2018 National Convening

May 9-10, 2018
Baltimore, Maryland

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National Student Attendance, Engagement, and Success Center

Getting Started: Introduction to Success Mentors

May 9th, 2018

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About Dudney

Dudney Sylla
Program Manager
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.

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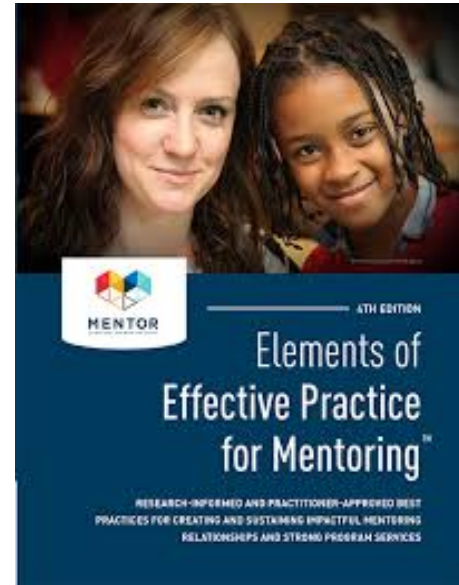
About Jean

Jean Lahage Cohen
Executive Director
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

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Mentor New York

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https://www.instagram.com/mentornewyork/

Twitter

@MentorNewYork

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www.mentornewyork.org

- 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

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Why Mentoring?

WITH A MENTOR, AT-RISK YOUTH ARE:

52%
less likely than their peers to skip a day of school

55%
more likely 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
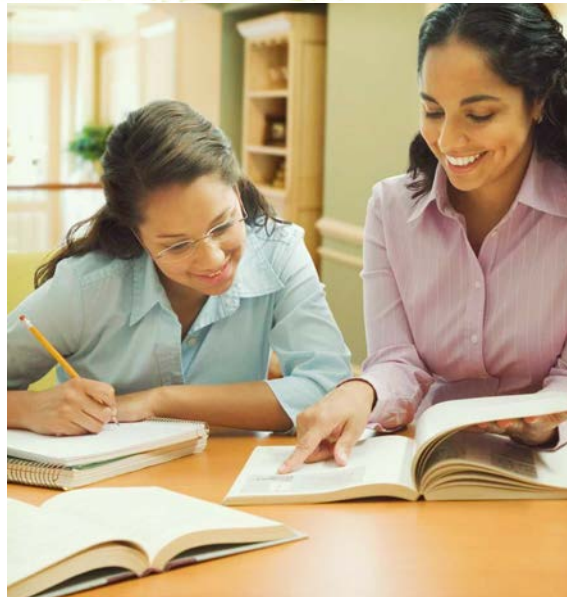
90%
Respondents who had a mentor said they are now interested in becoming mentors

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Mentoring & Academic Outcomes

Barriers to Academic Achievement

- Chronic absenteeism
- Inadequate academic preparation
- Multiple suspensions
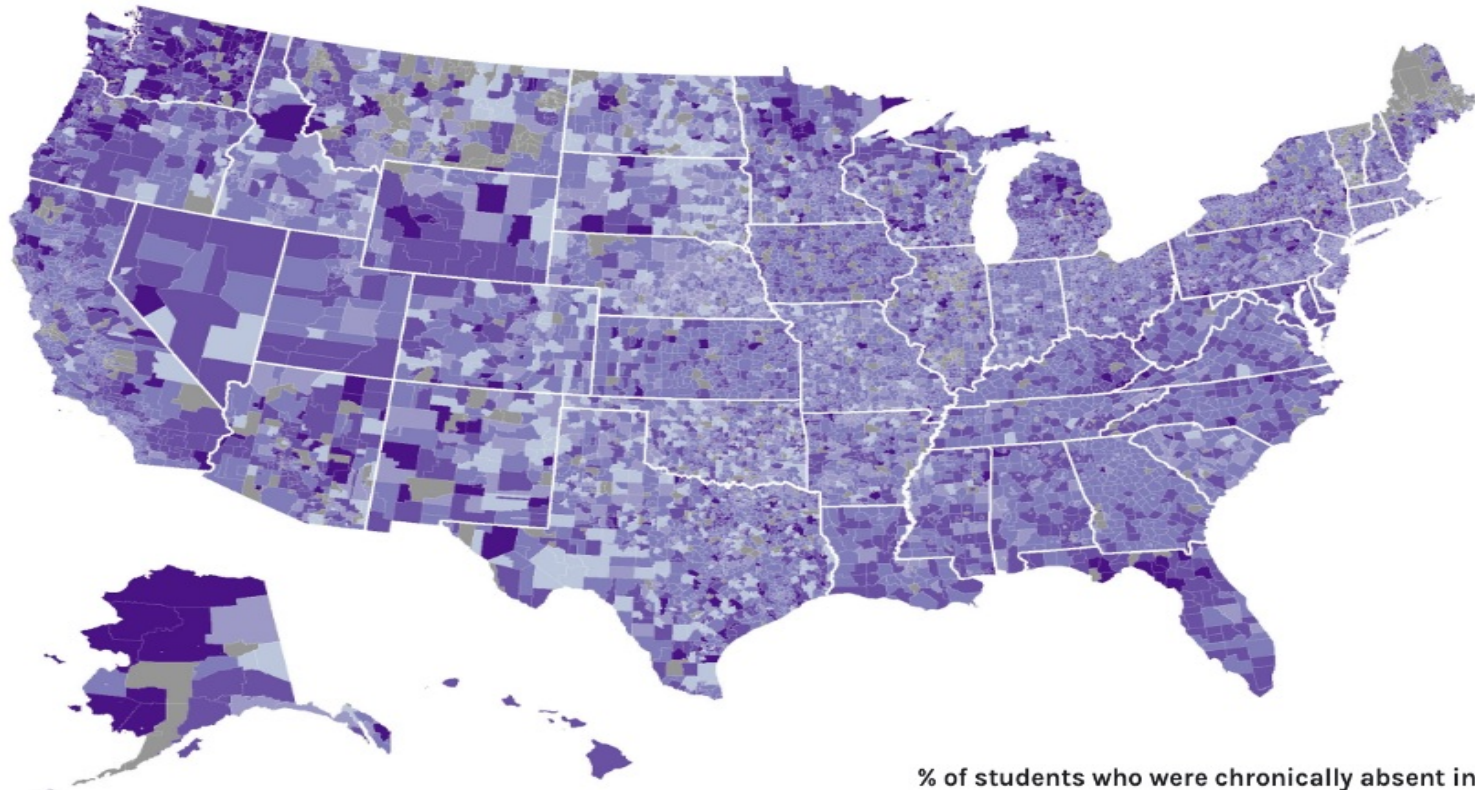- Poor academic performance
- Poverty
- Repeating a grade

SUPPORT FROM MENTORS

Academic Achievement

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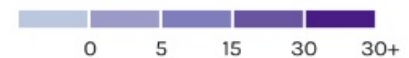- Providing access to supports in the community

National Chronic Absence Data June 2016

% of students who were chronically absent in 2013-14

0   5   15   30   30+

Missing data*

Source: U.S. Department of Education Civil Rights Data Collection
SY 2013-14

https://www2.ed.gov/datastory/chronicabsenteeism.html

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Contributing factors to chronic absence

BARRIERS

*Lack of access to health or dental care

*Chronic illness

*Poor transportation

*Trauma

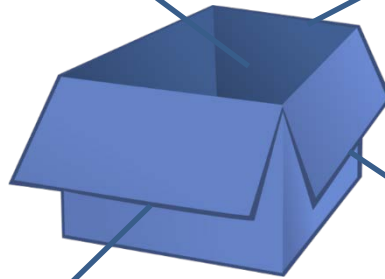*Immigration Status

*No safe path to school

*Homelessness

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

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
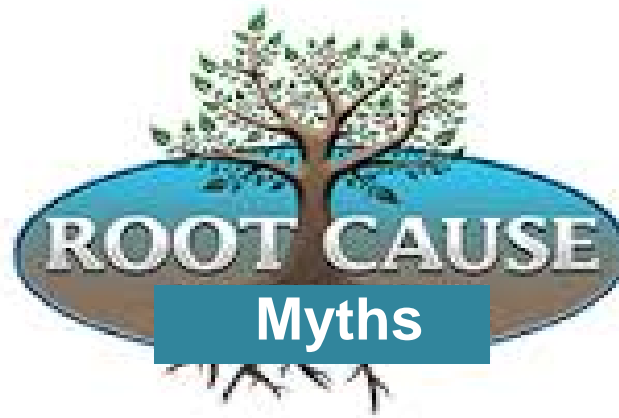
*Poor school climate

AVERSION

*Students' academic or social struggle

*Bullying

*Ineffective and exclusionary school discipline

*Parents' negative school experience

*Undiagnosed disability

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Myths Drive Chronic Absence Everywhere

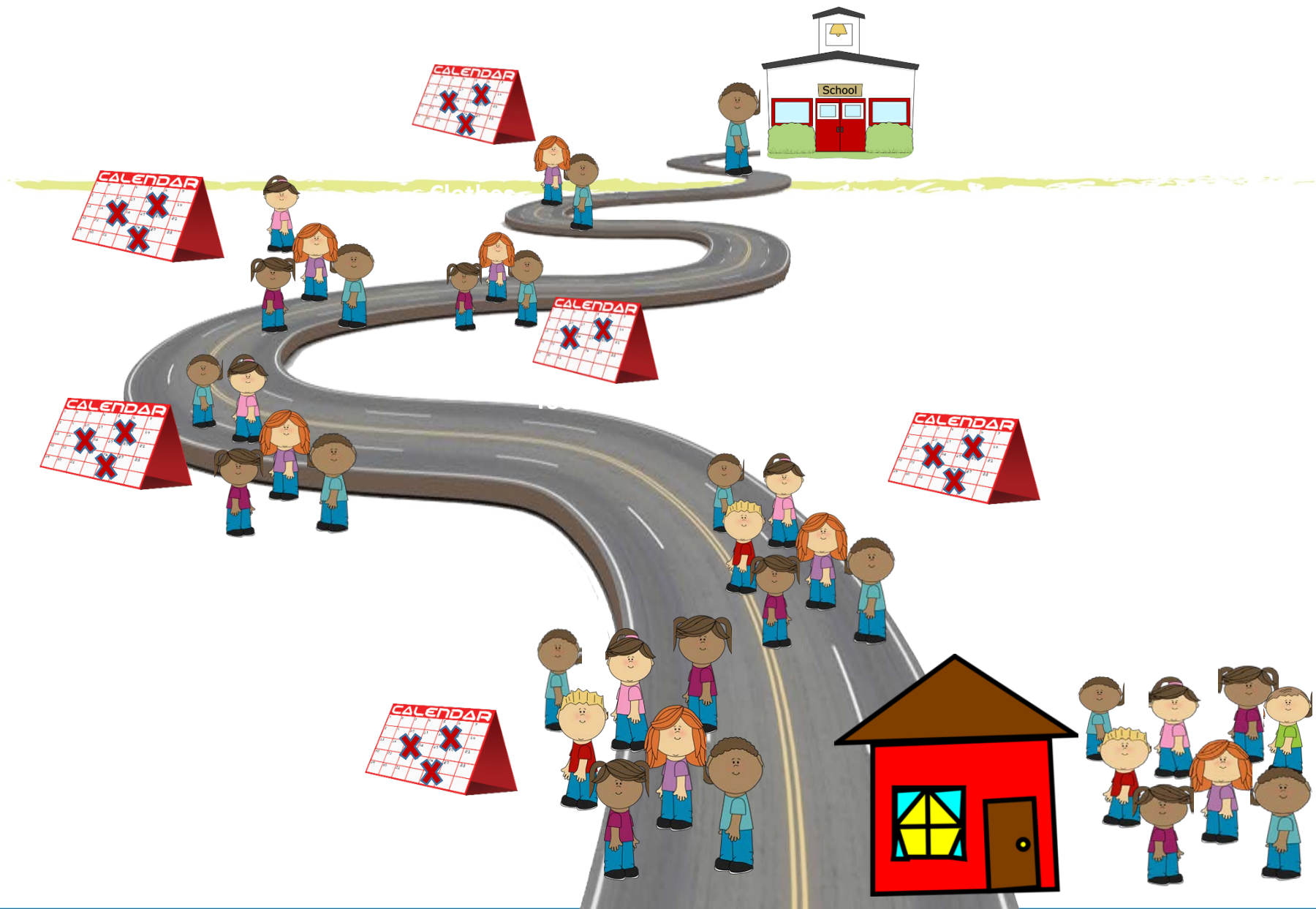Sporadic vs. consecutive absences are not a problem

Absences are only a problem if they are unexcused

Myths

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

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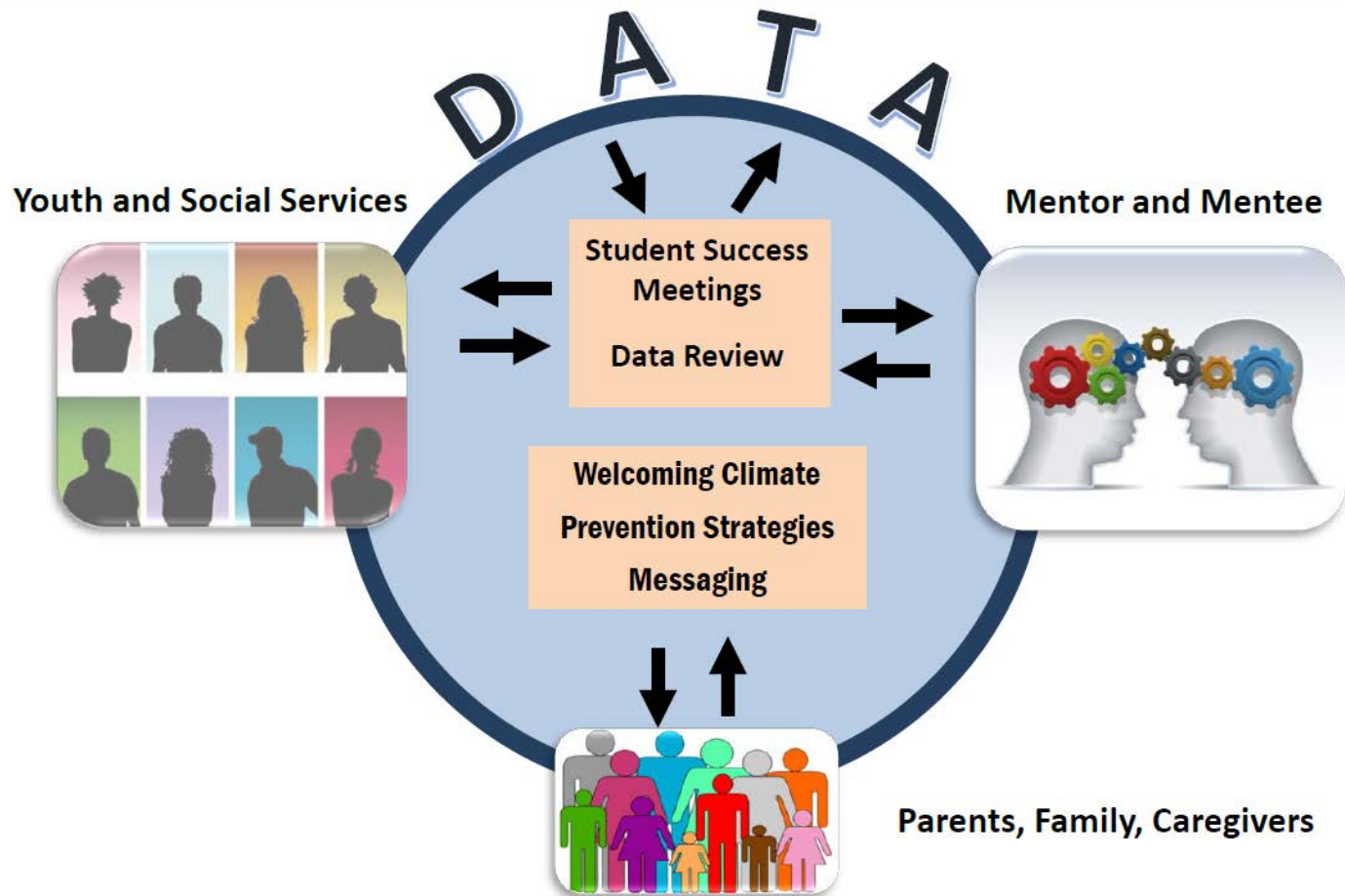
What is Success Mentors?

- 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.

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The Success Mentors Model

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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.

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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

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Launching and Managing Your Success Mentors Program

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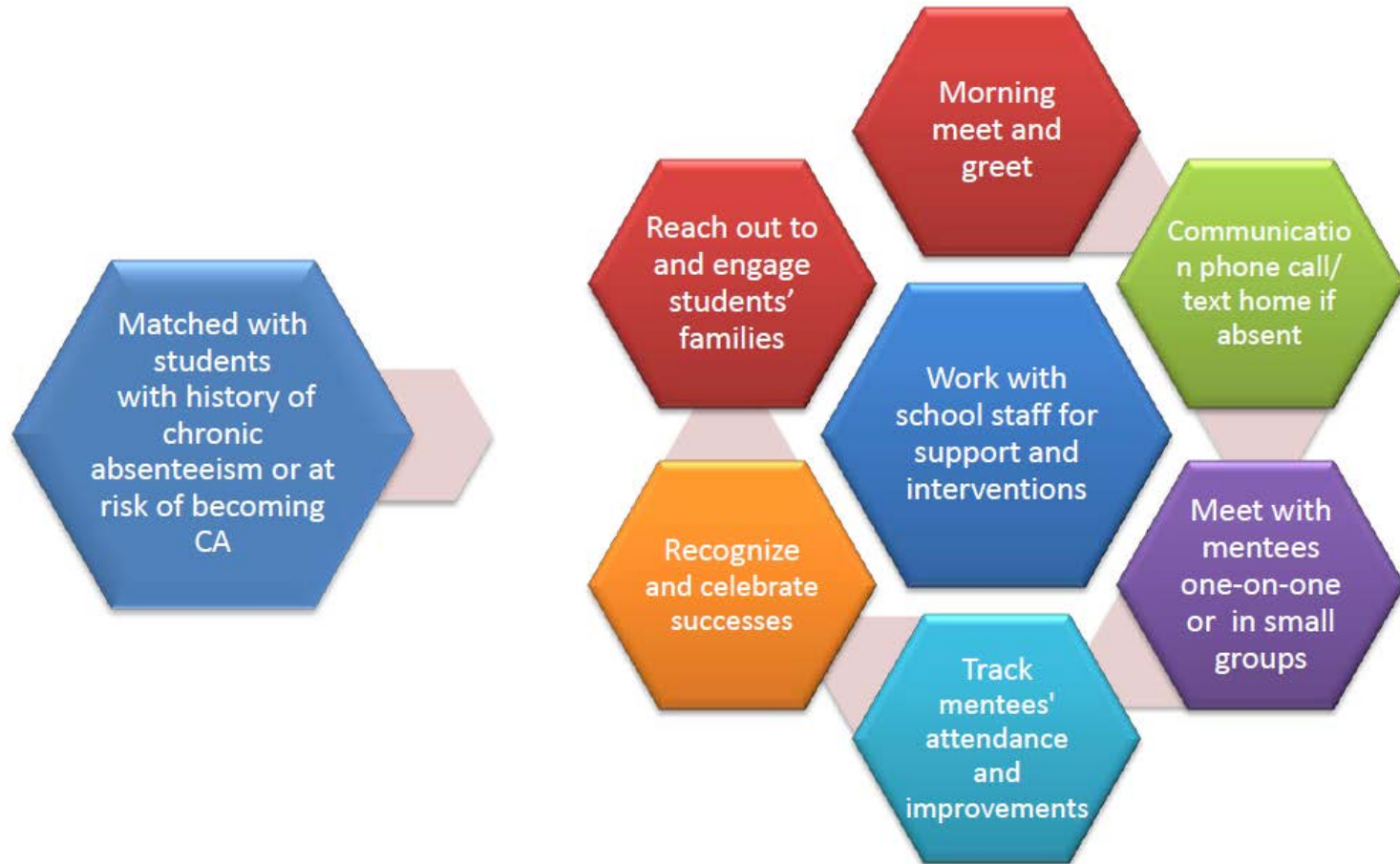National Student Attendance, Engagement, and Success Center

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.

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What does a Success Mentor do?

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Weekly Student Success Meetings

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

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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

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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

PAIR SHARE

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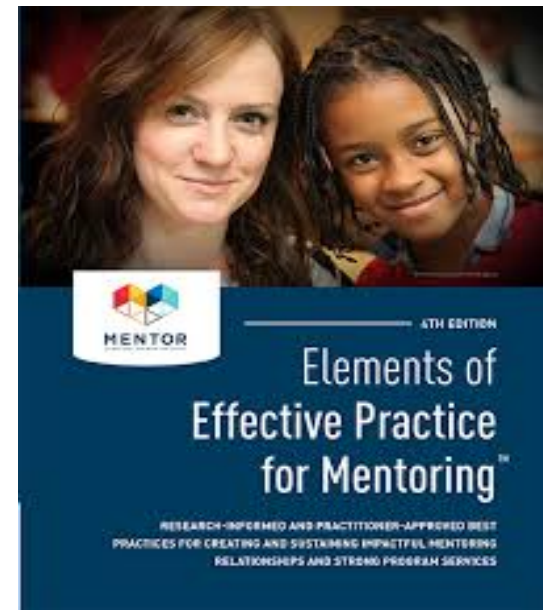
What Should I Do Next?

- 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/
  - To join the Early Warning Systems community of practice, join the mailing list [here](#).

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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.

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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](#).

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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](#)