

## Senior Corps Work Plan SAMPLE<sup>1</sup>

<b>Work Plan Name:</b> Mentoring – Sample 3 (FGP)	<b>Work Plan ID:</b> STF05059
<b>Issue Area:</b> Human Needs	<b>Total # Stations:</b> 1
<b>Service Category:</b> Mentoring	<b>Total # Volunteers:</b> 16
<p><b>Community Need:</b>  A survey of 217,277 students, grades 6-12, conducted in 1999-2000 by the Search Institute found that “developmental assets protect youth ...from engaging in 10 different high-risk behaviors, including violence, alcohol use, and illicit drug use.”<sup>2</sup> Youths’ developmental assets (e.g., “positive values,” “social competencies,” and “positive identity”) can be fostered, in part, through a healthy relationship with a caring adult mentor.</p> <p>According to the local United Way’s annual “State of the Community Report,” there is a critical shortage of mentors to serve as positive adult role models for youth in the Pear Valley region. It is especially difficult to find mentors for youth with special needs, such as those whose parents are incarcerated or absent from the home, and these youth are more susceptible to high-risk behavior. This project will match Foster Grandparent Program (FGP) volunteers to serve as mentors to children whose parents are currently serving sentences of one year or more in the state penitentiary.</p>	
<p><b>Service Activity:</b>  Serving with the nonprofit youth advocacy organization, Youth Challenge, 16 FGP volunteers will be matched with 32 children, ages 6-12, whose parents are serving a prison sentence of one year or more. Youth Challenge will select youth through a referral and screening process, and match volunteer mentors with youth mentees. Mentors will commit to one year and meet with mentees at least once weekly. Mentors and mentees will meet at the Pear Valley Community Center to do homework in the Center’s study area, use the Center’s computers or gymnasium, or participate in Youth Challenge-sponsored service learning activities. Mentor-mentees will also engage in outside recreational and cultural activities.</p>	
<p><b>Anticipated Input:</b>  Each of the 16 FGP volunteers will be assigned two children to mentor. Volunteers will provide a minimum of five hours of one-on-one mentoring per week per child. Total volunteer mentoring hours will be at least 8,000 hours for the program year. Total hours of one-on-one mentoring per child will be approximately 250 hours per year.</p> <p>Youth Challenge will provide orientation and monthly in-service training sessions (52 hours per year) to volunteers, as well as ongoing guidance, supervision and monitoring of the mentor-mentee relationship. Orientation will cover roles and responsibilities; training sessions will discuss special needs of youth whose parents are serving prison sentences, and ways to handle a variety of difficult situations. Youth Challenge will also cover the fingerprinting costs for prospective mentors.</p> <p>The Foster Grandparent Program will conduct screenings, and provide a stipend and travel</p>	

<sup>1</sup> This plan was taken from a comprehensive packet developed by Project STAR that includes instruments and data analysis instructions. The Senior Corps Mentoring Instrument Packet is available at Project STAR’s website ([www.projectstar.org](http://www.projectstar.org)).

<sup>2</sup> Search Institute, “Insights & Evidence,” November 2003, Vol. 1, No. 2. ([www.search-institute.org](http://www.search-institute.org))

reimbursement for volunteers.

**Anticipated Accomplishments/Outputs:** Youth will receive ongoing mentoring from FGP volunteers during the program year.

**Indicator:** Number of youth who receive mentoring, number of hours of mentoring each youth receives.

**Target:** At least 24 youth will receive ongoing mentoring from FGP volunteers during the program year. Each youth will receive a minimum of 240 hours for a one-year period.

**How Measured?** *Mentoring Activity Log*

**Anticipated Intermediate Impact/Outcome:** Mentored children will achieve goals developed with the guidance of their mentors.

**Indicator:** Percentage of mentored children who achieve two or more personally identified goals.

**Target:** Sixty-five percent of the children mentored for five months will reach at least two personal goals (e.g., improving in a school subject, learning a sport, helping a parent or sibling) developed with the help of their mentors.

**How Measured?** *Mentored Children's Achievement Log*

**Anticipated End Impact/Outcome:** Mentored children will enhance developmental assets in the areas of social competence and positive identity.

**Indicator:** Percentage of children demonstrating improvement in behavior in areas such as respect for others, resisting peer pressure (social competencies) and speaking positively about oneself (positive identity).

**Target:** Fifty percent of mentored children will show improvement in at least three of five areas indicating social competencies and positive identity (e.g., showing respect for others, resisting peer pressure).

**How Measured?** *Teacher's Assessment*, to be completed by teacher (or another adult) seven months after the start of mentoring