*Immigration Status
*No safe path to school
*Homelessness

**DISENGAGEMENT**

*Lack of engaging relevant, culturally responsive instruction
*No meaningful relationships with adults in school
*Vulnerable to being with peers out of school vs. in school
*Poor school climate

**AVERSION**

*Students’ academic or social struggle
*Bullying
*Ineffective and exclusionary school discipline
*Parents’ negative school experience
*Undiagnosed disability
Myths Drive Chronic Absence Everywhere

- Sporadic vs. consecutive absences are not a problem
- Absences are only a problem if they are unexcused
- Missing “only” 2 days a month would not affect learning
- Attendance only matters in the upper grades
- PreK and K are seen as day care; no crucial learning is happening
What is Success Mentors?

- An evidence-based approach that provides a universal framework that can be flexibly adapted to meet different scales, circumstances, and intensities of student need.
- Combines data analytics with the new applications of existing school and community resources to drive impact.
The Success Mentors Model

- Student Success Meetings
- Data Review
- Welcoming Climate Prevention Strategies Messaging

Youth and Social Services

Mentor and Mentee

Parents, Family, Caregivers
In NYC’s lowest-income elementary schools, chronic absenteeism and risk load reveal the following:

- More than one-third of the children were chronically absent for five years in a row in 130 elementary schools.
- These schools have very low levels of academic achievement as measured by standardized tests.
- Chronic absenteeism correlates with deep poverty—high rates of homelessness, child abuse reports, male unemployment, and low levels of parental education.

In fact, the report states, chronic absenteeism is a much better index of poverty than the traditional measure of the number of children eligible for free lunch.
Pilot Impacts

- Students with prior histories of chronic absenteeism with a Success Mentor gained nearly two additional weeks of school (9 days) which is educationally significant.
- When ranking schools on absenteeism rates, the top 25% of schools with the worst rankings, students gained one additional month of school.
- High school students with Success Mentors (including those overage for their grade) were 52% more likely to remain in school the following year.
- Mentees reported they liked having a mentor and the mentor helped improve their attendance, schoolwork, motivation and confidence.
What Makes the Success Mentor Model Powerful?

- Evidence of impact
- Clear and measureable outcomes
- Flexible and builds on existing school and district strengths and aligns with existing initiatives
- Not another initiative but an enabler of multiple school improvement efforts
- Cost-effective – can be driven through existing resources, applied differently
- Can be continually improved and enhanced
- Focuses on student strengths, celebrates small successes, engages parents/caregivers
Launching and Managing Your Success Mentors Program
What is a Success Mentor?

- Success mentors are caring adults (or peers) who work with chronically absent students to address the barriers keeping them from coming to school each day.
- Success mentors interact with their mentees during the school day, at least 3 times per week.
- Any caring adult can be a Success Mentor.
- Success mentors are: cheerleaders, advocates, motivators – who encourage their mentees to attend school every day.
What does a Success Mentor do?

- Matched with students with history of chronic absenteeism or at risk of becoming CA
- Reach out to and engage students’ families
- Work with school staff for support and interventions
- Recognize and celebrate successes
- Meet with mentees one-on-one or in small groups
- Communicate via phone calls/text home if absent
- Morning meet and greet
- Track mentees’ attendance and improvements
Weekly Student Success Meetings

Video: https://www.youtube.com/watch?time_continue=4&v=p2SGt6oOc3E
Weekly Meeting Best Practices

- Meeting takes place same day and time each week and follows standard agenda
- Led by principal or principal’s designee
- Include Success Mentors (or lead Success Mentors)
- Invite key community-based partners
- Community-based partners sign confidentiality agreement to review student-level data
Mentoring Best Practices

MENTOR has created a checklist to help Success Mentors Programs align with the *Elements of Effective Practice for Mentoring™, 4th Edition.*

- Recruitment
- Screening
- Training
- Matching
- Monitoring and Support
- Closure
What Should I Do Next?

Stay involved in the NSAESC:

- **Access consulting and training support** from National Center staff to **better understand chronic absenteeism, early warning signs and key implementation strategies**.
  
- For no-cost training and coaching to **start or improve a Success Mentors program**, reach out to **dhagan@mentoring.org** or (617) 303 1804.

Visit the NSAESC webpage to access recorded webinars on a wealth of topics related to these strategies (and look out for our updated website coming soon!)

Join the Success Mentors or Early Warning Systems communities of practice to support your implementation of these strategies, and receive email updates about upcoming training and learning opportunities.

- For more info about the Success Mentors community of practice, visit [http://new.every1graduates.org/national-success-mentors-initiative/](http://new.every1graduates.org/national-success-mentors-initiative/)

- To join the Early Warning Systems community of practice, join the mailing list [here](http://new.every1graduates.org/national-success-mentors-initiative/).
What Should I Do Next?

Connect:

- Check out the OJJDP National Mentoring Resource Center to access a wealth of free mentoring resources, and for the opportunity to request no-cost technical assistance for your program.
- Connect with the MENTOR affiliate in your state or region.
- Reach out to dhagan@mentoring.org or (617) 303 1804 to request no-cost TA.
What Should I Do Next?

Learn:

- Read the Success Mentors Implementation Guide by My Brother’s Keeper and Department of Education, and visit the National Success Mentors Initiative webpage for a wealth of implementation resources.
- Read through the Elements of Effective Practice for Mentoring TM, which details research-informed and practitioner-approved Standards for creating and sustaining quality youth mentoring programs.
- The ABC’s of School-Based Mentoring provides a guide to all aspects of designing and delivering a school-based mentoring program.
- Review the Department of Education’s Guide on How To Leverage Community Relationships While Protecting Student Privacy.
What Should I Do Next?

Plan:

- Access additional resources from MENTOR, including the Developing and Managing a Success Mentors Program Checklist.

- For programs serving the elementary grades, read through the draft Relationships Matter: Elementary Success Mentors Toolkit from Attendance Works. In it, you’ll find the Elementary Success Mentor Planning Tool, a worksheet to help you get started, implement and assess the impact on attendance from your program, as well as a sample job description for a Success Mentors site coordinator.
Additional Resources

- Mentoring: An Investment in Fostering Academic Achievement
- There are tons of mentoring resources, tools and templates available on the OJJDP NMRC. Check out the Resources page, and this Key Topics page on the NMRC on School-Based Mentoring
- Creating an Internal Success Mentor Corps
- Attendance Works’ Elementary Success Mentor Toolkit