

## Senior Corps Work Plan SAMPLE

<b>Work Plan Name:</b> Mentoring – Sample 2 (FGP)	<b>Work Plan ID:</b> TXF05057
<b>Issue Area:</b> Human Needs	<b>Total # Stations:</b> 1
<b>Service Category:</b> Mentoring	<b>Total # Volunteers:</b> 10
<p><b>Community Need:</b>  Hope Center is a non-profit residential treatment center for emotionally disturbed girls between the ages of 12-17 years. Youth referred to Hope Center commonly have a record of failure in school; discipline problems; sexual, physical, and emotional abuse; and significant family issues. Hope Center reports that these youth have a perception of low self-worth along with a deep sense of distrust, loneliness, isolation, and despair. These symptoms contribute to behavior that is destructive to the youth and detrimental to others. About 20% of the Hope Center population is unable to attend public school due to emotional and behavioral problems. Foster Grandparents can help by providing individual attention and support to these girls.</p>	
<p><b>Service Activity:</b>  Ten Foster Grandparent volunteers will mentor assigned youth during the Hope Center school day. Teachers will identify the type of service that Foster Grandparent volunteers are to conduct, such as keeping youth on track and focused on school work, assisting with special projects, assisting youth with school work when needed, reading with youth, and assisting youth in managing behavior in order to remain in the classroom. Foster Grandparent volunteers will also serve as role models for youth by displaying positive behavior through interactions with youth, as well as with school staff, and by reinforcing appropriate social behavior. Foster Grandparent volunteers will also provide comfort and reassurance to youth who are experiencing trauma in their lives; promote self-esteem and healthy attachment; and encourage conversation and listen to their concerns. Foster Grandparent volunteers will work in small groups or one-on-one with the girls, depending on the assigned activity. Foster Grandparent volunteers will provide at least four hours of service per day, five days per week.</p>	
<p><b>Anticipated Input:</b>  Foster Grandparent volunteers will each serve a minimum of 1,040 hours a year (a minimum of twenty hours per week) at the Hope Center.  Foster Grandparent Program will provide background checks, and miscellaneous direct benefits to volunteers such as meals, transportation reimbursement, insurance, and annual recognition.  Hope Center's Support Services Supervisor will provide 40 hours of pre-service orientation, monthly in-service training and ongoing direction to the Foster Grandparent volunteers through Individual Service Plans as determined by the girls' classroom teacher. Hope Center's Education Director, as well as the classroom teacher, will supervise Foster Grandparent volunteers on a daily basis and provide feedback and guidance. Hope Center staff as well as professional staff from the community will provide in-service training, as appropriate, to Foster Grandparent volunteers. Training topics may include abuse/neglect, depression, PTSD, low self-esteem, anxiety and fear of intimacy, and treatment interventions.</p>	

**Anticipated Accomplishments/Outputs:** Foster Grandparent volunteers will mentor teacher-identified students during various academic and recreational activities over the course of the program year.

**Indicator:** The number of Hope Center girls receiving mentoring services.

**Target:** At least twelve (12) girls attending the Hope Center will be matched with a Foster Grandparent volunteer mentor and receive mentoring services.

**How Measured?** *Hope Center Mentoring Log*

**Anticipated Intermediate Impact/Outcome:** Mentored girls will improve behavior in the classroom.

**Indicator:** Percent of mentored girls whose classroom behavior improves in areas such as paying attention, arriving on time, staying on task, etc.

**Target:** At least 65% of the girls assigned to Foster Grandparent volunteers will have improved classroom behavior “somewhat” or “very much” in at least 4 of 6 areas, as reported by teachers.

**How Measured?** *Teacher Questionnaire* (post only).

**Anticipated End Impact/Outcome:** Youth assigned to work with Foster Grandparent volunteers will demonstrate improved attitude toward self and others.

**Indicator:** Percent of participants whose attitudes towards self and others improve (e.g. ability to see own strengths, tolerant attitudes, etc.)

**Target:** At least 65% of the girls assigned to Foster Grandparent volunteers will demonstrate improved attitude toward self and others by increasing one level on at least 10 of 16 questions on a pre-post survey.

**How Measured?** *Participant Survey* (pre-post), to be completed prior to mentoring and one year after mentoring has begun