

Massachusetts MENTOR Program Report

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Contents

Number of youth served in this state: 25348	3
Agency Questions	4
<i>Number of agencies participating in survey: 91</i>	4
What position do you hold in the organization/agency?	4
Which state is your organization/agency based in?	5
Our agency is a...	6
How many individual mentoring programs does your agency operate?	7
How many of these mentoring programs would you like to report on in this survey?	7
What other non-mentoring services or programs does your agency (or a larger parent organization you are under) provide to youth and/or families?	8
Please select your agency's most successful recruitment strategies for mentors.	8
How familiar is your agency with the current 4th edition of the Elements of Effective Practice for Mentoring?	9
In the last year, has your agency worked with a training/technical assistance provider or an intermediary support organization to improve the quality and capacity of your mentoring services?	10
Please choose the main challenges or areas of need for which you think your agency's mentoring programs might benefit from additional support.	11
What evaluation activities has your agency engaged in for your mentoring services in the past five years?	12
Who plays a role in planning and implementing your agency's mentoring-related evaluation efforts?	12
Program Questions	13
<i>Number of programs participating in survey: 116</i>	13
The primary model of mentoring for this program is...	13
How many years has this program been offering mentoring?	14
Where do this program's matches typically meet?	14
Please choose the core goals or youth outcome areas for this mentoring program.	15
What is the expected frequency for mentors to meet with their mentees in this program?	16
How many total hours per month are mentors expected to meet with their mentees in this program?	17
What is the minimum length of commitment (per match) for mentors in this program?	18
In the last year, roughly what percentage of this program's matches met the minimum length of commitment?	19
For those matches that ended early (before the minimum length of commitment), please choose the most common reasons.	20
Please estimate the current average length of matches in months for this program.	21
Budget & Staffing Questions	22
How many FTE (full time equivalent) staff positions implement this specific mentoring program?	22
Compared to the previous program year, did the total number of FTE mentoring staff positions for this specific program:	23
What is the current annual budget for this specific mentoring program's services?	24

Over the last three years, this budget has.	25
Sources of Funding by Percentage	26
Characteristics of Youth Served by the Program	40
In the last year, how many youth were served (placed in a match or otherwise supported) by this mentoring program?	40
Ages of youth served - Please estimate the percentage of youth by this program that are the following ages.	41
Please estimate the percentage of youth in this program that are.	46
Please estimate the percentage of this program's mentees served over the last year that represent the following subgroups.	56
In the last year, the number of youth served by this program.	77
Program Operating Characteristics	78
If the number of youth served increased or decreased, please choose the main causes.	78
How many youth are currently on a waitlist to be matched with a mentor in this program?	79
Please estimate the average length of time youth spend on this program's waitlist to be matched. .	80
In the last year, how many individuals served as mentors in this program?	85
Please estimate the percentage of this program's mentors over the last year that represent the following subgroups.	86
Please estimate the percentage of mentors in this program that are.	100
Training Questions	110
On average, how much training are mentors expected receive BEFORE they are matched with mentees?	110
On average, how much training are mentors expected receive AFTER they are matched with mentees?	111
On average, how frequently do mentors have training and/or support contact with program coordinators or staff (e.g. supervision, check-ins, supplemental training, etc.)?	112
Does this program provide mentors with a specific curriculum to follow (e.g. a manual or workbook with prescribed activities)?	113
State Specific Program Questions	114
What is the average ratio of mentors to youth in your program?	114
Please choose your program's primary goal from the list below.	115
What outcomes does your program currently measure to assess the program's success in meeting its intended impacts for youth participants?	116
In the last year, how many mentors in your program feel into these age ranges. Numbers entered should correspond to the total number of mentors for this program (entered above in a previous section).	117
Is training/professional development on cultural competency and diversity provided for board, staff, and mentors? And with what frequency?	118
Is training/professional development on cultural competency and diversity provided for board, staff, and mentors? And with what frequency?	119
Is training/professional development on cultural competency and diversity provided for board, staff, and mentors? And with what frequency?	120
The diversity that is represented in our mentees is also represented.	121
The diversity that is represented in our mentees is also represented.	122
The diversity that is represented in our mentees is also represented.	123

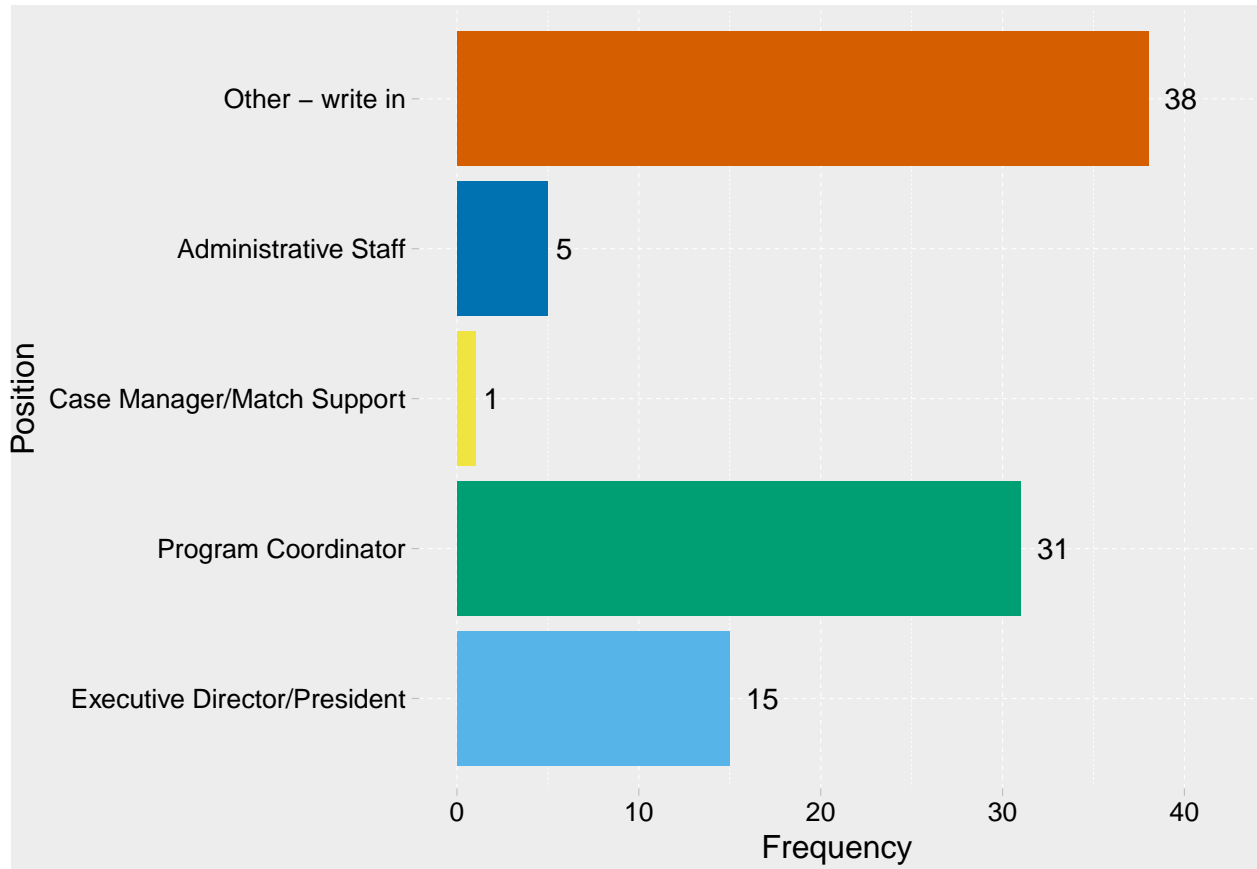
Number of youth served in this state: 25348

Gender	Number of Youth
<i>Male</i>	11739
<i>Female</i>	13587
<i>Transgender male</i>	10
<i>Transgender female</i>	4
<i>Other gender</i>	8

Agency Questions

Number of agencies participating in survey: 91

What position do you hold in the organization/agency?



Sample size: 90

Number of nonresponses: 1

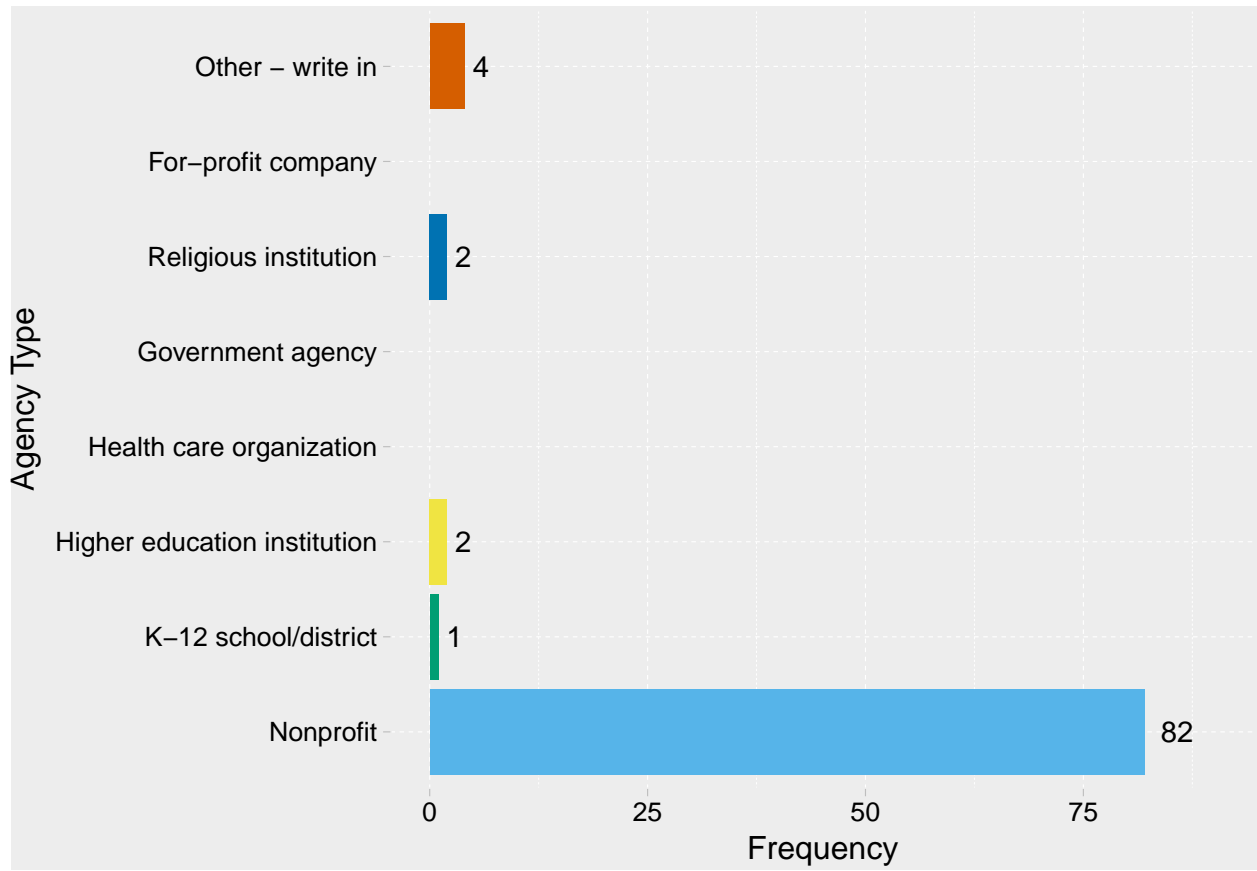
Which state is your organization/agency based in?

State	Frequency
Massachusetts	91

Sample size: 91

Number of nonresponses: 0

Our agency is a . . .



Sample size: 91

Number of nonresponses: 0

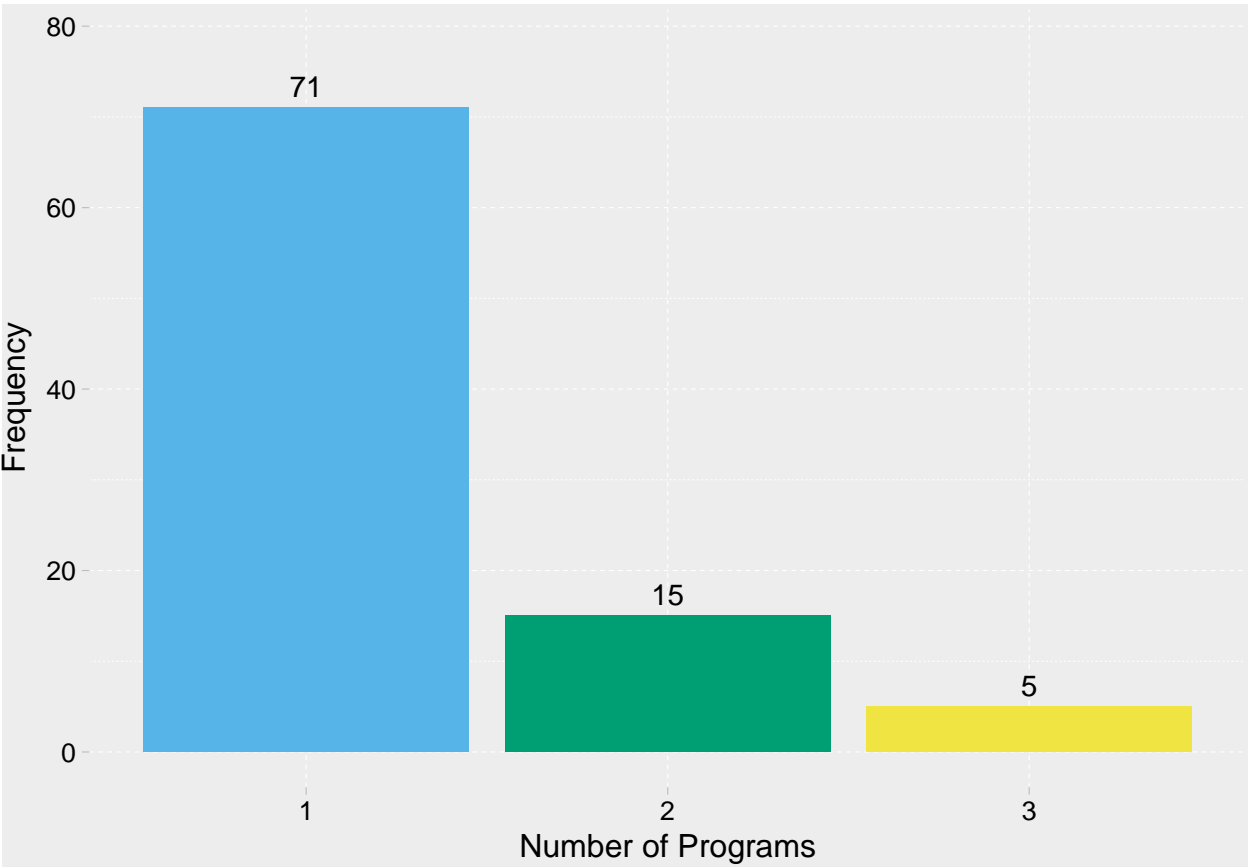
How many individual mentoring programs does your agency operate?

Number of Programs	
<i>Median</i>	1
<i>Mean</i>	2.64

Sample size: 91

Number of nonresponses: 0

How many of these mentoring programs would you like to report on in this survey?



Sample size: 91

Number of nonresponses: 0

What other non-mentoring services or programs does your agency (or a larger parent organization you are under) provide to youth and/or families?

Service	Frequency	Percent
Academic support programs	47	51.65
After school/daycare programs	28	30.77
Case management	29	31.87
College and career readiness	47	51.65
Drop in center/homeless/runaway services	12	13.19
Education (Primary or Secondary school)	16	17.58
Empowerment/leadership development	44	48.35
Foster care or services for foster youth	11	12.09
Independent living/transition-aged youth services	12	13.19
Medical/healthcare services	3	3.3
Mental health prevention and wellness	20	21.98
Outpatient psychiatric treatment	7	7.69
Positive youth development	65	71.43
Pregnancy prevention	12	13.19
Psychological counseling	14	15.38
Residential or inpatient psychiatric treatment	2	2.2
Service learning/volunteerism	47	51.65
Services for juvenile justice-involved youth	10	10.99
Services for pregnant and parenting teens	7	7.69
Services for youth with disabilities	12	13.19
Substance use disorder prevention or treatment	10	10.99
Violence prevention	18	19.78
Workforce development	32	35.16
Other - Write In	18	19.78

Please select your agency's most successful recruitment strategies for mentors.

Recruitment Strategy	Frequency	Percent
Media/Public relations	12	13.19
National Mentoring Month events and promotions	2	2.2
Online outreach (Facebook, program website, etc.)	33	36.26
Community events and in-person presentations by staff	50	54.95
Referrals from community partners	27	29.67
Referrals from the Mentoring Connector database	1	1.1
Referrals from our local Mentoring Partnership	2	2.2
Volunteer Centers and other volunteer organizations	4	4.4
Word-of-mouth from current or former mentors	73	80.22
Other - Write In	16	17.58

How familiar is your agency with the current 4th edition of the Elements of Effective Practice for Mentoring?

Familiarity	Percent
We use it regularly in our work	25.58
We use it a bit in our work	20.93
We are aware of the new edition but are not using it	8.14
We are unaware of the new edition	11.63
We are not using the new edition but have used the 3rd edition in the past	5.81
We are not using any edition of this publication in our work	27.91
<i>Sample size: 86</i>	

Number of nonresponses: 5

In the last year, has your agency worked with a training/technical assistance provider or an intermediary support organization to improve the quality and capacity of your mentoring services?

Provider	Frequency	Percent
MENTOR: The National Mentoring Partnership	13	14.29
State or Local Mentoring Partnership	41	45.05
National Mentoring Resource Center	1	1.1
United Way or other funding agency	19	20.88
For-profit consulting firm	4	4.4
Nonprofit consulting firm	8	8.79

Please choose the main challenges or areas of need for which you think your agency's mentoring programs might benefit from additional support.

Challenge Area	Frequency	Percent
Blending mentoring with other services	12	13.19
Cultural perspectives in service design and delivery	24	26.37
Developing meaningful activities for mentors and youth	11	12.09
Fundraising/grantwriting	35	38.46
General program design/theory of change	6	6.59
Integrating youth development principles	3	3.3
Making strong mentor-mentee matches	11	12.09
Mentor recruitment	43	47.25
Mentor training (including curriculum development)	24	26.37
Offering mentoring in rural settings	3	3.3
Parent/family engagement	28	30.77
Partnership development	14	15.38
Professional development of staff	18	19.78
Program evaluation/data collection	30	32.97
Program sustainability/growth	32	35.16
Supporting mentor-mentee matches	8	8.79

What evaluation activities has your agency engaged in for your mentoring services in the past five years?

Evaluation	Frequency	Percent
Qualitative evaluation	65	71.43
Implementation evaluation	51	56.04
Outcome evaluation	57	62.64
Experimental or quasi-experimental evaluation	9	9.89
Return-on-investment study	2	2.2
We haven't engaged in any evaluation activities	12	13.19
Other - Write In	3	3.3

Key:

Qualitative evaluation:

examines participant experiences through interviews, end-of-year satisfaction surveys, case notes, focus groups, or other data sources

Implementation evaluation:

examines how well or efficiently services were delivered to participants, such as tracking mentor-mentee meetings, participation in trainings, etc.

Outcome evaluation:

examines changes in participants served using pre-post data collection

Experimental or quasi-experimental evaluation:

compares mentored youth to a comparison or "control" group of non-mentored youth

Return-on-investment study:

examines long-term impacts from an economic perspective, often in relation to program costs

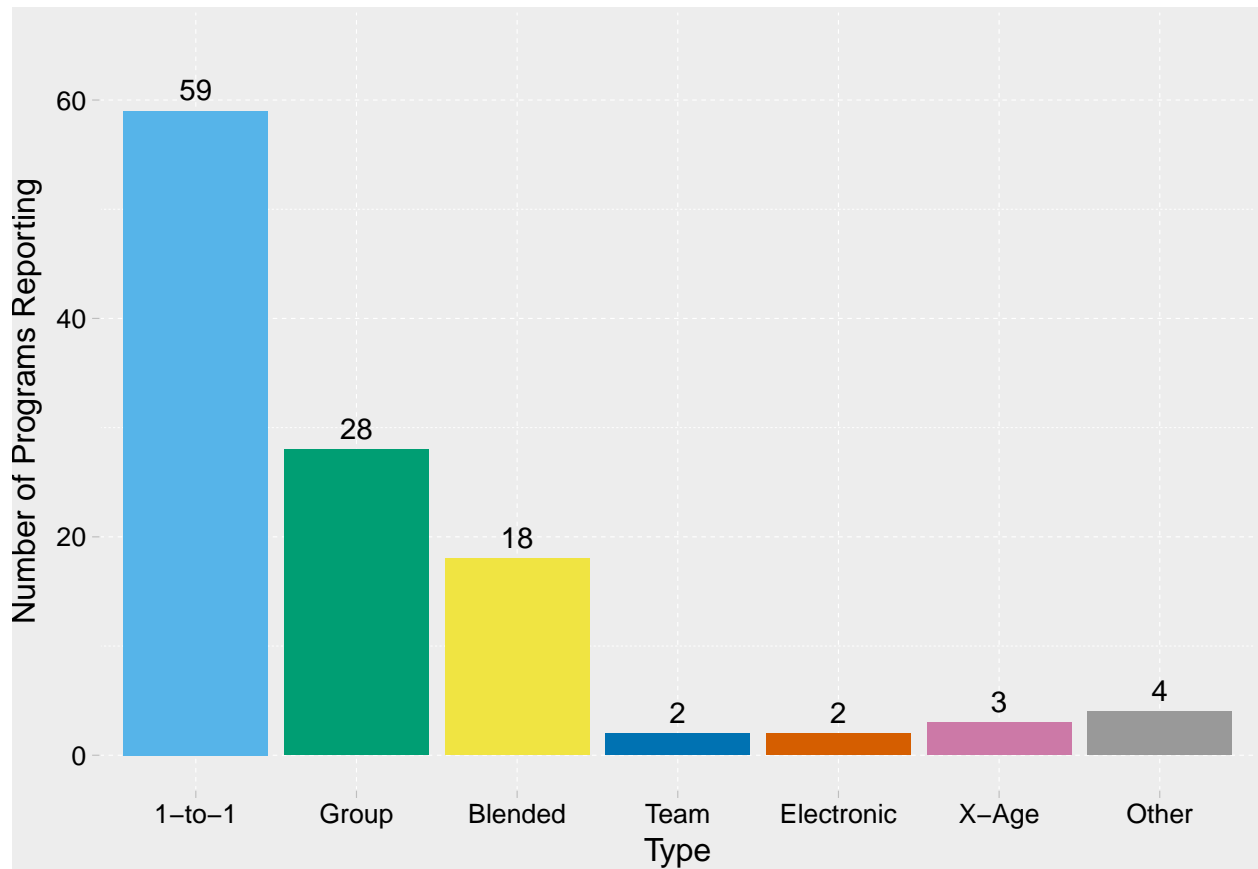
Who plays a role in planning and implementing your agency's mentoring-related evaluation efforts?

Stakeholder	Frequency	Percent
Executive Director/Program Coordinator	72	79.12
Staff evaluation specialist (internal staff)	38	41.76
Professional external evaluator	13	14.29
Funding agency or philanthropy	8	8.79
Our local Mentoring Partnership	7	7.69
School or district staff	13	14.29
We have not done any evaluation work	7	7.69
Other - Write In	13	14.29

Program Questions

Number of programs participating in survey: 116

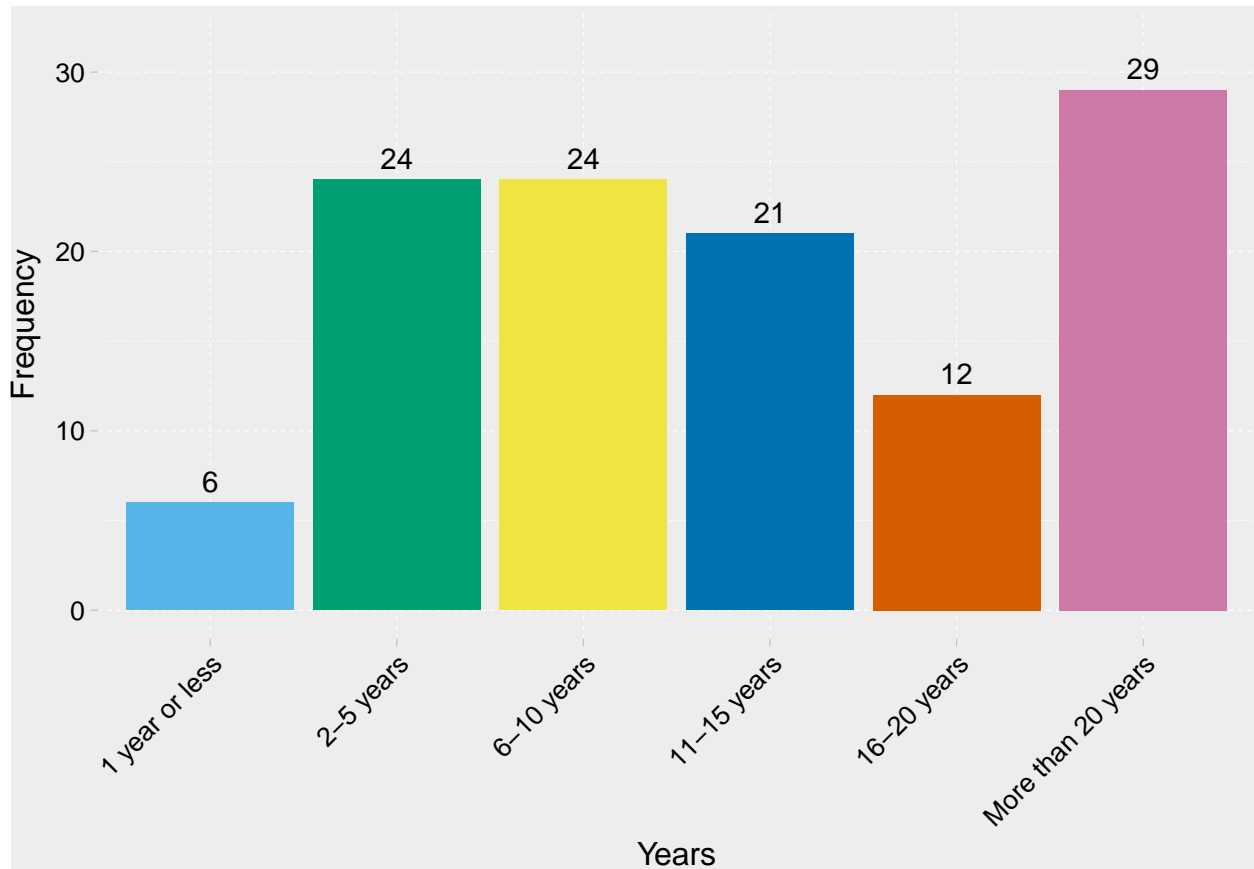
The primary model of mentoring for this program is...



Sample size: 116

Number of nonresponses: 0

How many years has this program been offering mentoring?



Sample size: 116

Number of nonresponses: 0

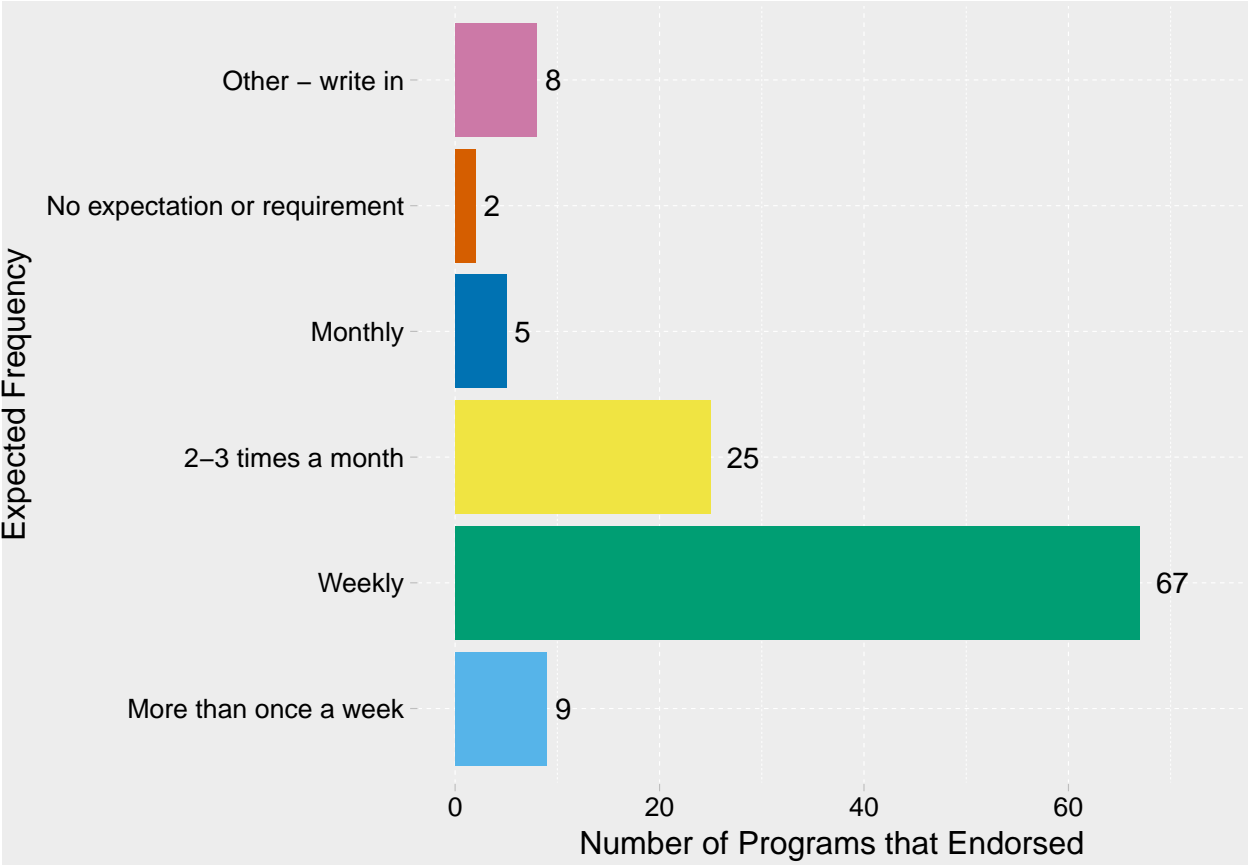
Where do this program's matches typically meet?

Meeting Place	Frequency	Percent
Out in the general community	52	44.83
K-12 school (during day)	36	31.03
Afterschool program	43	37.07
Higher education institution	21	18.1
Community center	23	19.83
Nonprofit organization	38	32.76
Religious facility	5	4.31
Juvenile justice facility	1	0.86
Other residential facility	0	0
Worksite	10	8.62
Online	4	3.45
Other - Write In (Required)	11	9.48

Please choose the core goals or youth outcome areas for this mentoring program.

Focus	Frequency	Percent
Academic enrichment	44	37.93
Career exploration	32	27.59
Civic engagement	8	6.9
College access	30	25.86
Educational Attainment	21	18.1
Family support	9	7.76
General youth development	67	57.76
Identity development	12	10.34
Juvenile justice/re-entry	2	1.72
Leadership development	24	20.69
Life skills/social skills	49	42.24
Literacy	11	9.48
Mental health and well-being	8	6.9
Positive health behaviors	7	6.03
Pregnancy prevention	1	0.86
Providing a caring adult relationship	49	42.24
Recreational activities	12	10.34
Resiliency	10	8.62
STEM education	15	12.93
Substance use/abuse	1	0.86
Violence prevention	5	4.31
Other	15	12.93

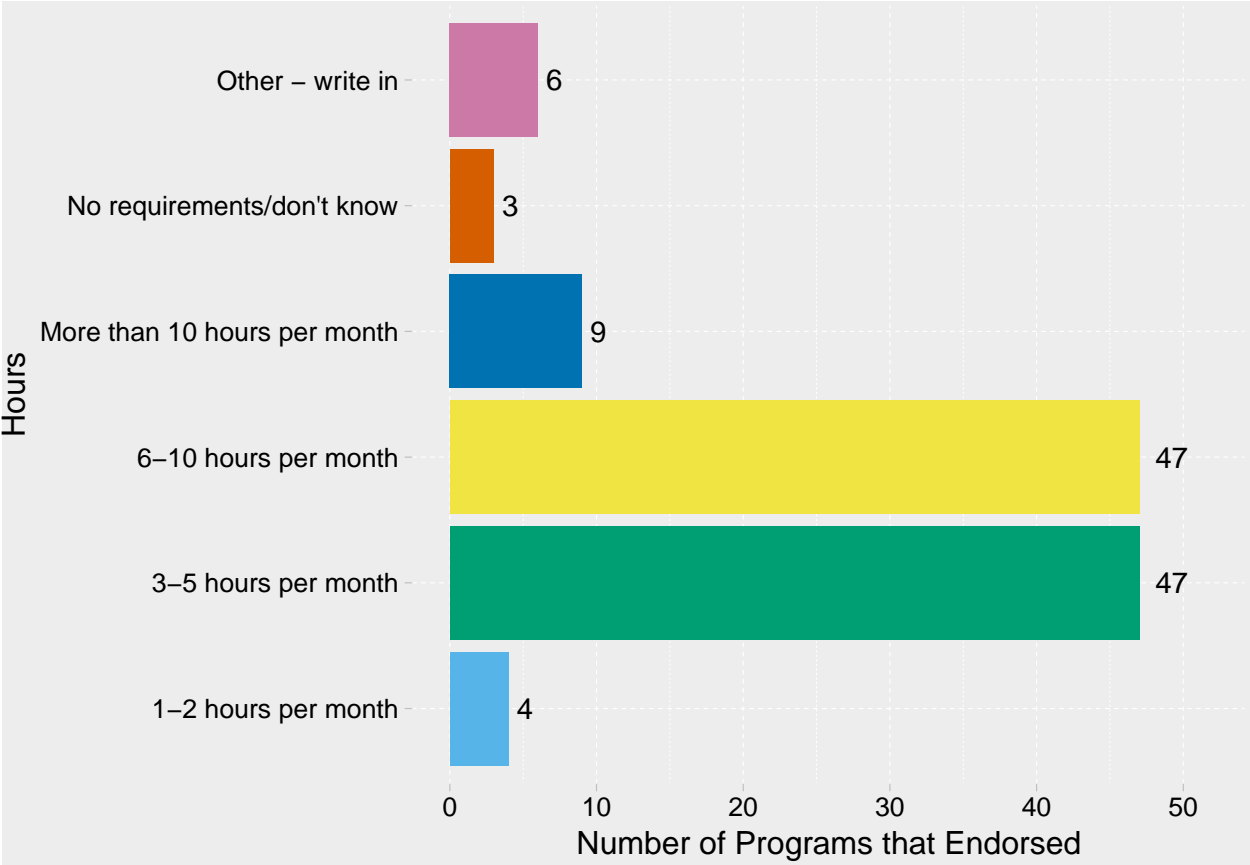
What is the expected frequency for mentors to meet with their mentees in this program?



Sample size: 116

Number of nonresponses: 0

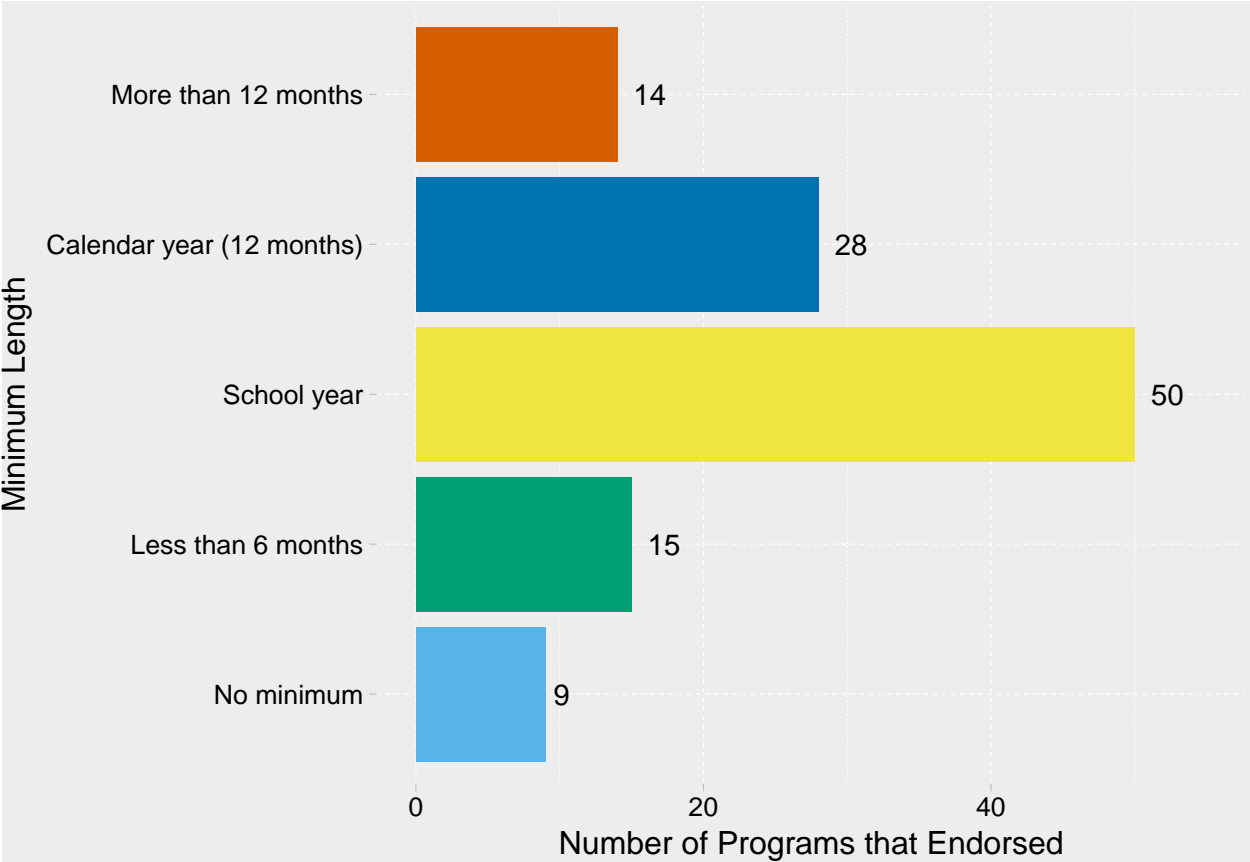
How many total hours per month are mentors expected to meet with their mentees in this program?



Sample size: 116

Number of nonresponses: 0

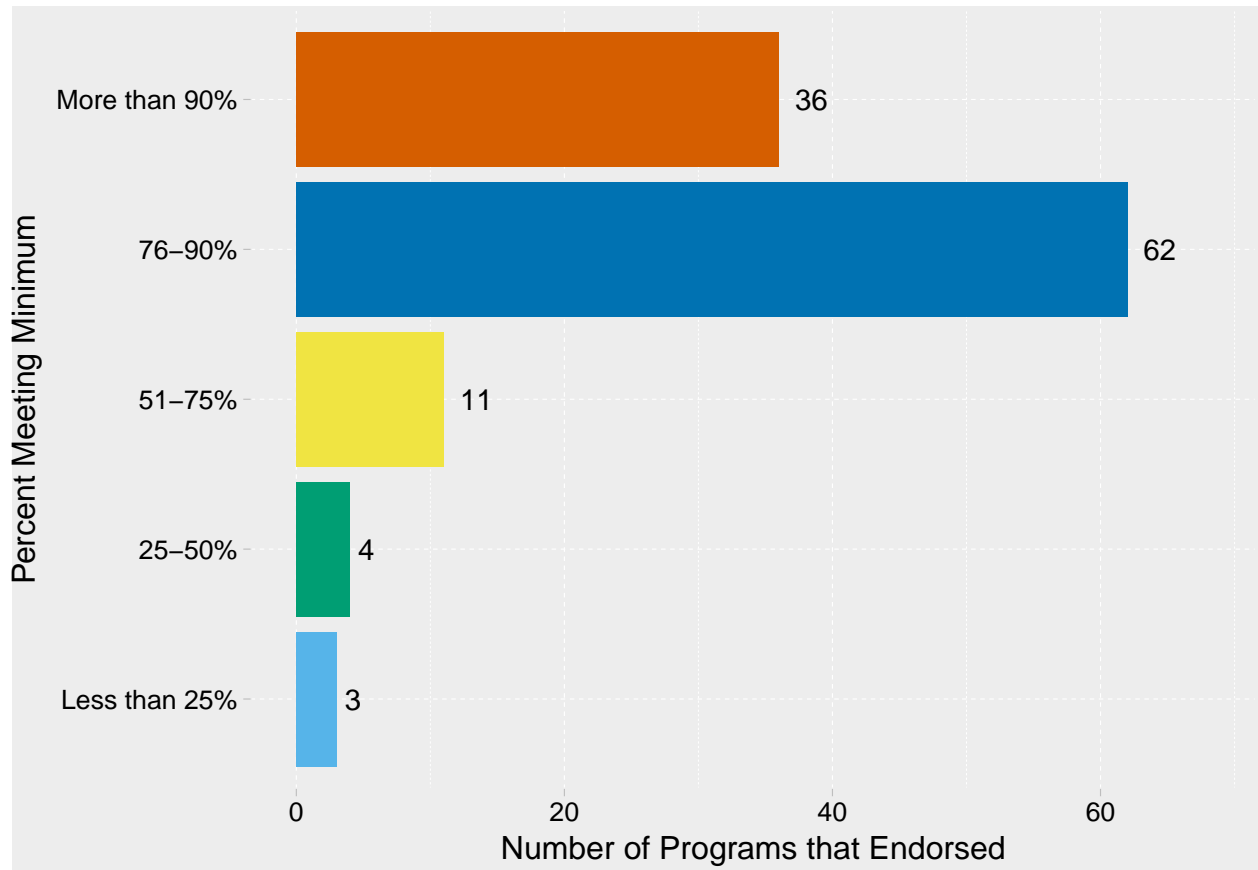
What is the minimum length of commitment (per match) for mentors in this program?



Sample size: 116

Number of nonresponses: 0

In the last year, roughly what percentage of this program's matches met the minimum length of commitment?



Sample size: 116

Number of nonresponses: 0

For those matches that ended early (before the minimum length of commitment), please choose the most common reasons.

Reason	Frequency	Percent
Mentor change in life circumstances	68	58.62
Mentee change in life circumstances	79	68.1
Mentor unfulfilled/unrealistic expectations	9	7.76
Mentee unfulfilled/unrealistic expectations	18	15.52
Mentor did not feel youth needed them	5	4.31
Cultural differences	2	1.72
Family interference/lack of support	12	10.34
Lack resources to provide match support	6	5.17
Unknown	7	6.03
Other	10	8.62

Please estimate the current average length of matches in months for this program.

Duration (in months)	
<i>Median</i>	12
<i>Mean</i>	17.37

Sample size: 98

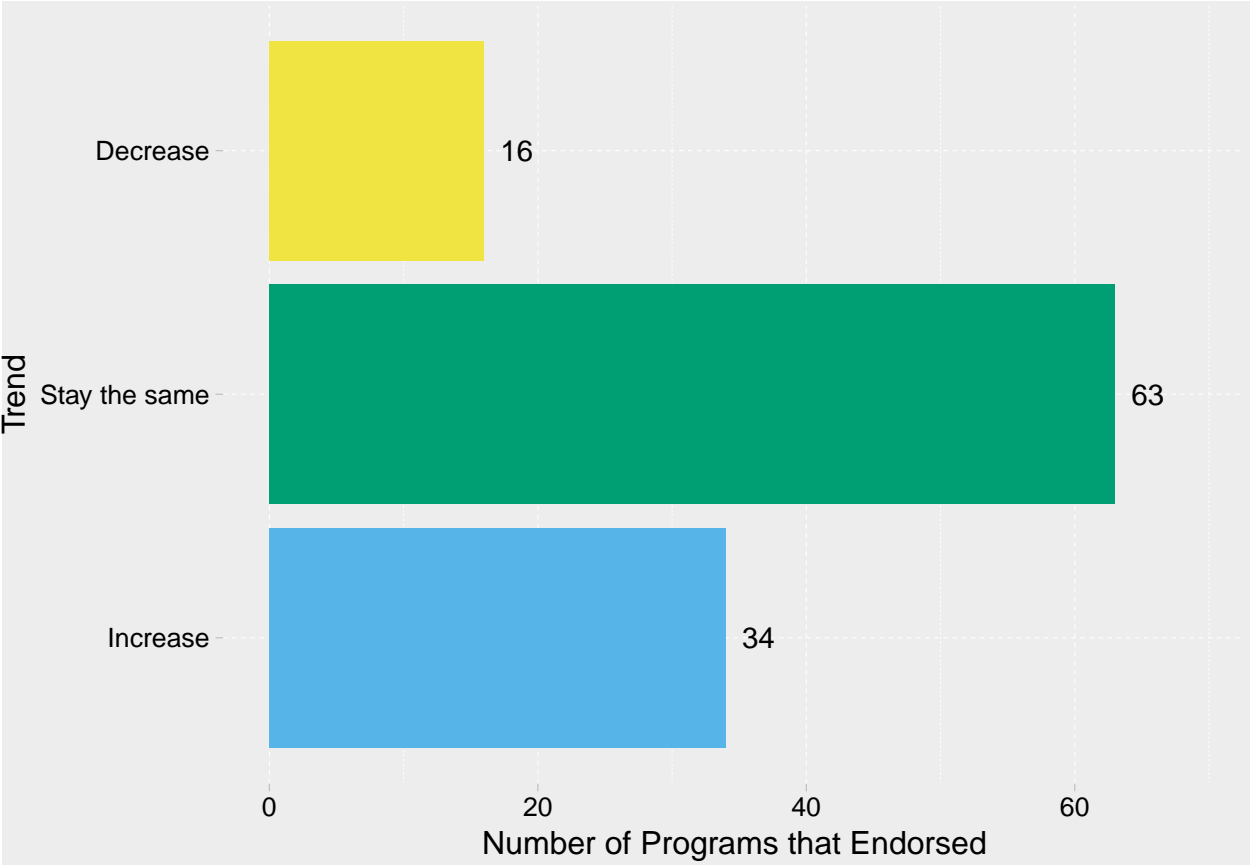
Number of nonresponses: 18

Budget & Staffing Questions

How many FTE (full time equivalent) staff positions implement this specific mentoring program?

Staff Position	Statistic	FTE Positions
<i>Program Director/ Coordinator</i>	Median	1
	Mean	2.18
	Sample size	108
<i>Other paid program staff (trainers, match support specialists, etc.)</i>	Median	1.5
	Mean	3.82
	Sample size	66
<i>Volunteer staff positions (not mentors)</i>	Median	1
	Mean	3.94
	Sample size	31
<i>AmeriCorps/VISTA/other National Service positions (not mentors)</i>	Median	1
	Mean	0.86
	Sample size	44
<i>Other Staffing</i>	Median	1
	Mean	7.41
	Sample size	37

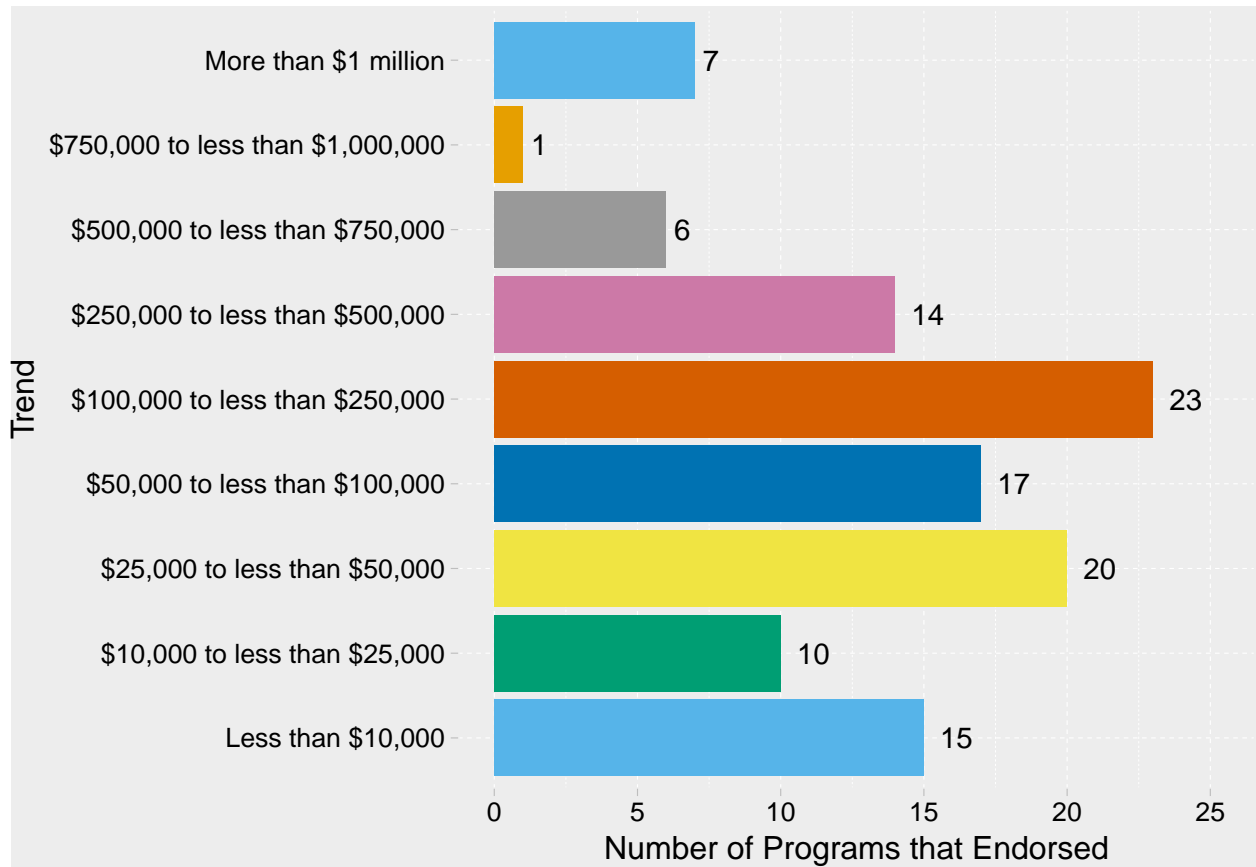
Compared to the previous program year, did the total number of FTE mentoring staff positions for this specific program:



Sample size: 113

Number of nonresponses: 3

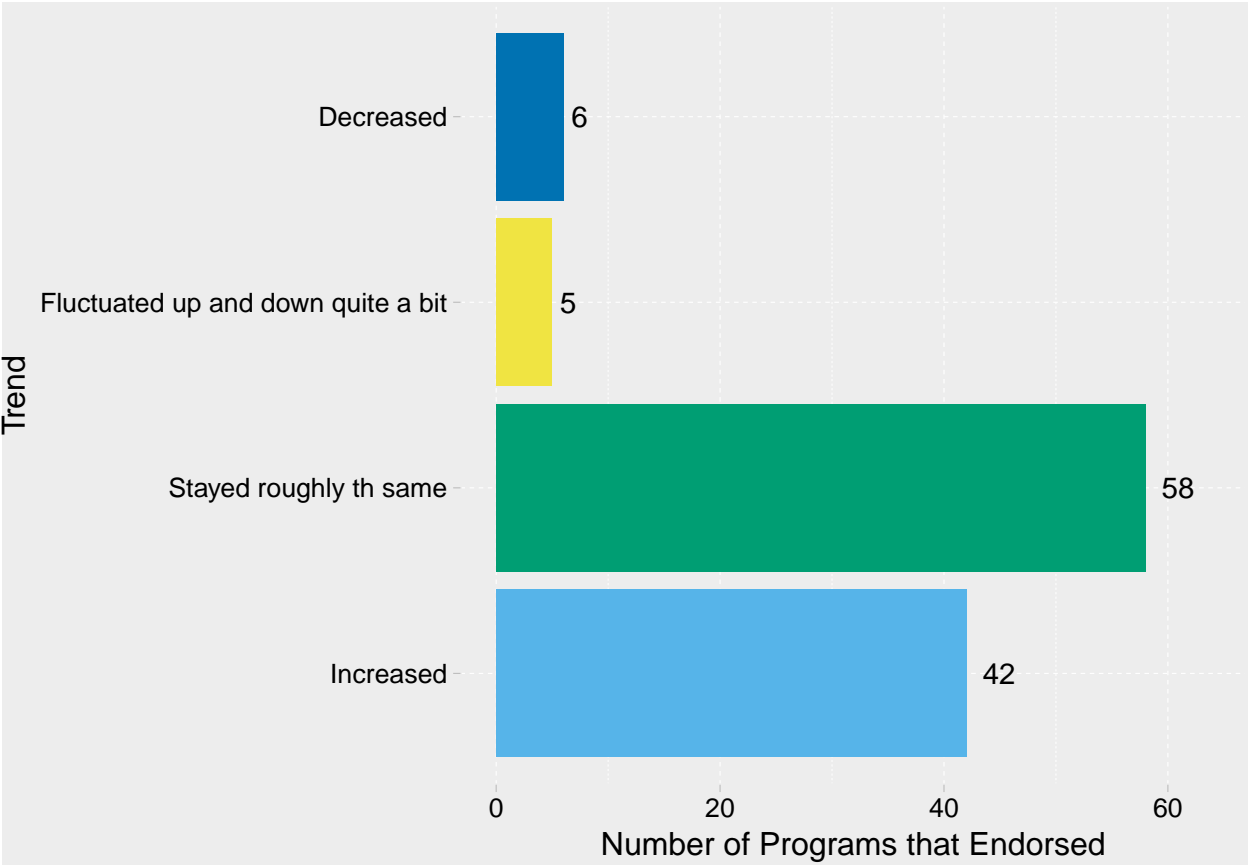
What is the current annual budget for this specific mentoring program's services?



Sample size: 113

Number of nonresponses: 3

Over the last three years, this budget has.

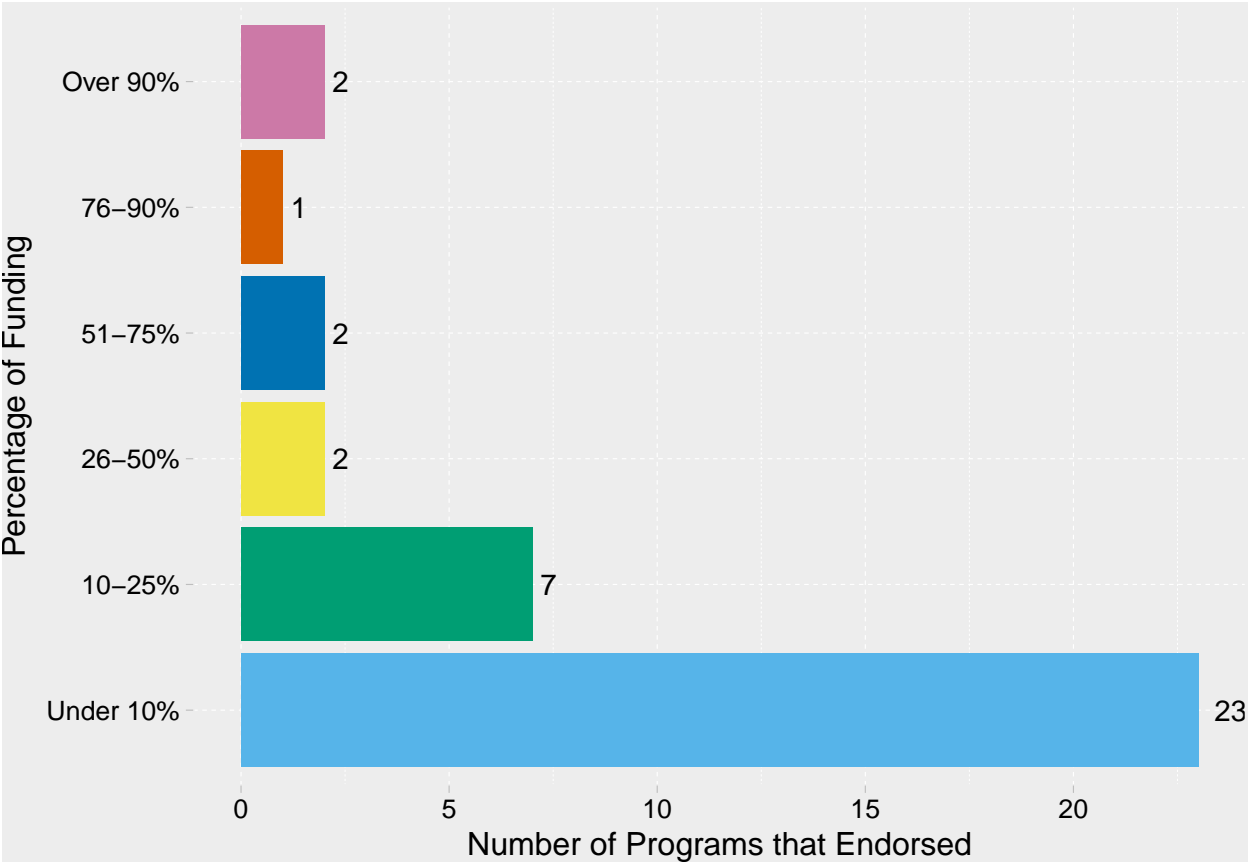


Sample size: 111

Number of nonresponses: 5

Sources of Funding by Percentage

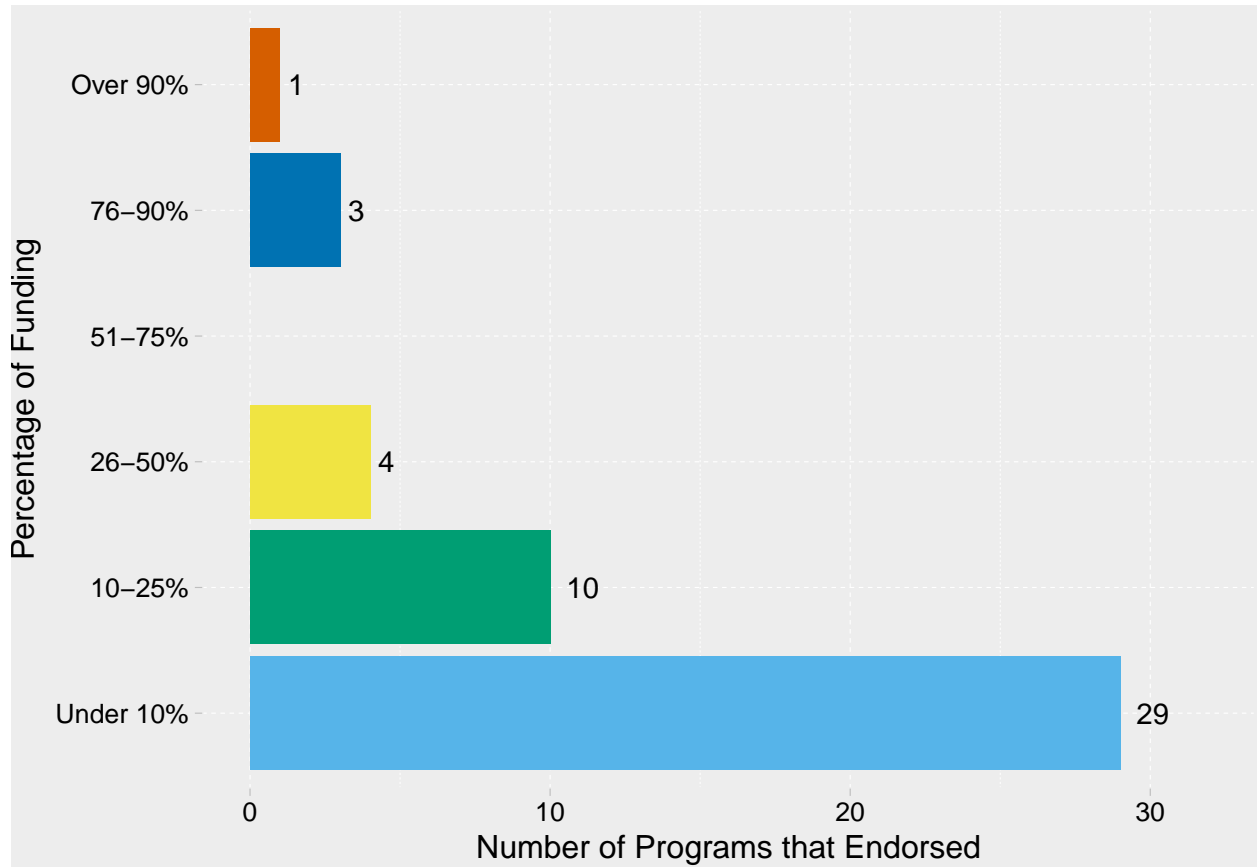
Please estimate the percentage of current funding for this specific mentoring program that has come from the following source: Federal government grants



Sample size: 37

Number of nonresponses: 79

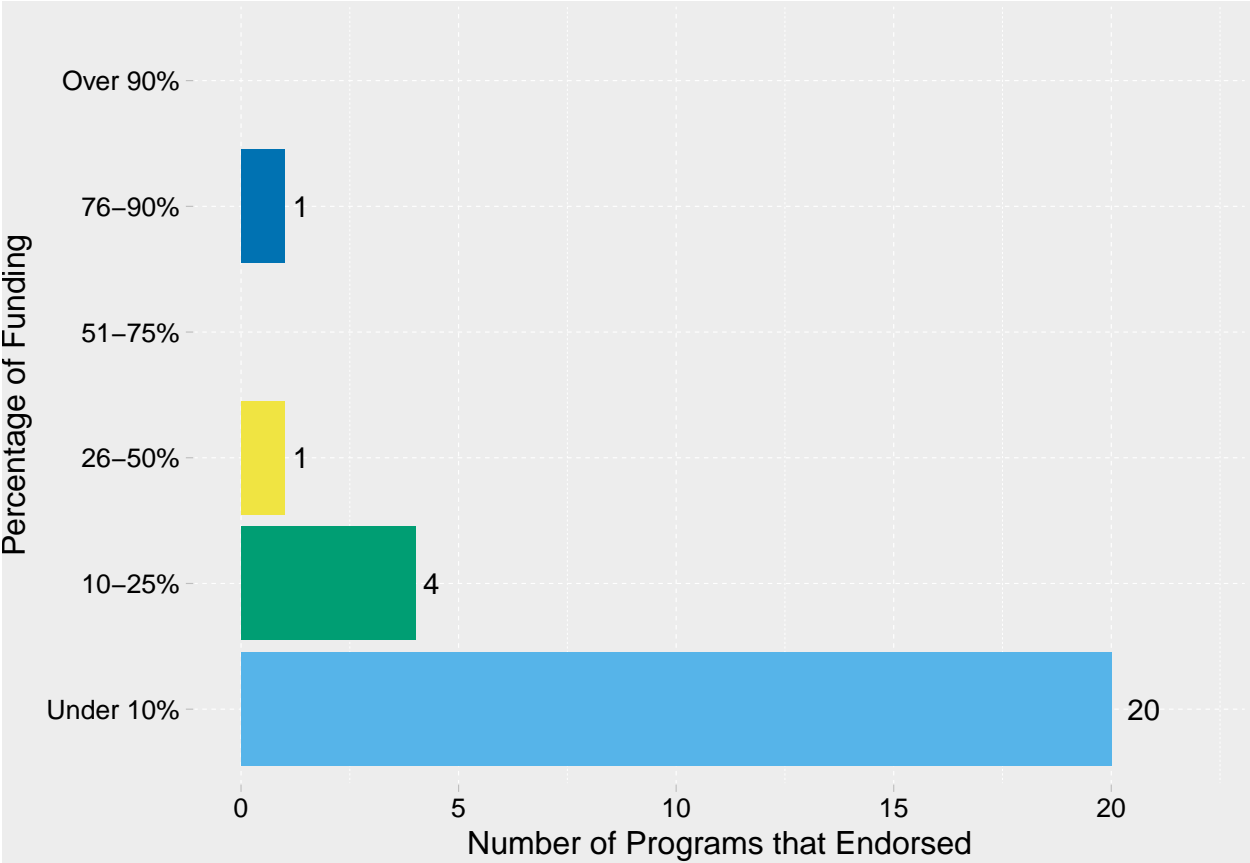
Please estimate the percentage of current funding for this specific mentoring program that has come from the following source: State government grants



Sample size: 47

Number of nonresponses: 69

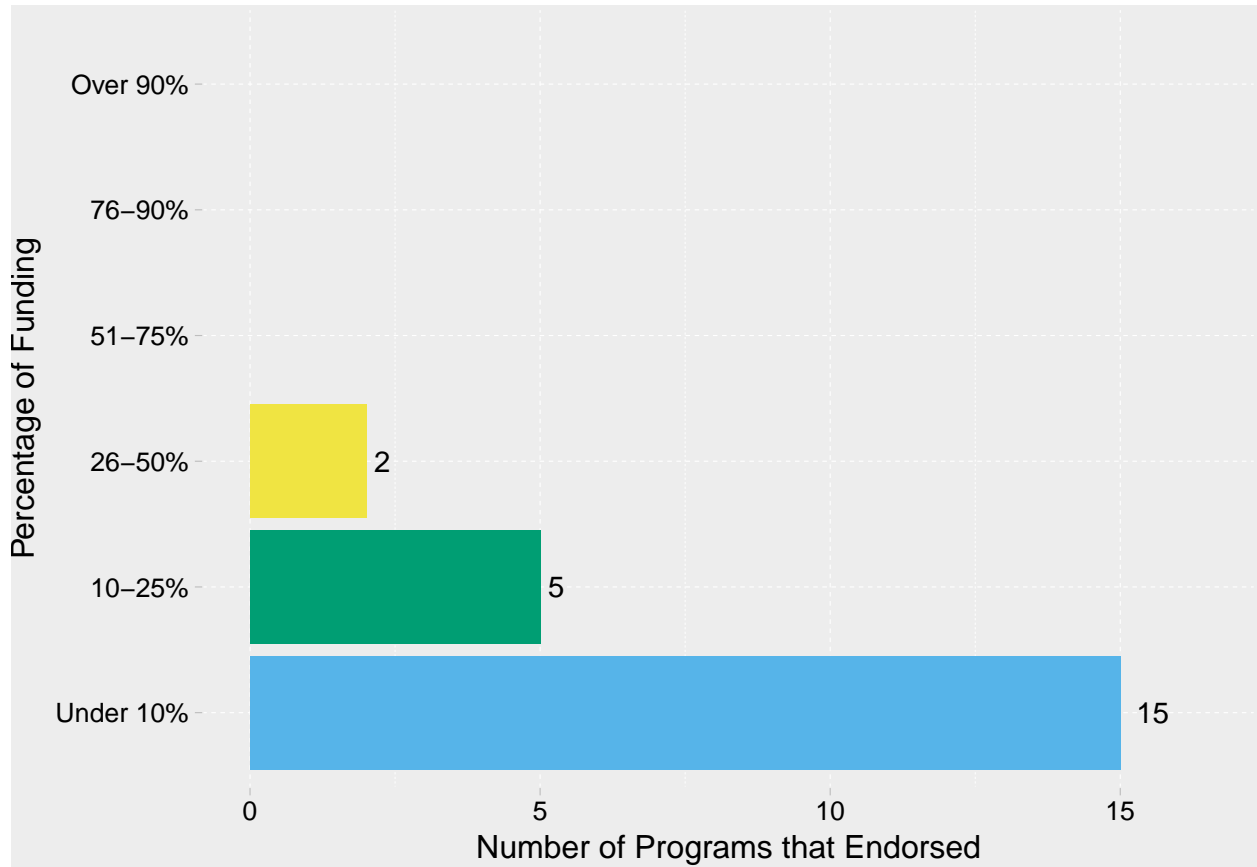
Please estimate the percentage of current funding for this specific mentoring program that has come from the following source: County or municipal grants



Sample size: 26

Number of nonresponses: 90

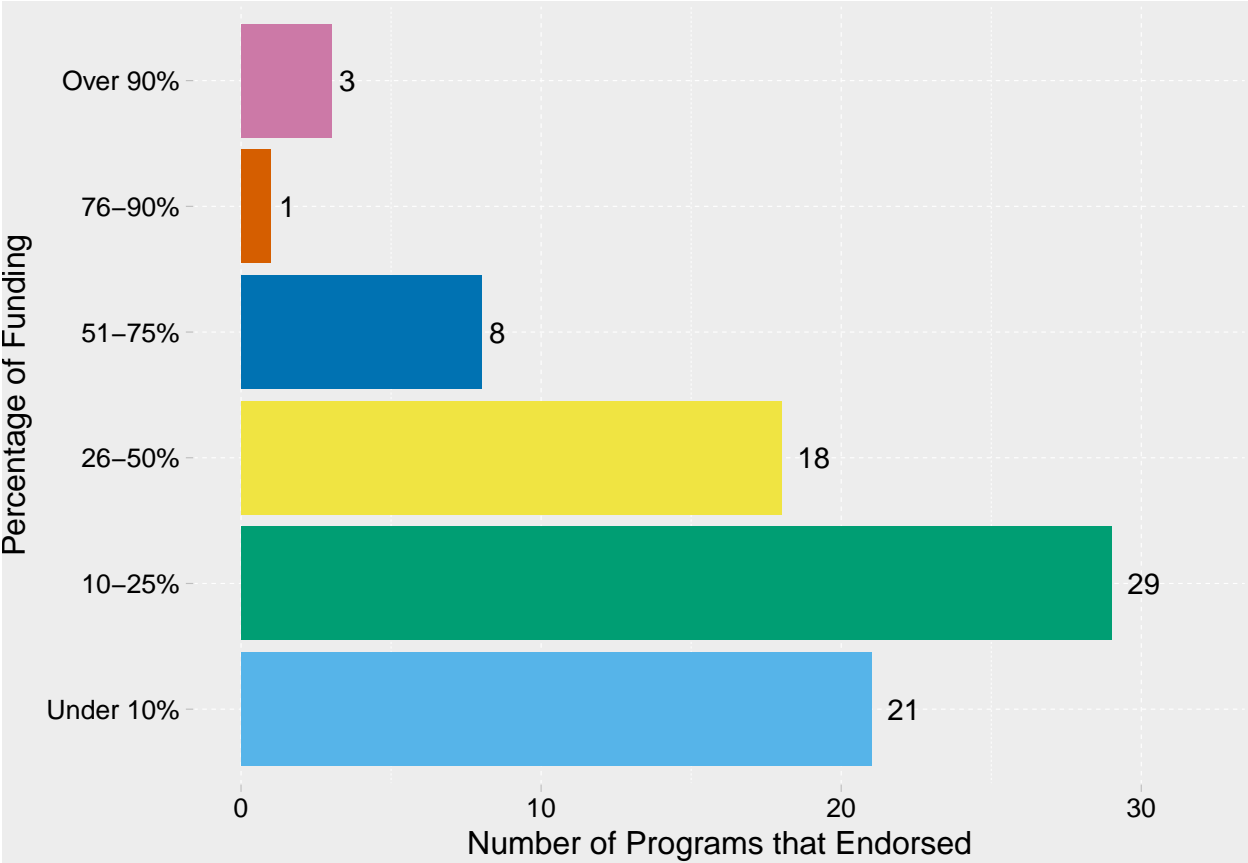
Please estimate the percentage of current funding for this specific mentoring program that has come from the following source: K-12 school/district/LEA/ESD grants



Sample size: 22

Number of nonresponses: 94

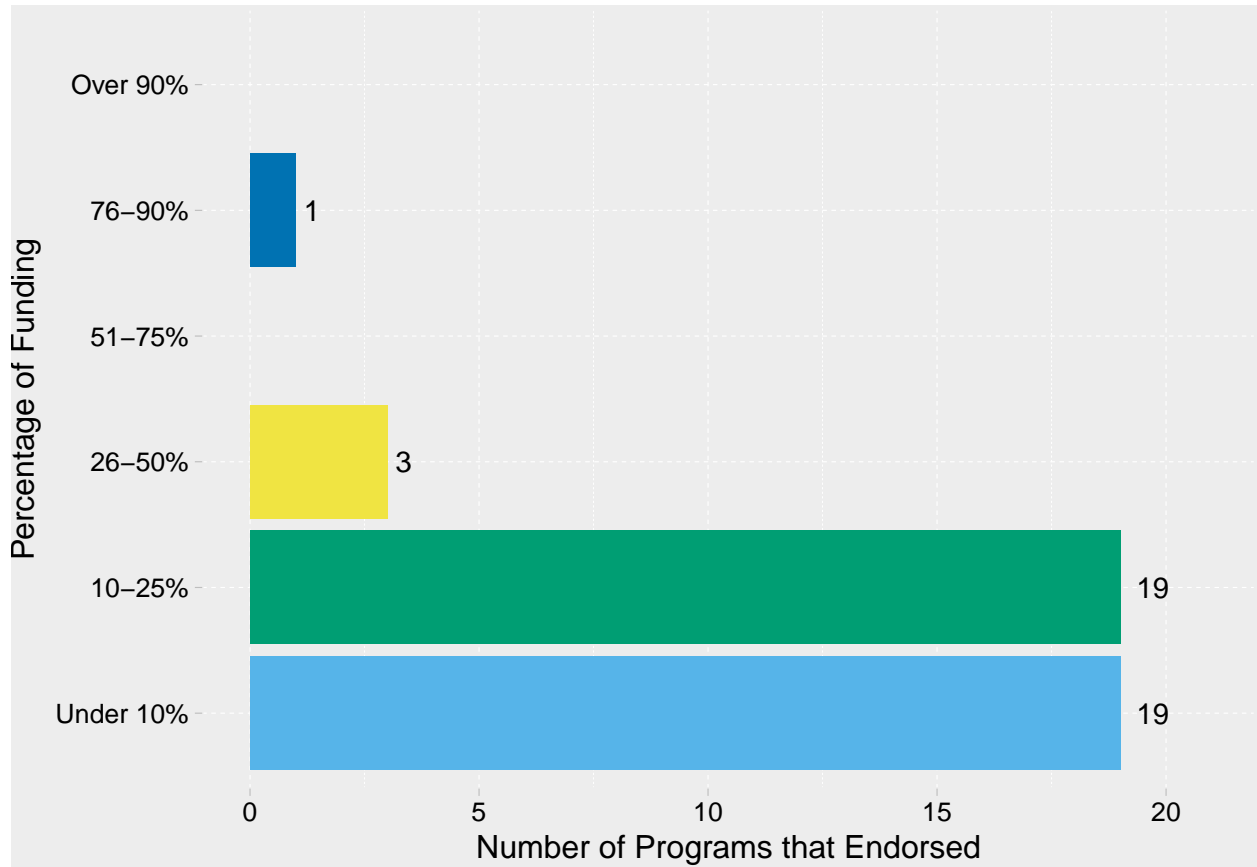
Please estimate the percentage of current funding for this specific mentoring program that has come from the following source: Private foundation grants



Sample size: 80

Number of nonresponses: 36

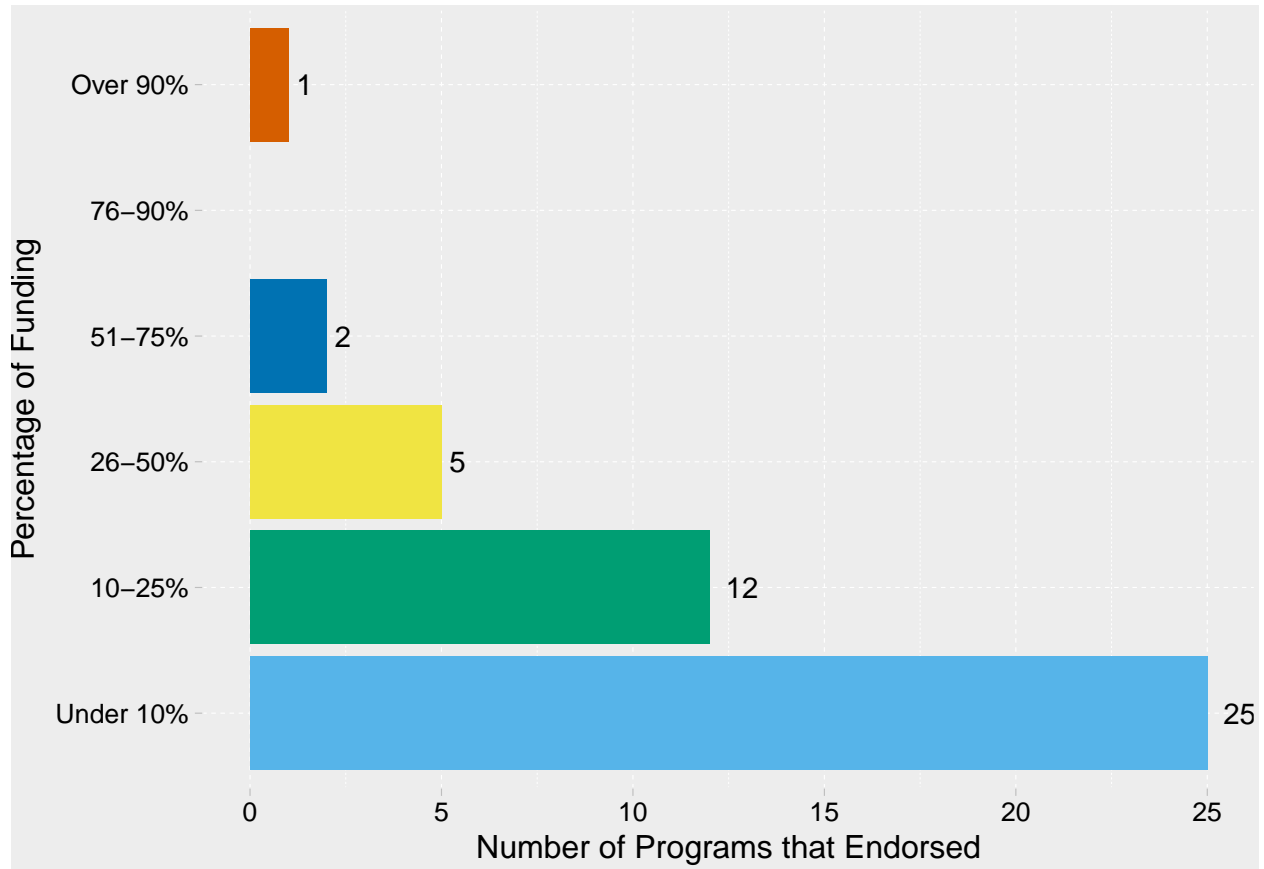
Please estimate the percentage of current funding for this specific mentoring program that has come from the following source: Community foundation grants



Sample size: 42

Number of nonresponses: 74

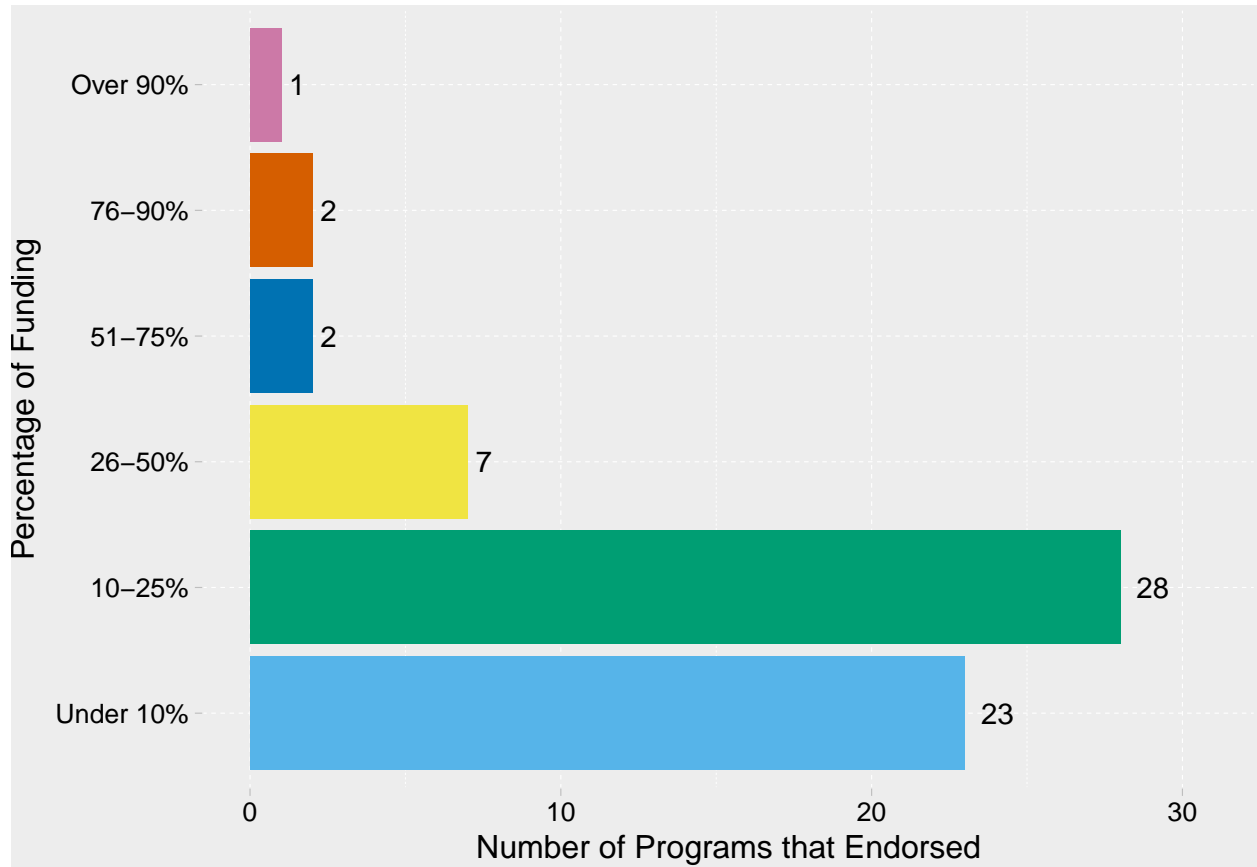
Please estimate the percentage of current funding for this specific mentoring program that has come from the following source: United Way grants



Sample size: 45

Number of nonresponses: 71

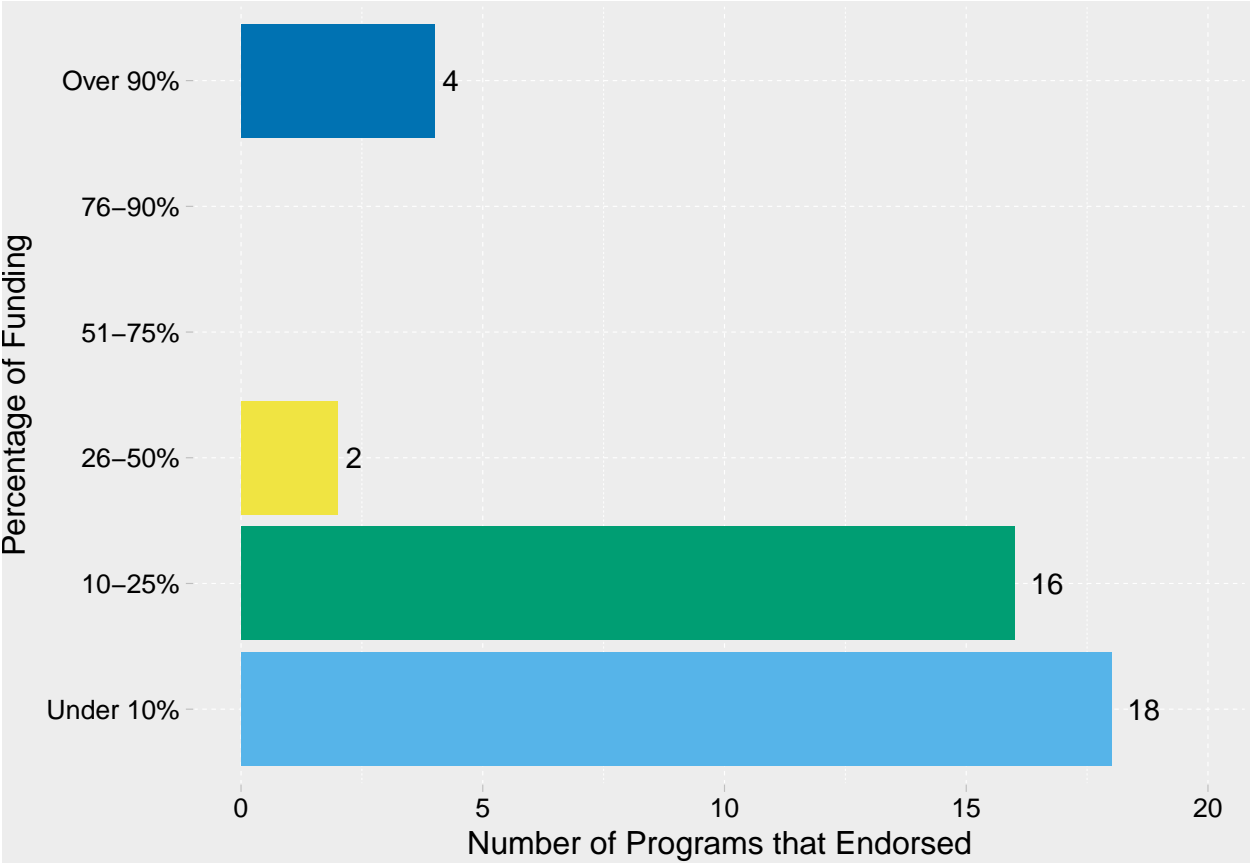
Please estimate the percentage of current funding for this specific mentoring program that has come from the following source: Business or corporate donations



Sample size: 63

Number of nonresponses: 53

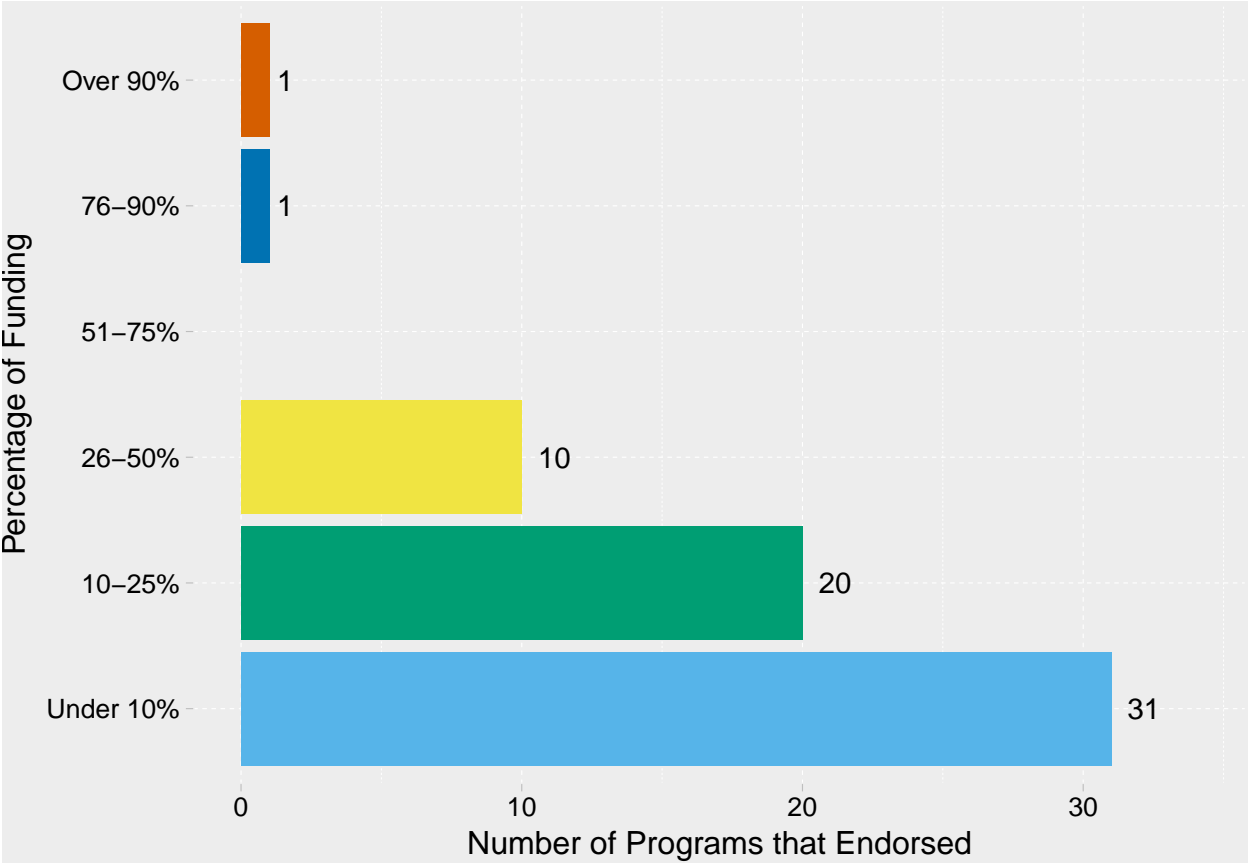
Please estimate the percentage of current funding for this specific mentoring program that has come from the following source: Private philanthropy donations



Sample size: 40

Number of nonresponses: 76

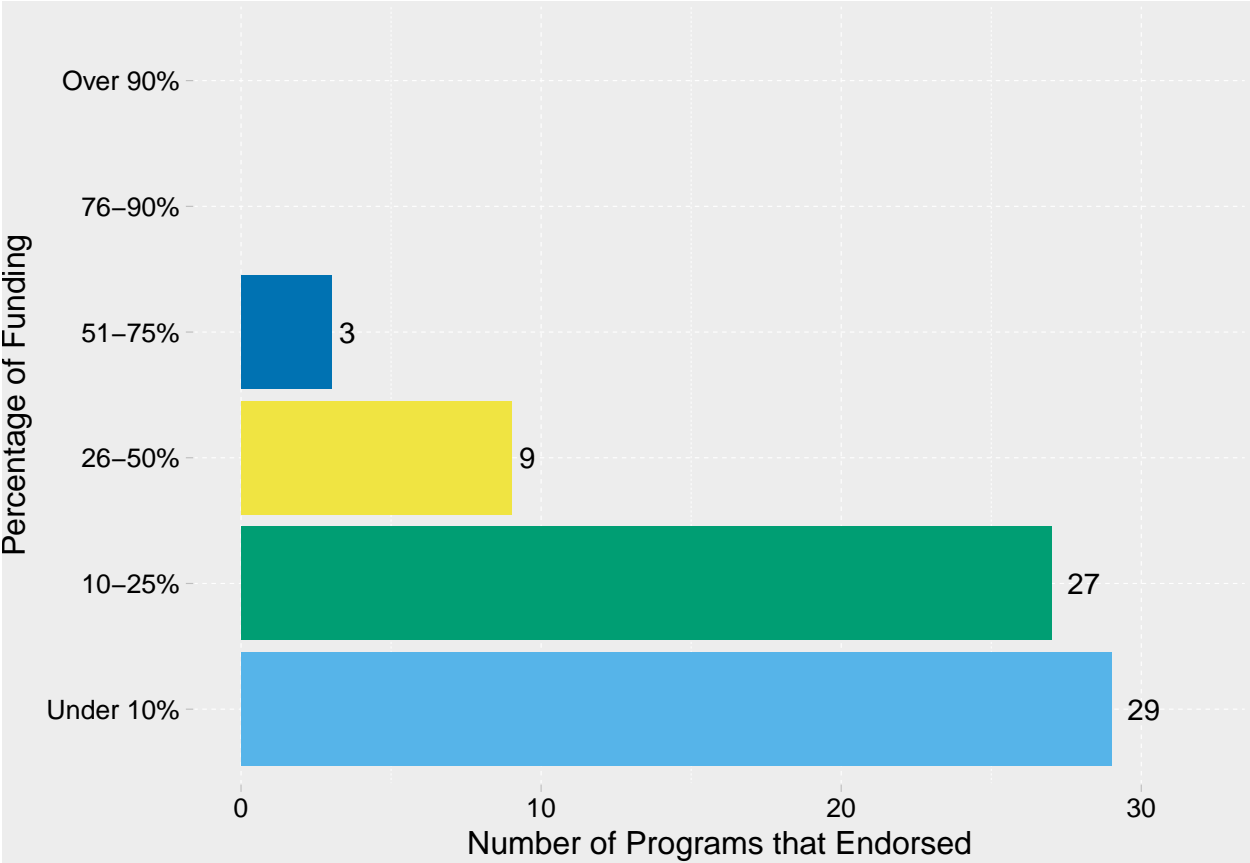
Please estimate the percentage of current funding for this specific mentoring program that has come from the following source: Individual donations/bequests



Sample size: 63

Number of nonresponses: 53

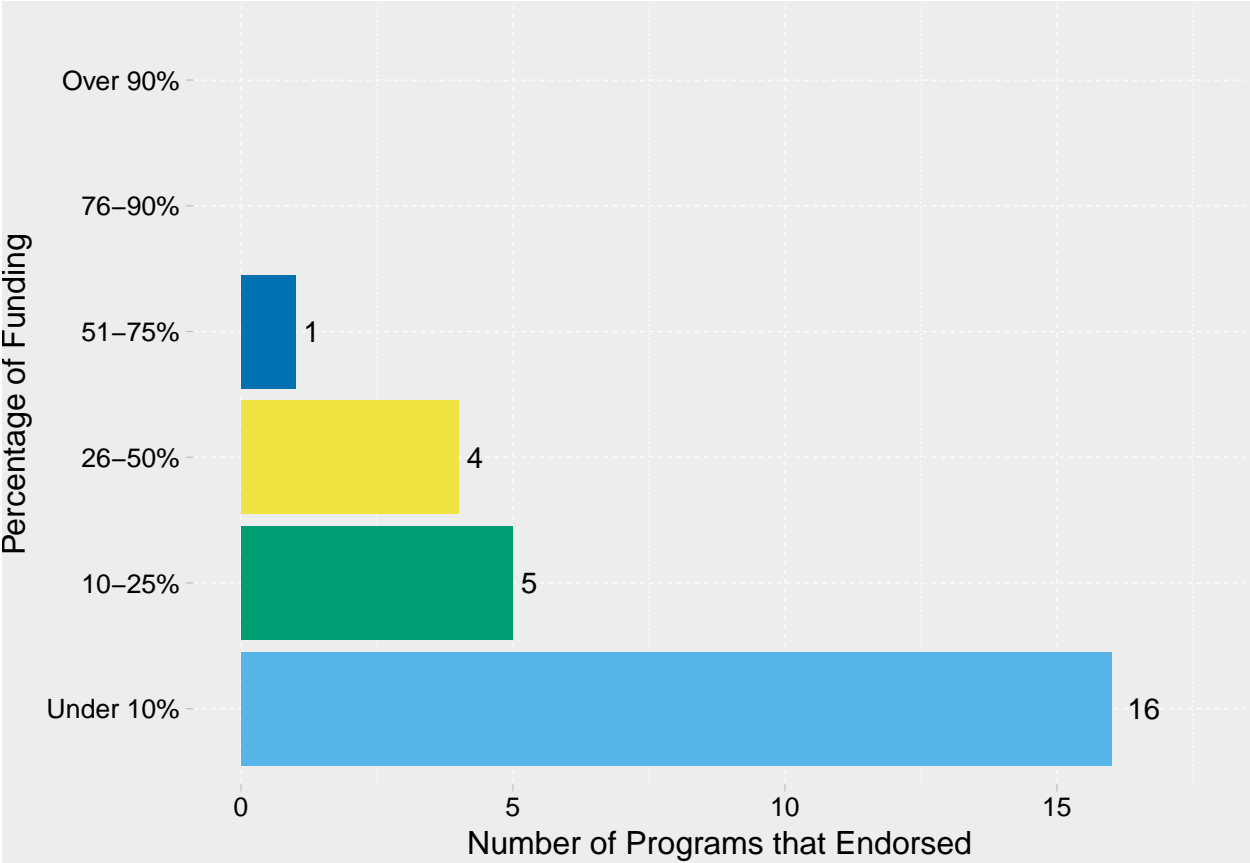
Please estimate the percentage of current funding for this specific mentoring program that has come from the following source: Fundraising events



Sample size: 68

Number of nonresponses: 48

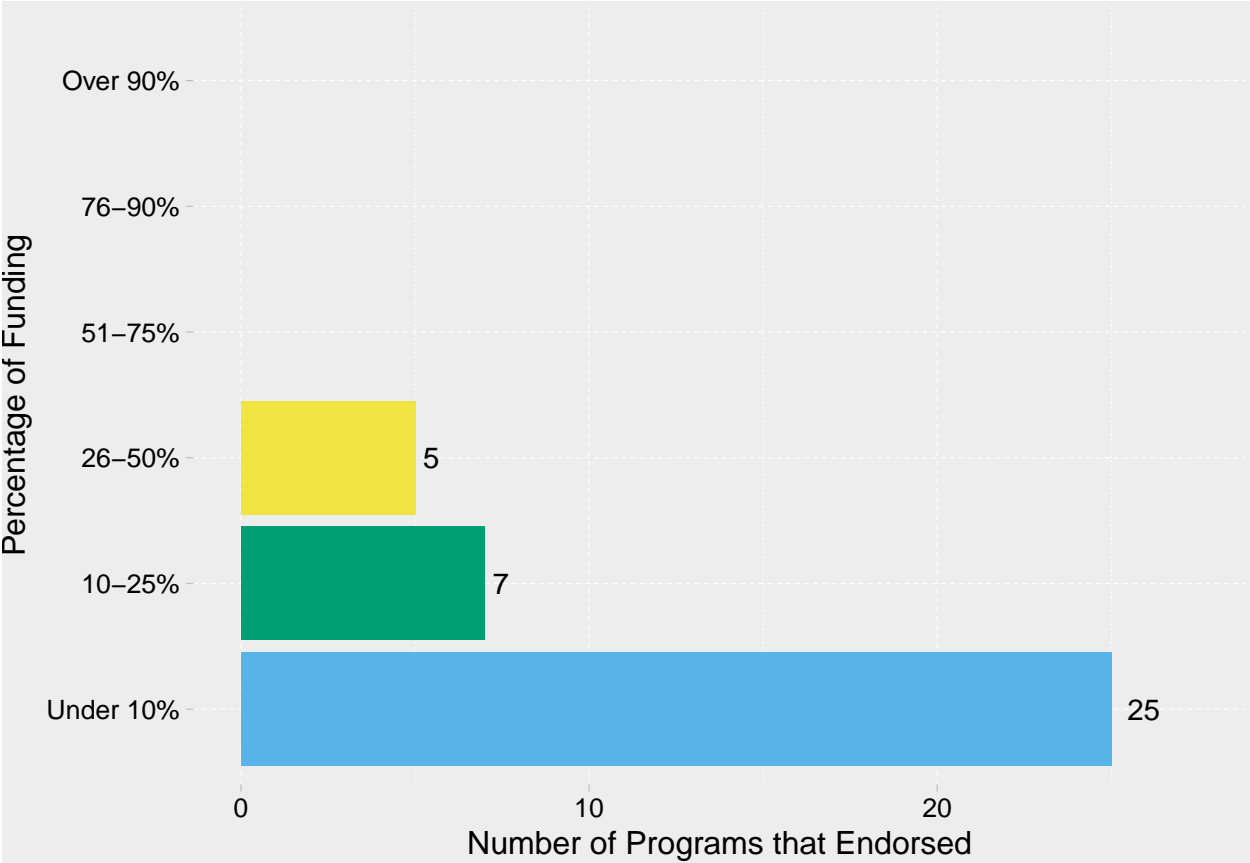
Please estimate the percentage of current funding for this specific mentoring program that has come from the following source: Earned income/contracted income



Sample size: 26

Number of nonresponses: 90

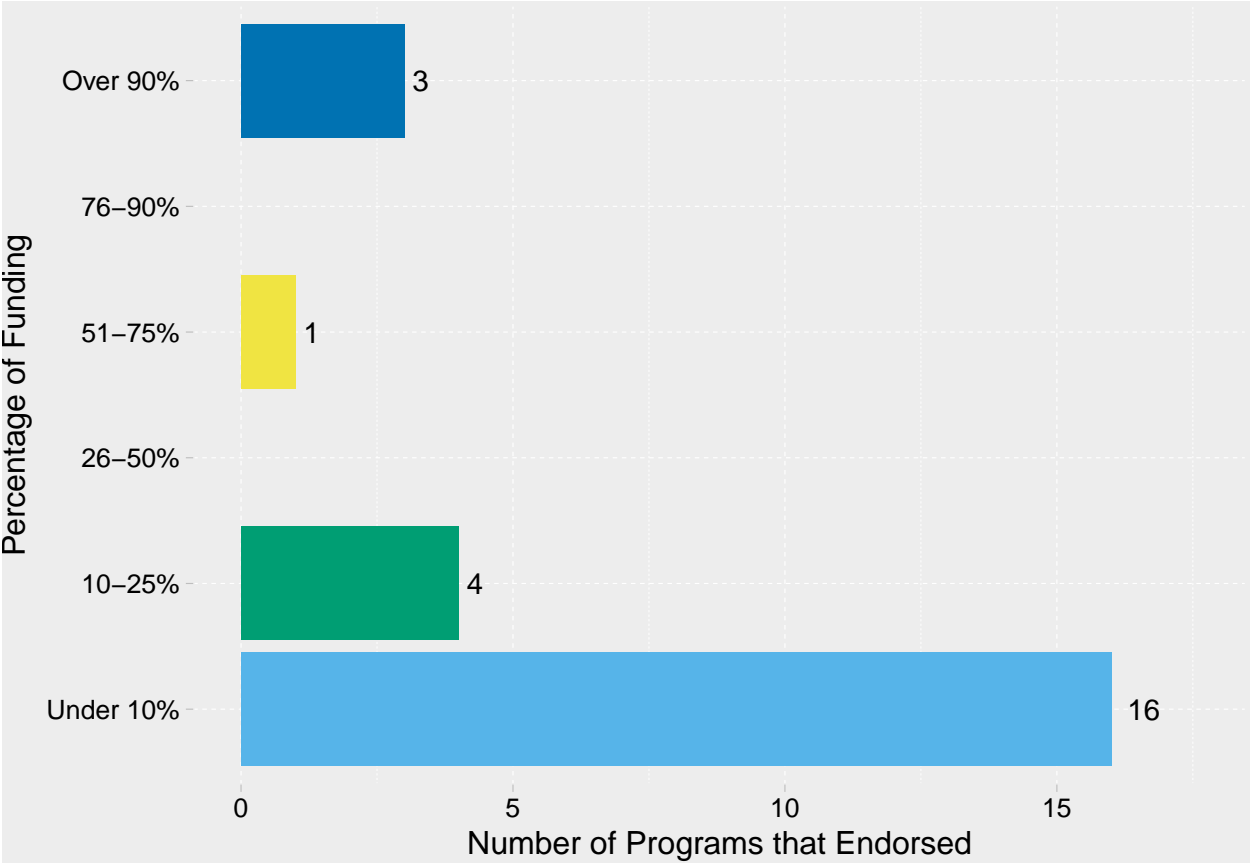
Please estimate the percentage of current funding for this specific mentoring program that has come from the following source: Mentoring Partnership support



Sample size: 37

Number of nonresponses: 79

Please estimate the percentage of current funding for this specific mentoring program that has come from the following source: Other



Sample size: 24

Number of nonresponses: 92

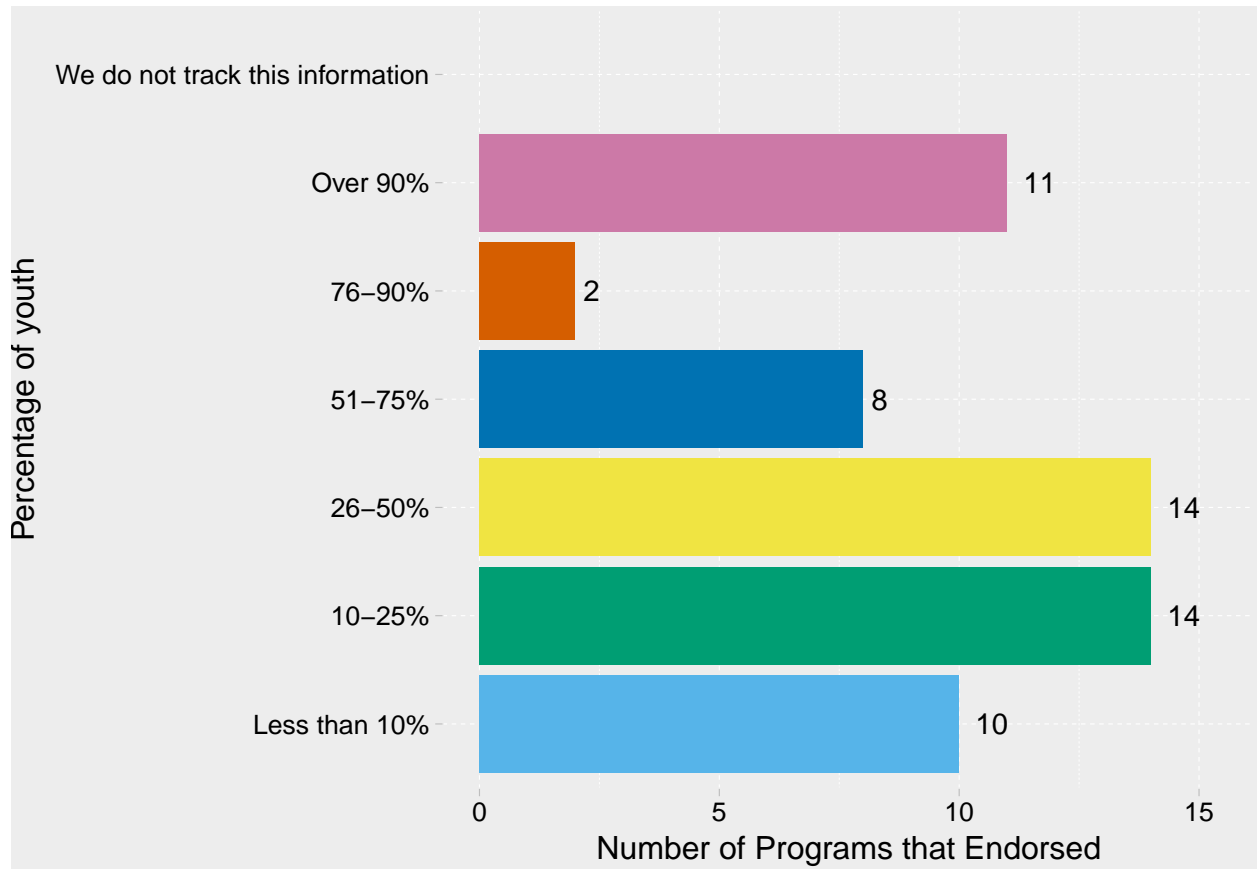
Characteristics of Youth Served by the Program

In the last year, how many youth were served (placed in a match or otherwise supported) by this mentoring program?

Gender	Statistic	Number of youth served
<i>Males</i>	Median	28
	Mean	118.58
	Sample size	99
<i>Females</i>	Median	38
	Mean	122.41
	Sample size	111
<i>Transgender males</i>	Median	0
	Mean	0.42
	Sample size	24
<i>Transgender females</i>	Median	0
	Mean	0.2
	Sample size	20
<i>Other gender</i>	Median	0
	Mean	0.35
	Sample size	23

Ages of youth served - Please estimate the percentage of youth by this program that are the following ages.

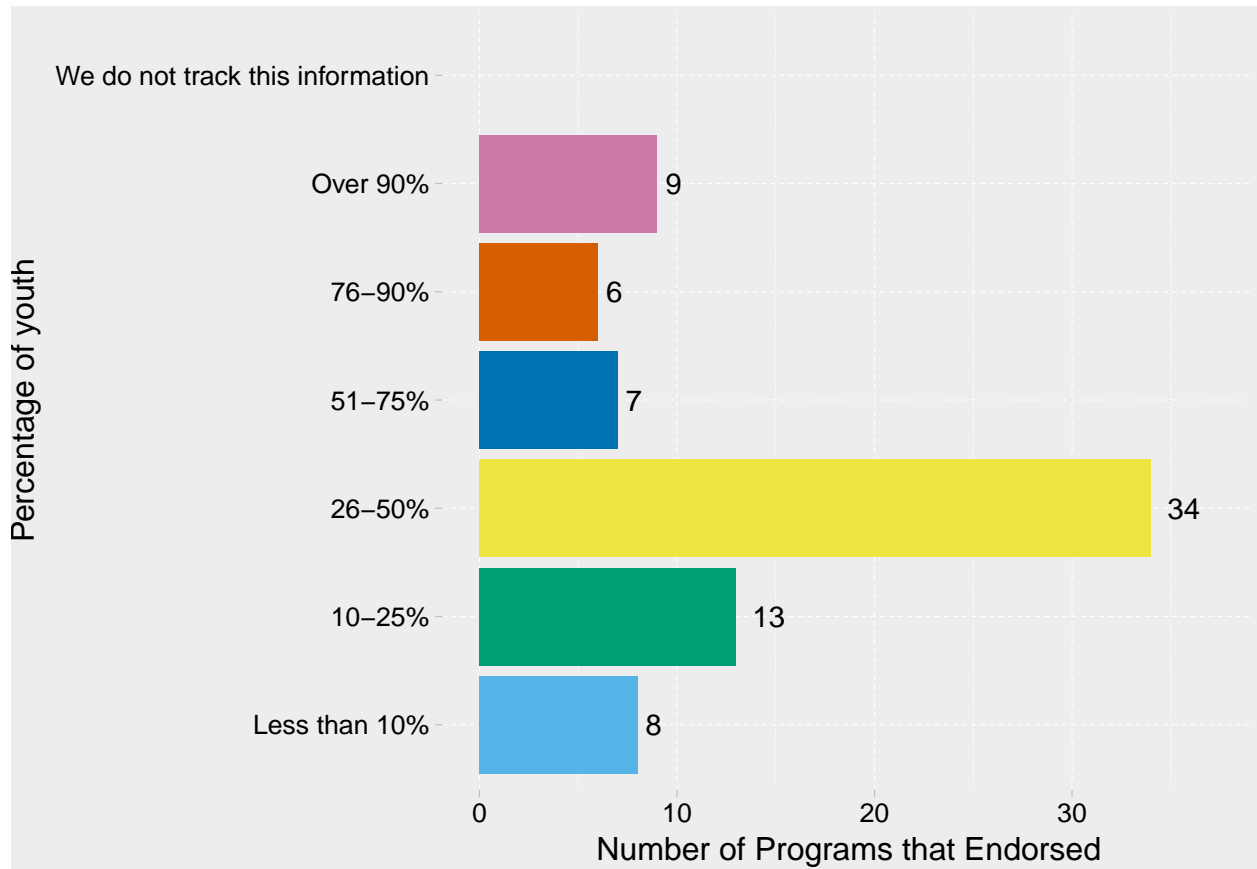
5 - 10 years old



Sample size: 59

Number of nonresponses: 57

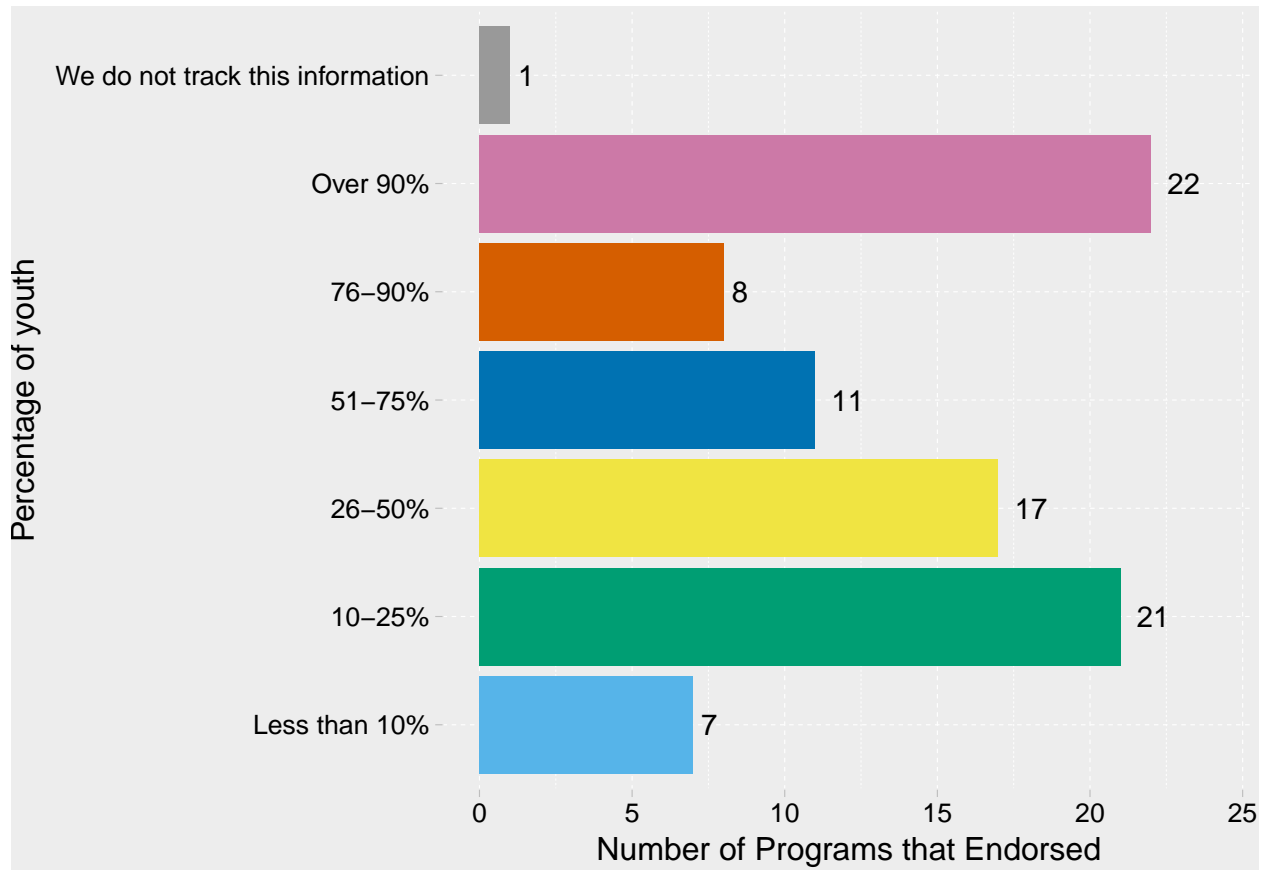
11-14 years old



Sample size: 77

Number of nonresponses: 39

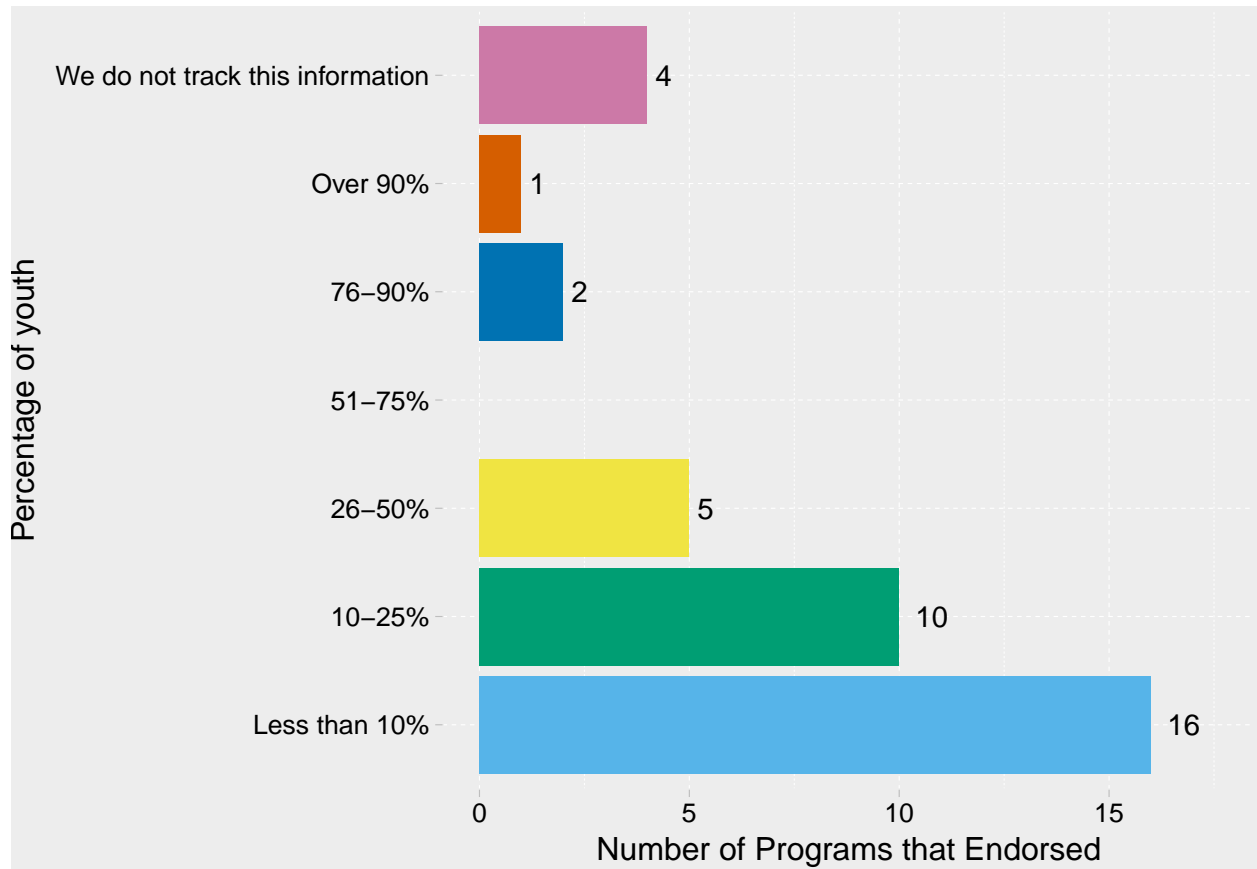
15-18 years old



Sample size: 87

Number of nonresponses: 29

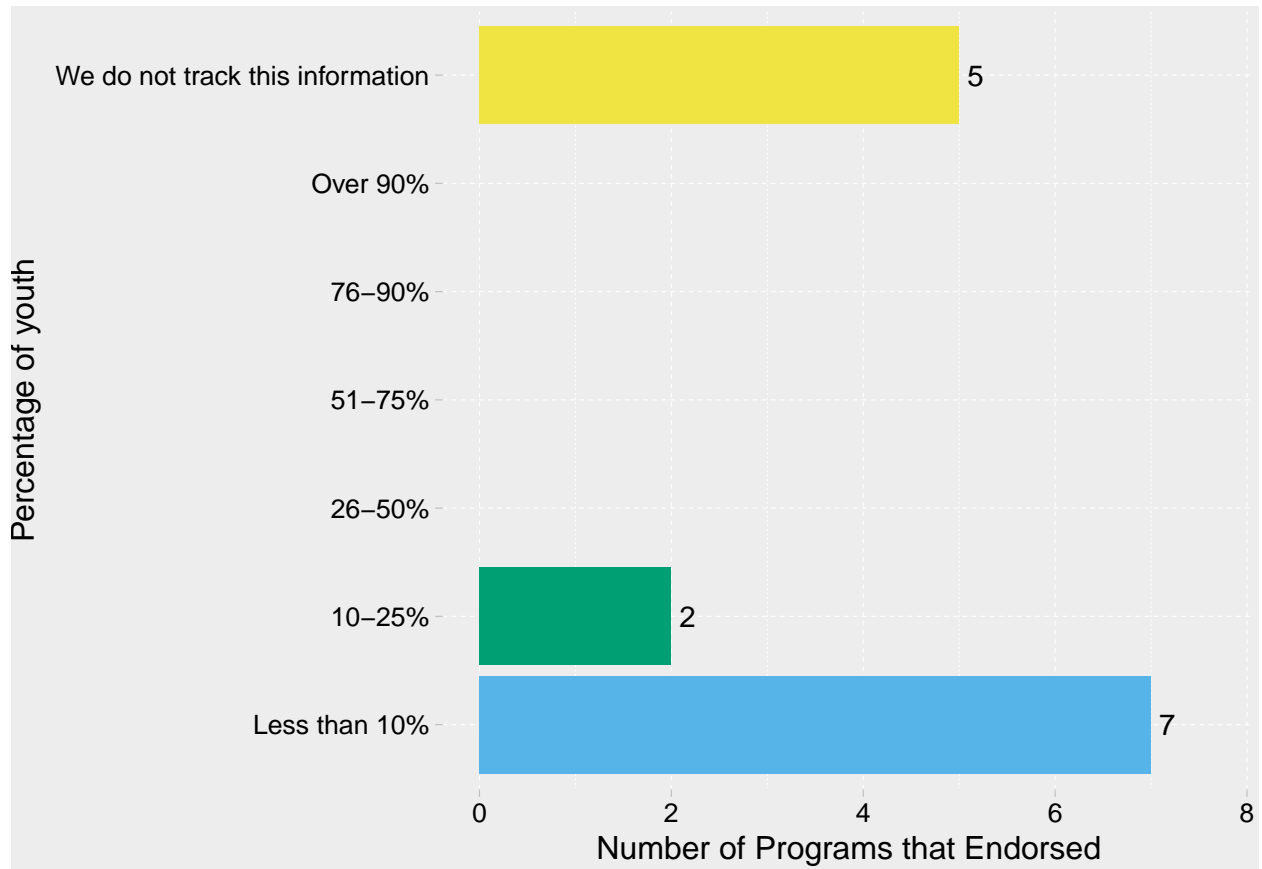
19-24 years old



Sample size: 38

Number of nonresponses: 78

25 or older

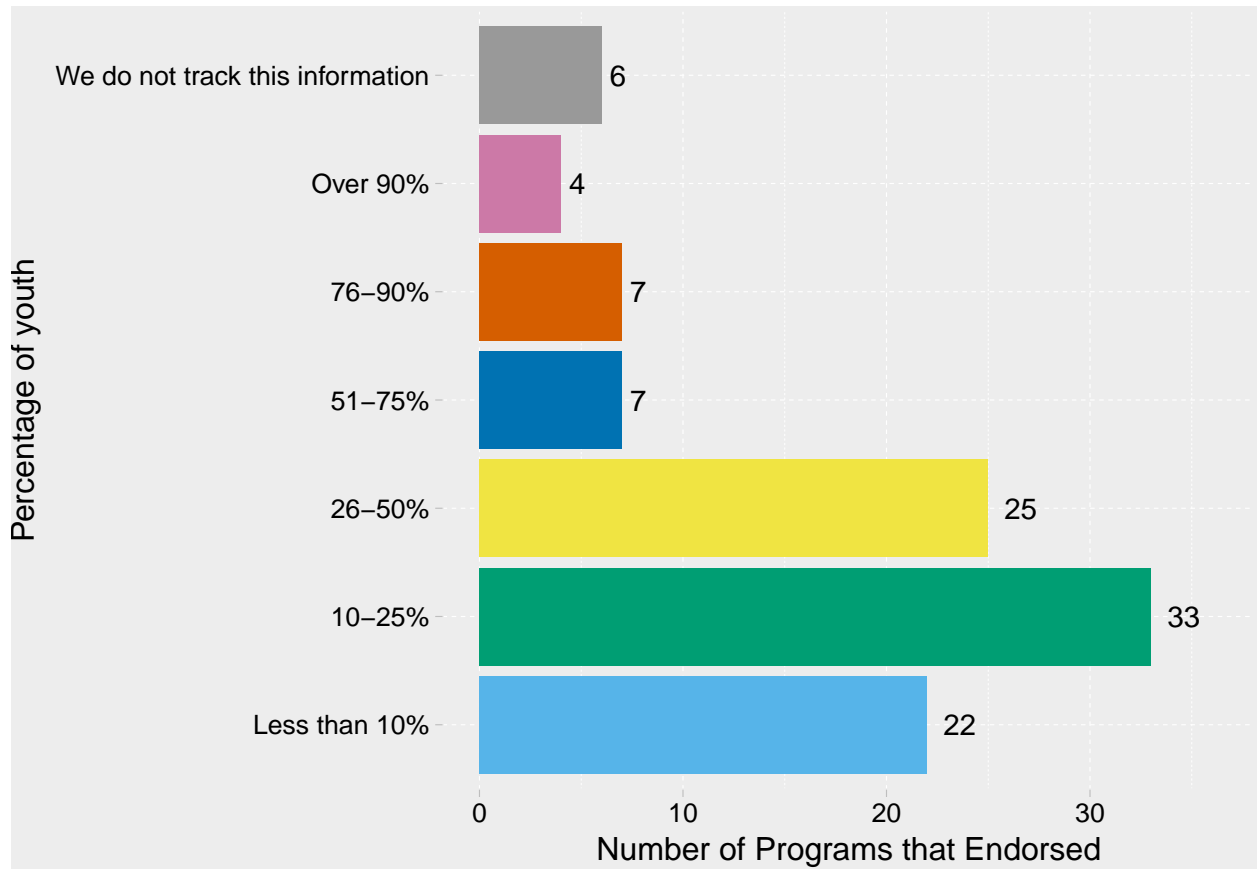


Sample size: 14

Number of nonresponses: 102

Please estimate the percentage of youth in this program that are.

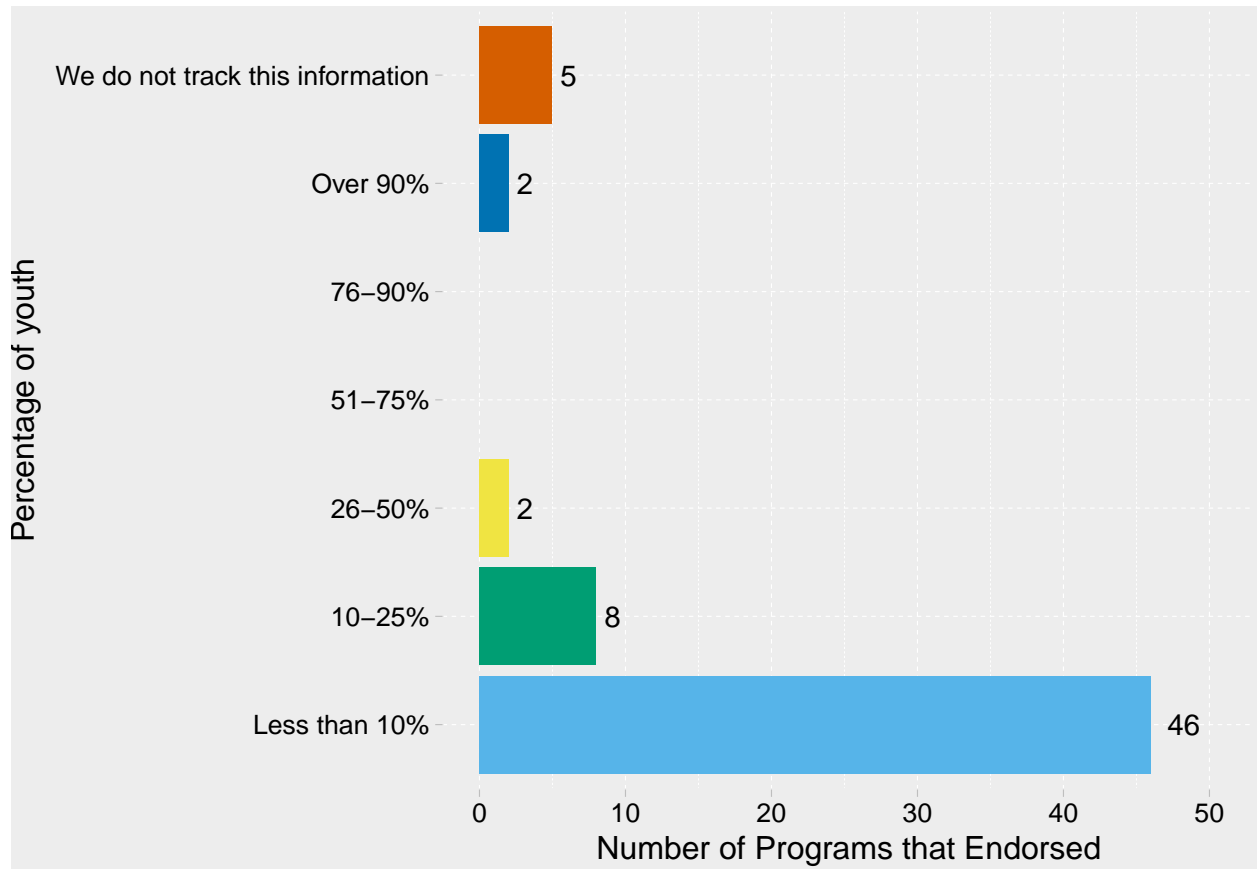
Black, Afro-Caribbean, or African American



Sample size: 104

Number of nonresponses: 12

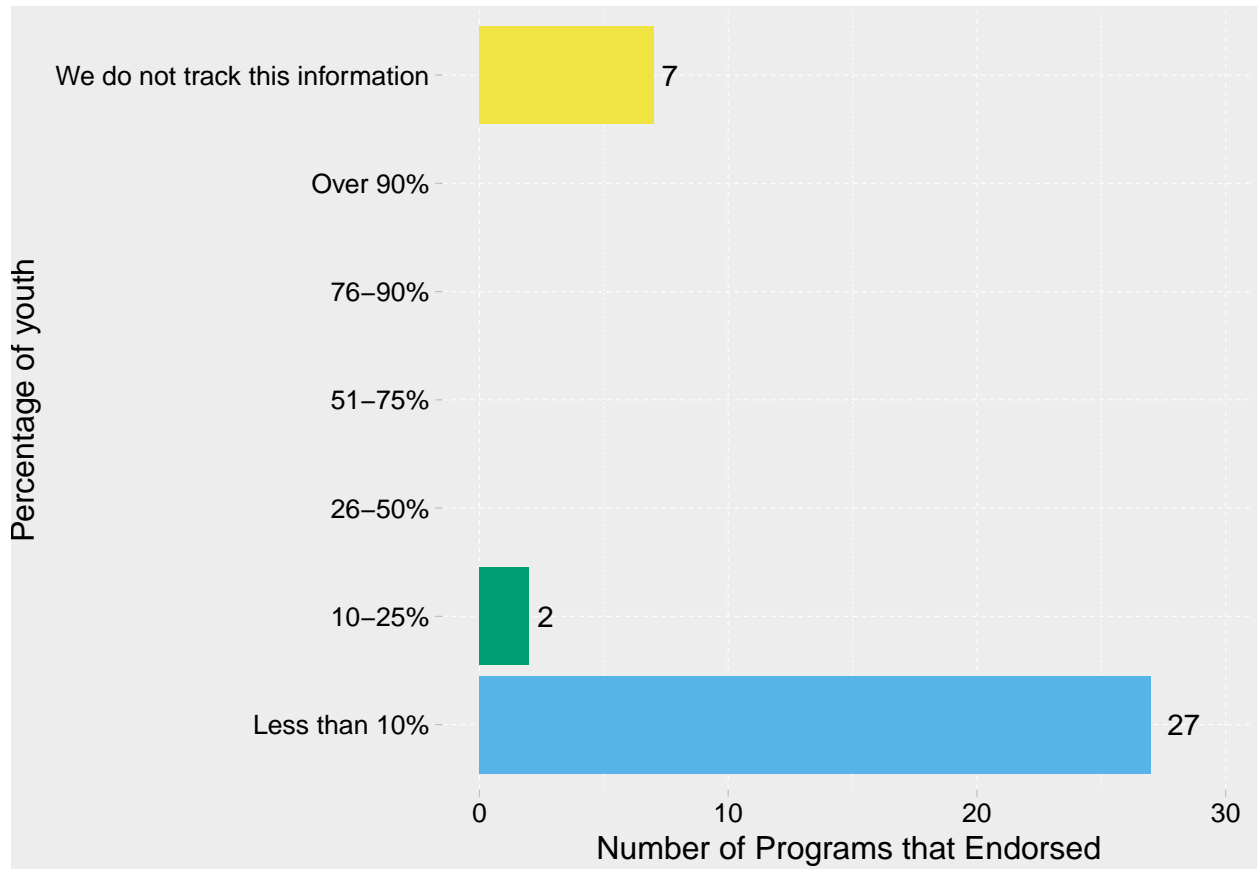
East Asian or Asian American



Sample size: 63

Number of nonresponses: 53

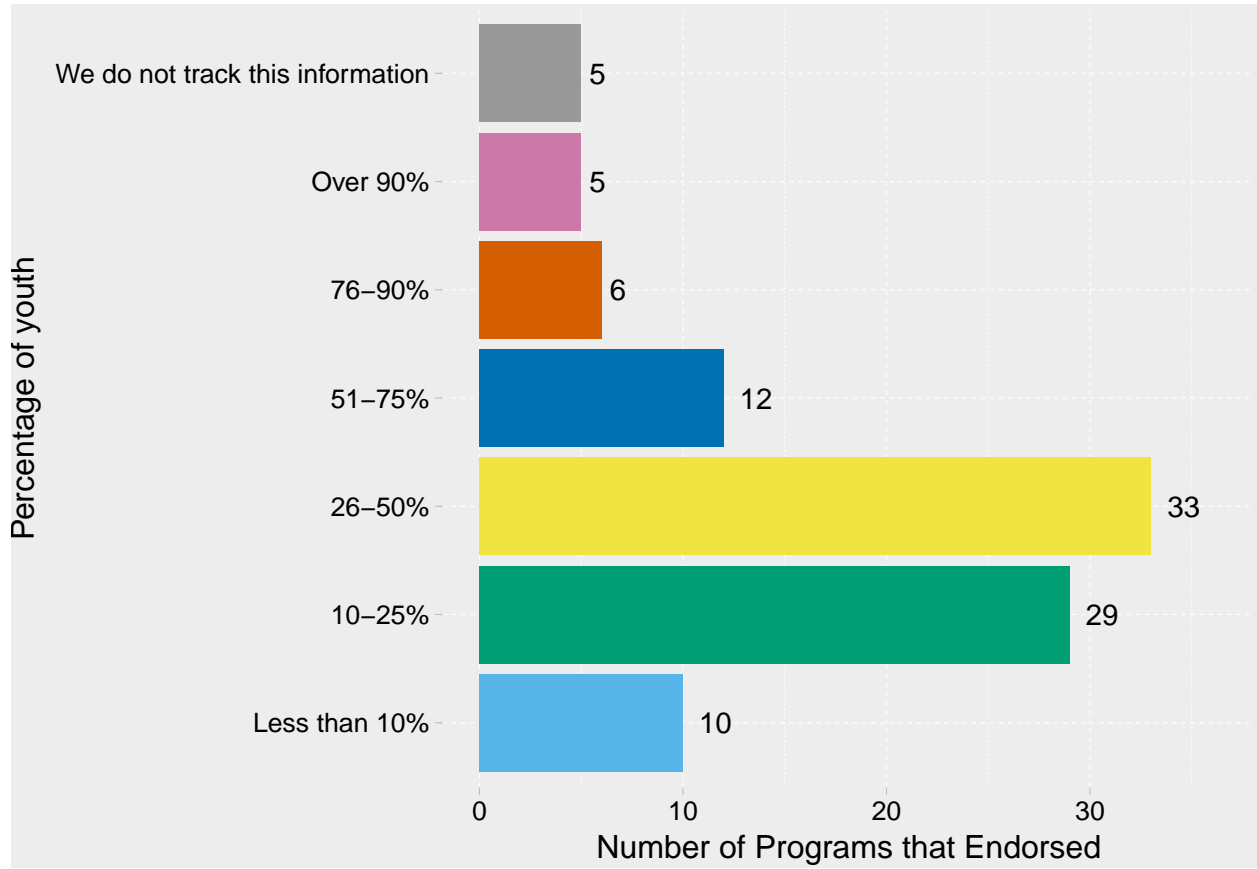
Hawaiian or Pacific Islander



Sample size: 36

Number of nonresponses: 80

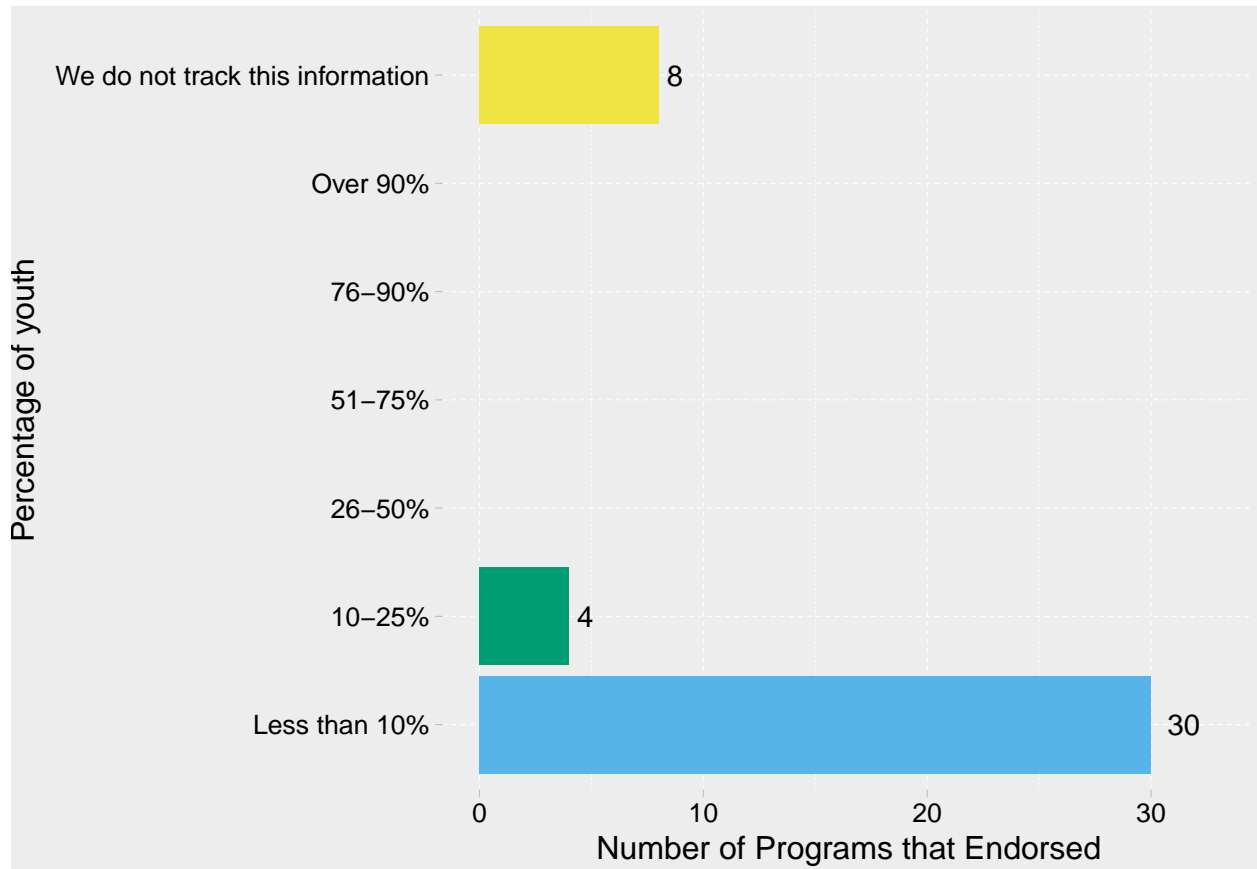
Latino or Hispanic American



Sample size: 100

Number of nonresponses: 16

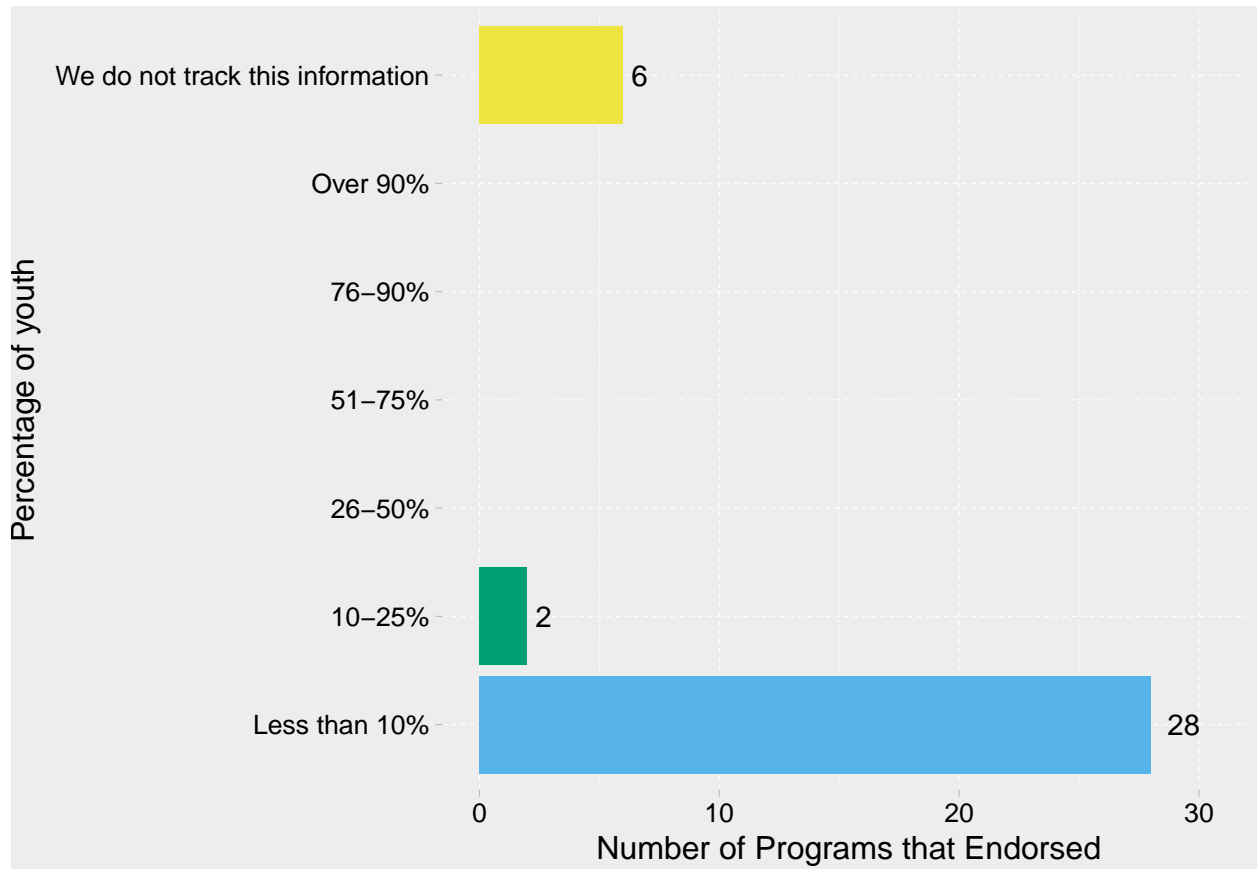
Middle Eastern or Arab American



Sample size: 42

Number of nonresponses: 74

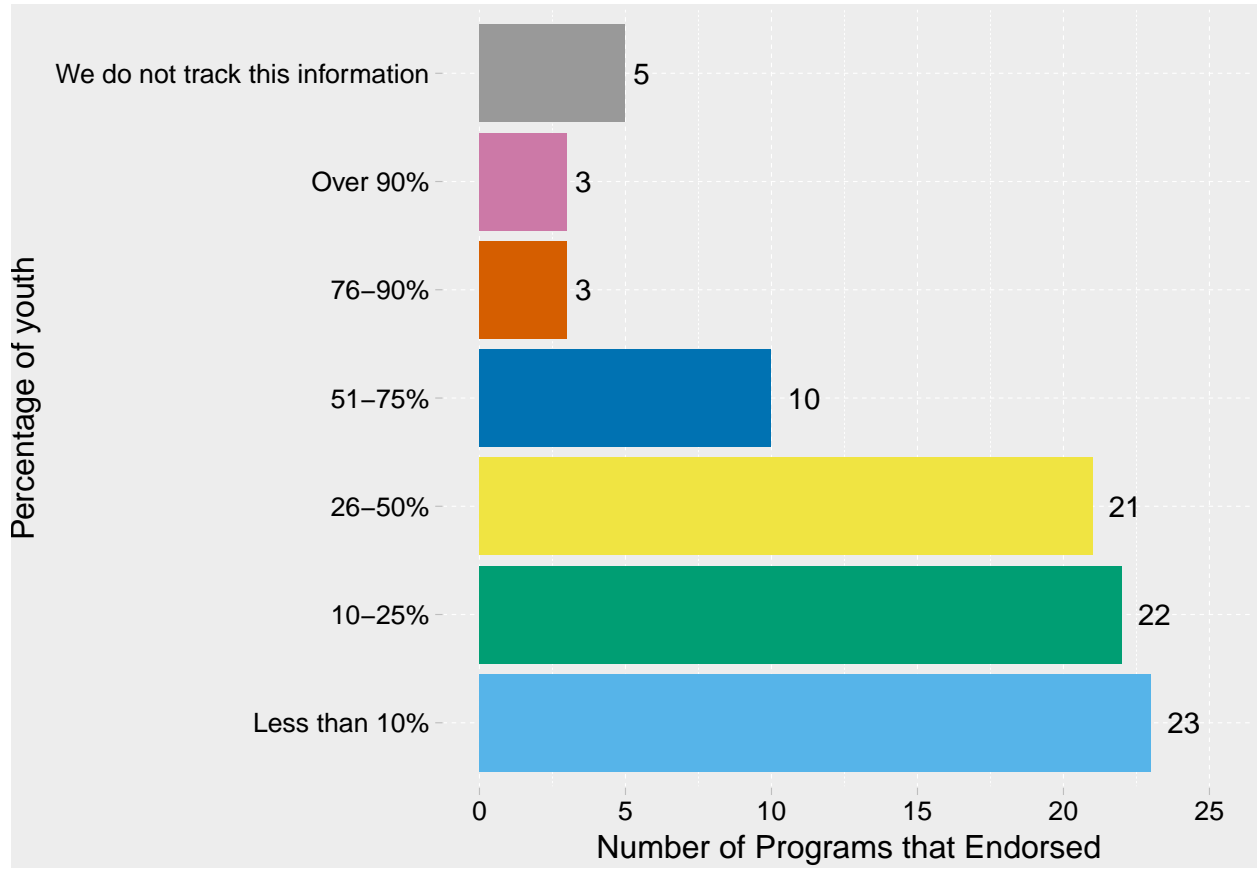
Native American or Alaskan Native



Sample size: 36

Number of nonresponses: 80

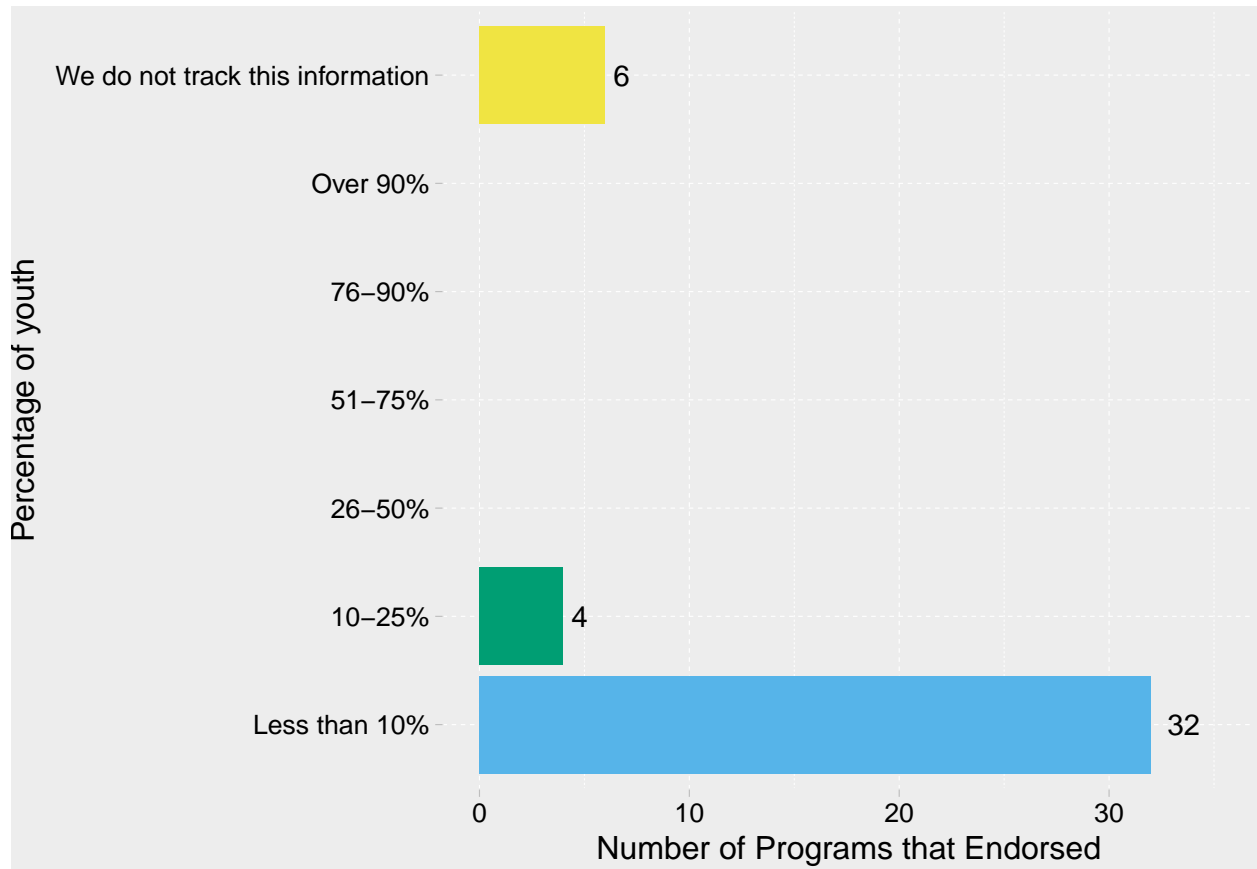
Non-Hispanic White or Euro-American



Sample size: 87

Number of nonresponses: 29

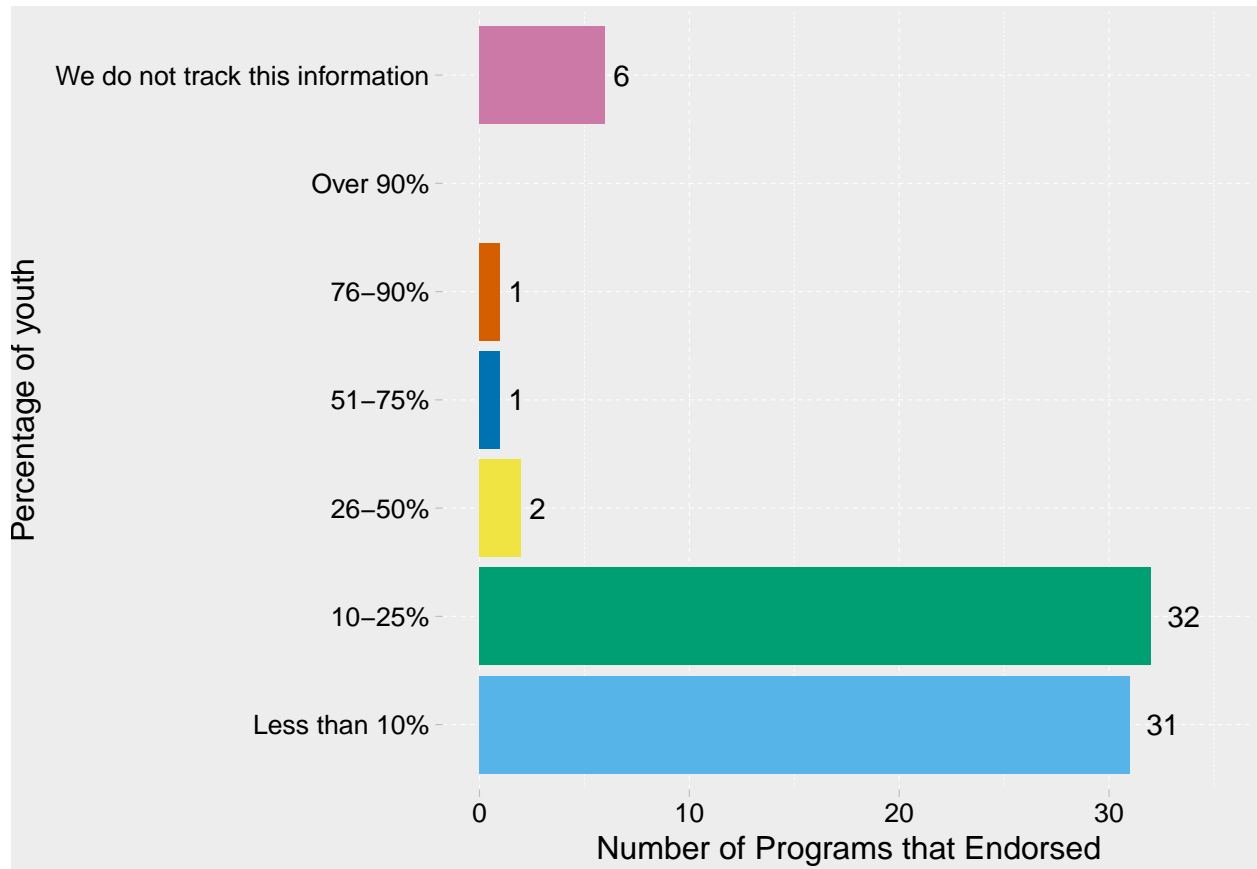
South Asian or Indian American



Sample size: 42

Number of nonresponses: 74

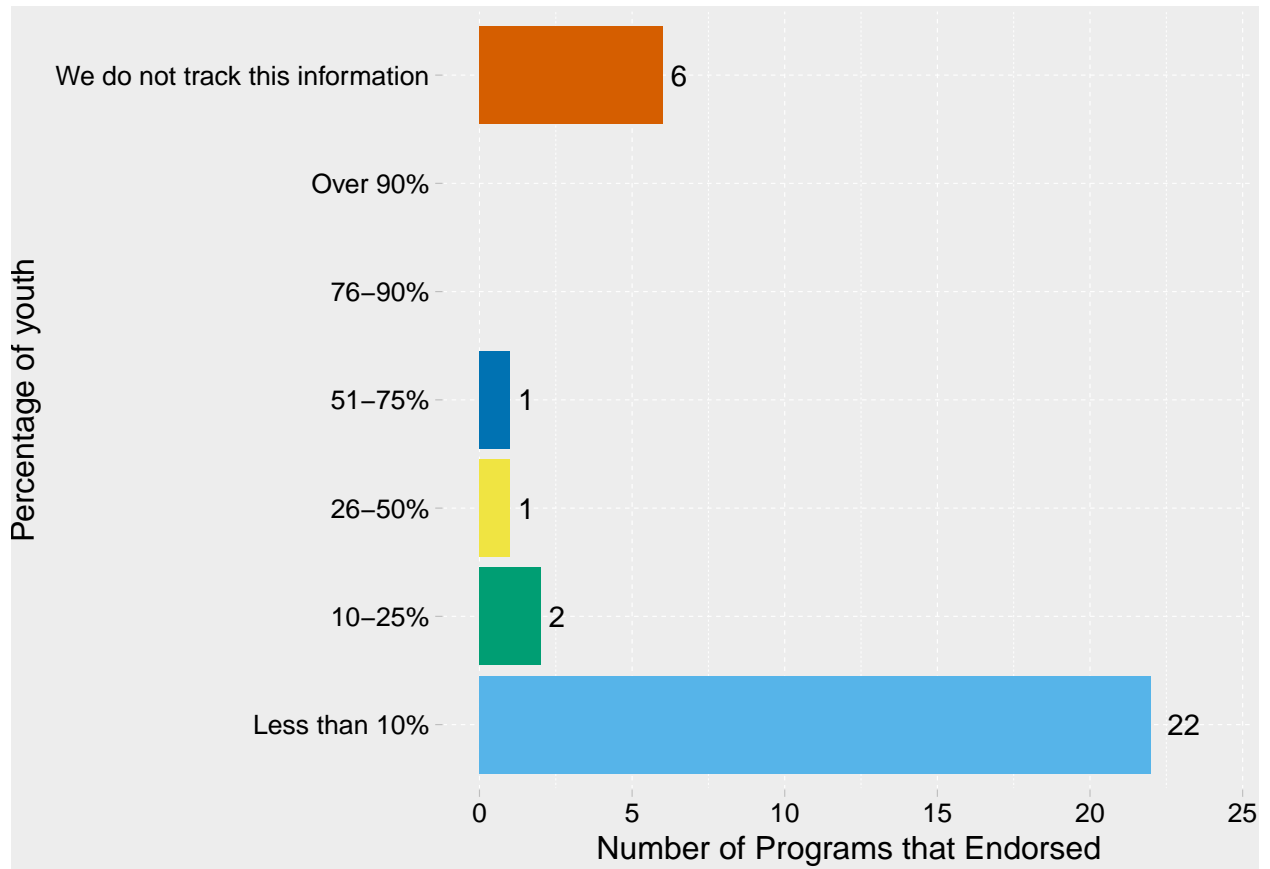
Multiracial



Sample size: 73

Number of nonresponses: 43

Other

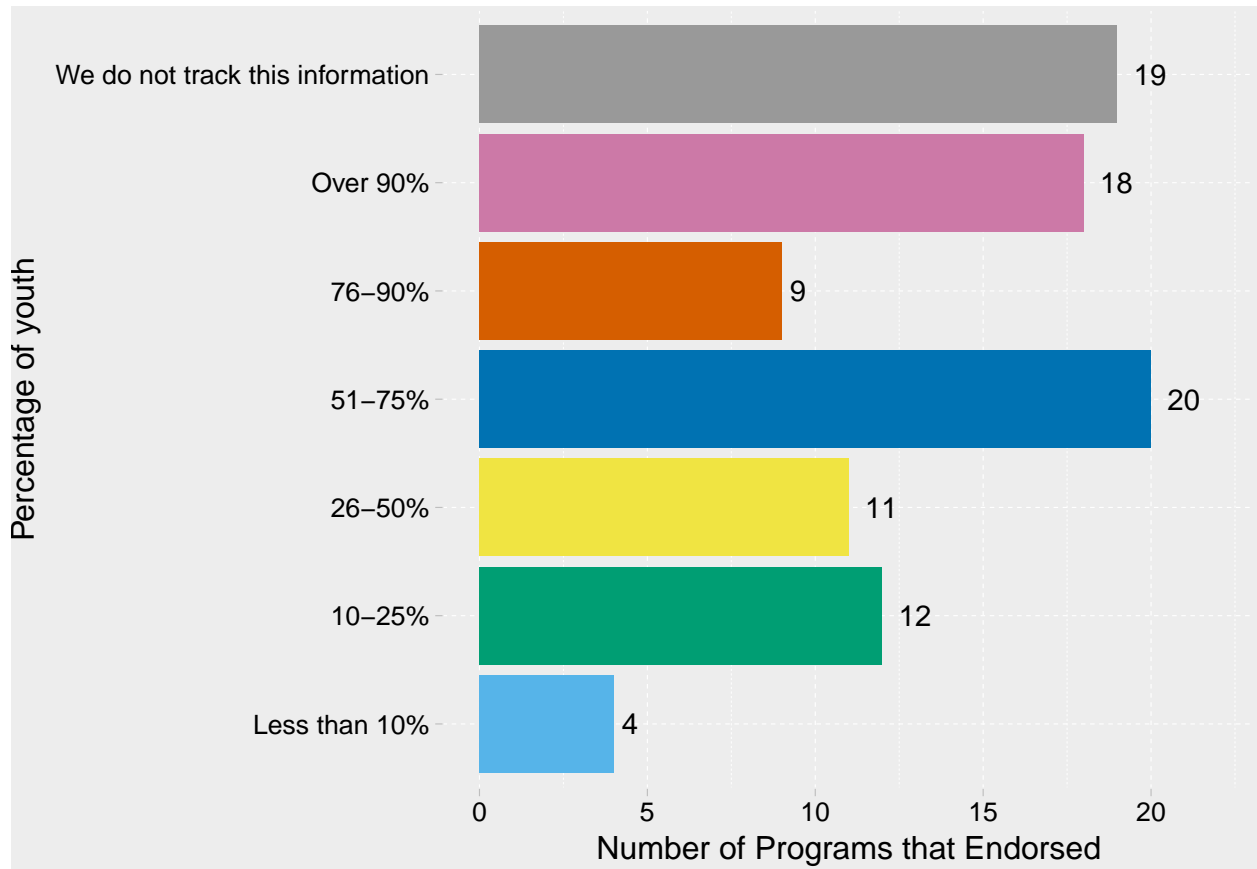


Sample size: 32

Number of nonresponses: 84

Please estimate the percentage of this program’s mentees served over the last year that represent the following subgroups.

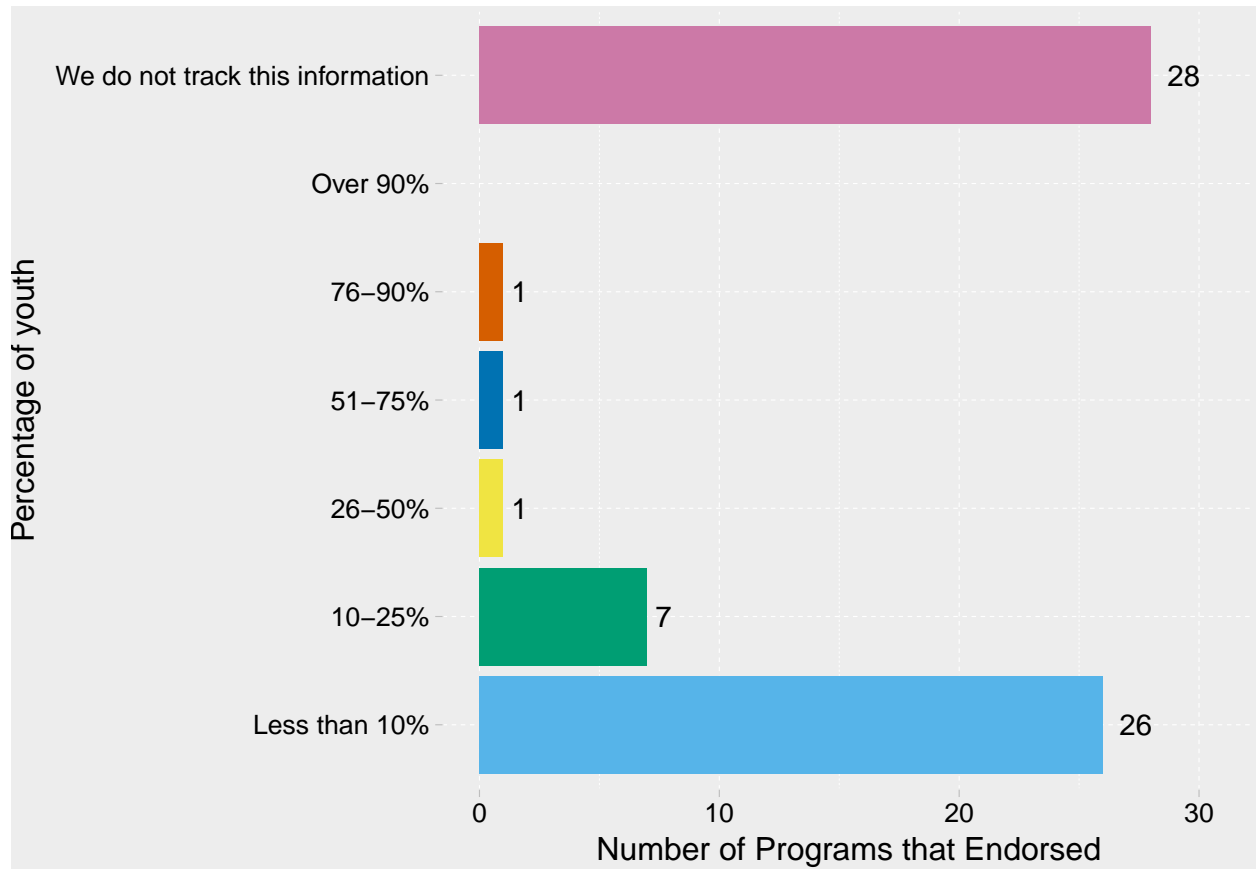
Academically at-risk



Sample size: 93

Number of nonresponses: 23

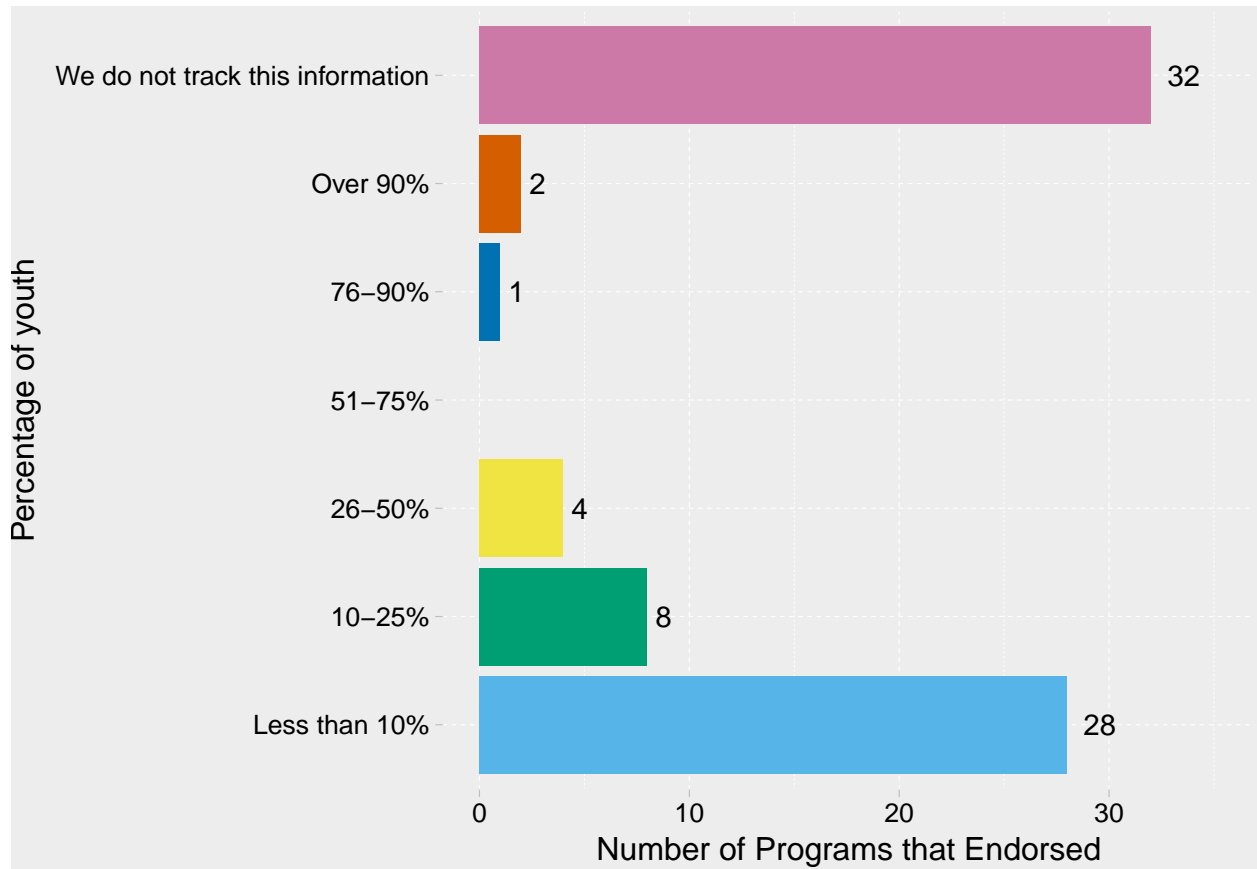
Adjudicated or juvenile justice-involved



Sample size: 64

Number of nonresponses: 52

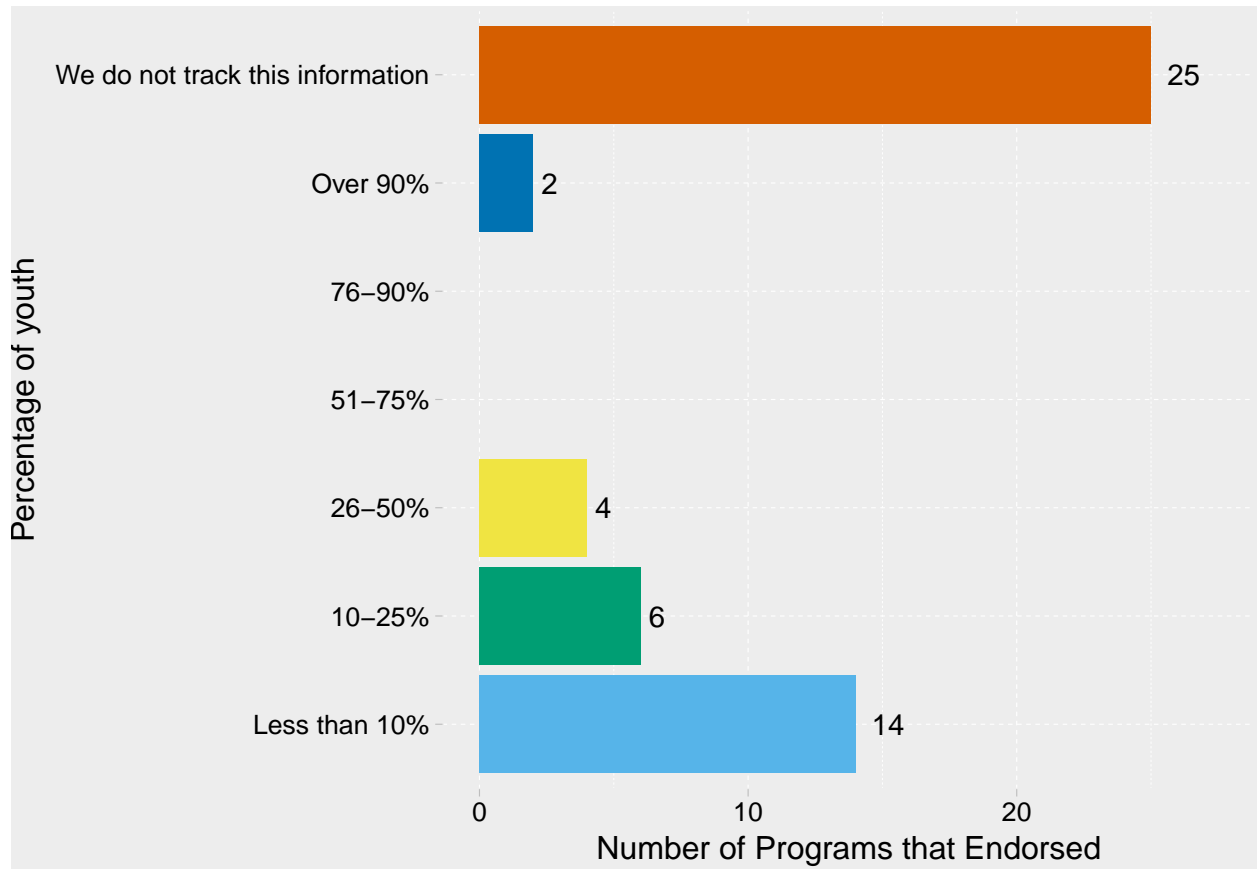
Disabilities or special health care needs



Sample size: 75

Number of nonresponses: 41

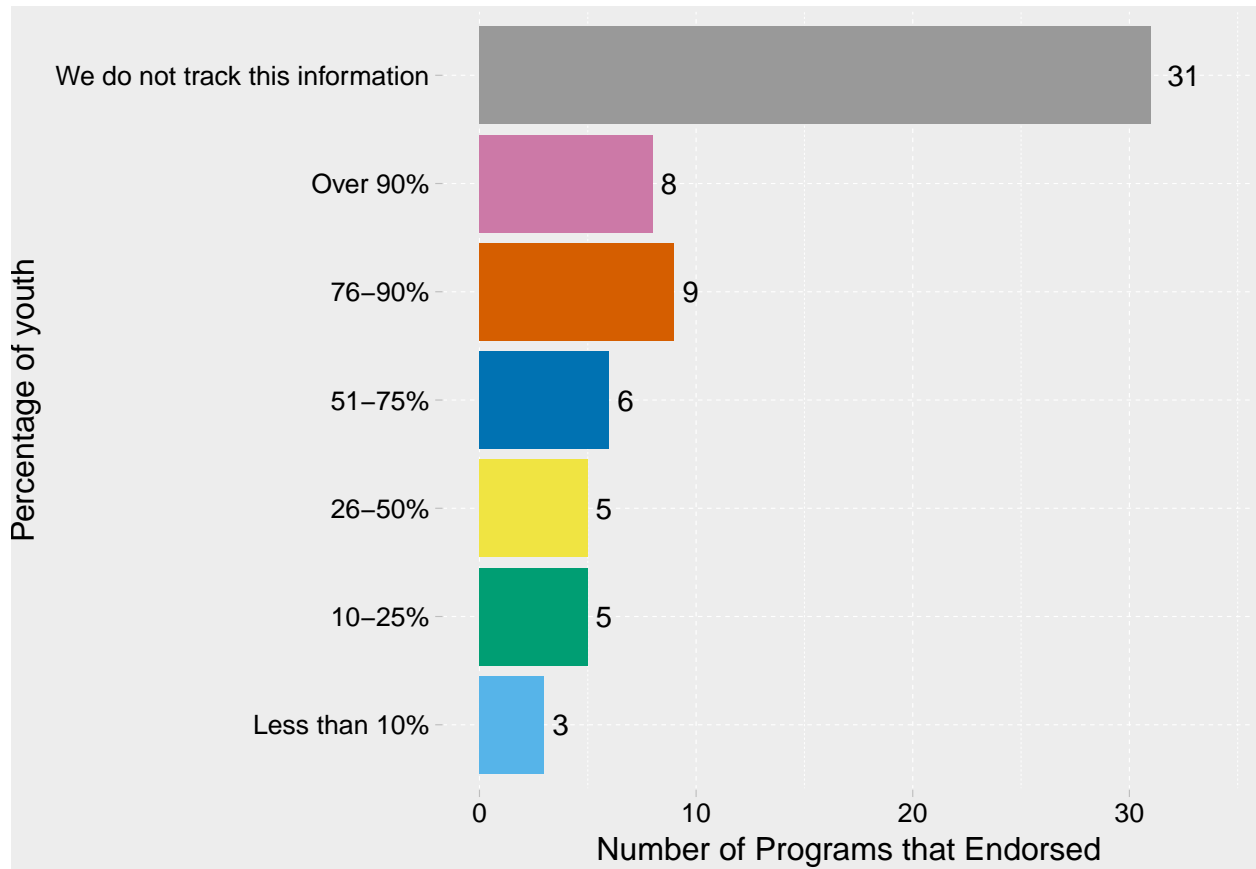
Enrolled in postsecondary education/college



Sample size: 51

Number of nonresponses: 65

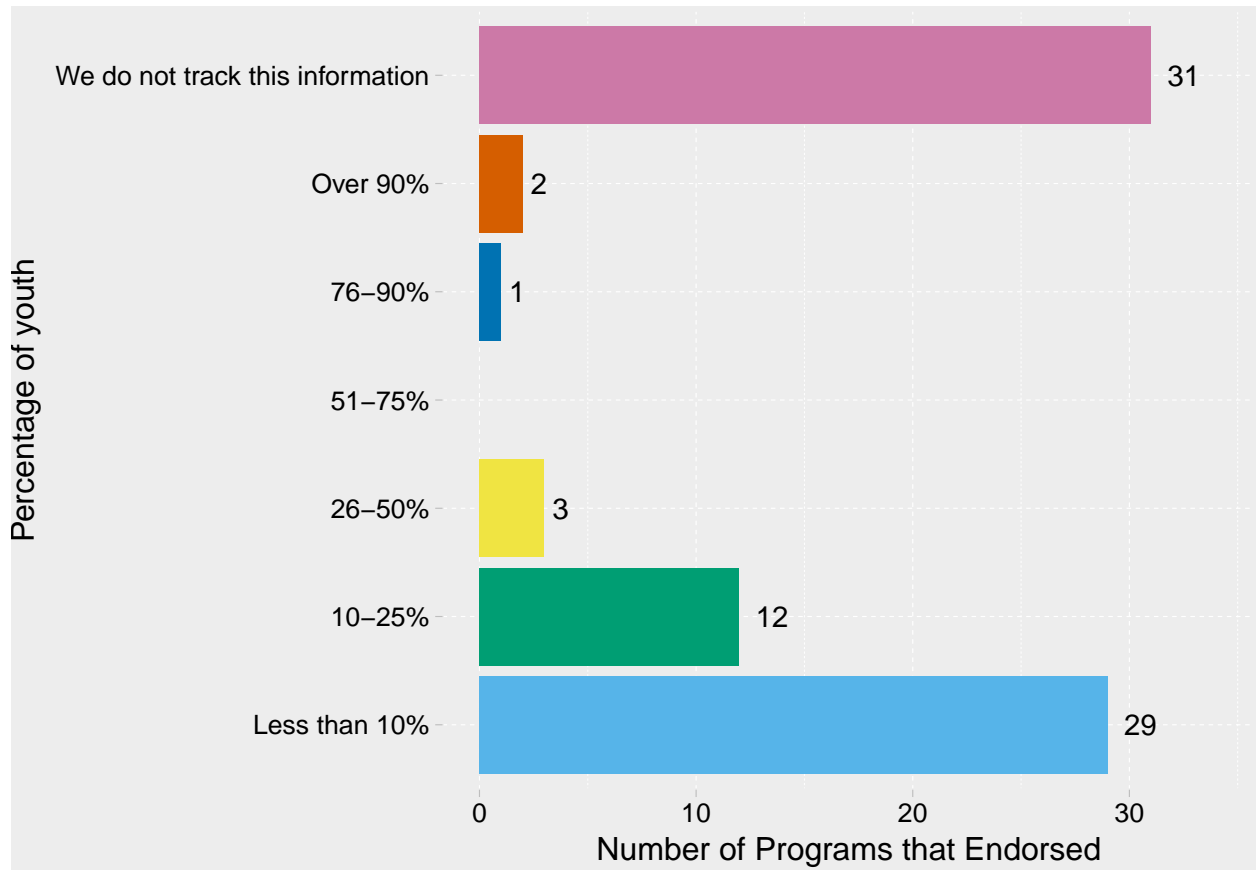
First generation in family to go to college



Sample size: 67

Number of nonresponses: 49

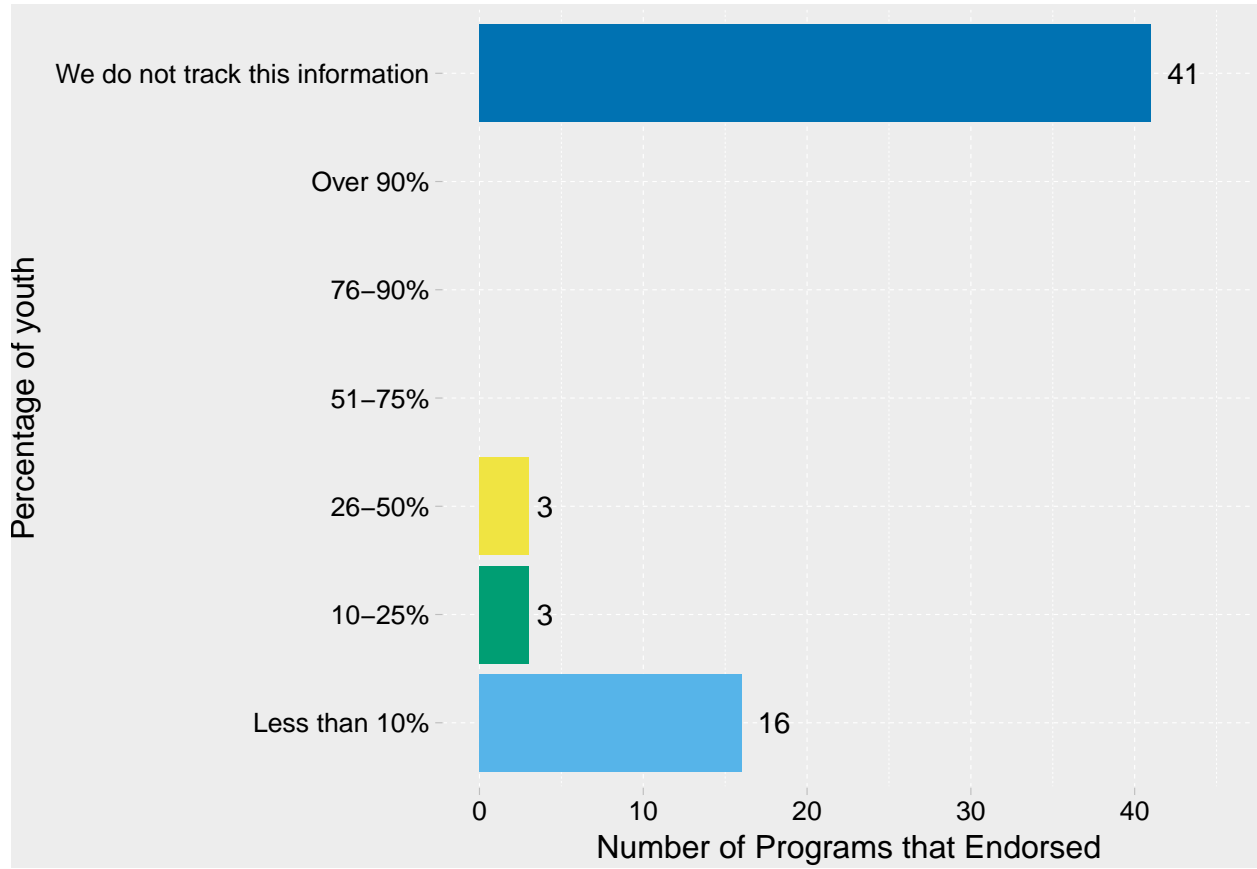
Foster, residential, or kinship care



Sample size: 78

Number of nonresponses: 38

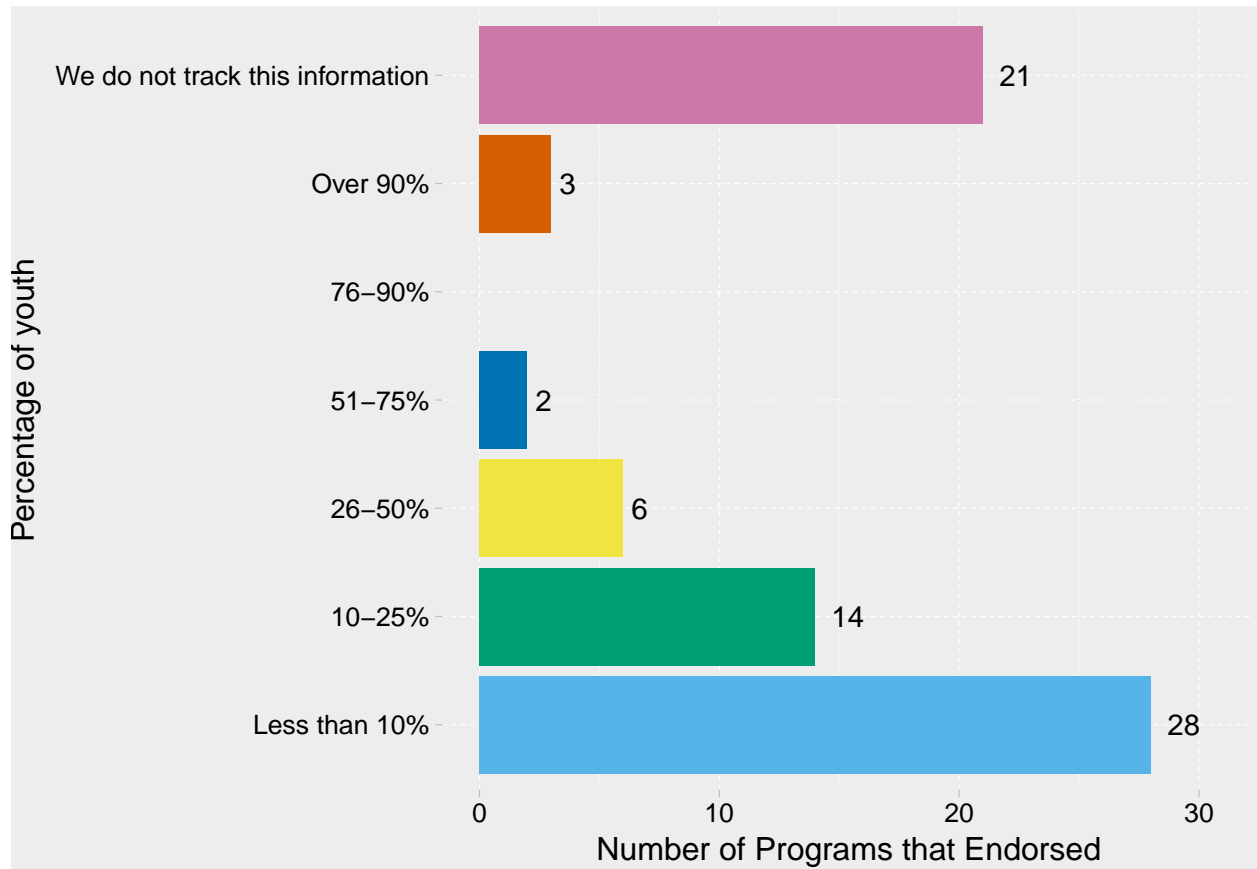
Gang involved



Sample size: 63

Number of nonresponses: 53

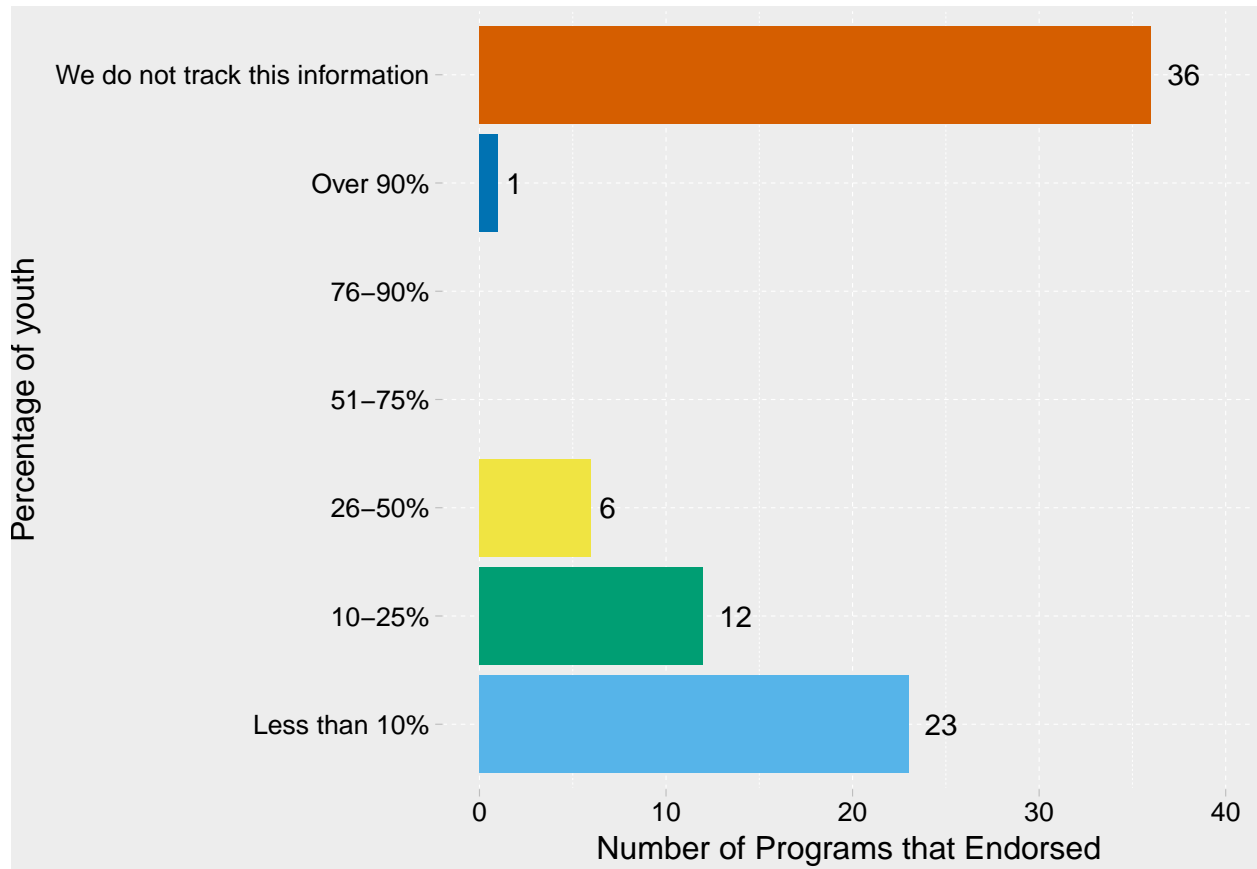
High academic achievers



Sample size: 74

Number of nonresponses: 42

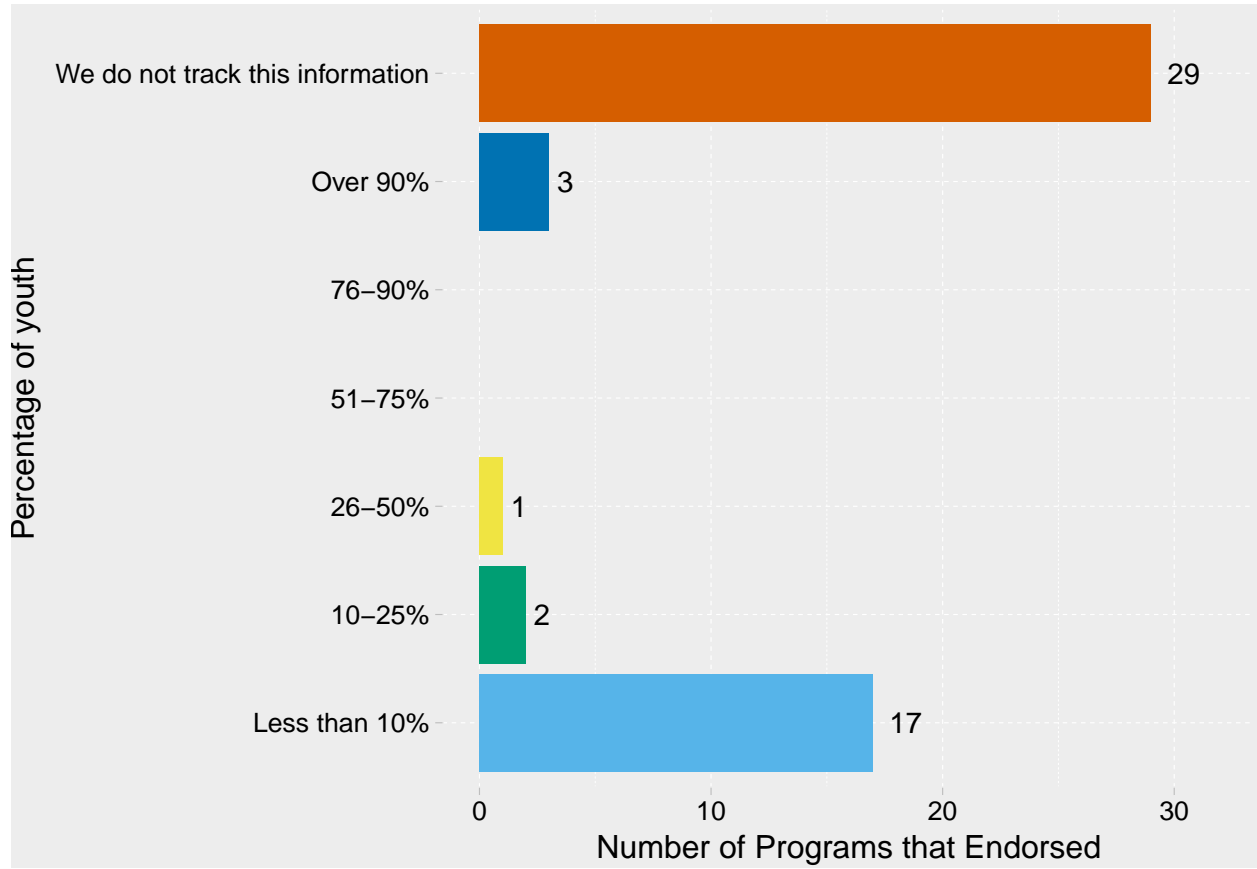
Incarcerated parent(s) or family members



Sample size: 78

Number of nonresponses: 38

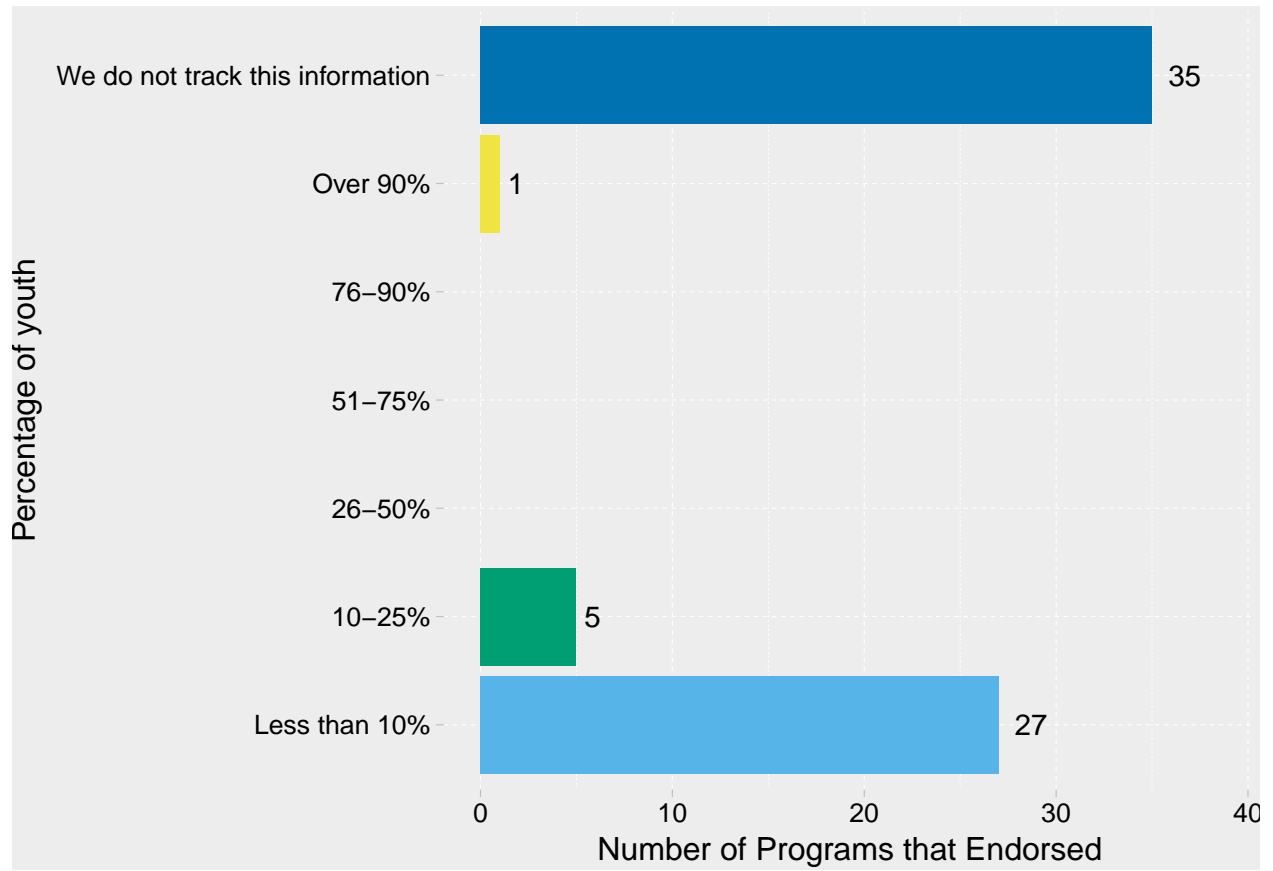
Left school prematurely



Sample size: 52

Number of nonresponses: 64

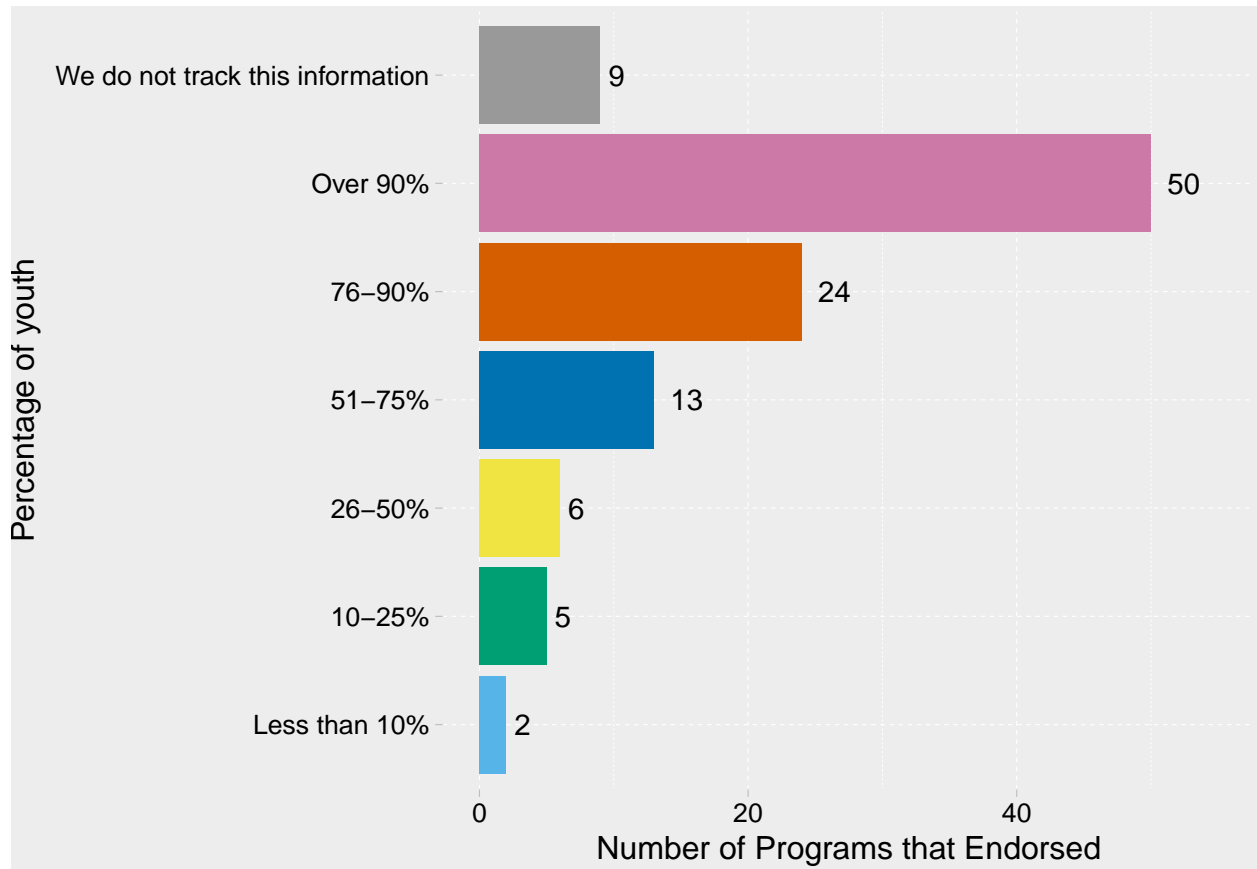
LGBTQ



Sample size: 68

Number of nonresponses: 48

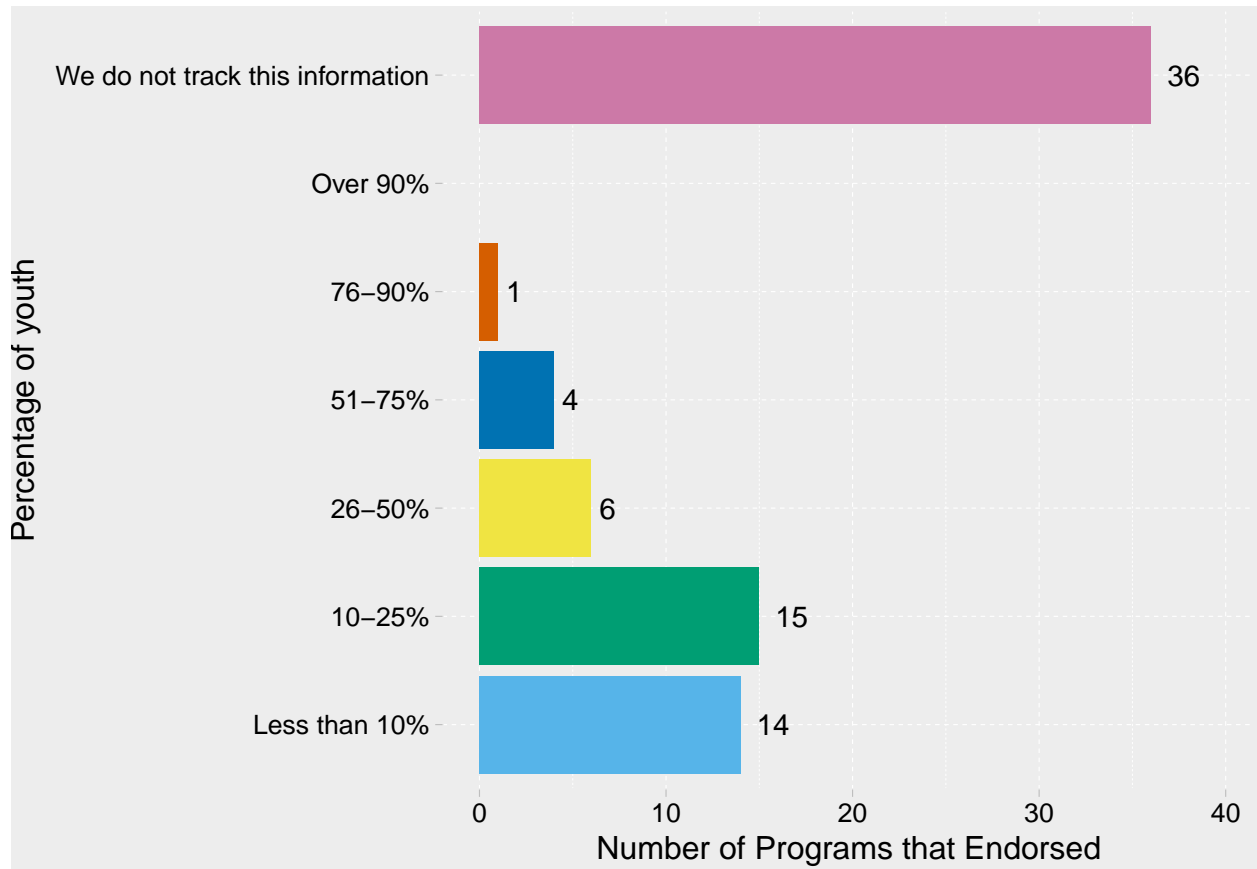
Low income



Sample size: 109

Number of nonresponses: 7

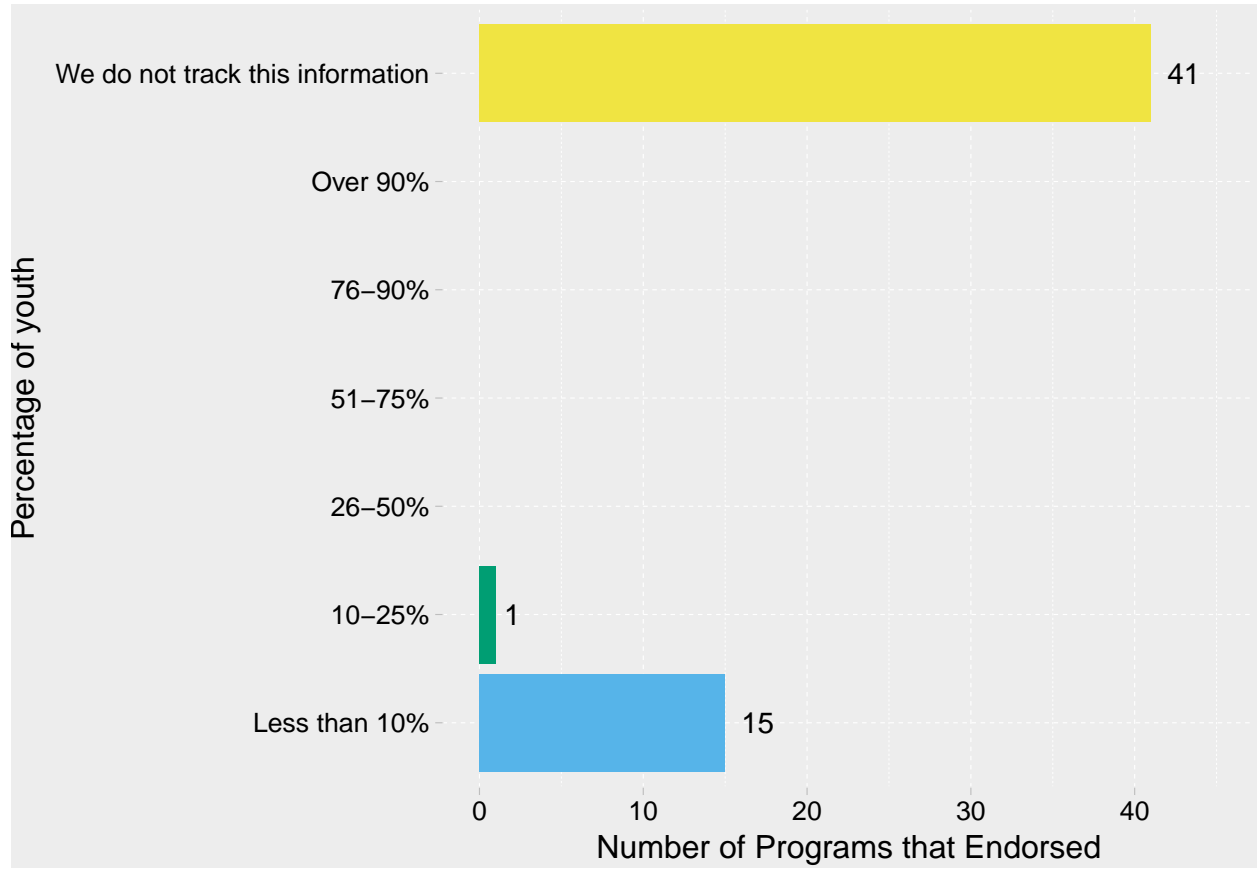
Mental health needs



Sample size: 76

Number of nonresponses: 40

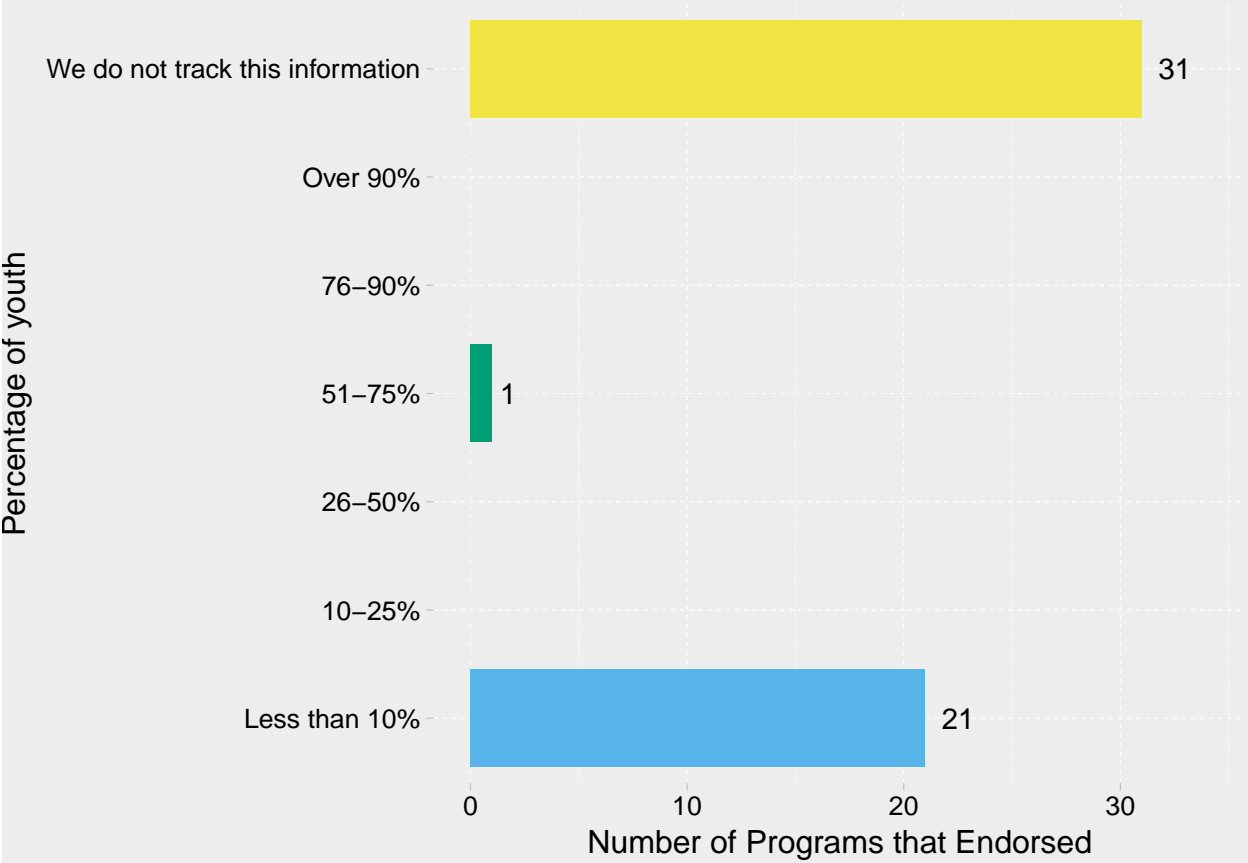
Military parents



Sample size: 57

Number of nonresponses: 59

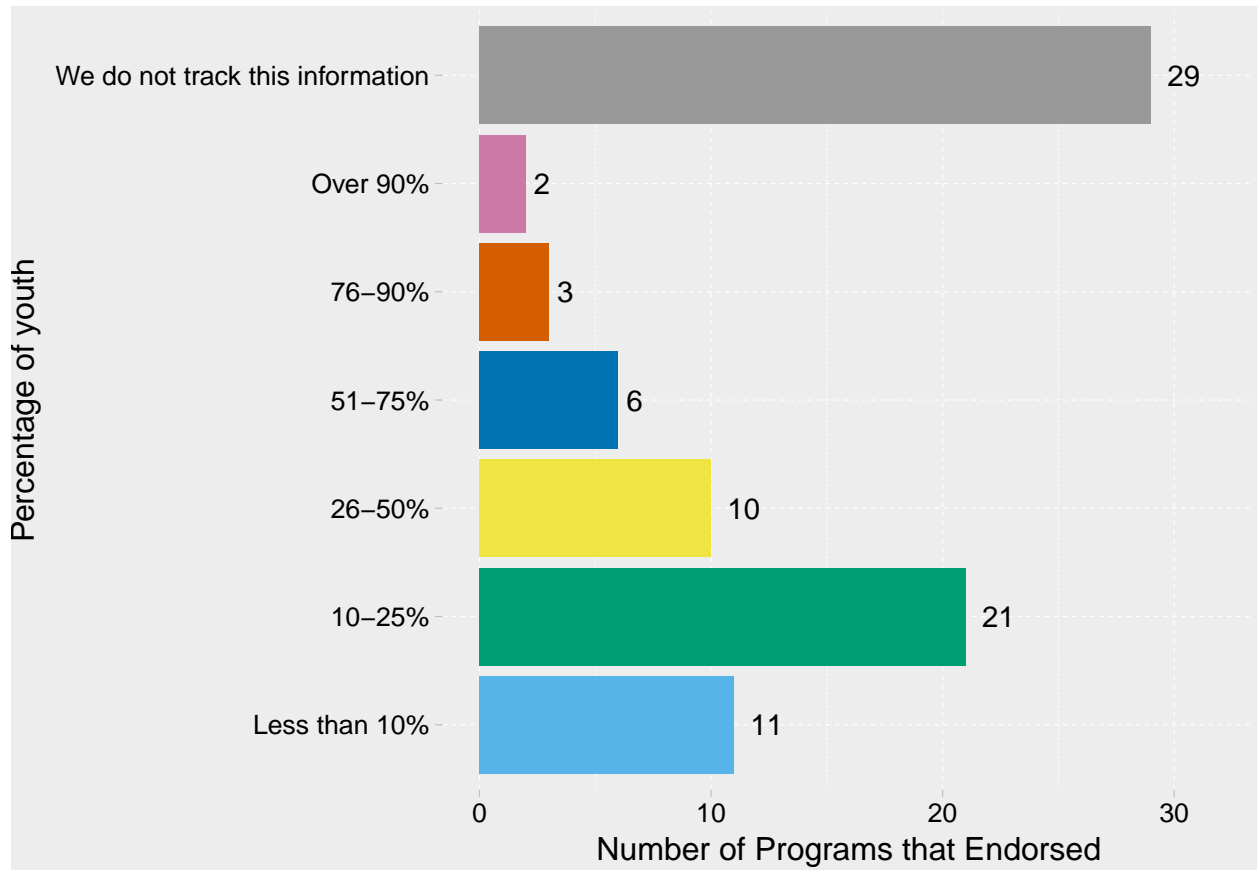
Pregnant/early parenting



Sample size: 53

Number of nonresponses: 63

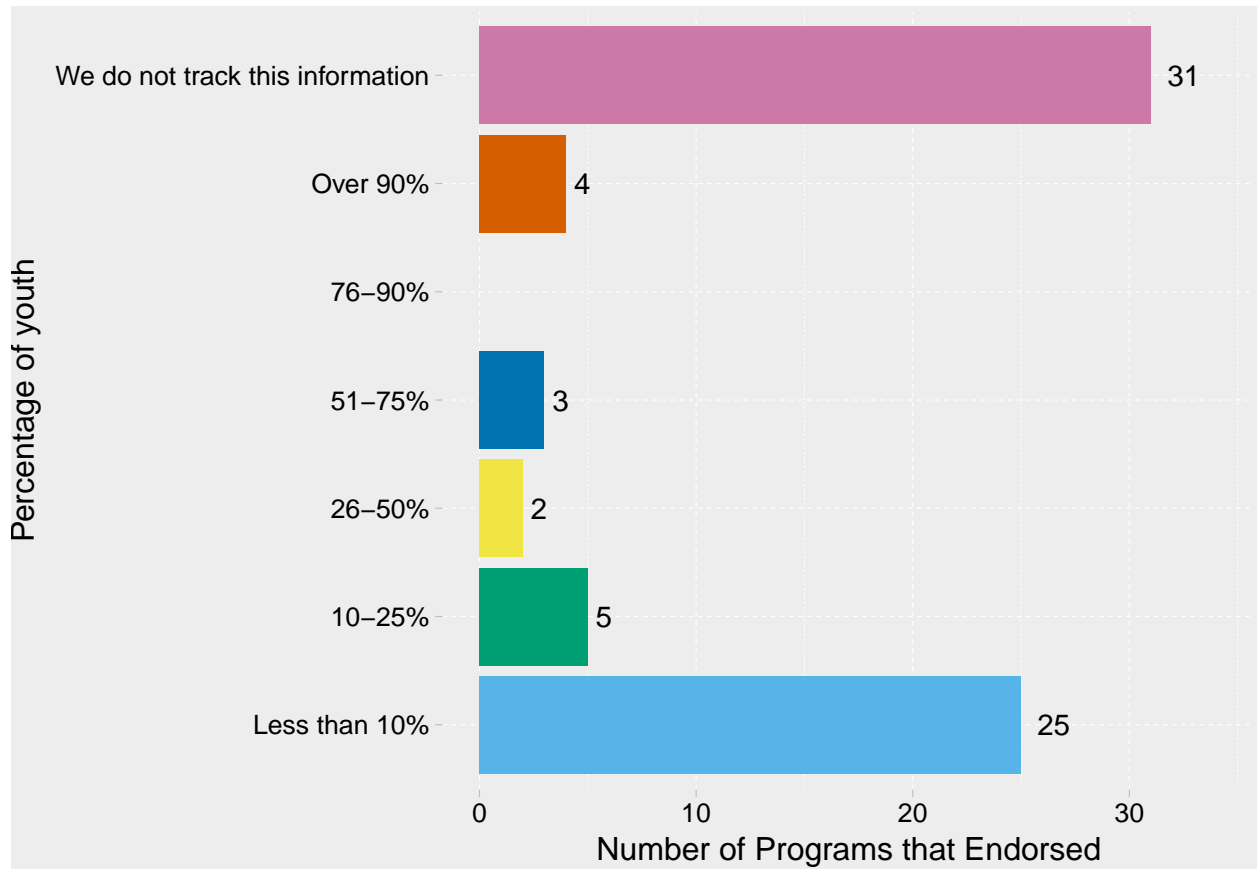
Receiving special education services in school



Sample size: 82

Number of nonresponses: 34

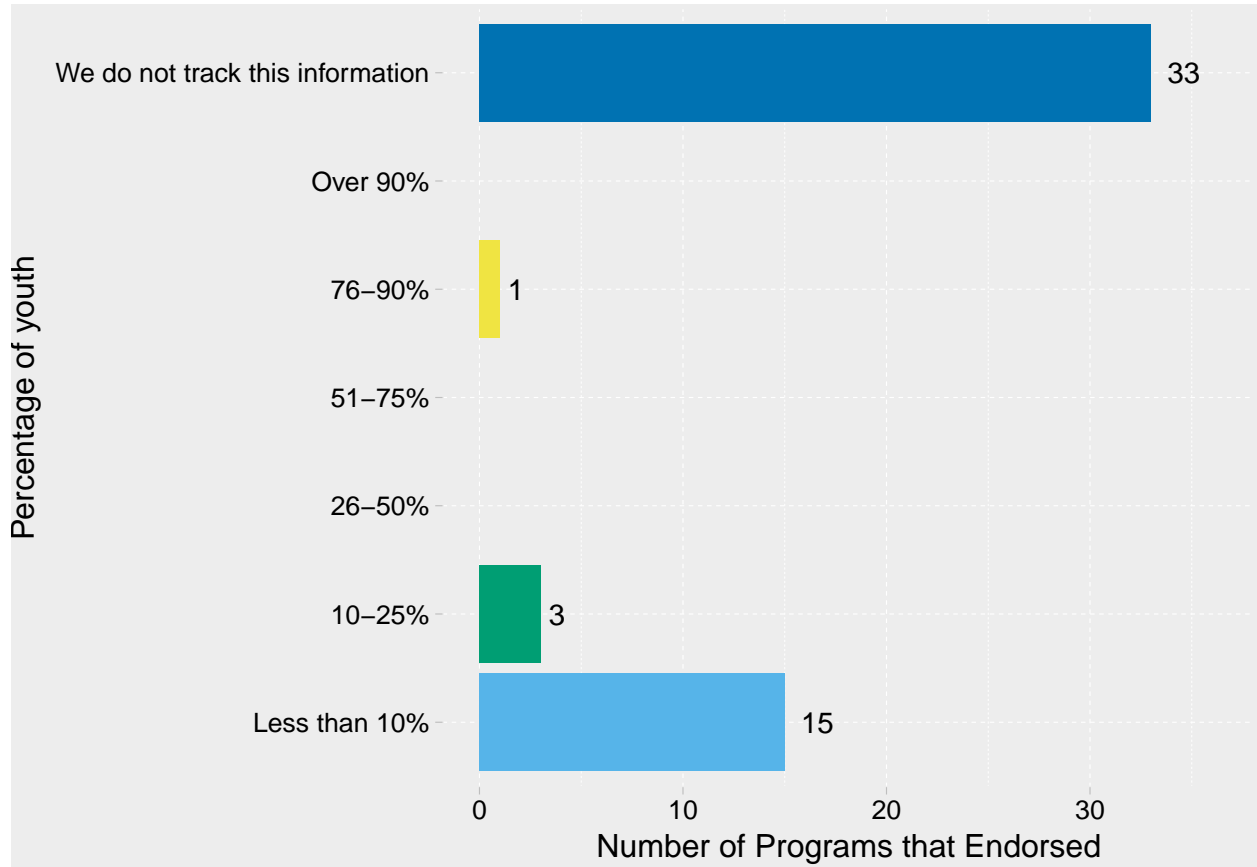
Recent immigrant or refugee



Sample size: 70

Number of nonresponses: 46

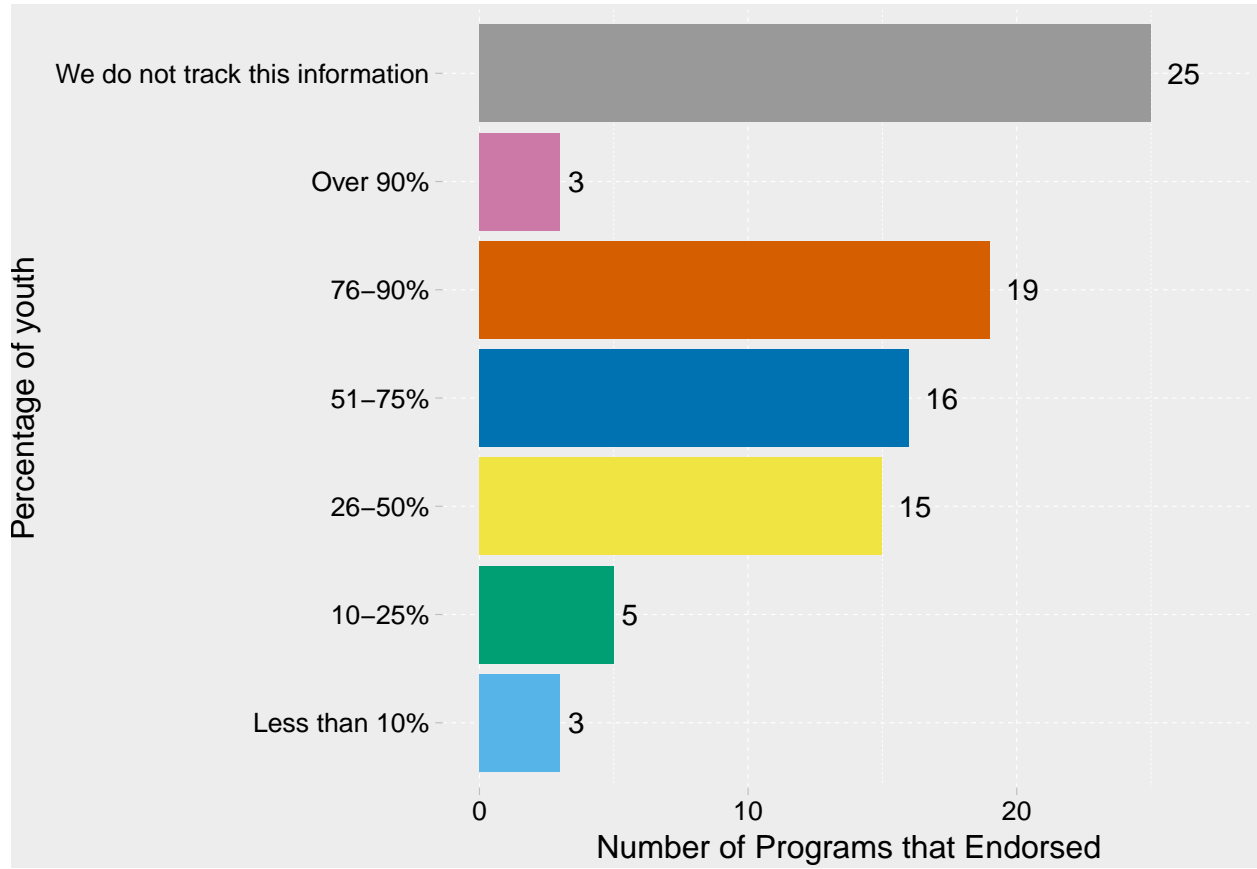
Runaway/homeless youth



Sample size: 52

Number of nonresponses: 64

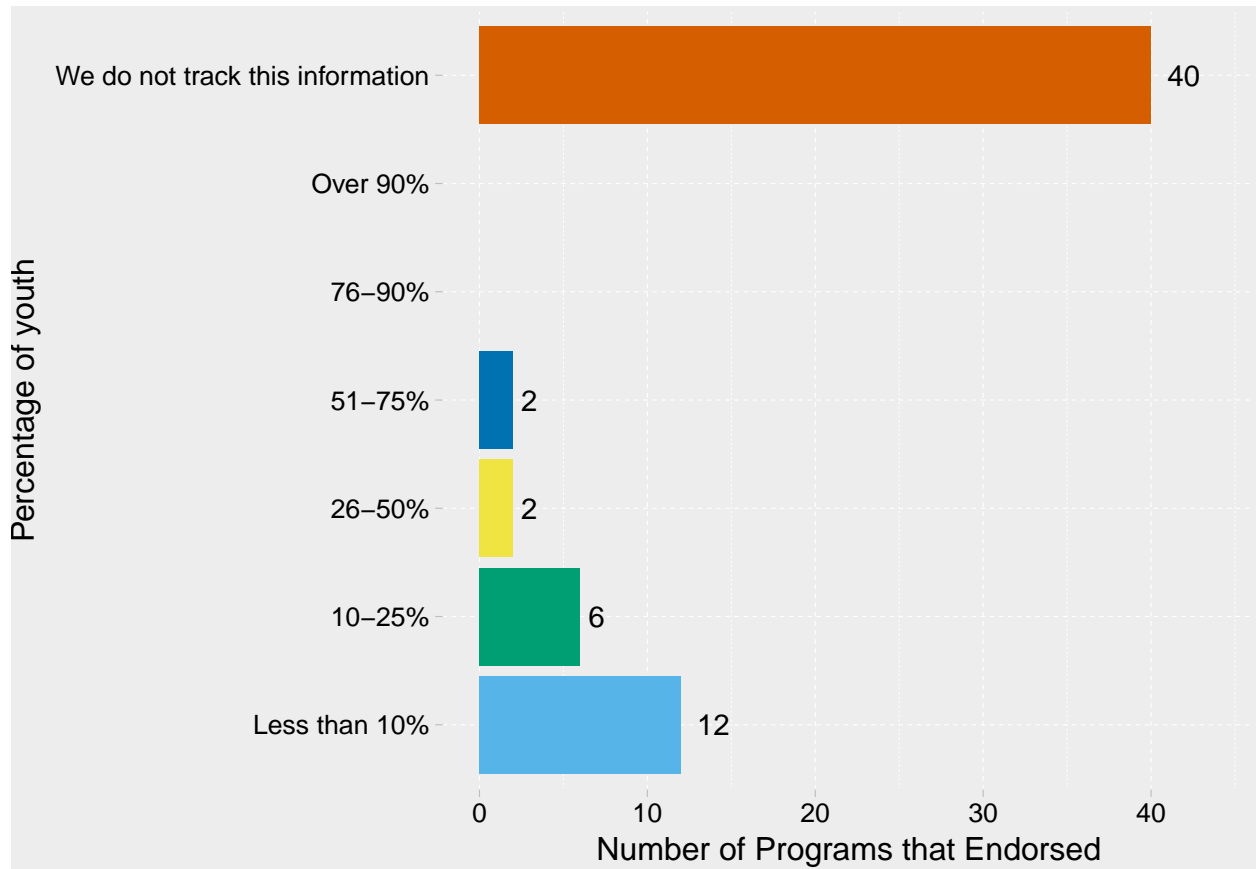
Single parent household



Sample size: 86

Number of nonresponses: 30

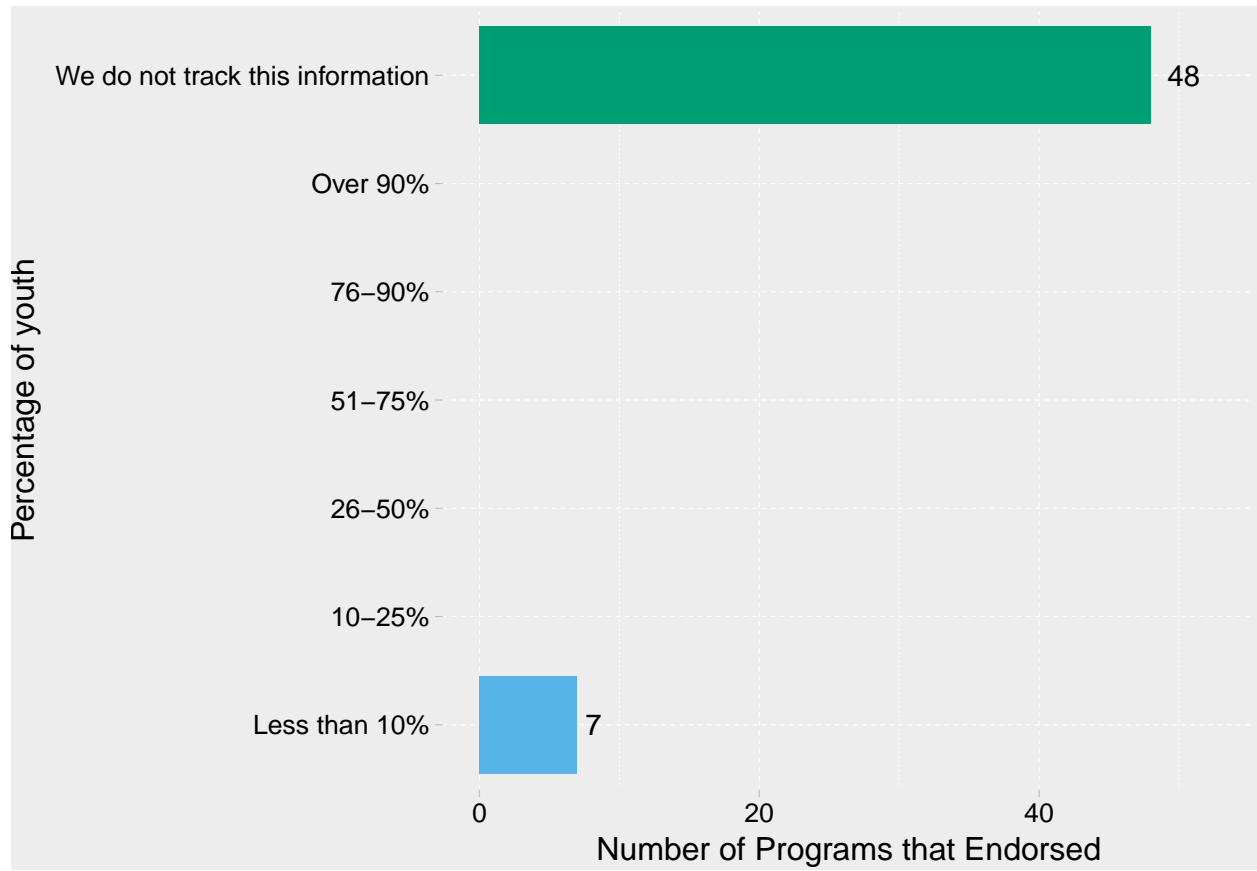
Truant youth



Sample size: 62

Number of nonresponses: 54

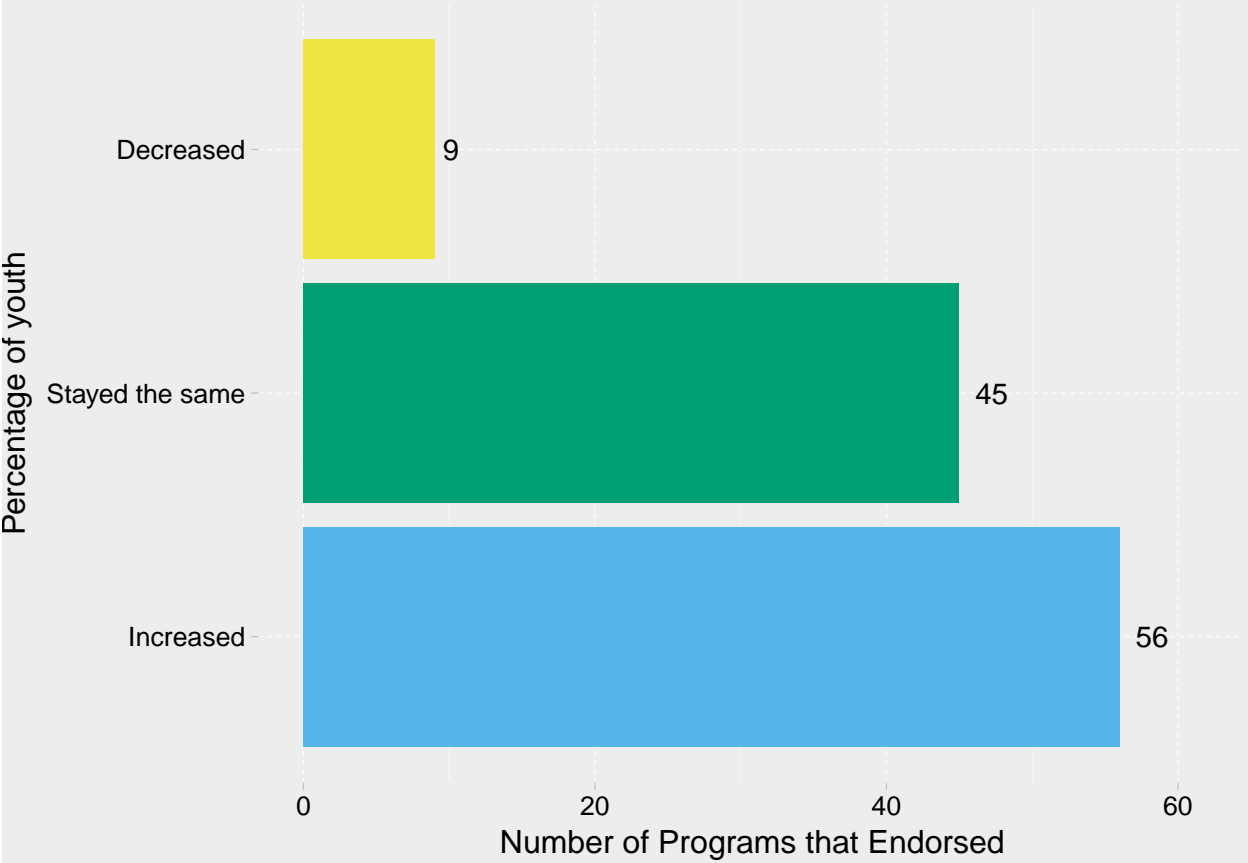
Victims of commercial sexual exploitation



Sample size: 55

Number of nonresponses: 61

In the last year, the number of youth served by this program.



Sample size: 110

Number of nonresponses: 6

Program Operating Characteristics

If the number of youth served increased or decreased, please choose the main causes.

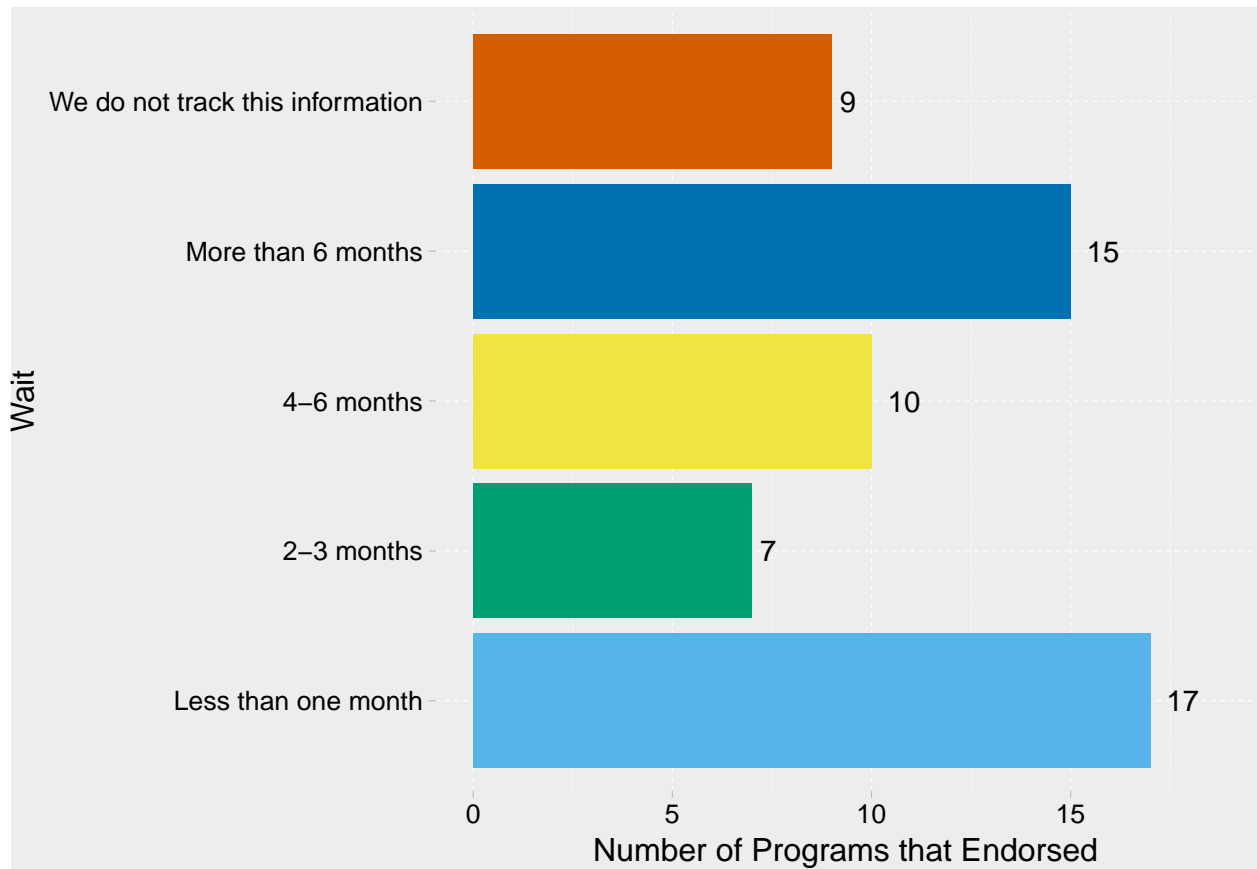
Cause	Frequency	Percent
Change in funding level	20	17.24
Change in available staffing	15	12.93
Change in community interest/demand	29	25
Change in number of volunteers recruited	27	23.28
Change in number of youth enrolling	20	17.24
Change in program offerings	11	9.48
Other - Write In	14	12.07

How many youth are currently on a waitlist to be matched with a mentor in this program?

Gender	Statistic	Number of youth served
<i>Males</i>	Median	5
	Mean	21.49
	Sample size	72
<i>Females</i>	Median	4
	Mean	19.7
	Sample size	71
<i>Transgender males</i>	Median	0
	Mean	0.04
	Sample size	24
<i>Transgender females</i>	Median	0
	Mean	0.04
	Sample size	25
<i>Other identification (gender fluid, agender, genderqueer, etc.)</i>	Median	0
	Mean	0.05
	Sample size	22

Please estimate the average length of time youth spend on this program's waitlist to be matched.

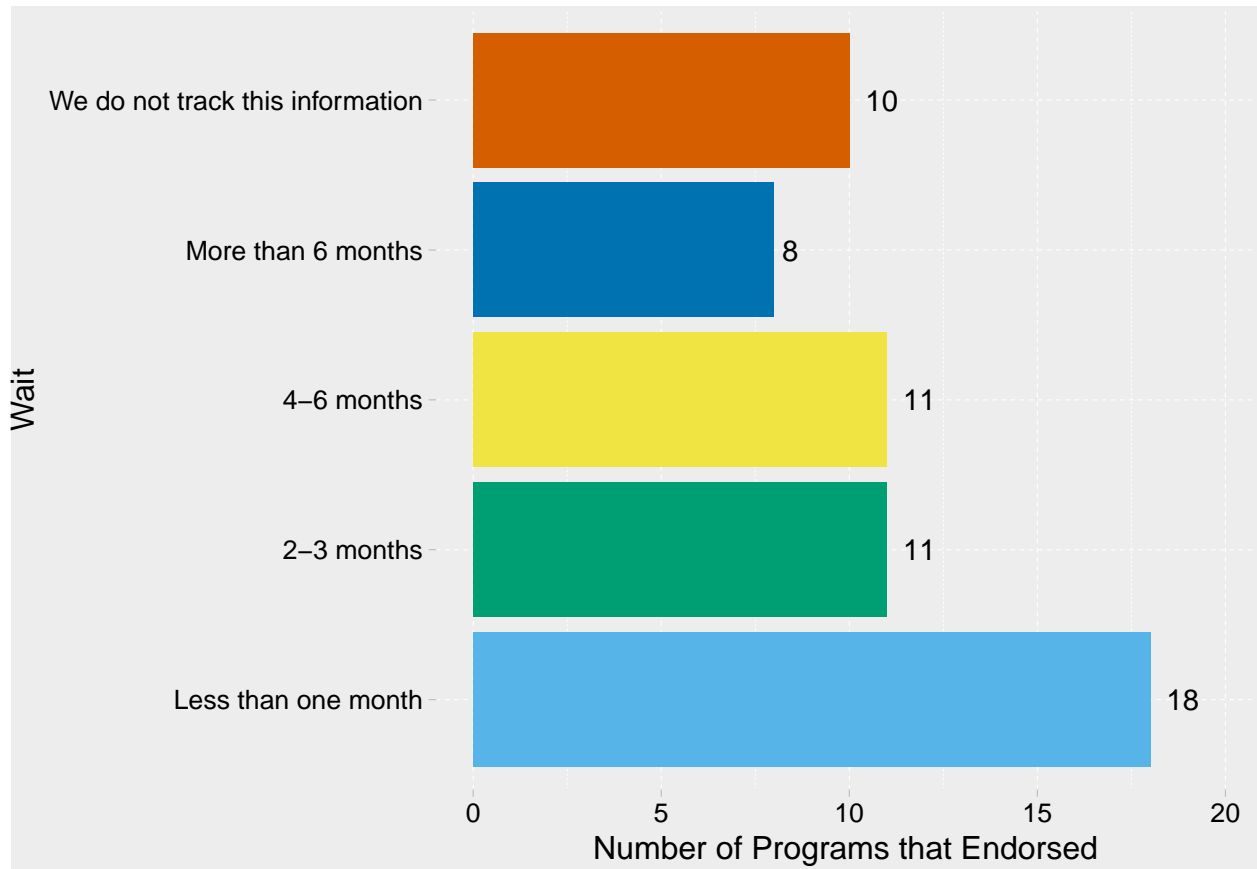
Males



Sample size: 58

Number of nonresponses: 58

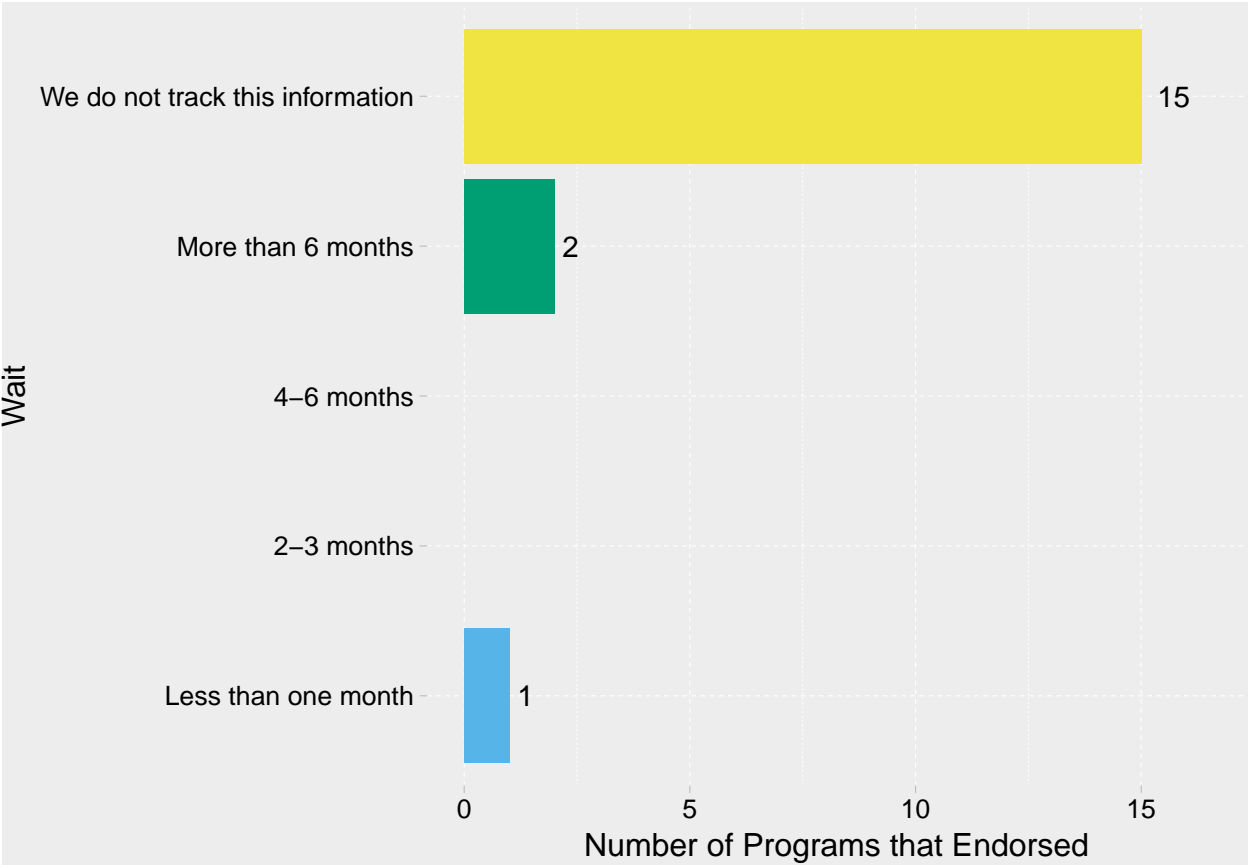
Females



Sample size: 58

Number of nonresponses: 58

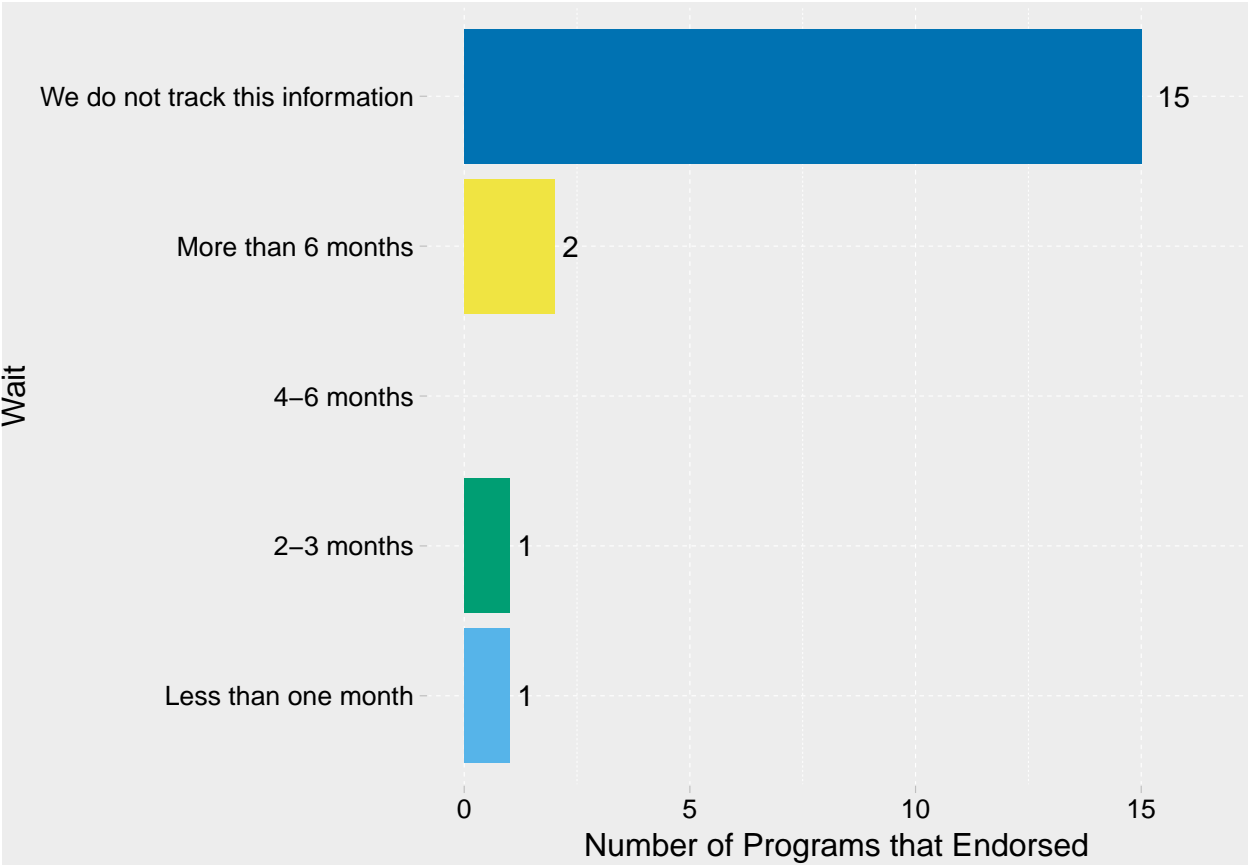
Transgender Males



Sample size: 18

Number of nonresponses: 98

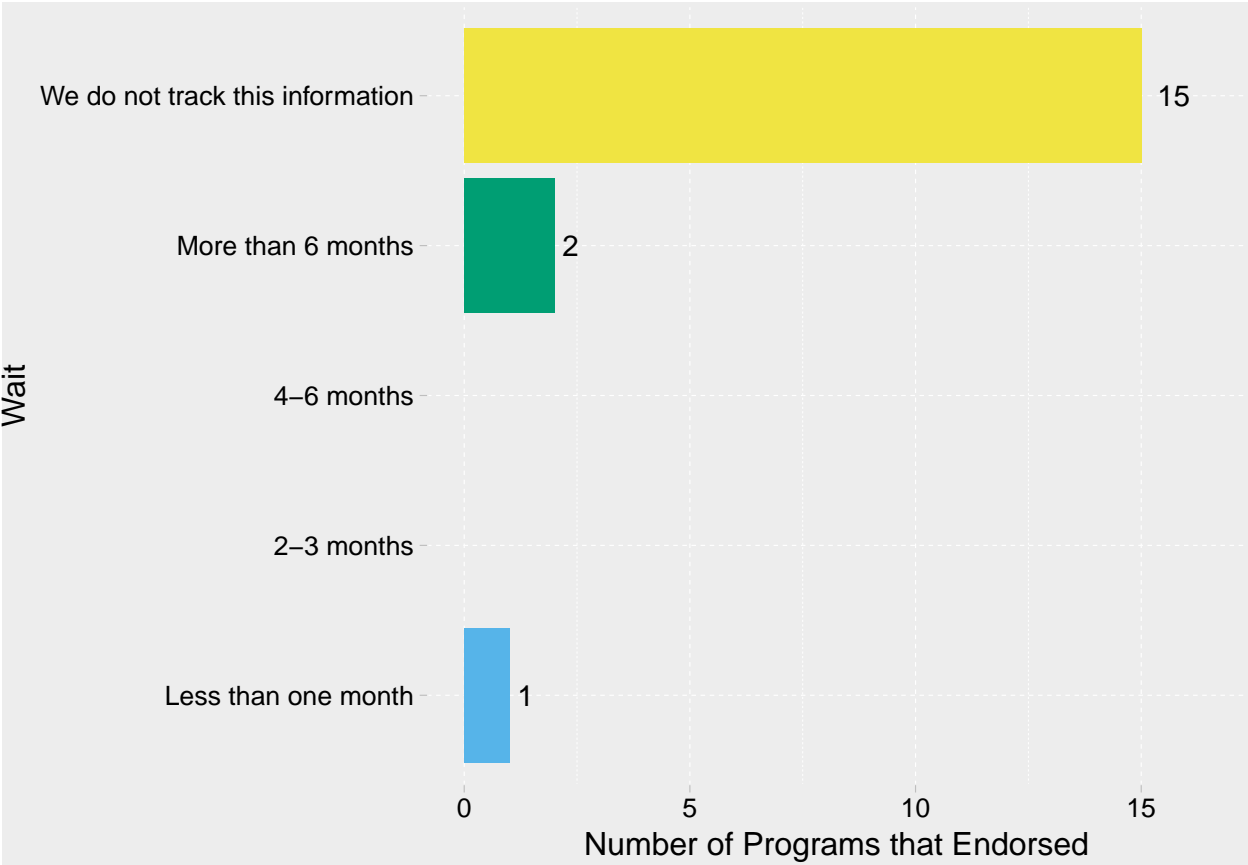
Transgender Females



Sample size: 19

Number of nonresponses: 97

Other identification (gender fluid, agender, genderqueer, etc.)



Sample size: 18

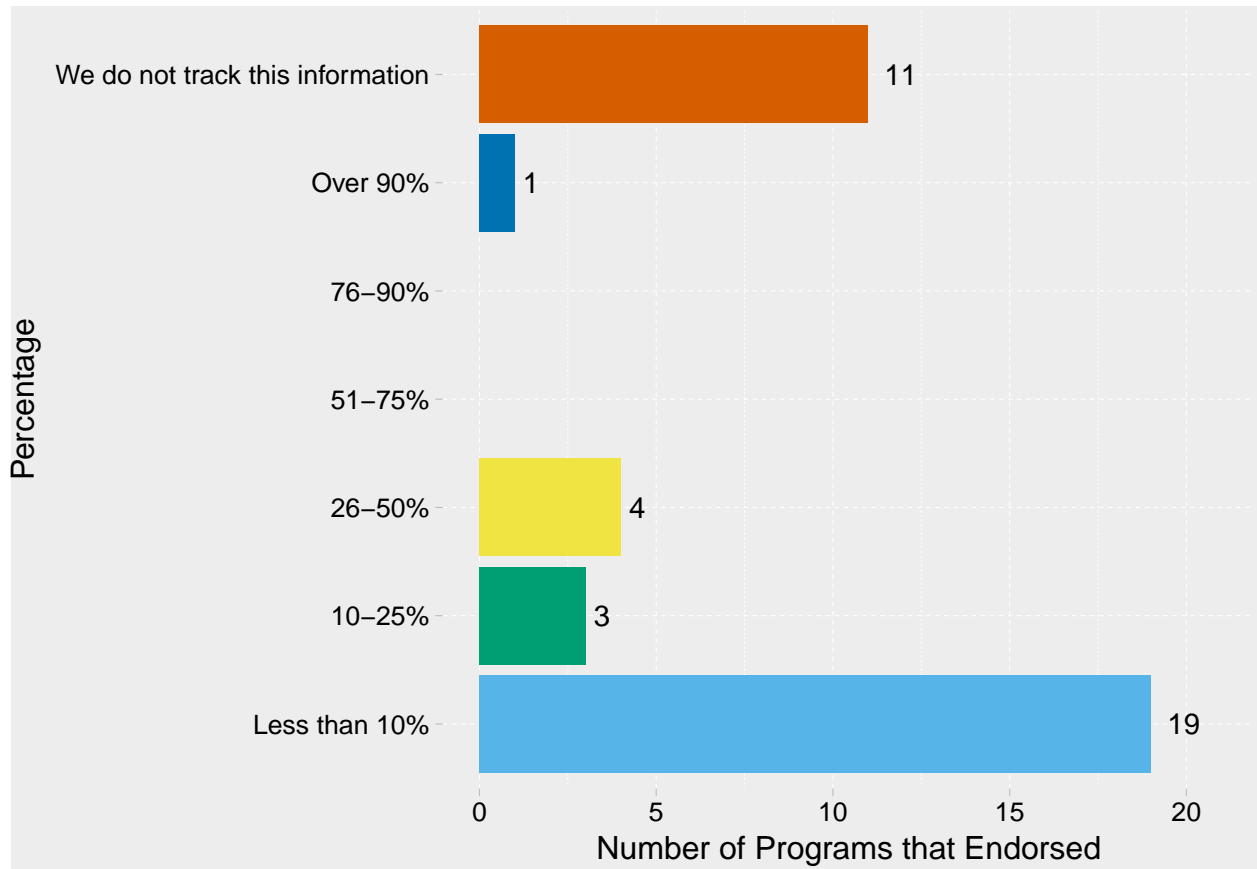
Number of nonresponses: 98

In the last year, how many individuals served as mentors in this program?

Gender	Statistic	Number of mentors
<i>Males</i>	Median	17
	Mean	58.65
	Sample size	104
<i>Females</i>	Median	30
	Mean	69.33
	Sample size	112
<i>Transgender males</i>	Median	0
	Mean	0.24
	Sample size	17
<i>Transgender females</i>	Median	0
	Mean	0.06
	Sample size	16
<i>Other identification (gender fluid, agender, genderqueer, etc.)</i>	Median	0
	Mean	0.06
	Sample size	16

Please estimate the percentage of this program’s mentors over the last year that represent the following subgroups.

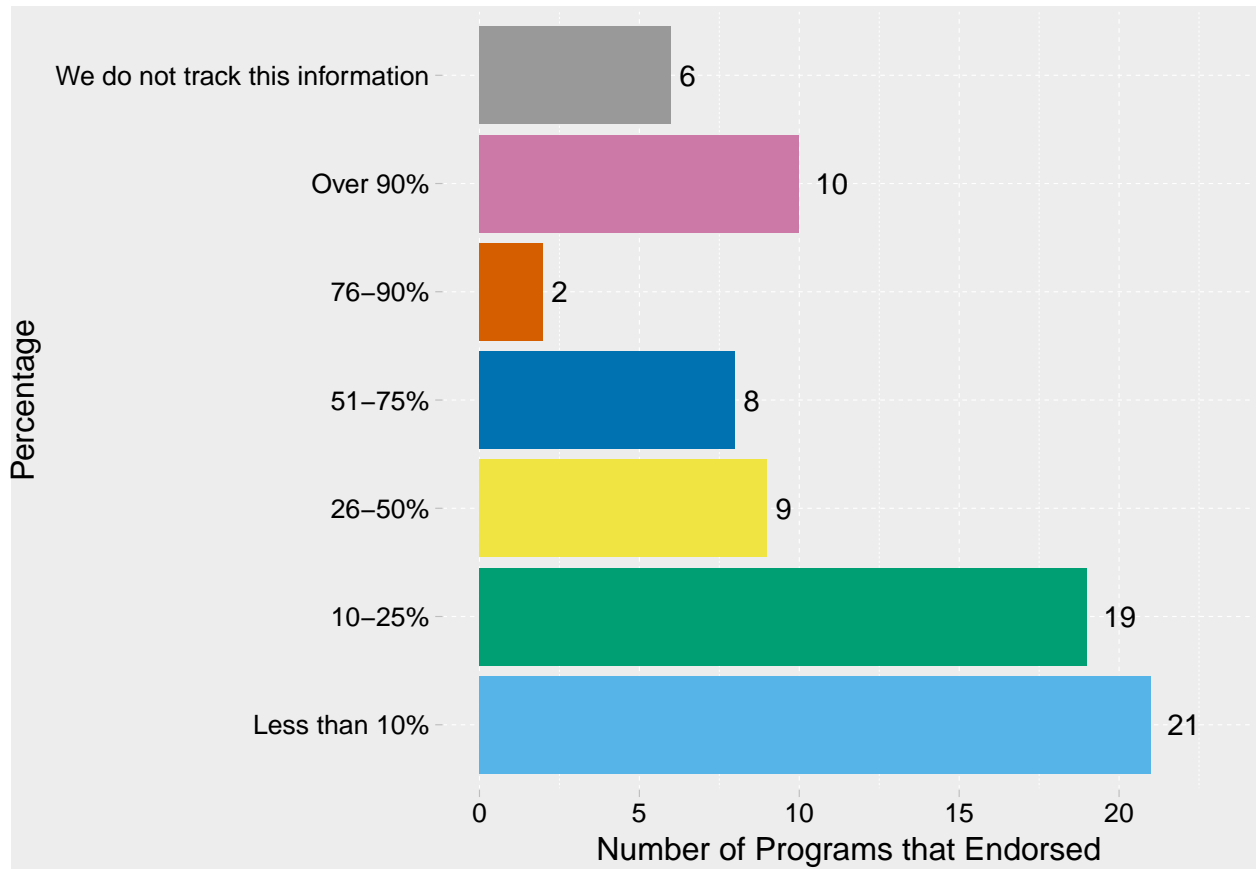
AmeriCorps or other national service related positions



Sample size: 38

Number of nonresponses: 78

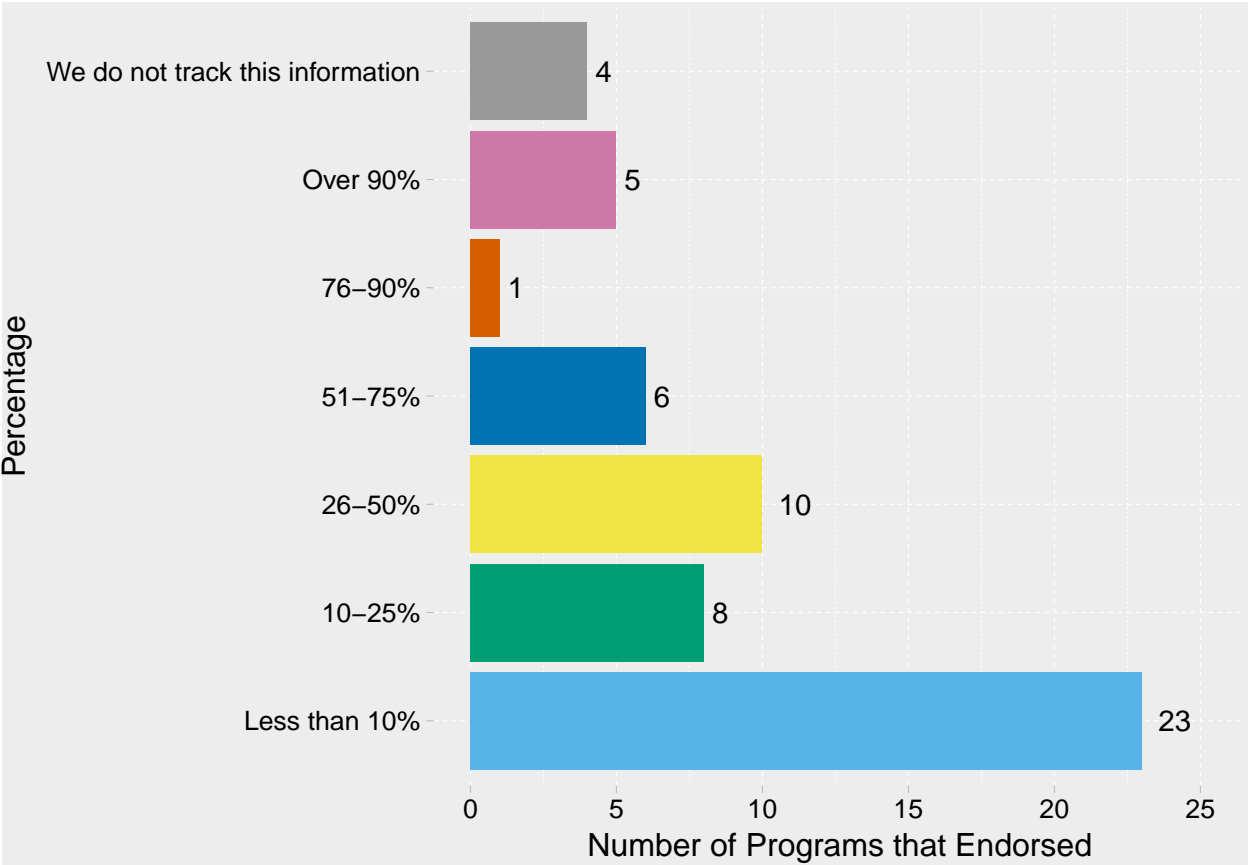
College students



Sample size: 75

Number of nonresponses: 41

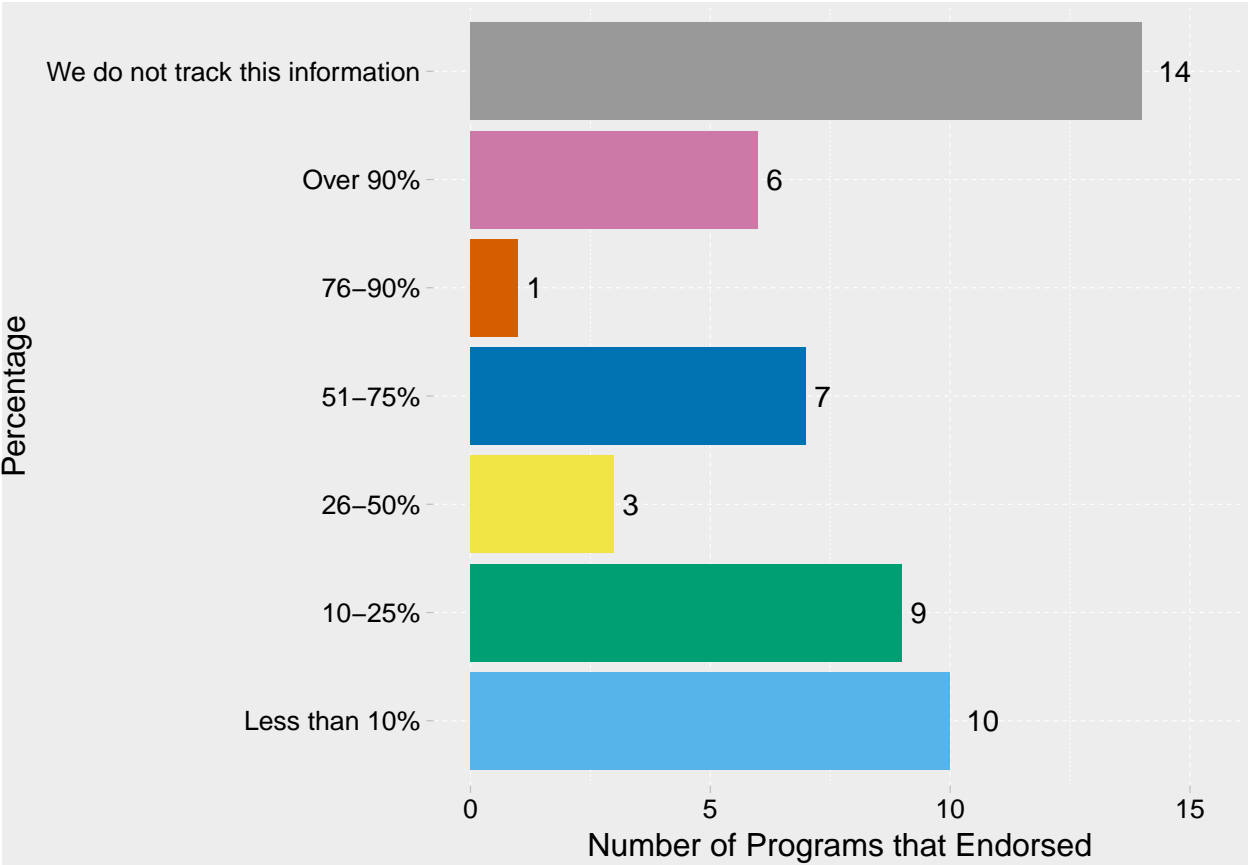
Employees of corporate partners



Sample size: 57

Number of nonresponses: 59

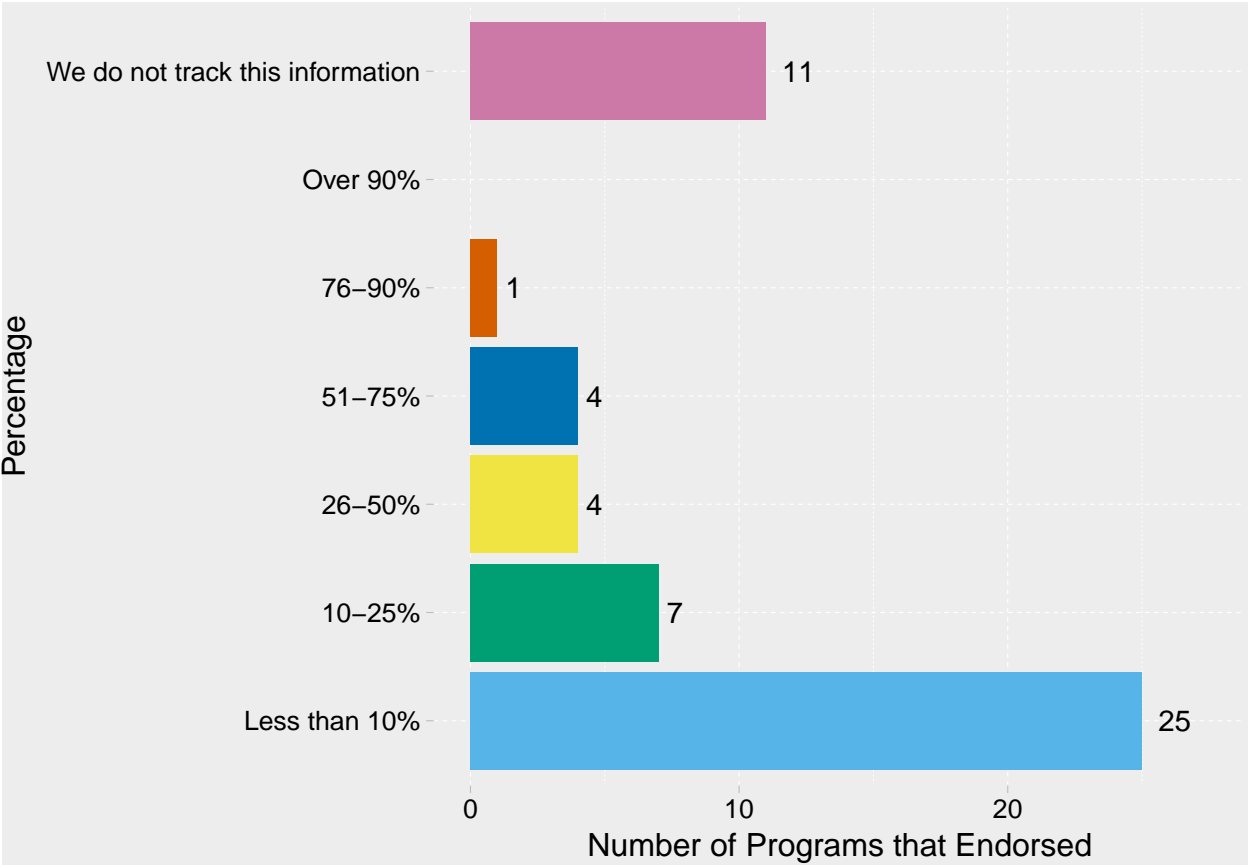
Employees in a specific, targeted field



Sample size: 50

Number of nonresponses: 66

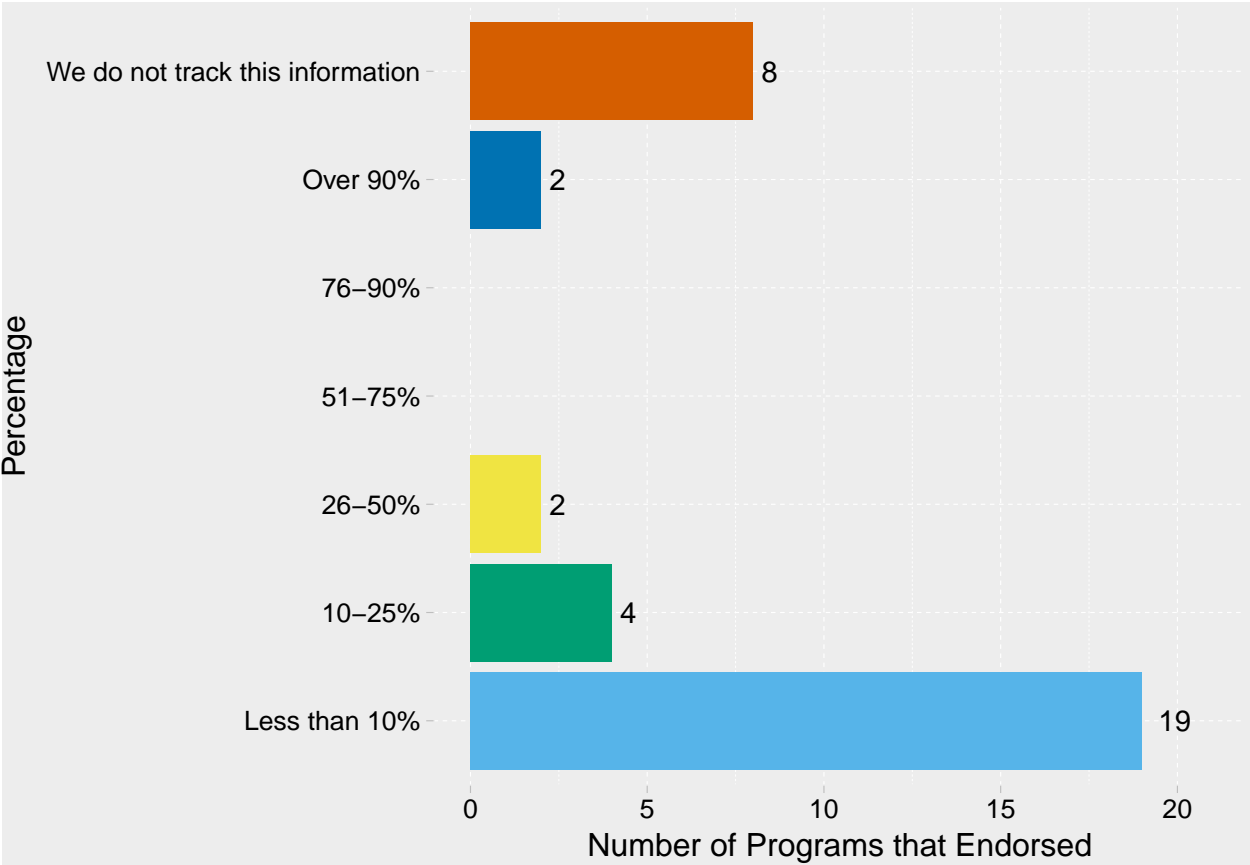
Former mentees in the program



Sample size: 52

Number of nonresponses: 64

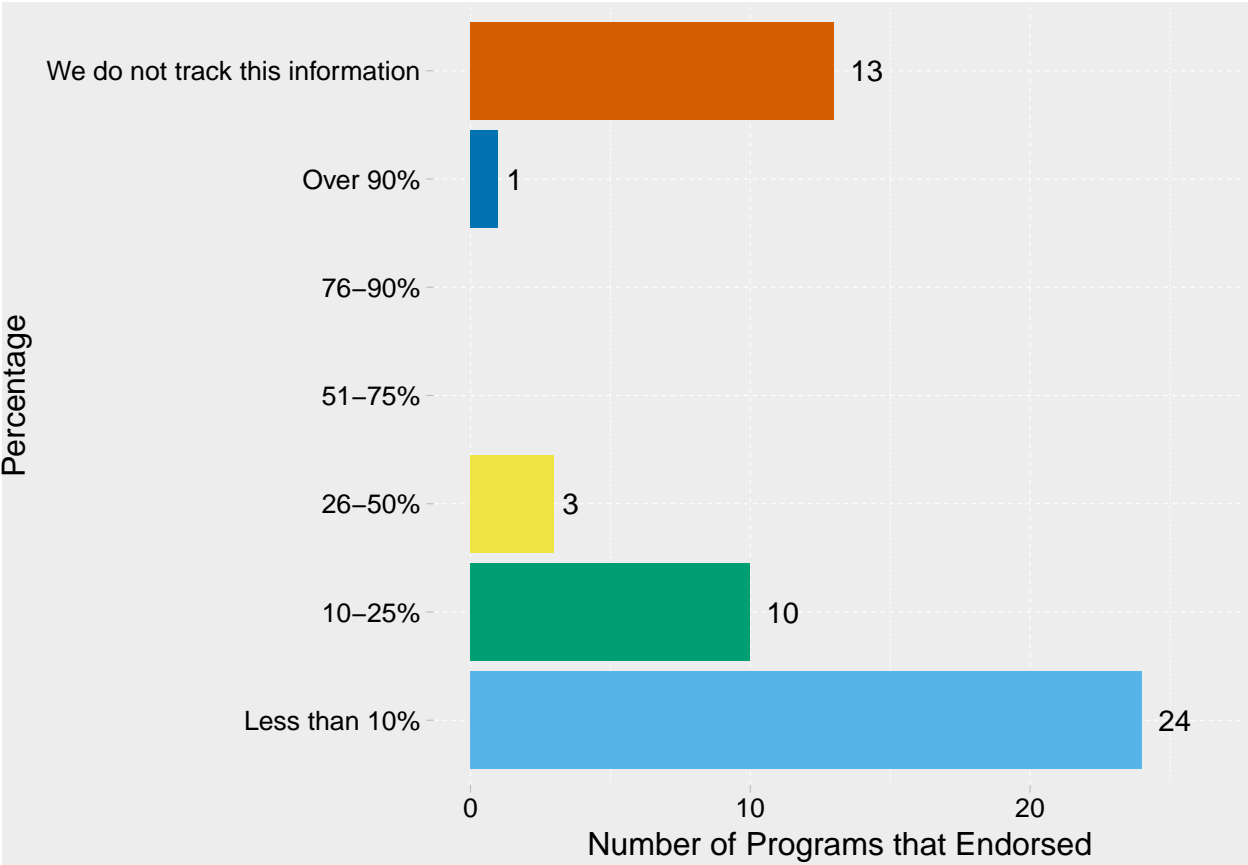
High school students



Sample size: 35

Number of nonresponses: 81

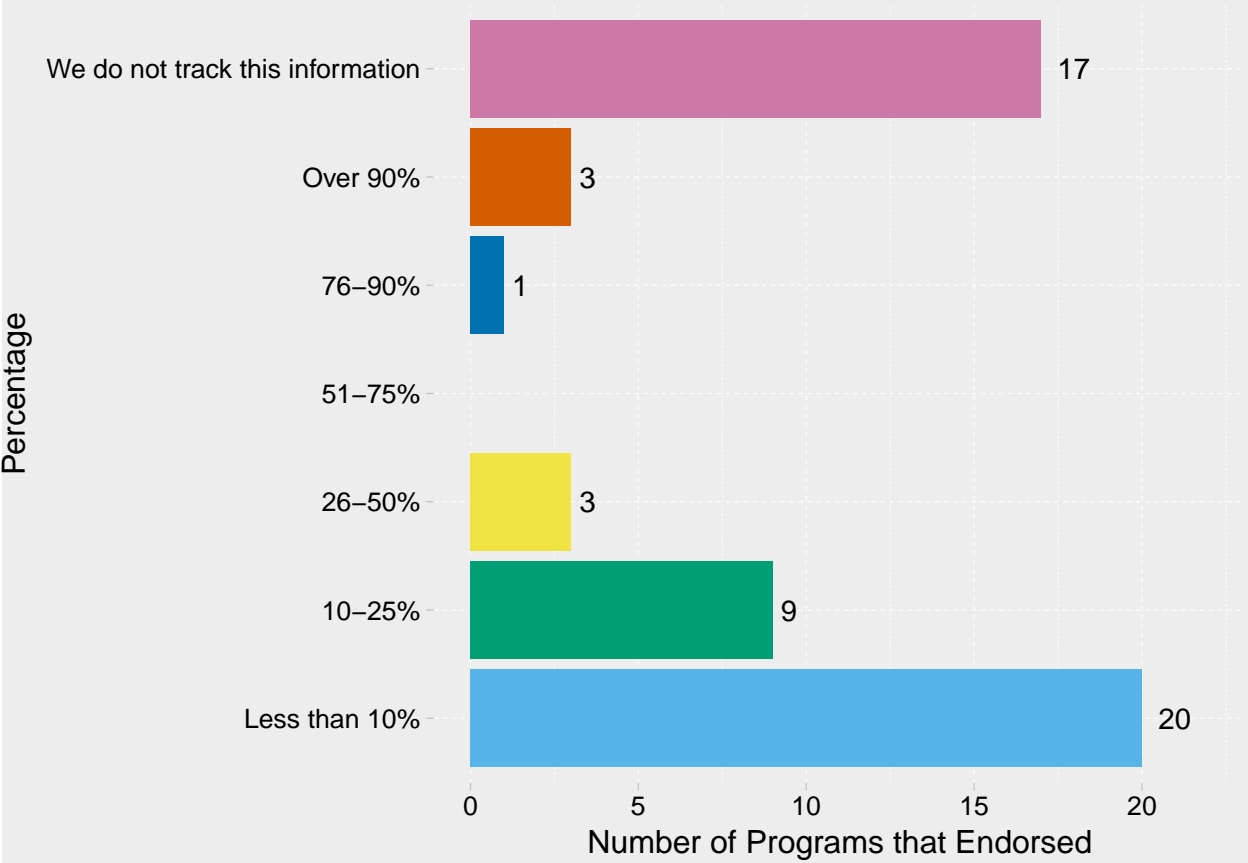
Local/state government employees



Sample size: 51

Number of nonresponses: 65

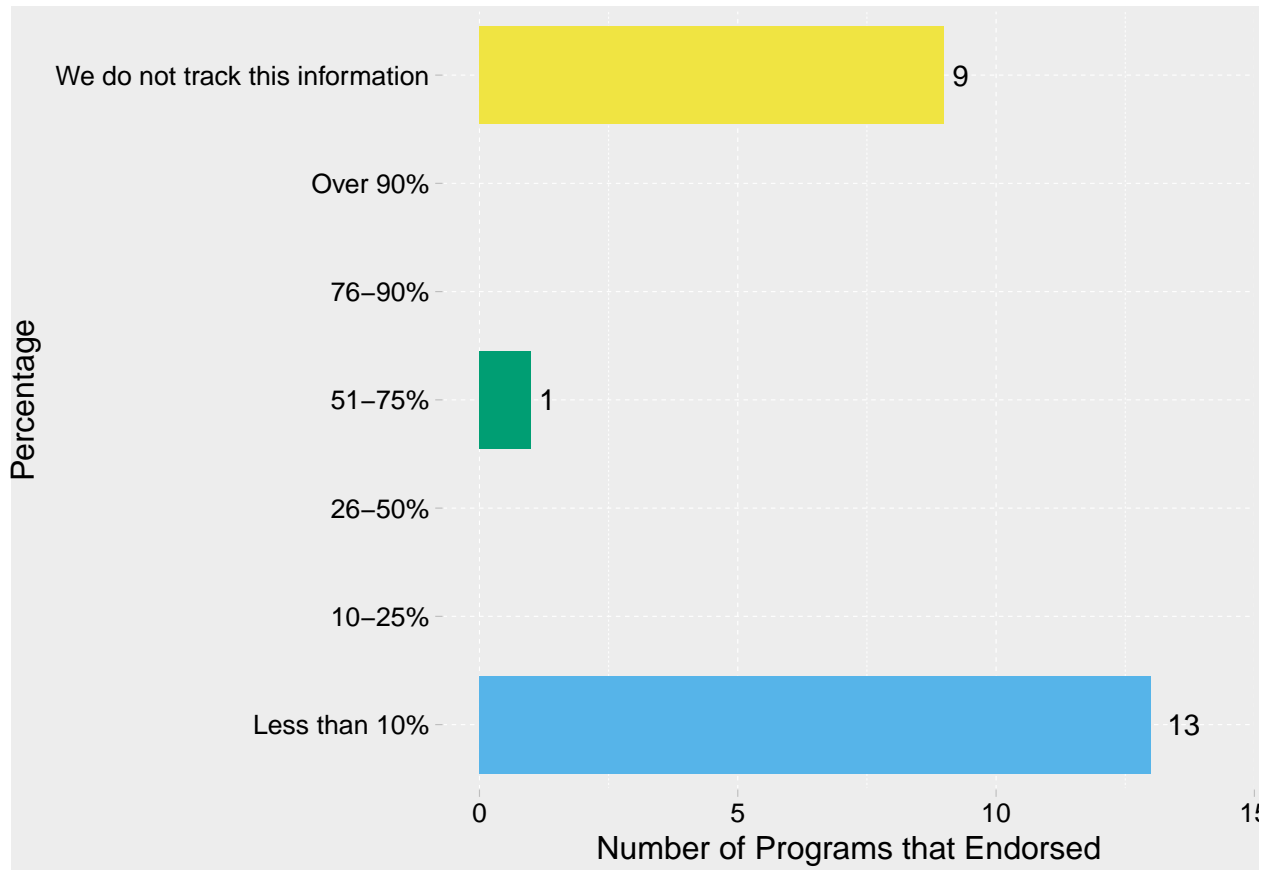
Members of affinity groups (e.g., civic, cultural, religious, alumni, professional)



Sample size: 53

Number of nonresponses: 63

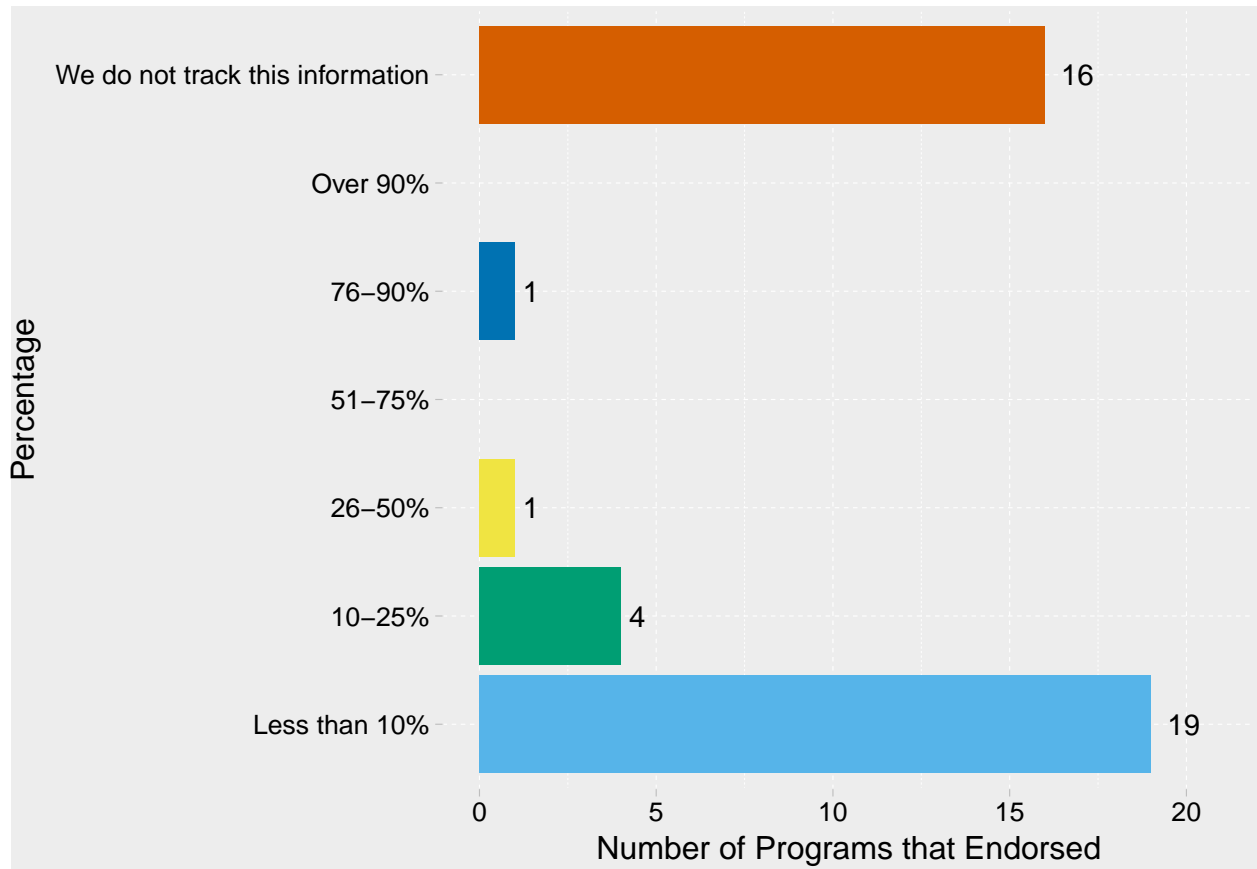
Middle school students



Sample size: 23

Number of nonresponses: 93

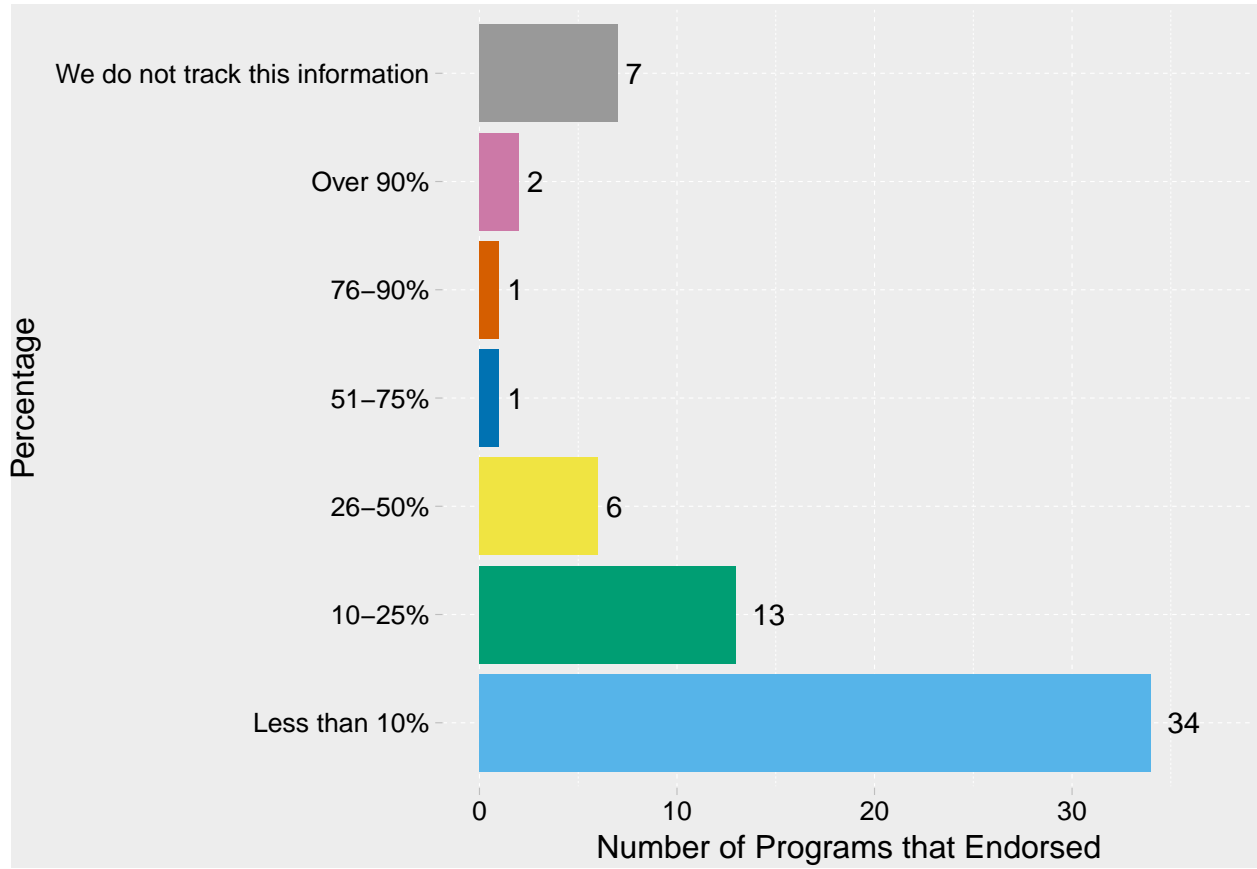
Nonworking/unemployed persons



Sample size: 41

Number of nonresponses: 75

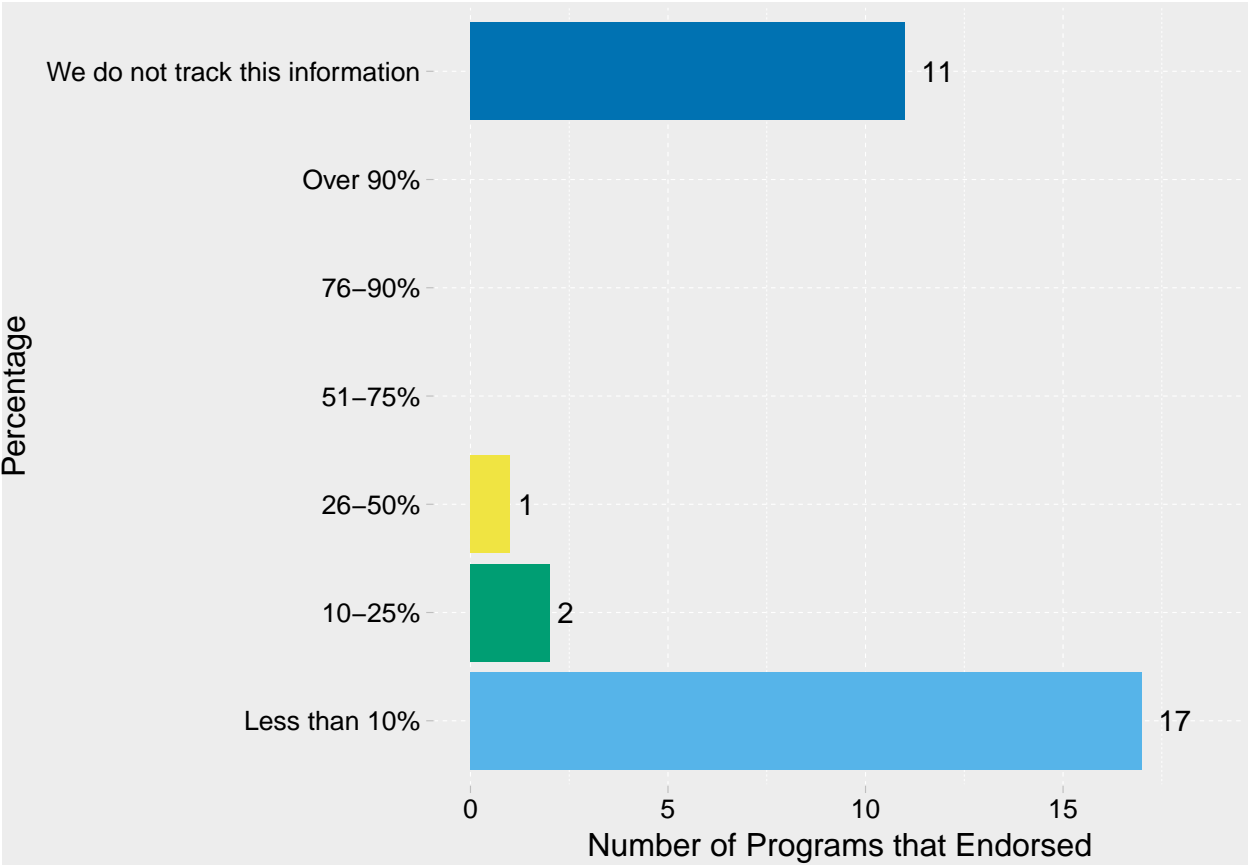
Retired persons



Sample size: 64

Number of nonresponses: 52

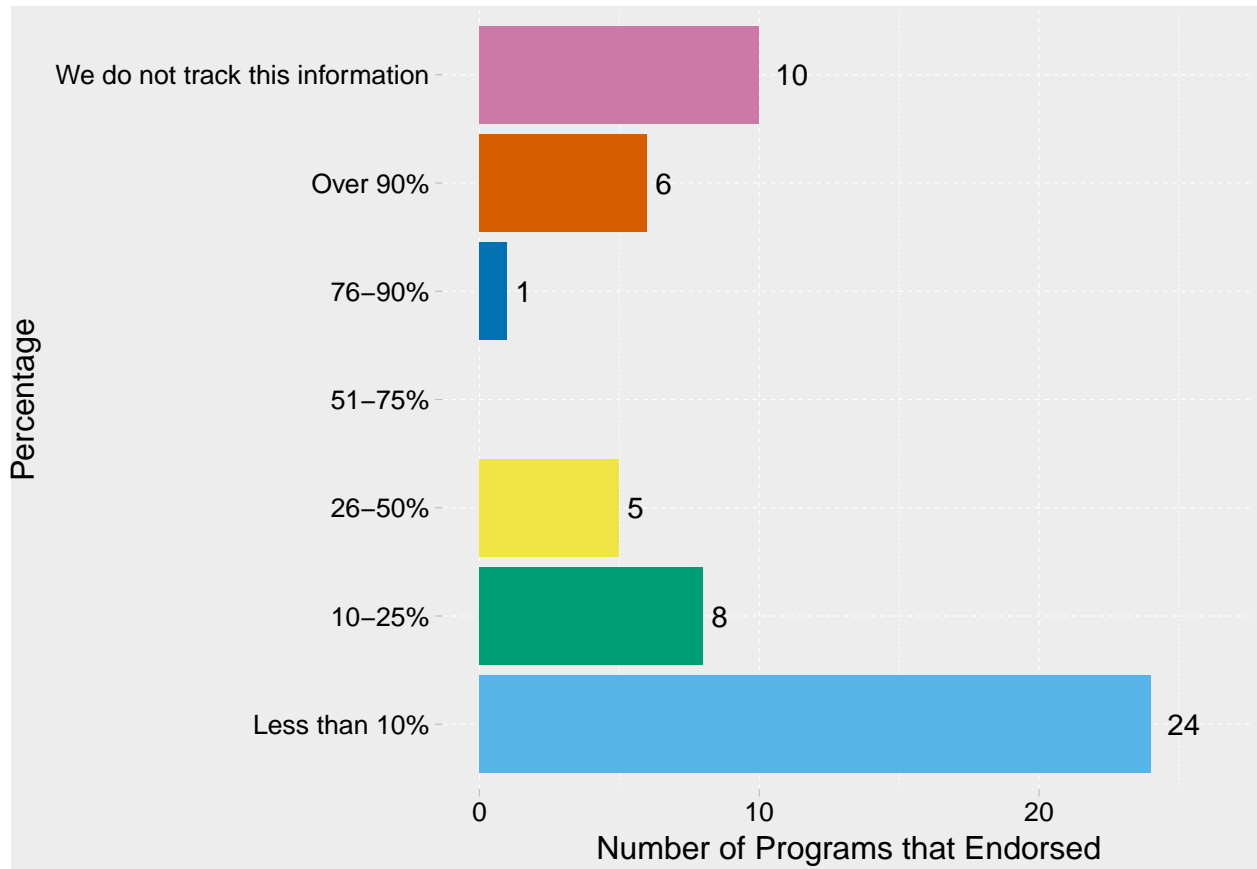
Spouses co-mentoring



Sample size: 31

Number of nonresponses: 85

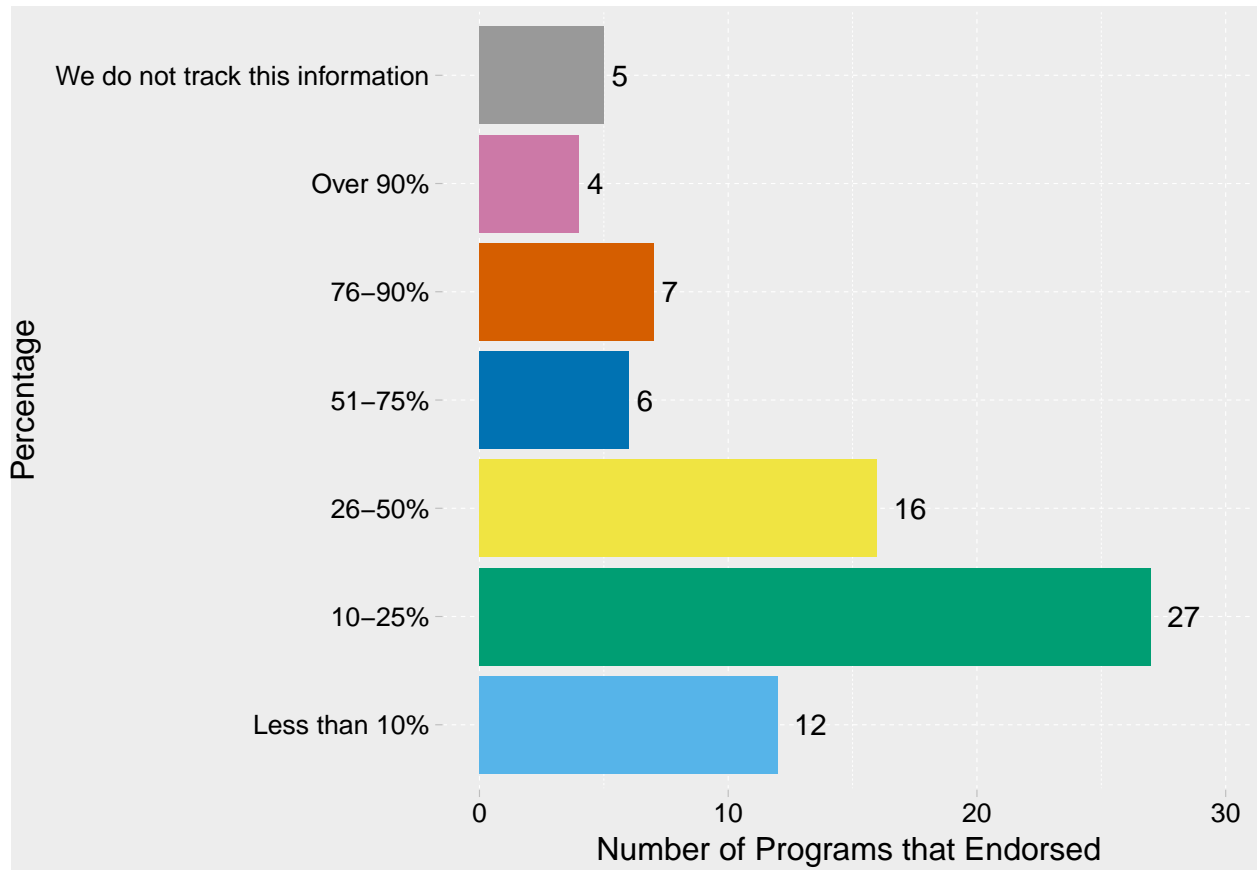
Teachers/school employees



Sample size: 54

Number of nonresponses: 62

Young professionals

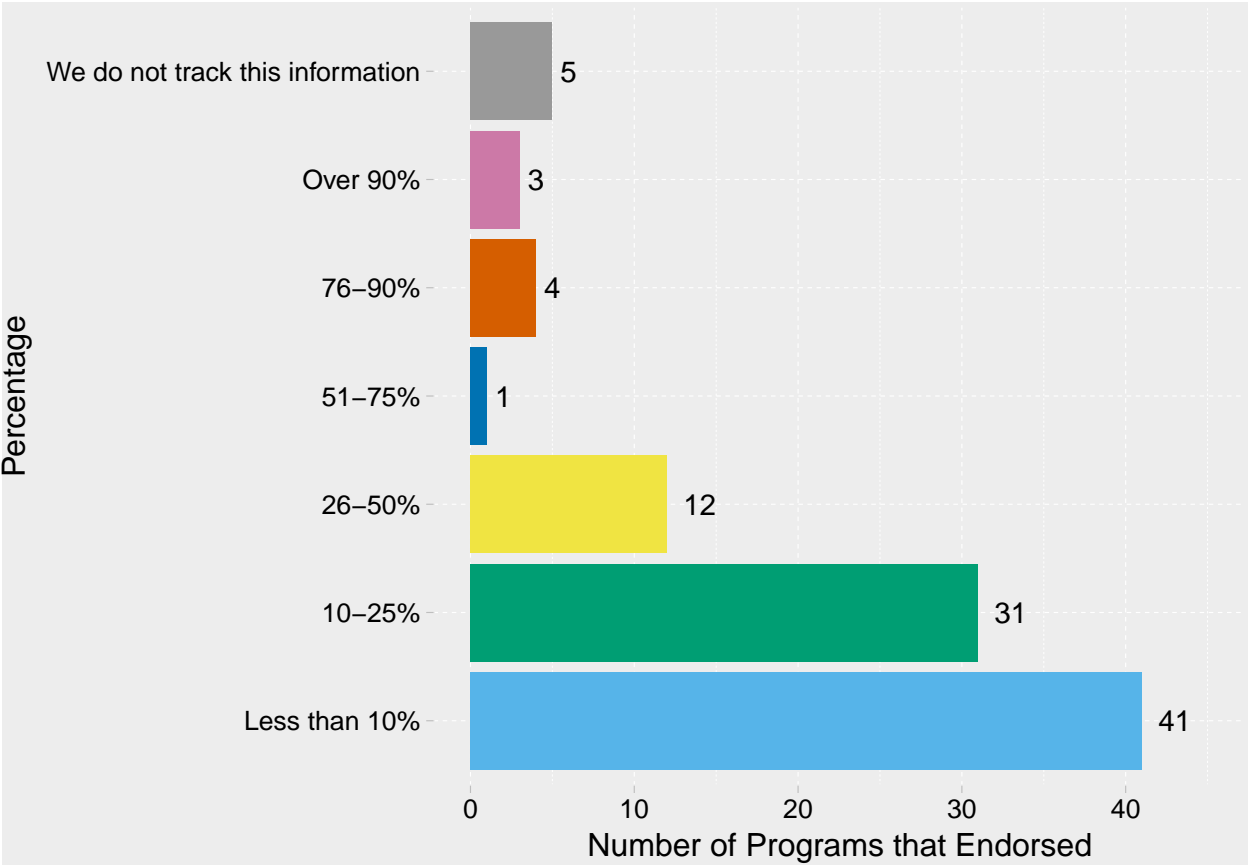


Sample size: 77

Number of nonresponses: 39

Please estimate the percentage of mentors in this program that are...

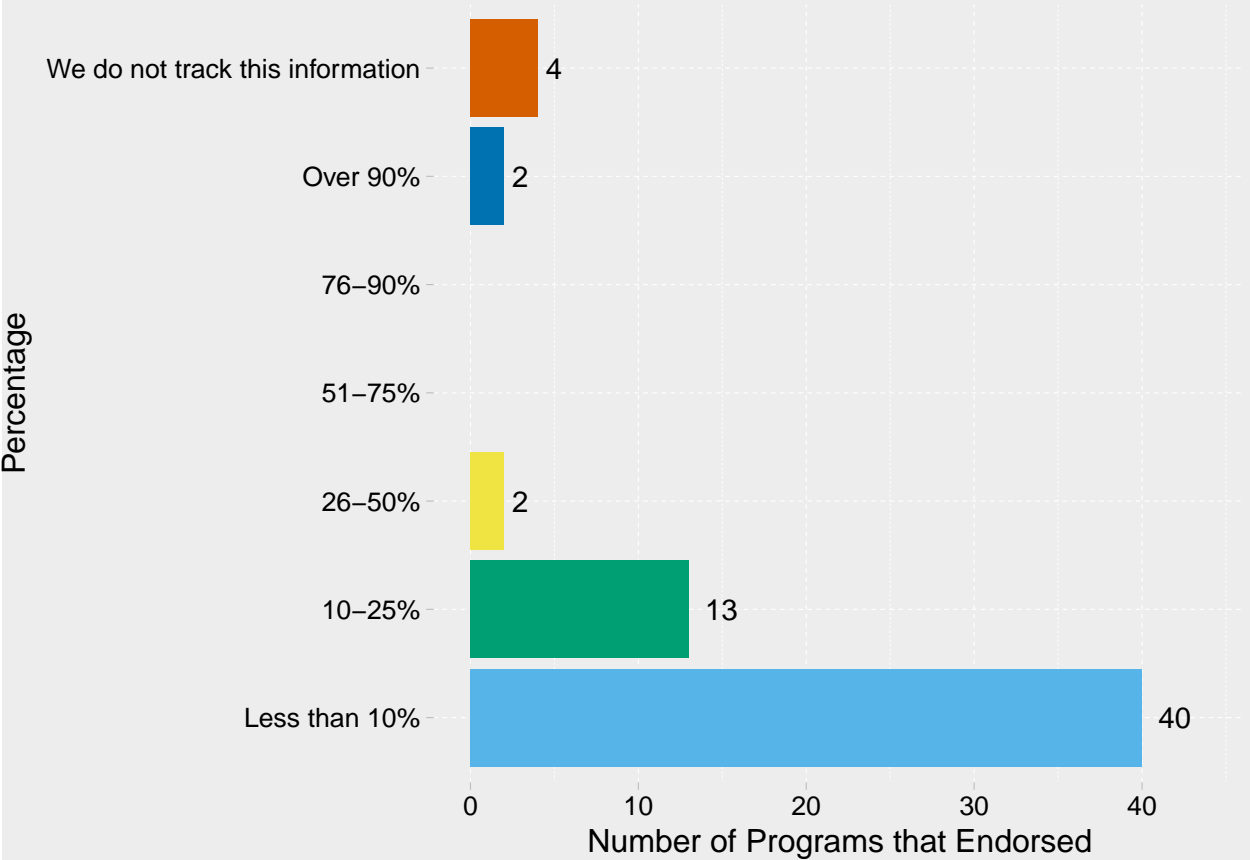
Black, Afro-Caribbean, or African American



Sample size: 97

Number of nonresponses: 19

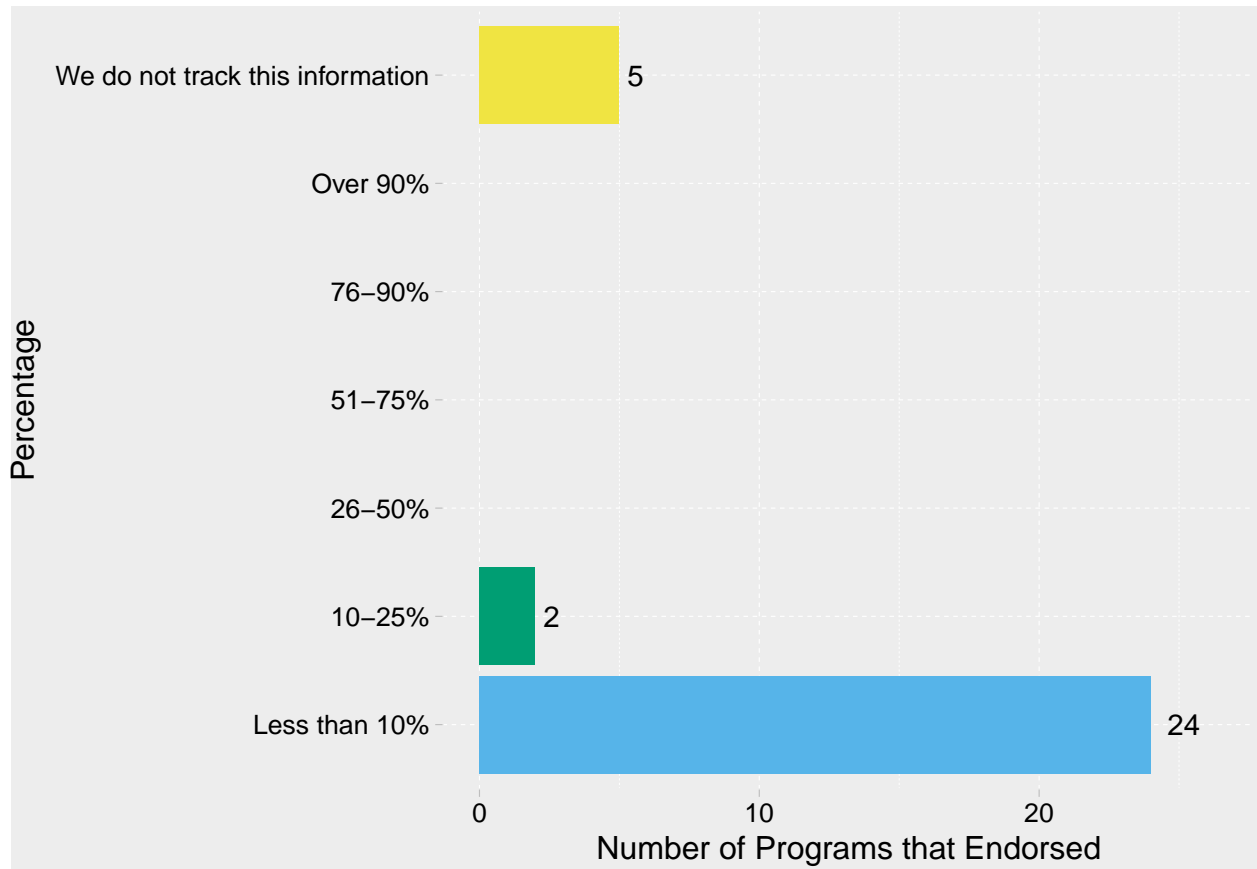
East Asian or Asian American



Sample size: 61

Number of nonresponses: 55

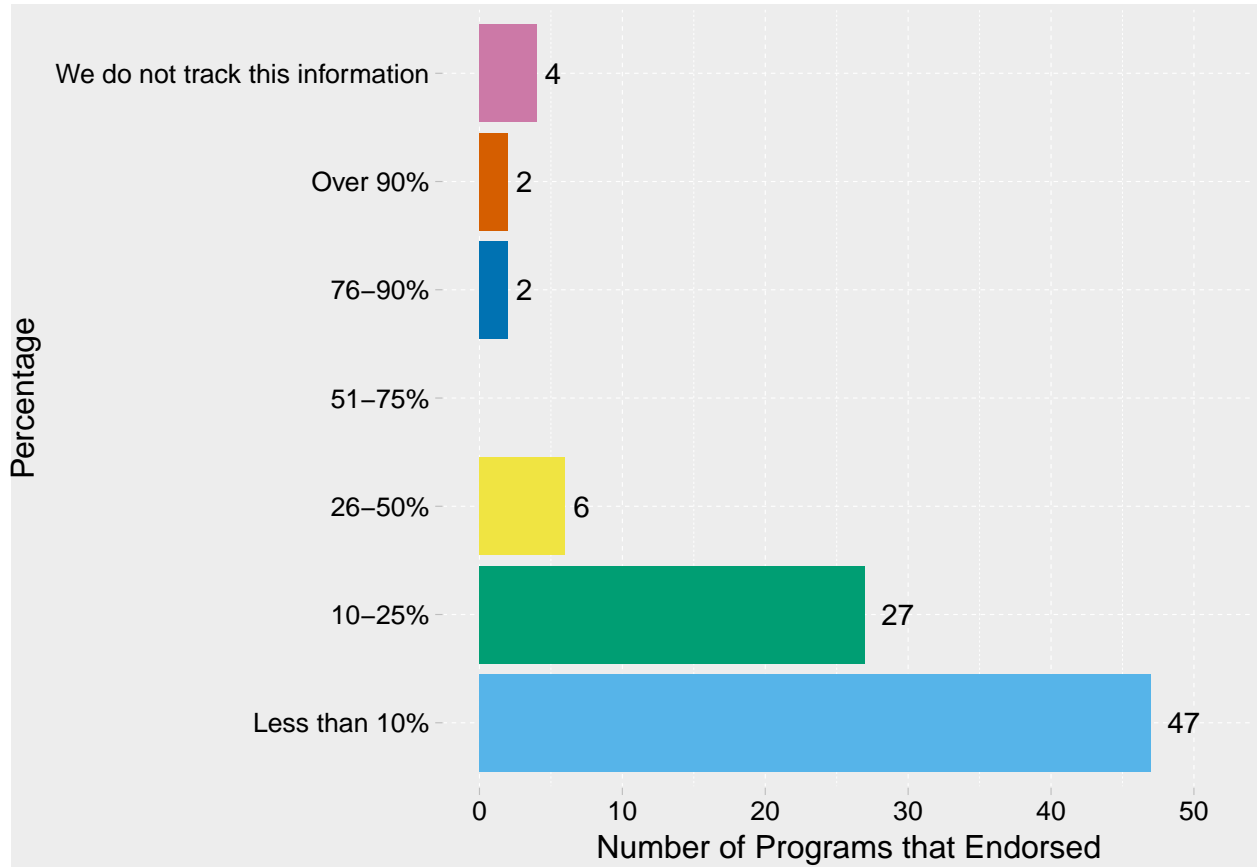
Hawaiian or Pacific Islander



Sample size: 31

Number of nonresponses: 85

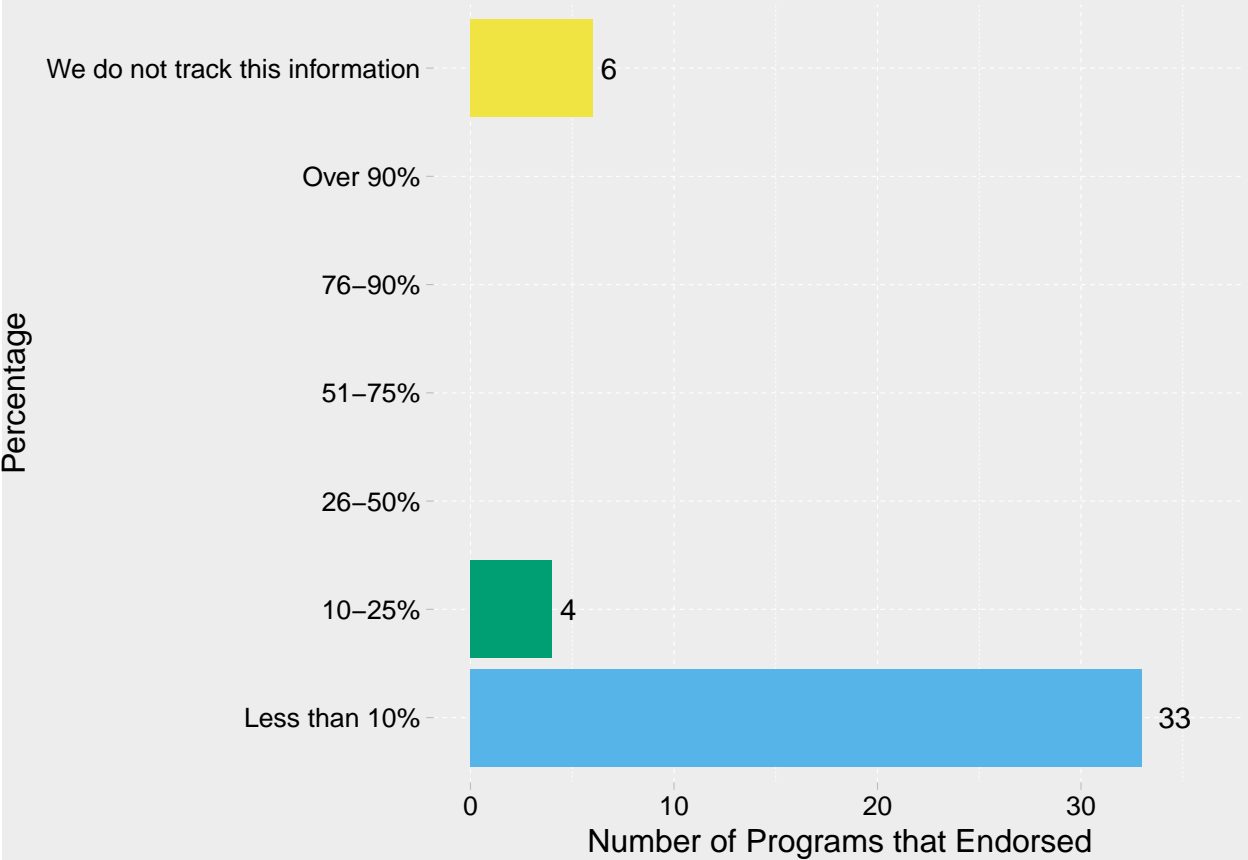
Latino or Hispanic American



Sample size: 88

Number of nonresponses: 28

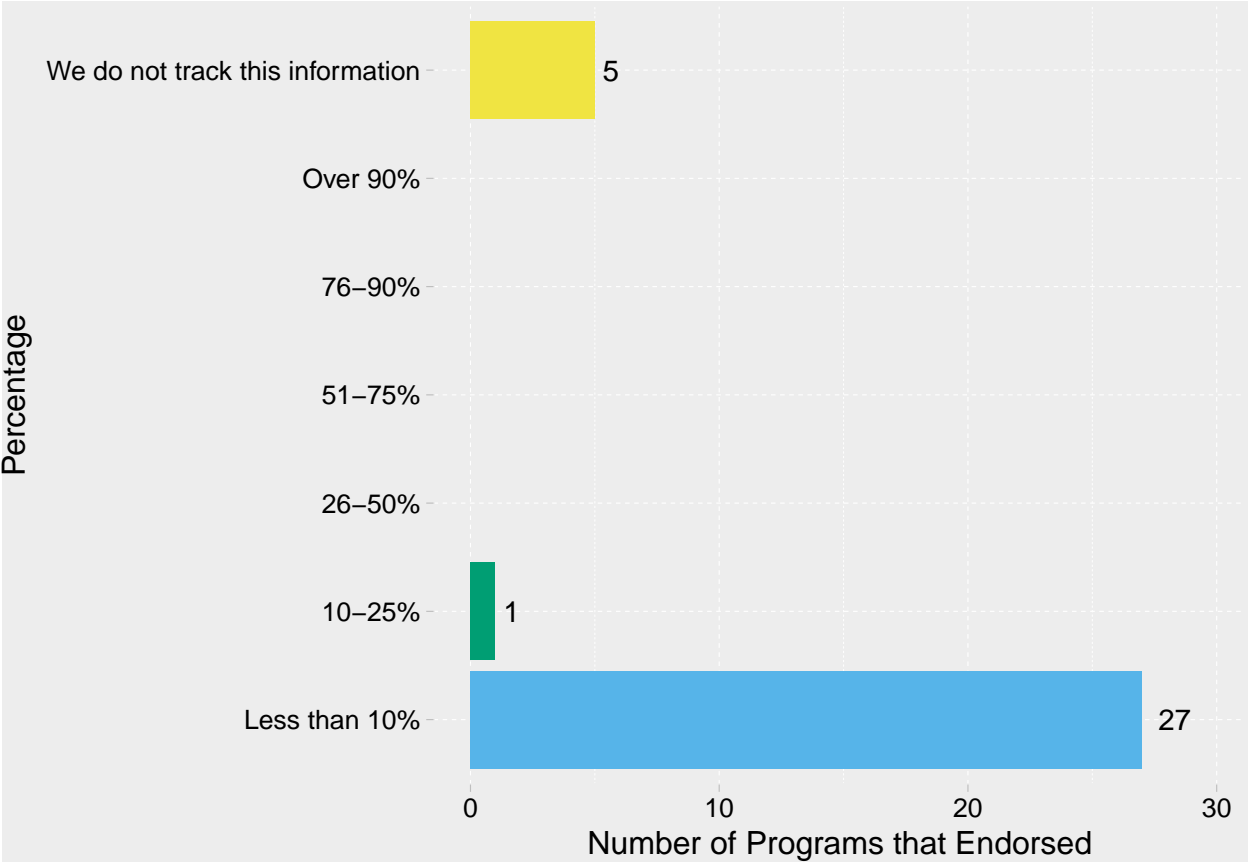
Middle Eastern or Arab American



Sample size: 43

Number of nonresponses: 73

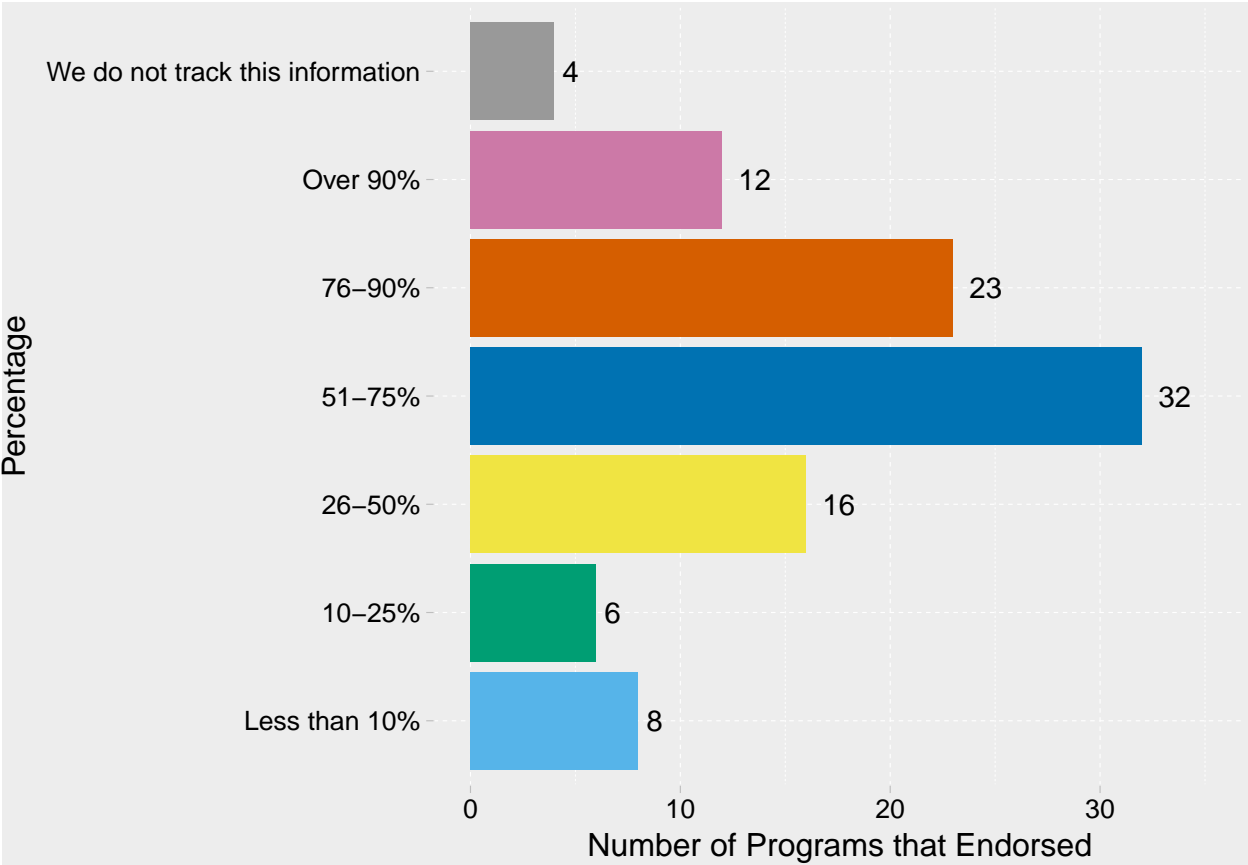
Native American or Alaskan Native



Sample size: 33

Number of nonresponses: 83

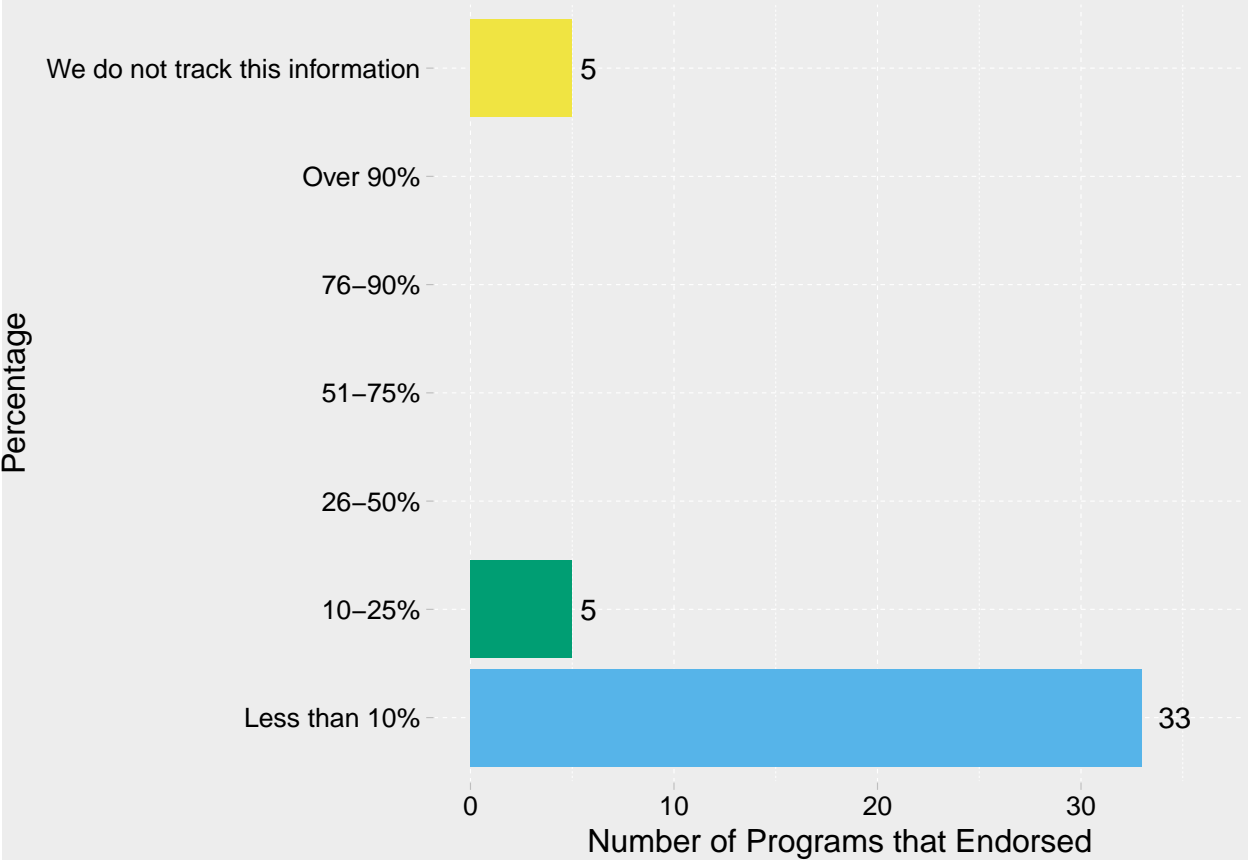
Non-Hispanic White or Euro-American



Sample size: 101

Number of nonresponses: 15

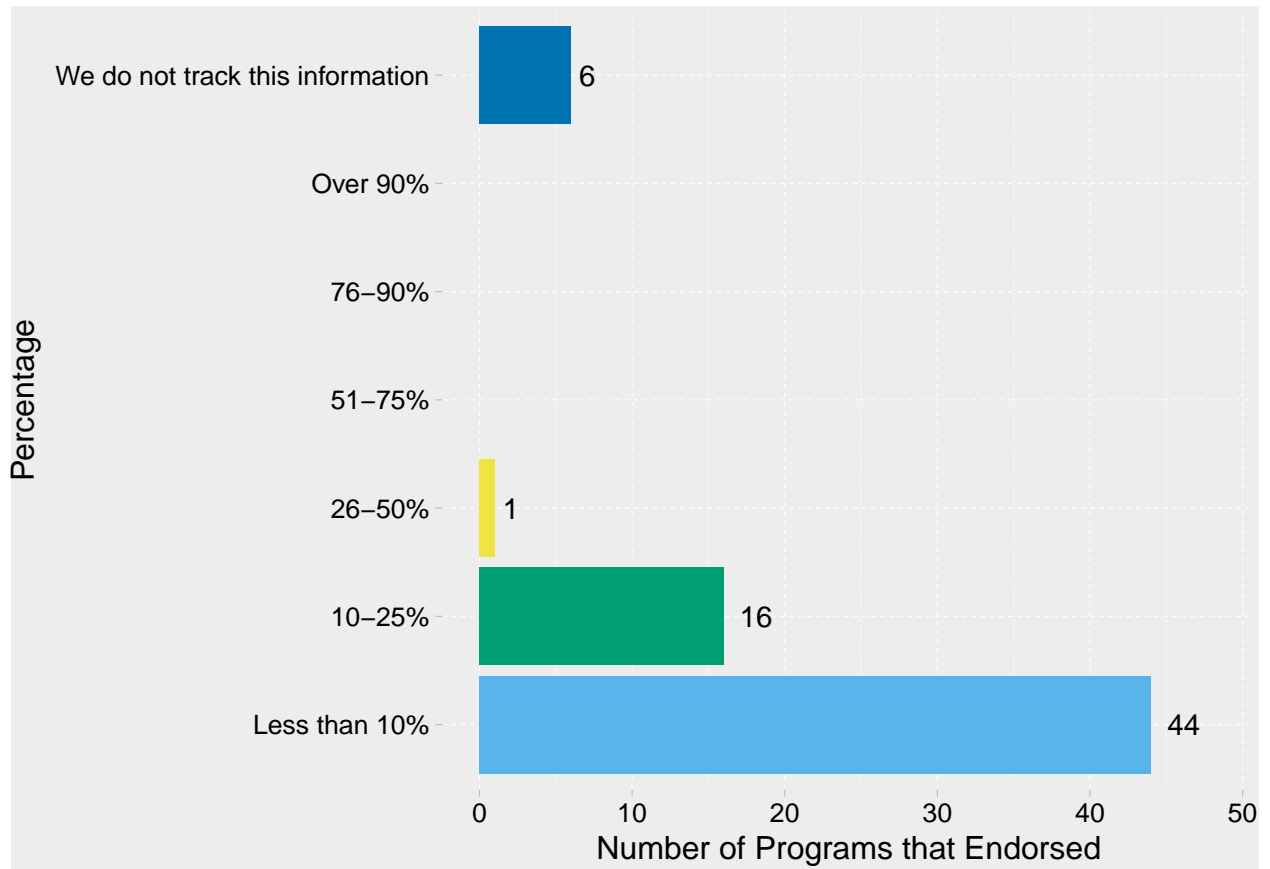
South Asian or Indian American



Sample size: 43

Number of nonresponses: 73

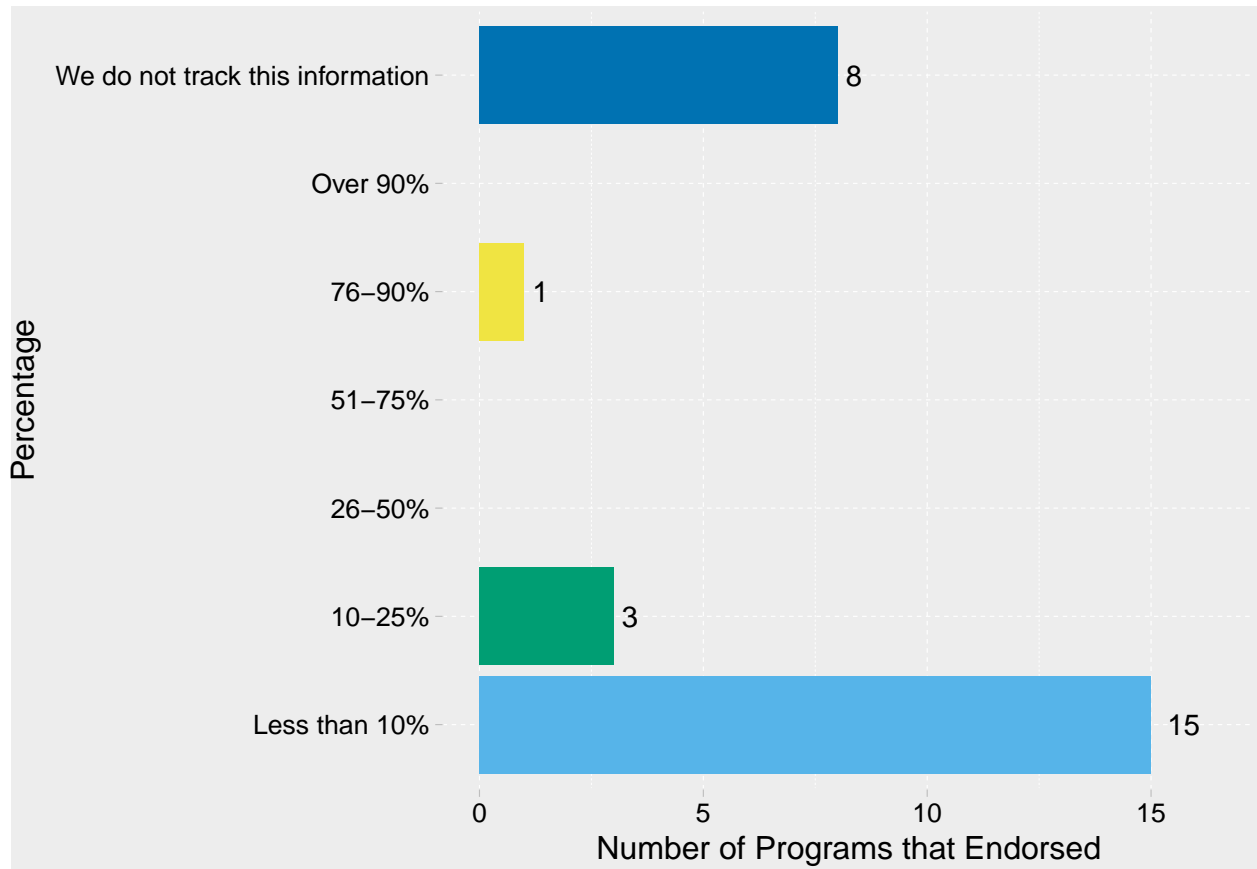
Multiracial



Sample size: 67

Number of nonresponses: 49

Other

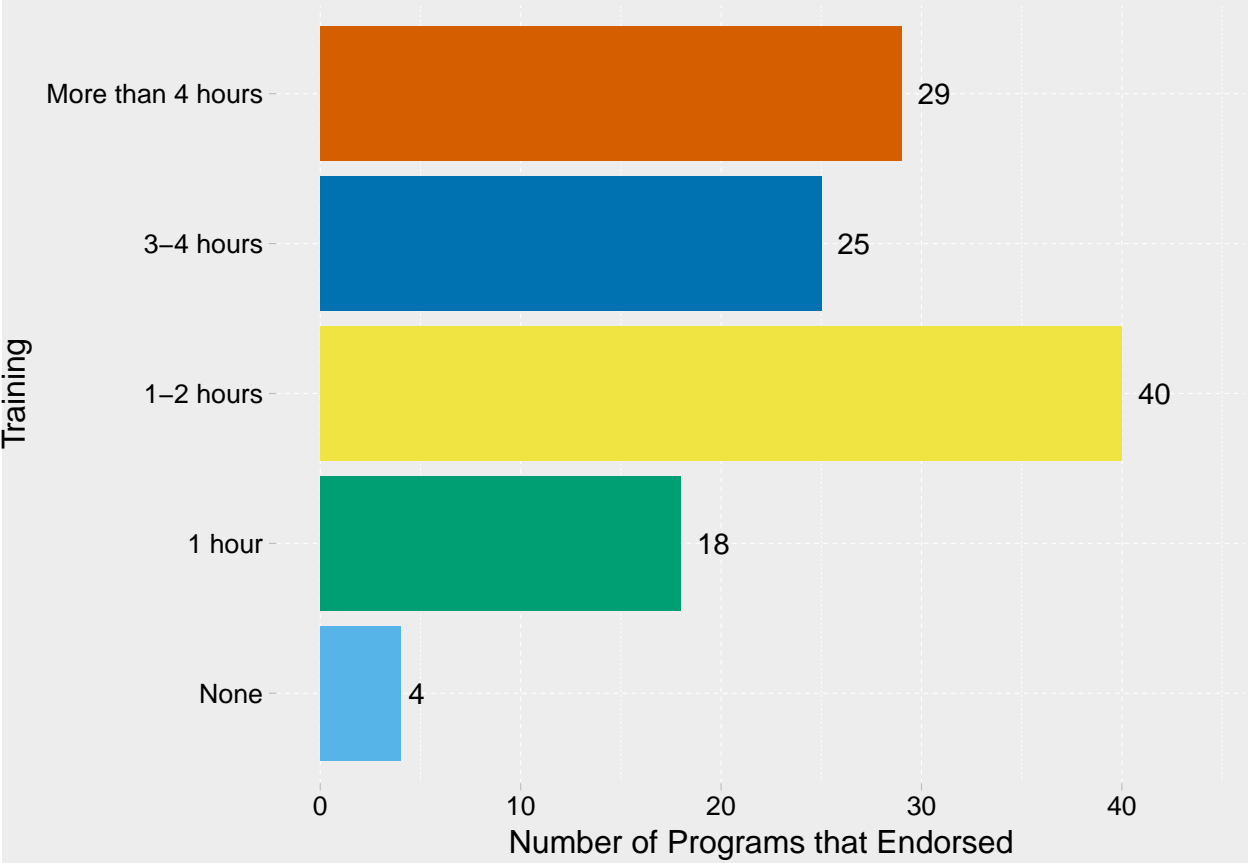


Sample size: 27

Number of nonresponses: 89

Training Questions

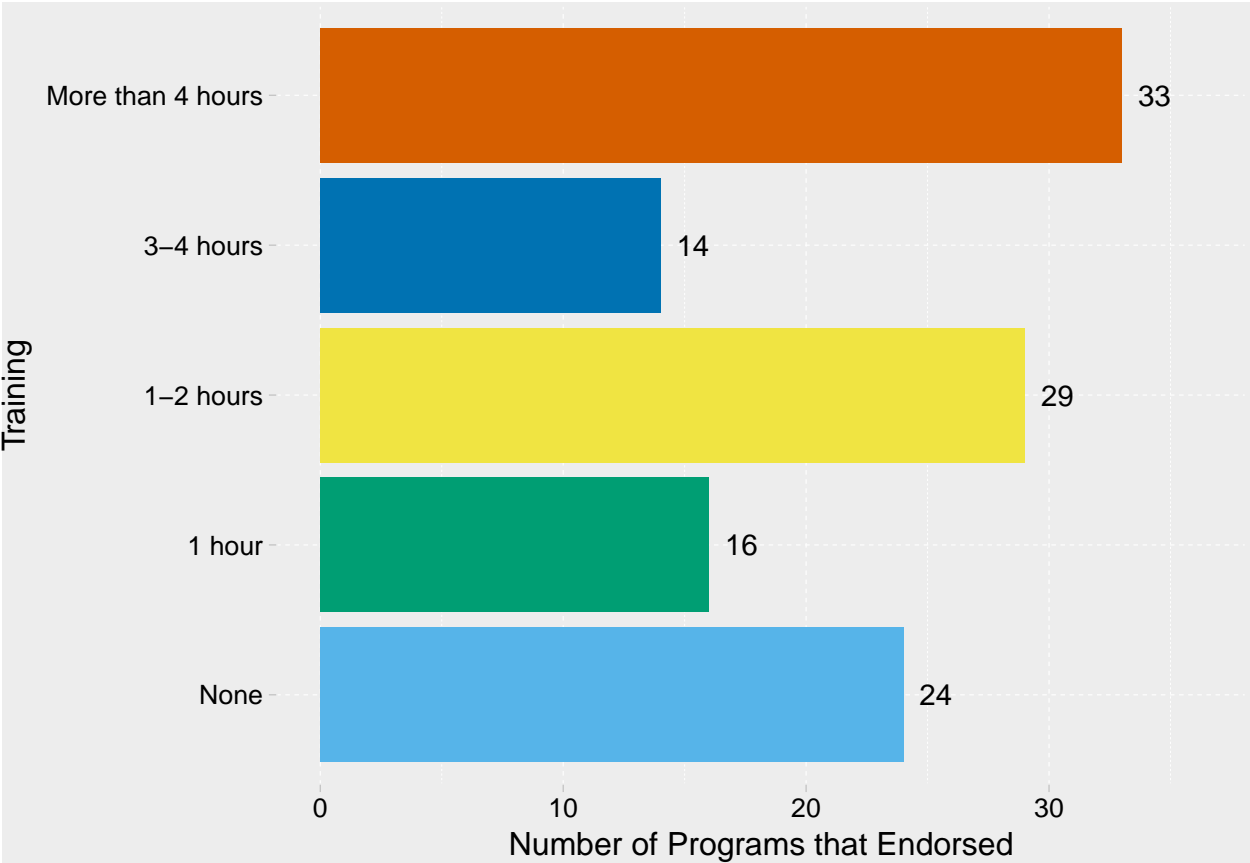
On average, how much training are mentors expected receive BEFORE they are matched with mentees?



Sample size: 116

Number of nonresponses: 0

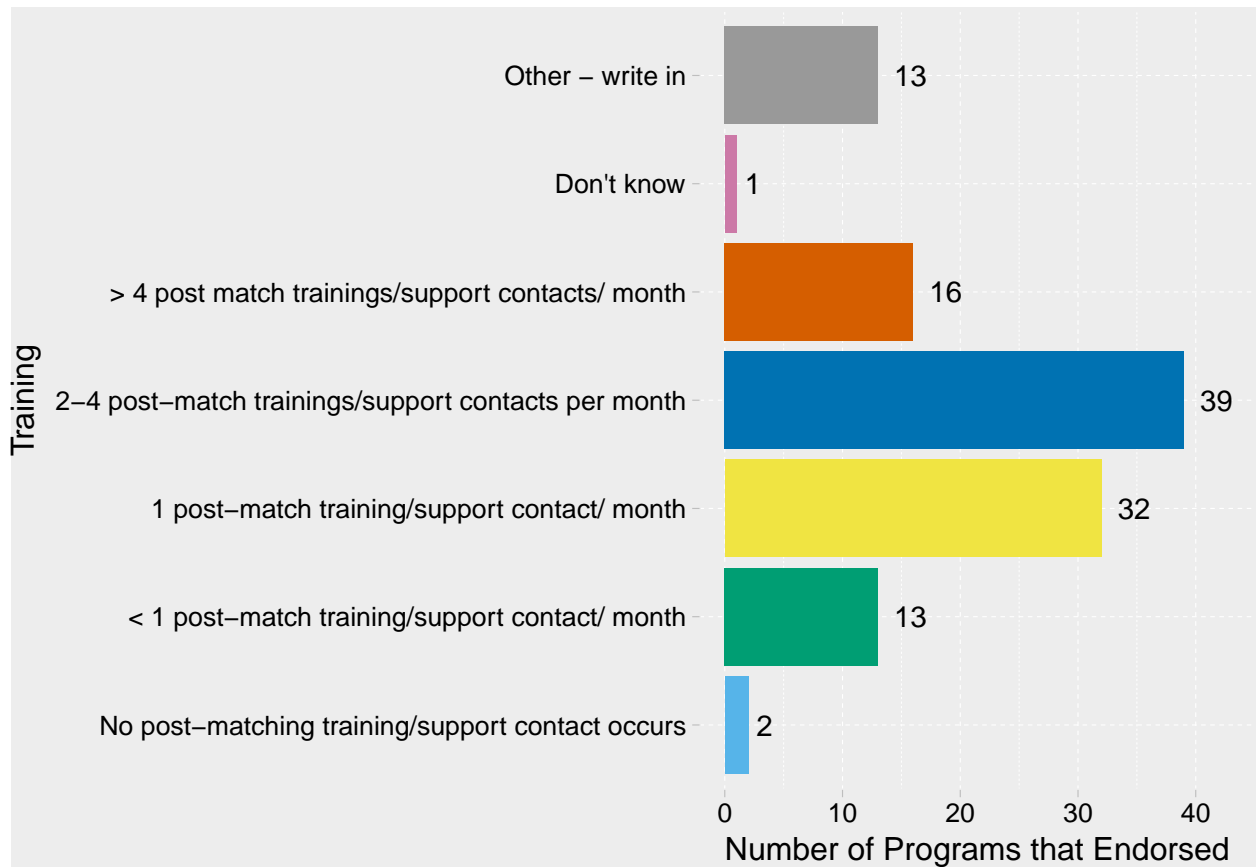
On average, how much training are mentors expected receive AFTER they are matched with mentees?



Sample size: 116

Number of nonresponses: 0

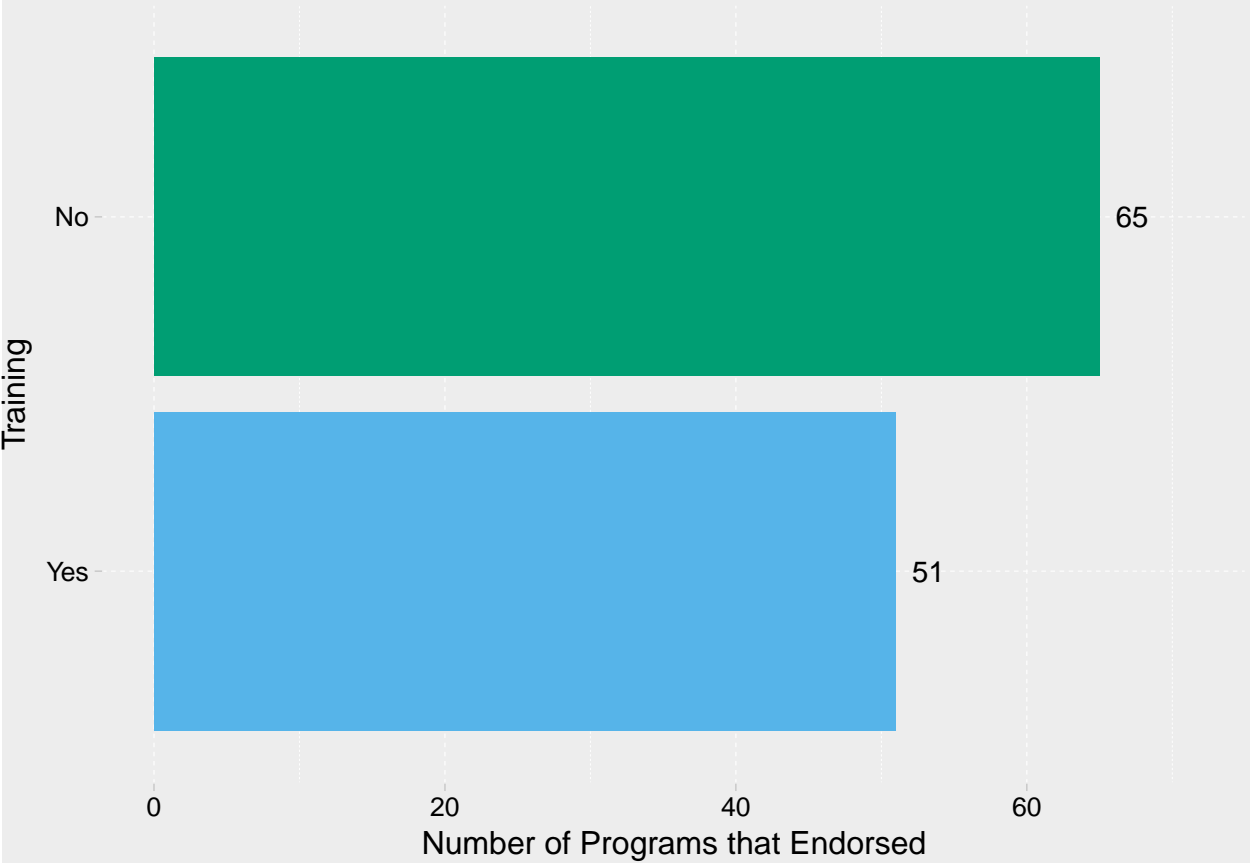
On average, how frequently do mentors have training and/or support contact with program coordinators or staff (e.g. supervision, check-ins, supplemental training, etc.)?



Sample size: 116

Number of nonresponses: 0

Does this program provide mentors with a specific curriculum to follow (e.g. a manual or workbook with prescribed activities)?

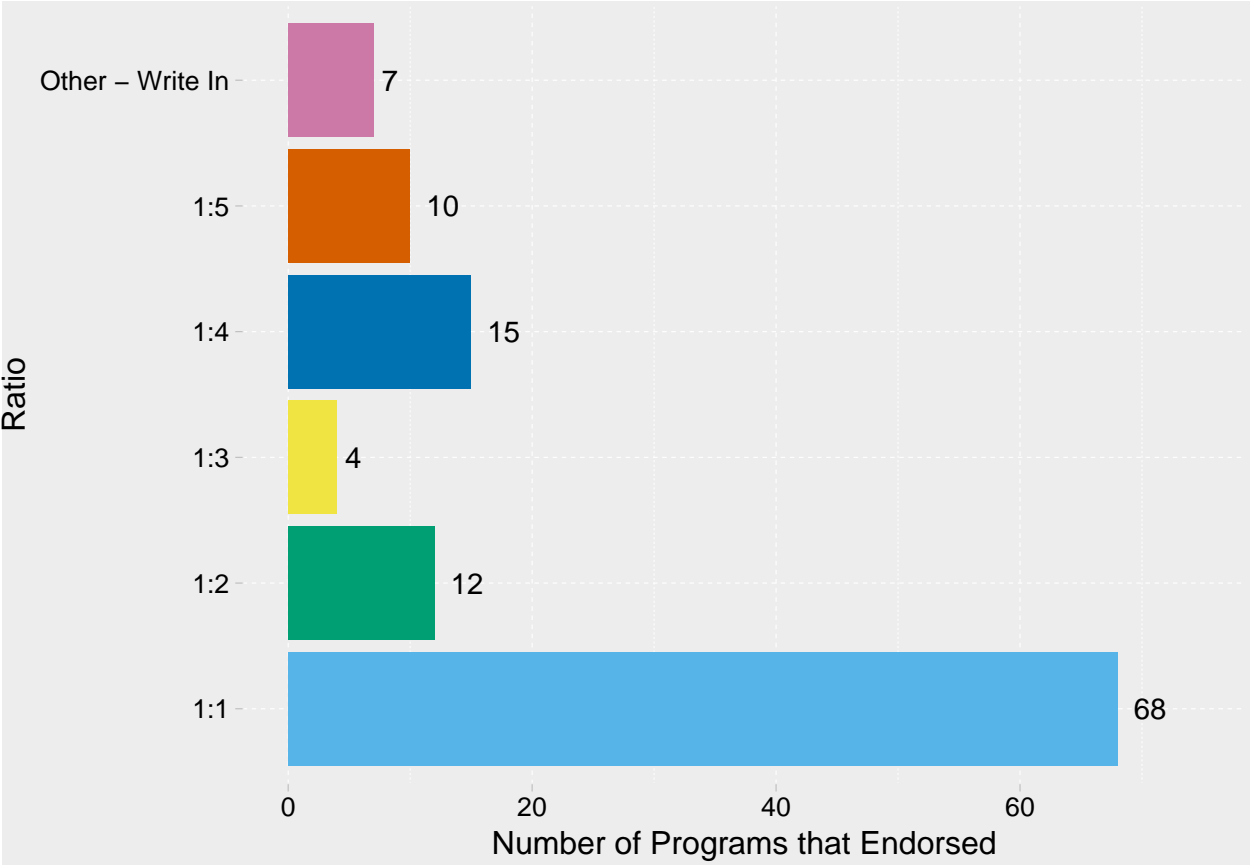


Sample size: 116

Number of nonresponses: 0

State Specific Program Questions

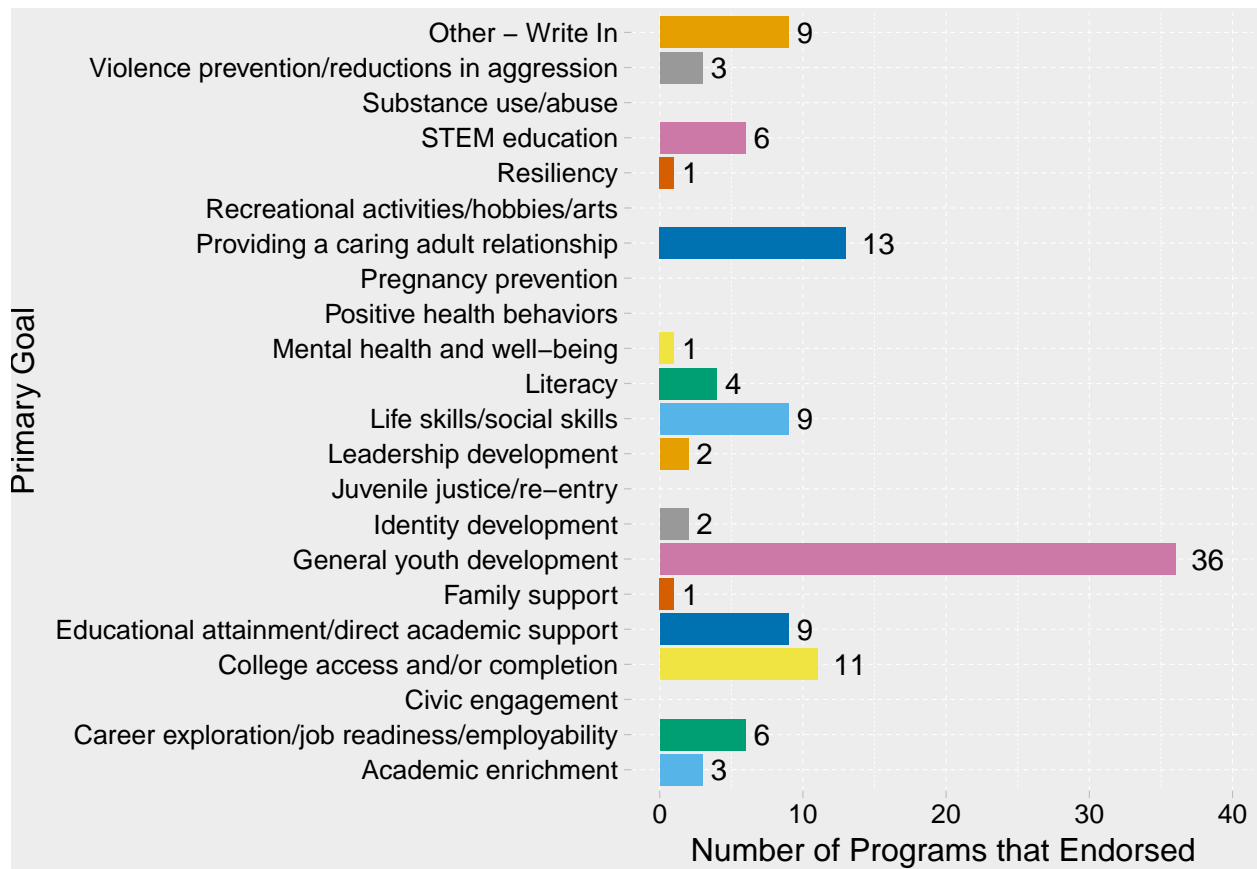
What is the average ratio of mentors to youth in your program?



Sample size: 116

Number of nonresponses: 0

Please choose your program's primary goal from the list below.



Sample size: 116

Number of nonresponses: 0

What outcomes does your program currently measure to assess the program's success in meeting its intended impacts for youth participants?

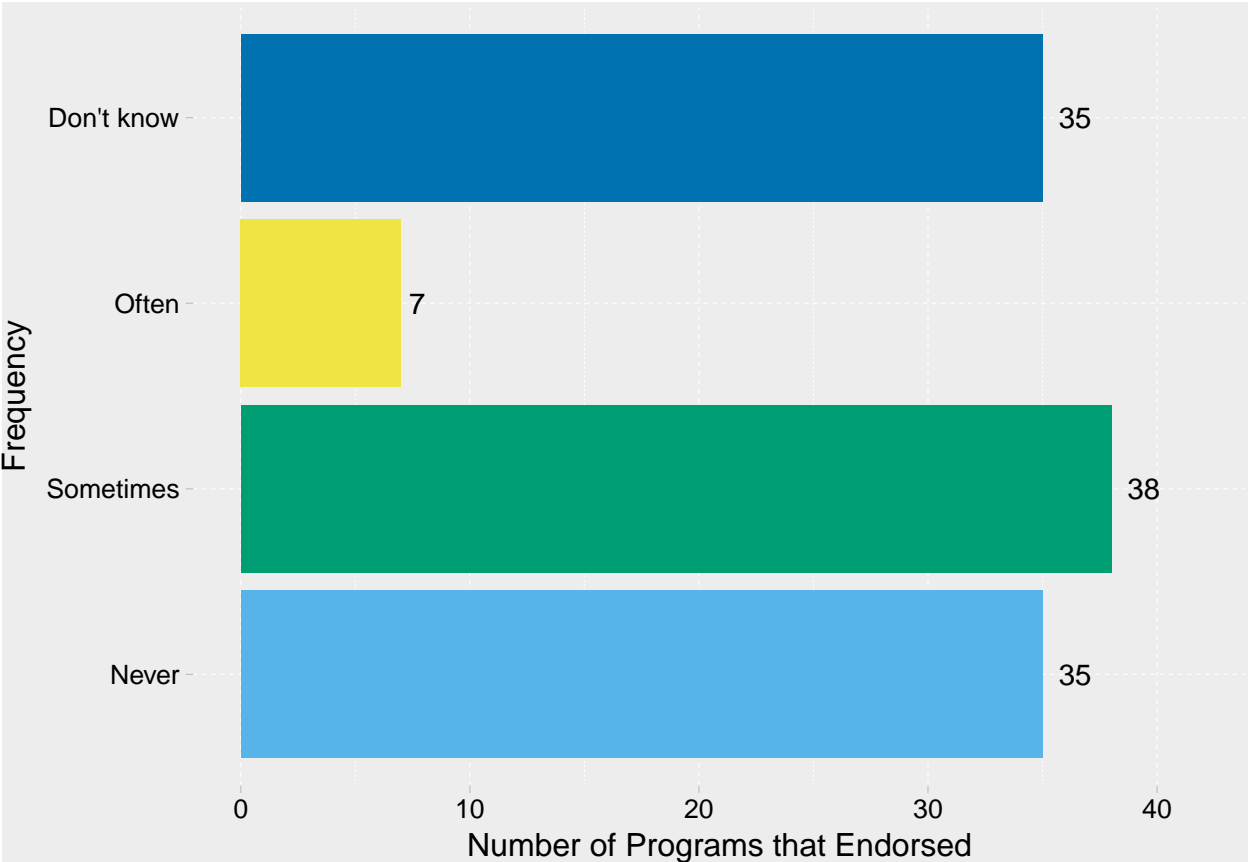
Outcome	Frequency	Percent
Program does NOT currently measure program outcomes	14	12.07
Quality of relationship between youth and mentor	68	58.62
School attendance	35	30.17
Academic performance/grades	56	48.28
Graduation rate	33	28.45
Behavioral referrals for support/correction	9	7.76
Career readiness/decisions	25	21.55
Developmental assets/life skills	43	37.07
Attitudes towards future	64	55.17
Attitudes towards parents/caregivers	25	21.55
Attitudes towards school	64	55.17
Attitudes towards teachers	26	22.41
Substance abuse	8	6.9
Early pregnancy	9	7.76
Gang involvement	9	7.76
Don't Know	2	1.72
Other	12	10.34

In the last year, how many mentors in your program feel into these age ranges. Numbers entered should correspond to the total number of mentors for this program (entered above in a previous section).

Age Range	Statistic	Number of mentors
<i>14-17</i>	Median	0
	Mean	8.48
	Sample size	48
<i>18-22</i>	Median	9
	Mean	48.58
	Sample size	78
<i>23-35</i>	Median	15
	Mean	58.78
	Sample size	103
<i>36-49</i>	Median	10
	Mean	36.01
	Sample size	85
<i>50-64</i>	Median	8.5
	Mean	19.66
	Sample size	74
<i>65 or older</i>	Median	4
	Mean	14.7
	Sample size	57

Is training/professional development on cultural competency and diversity provided for board, staff, and mentors? And with what frequency?

For the Board

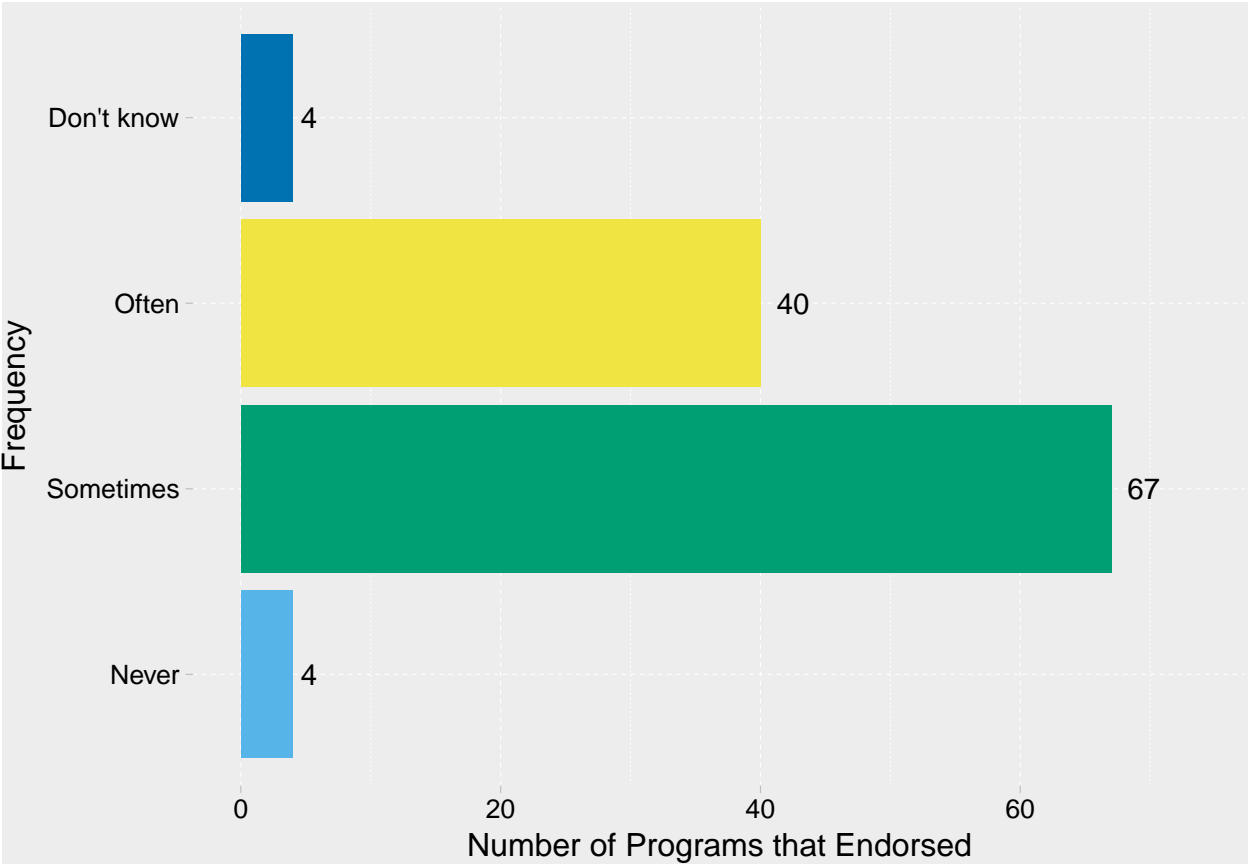


Sample size: 115

Number of nonresponses: 1

Is training/professional development on cultural competency and diversity provided for board, staff, and mentors? And with what frequency?

For the staff

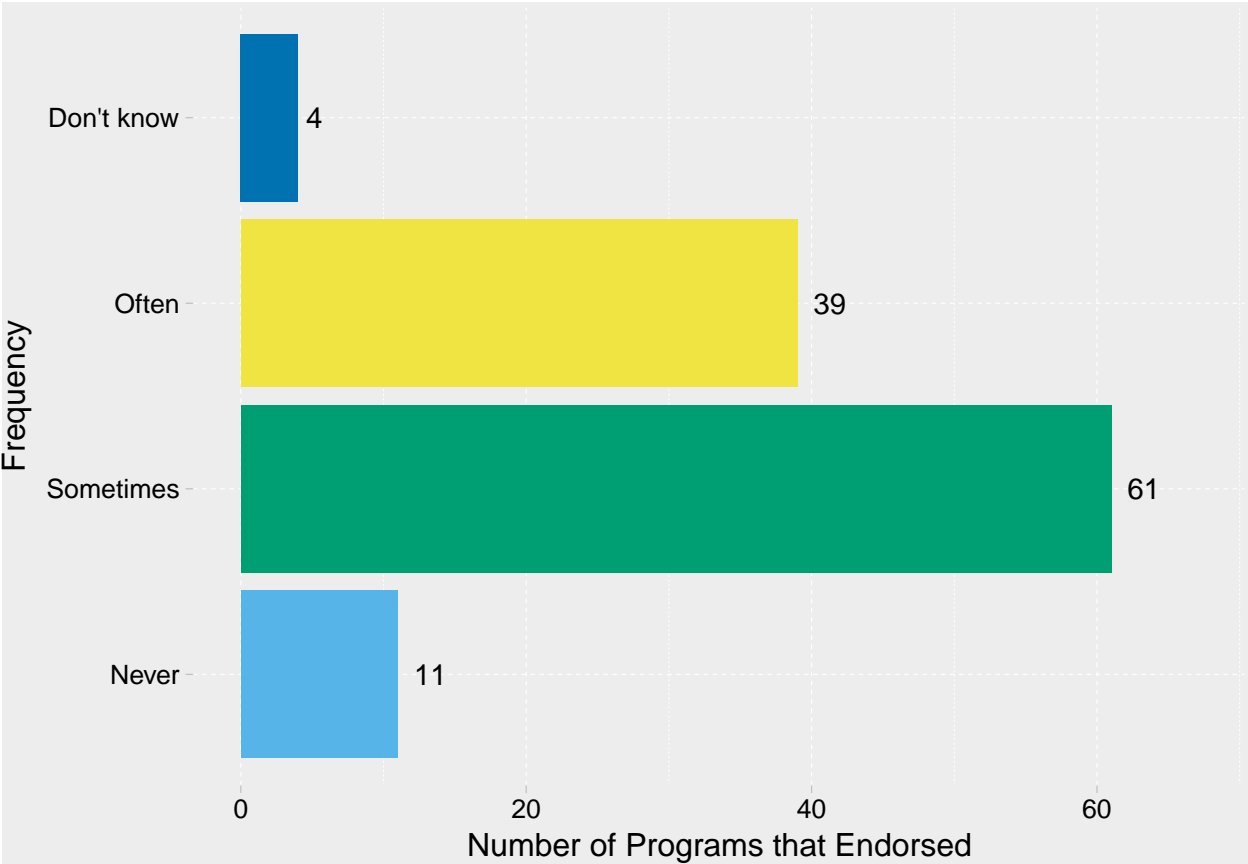


Sample size: 115

Number of nonresponses: 1

Is training/professional development on cultural competency and diversity provided for board, staff, and mentors? And with what frequency?

For mentors

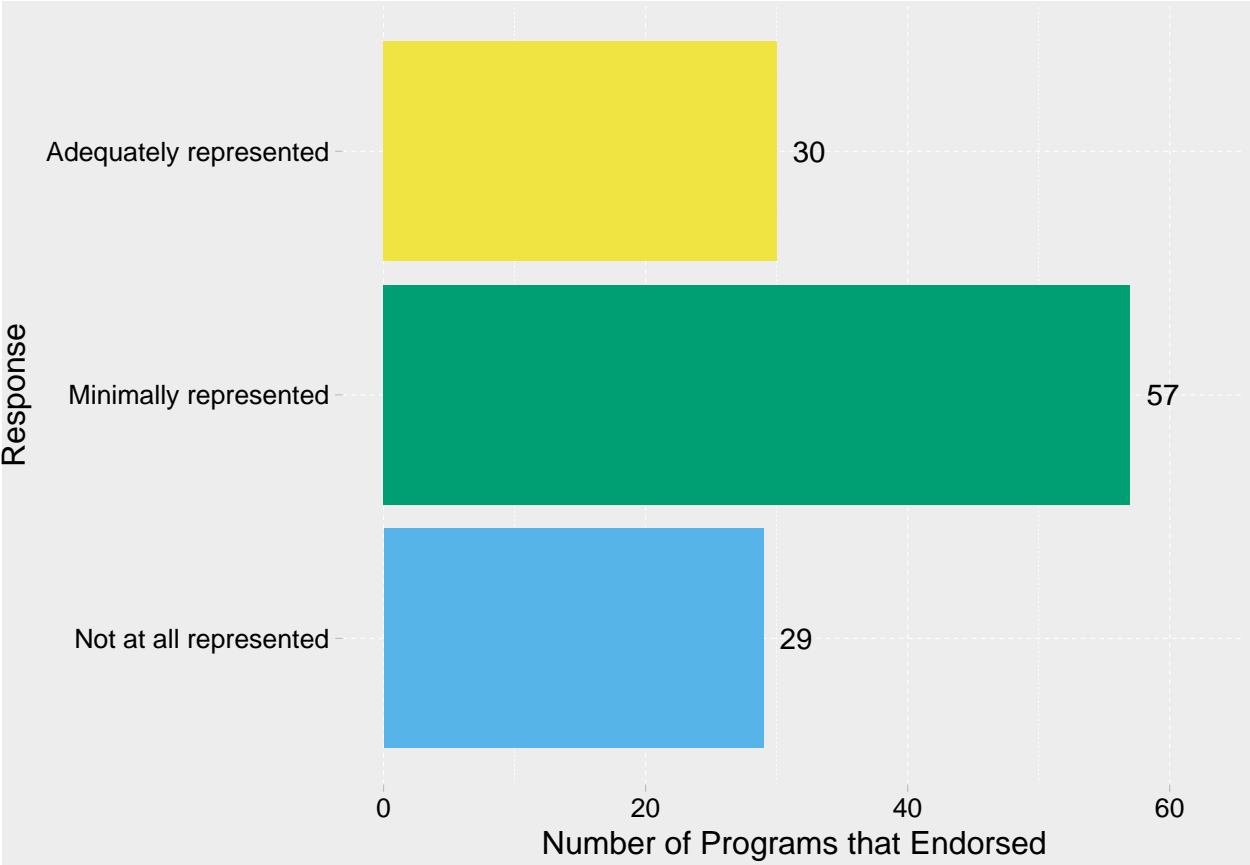


Sample size: 115

Number of nonresponses: 1

The diversity that is represented in our mentees is also represented...

On our board

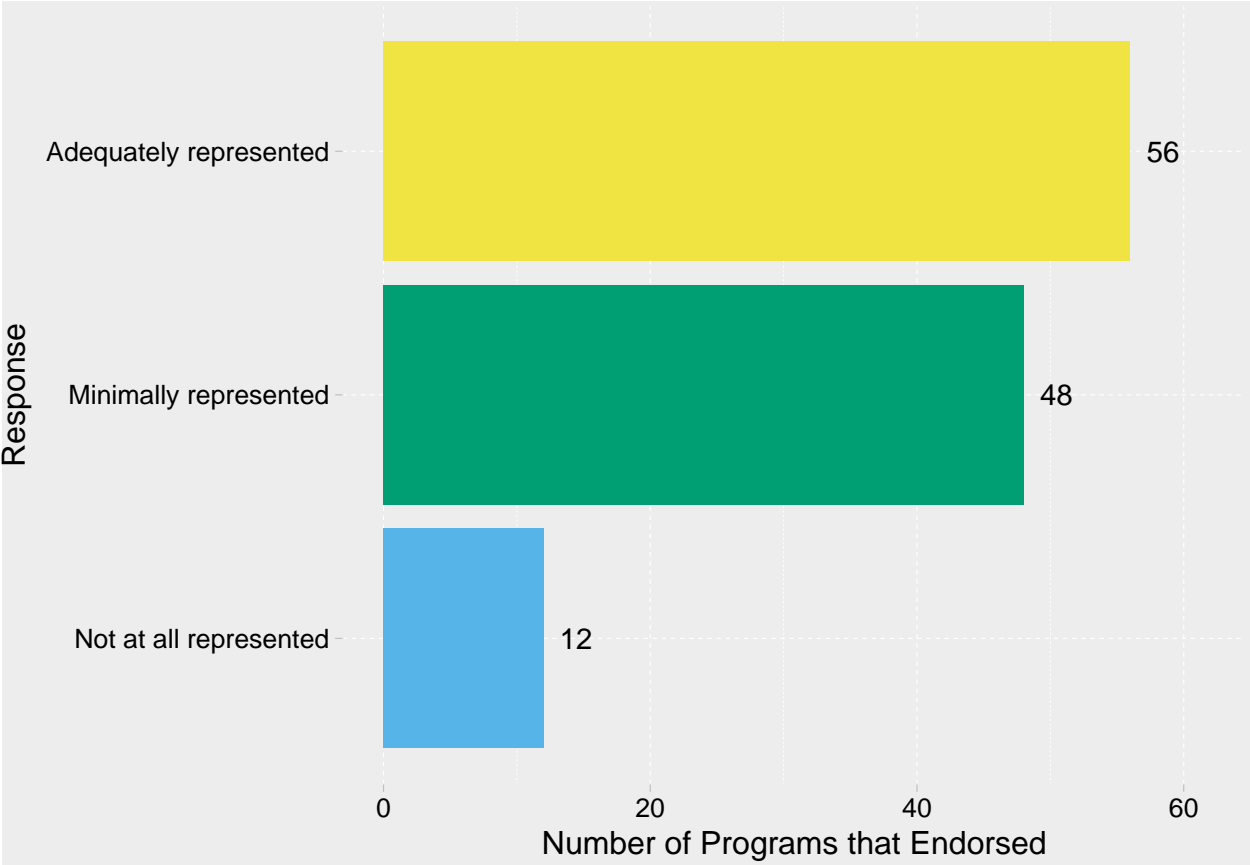


Sample size: 116

Number of nonresponses: 0

The diversity that is represented in our mentees is also represented...

Within our staff

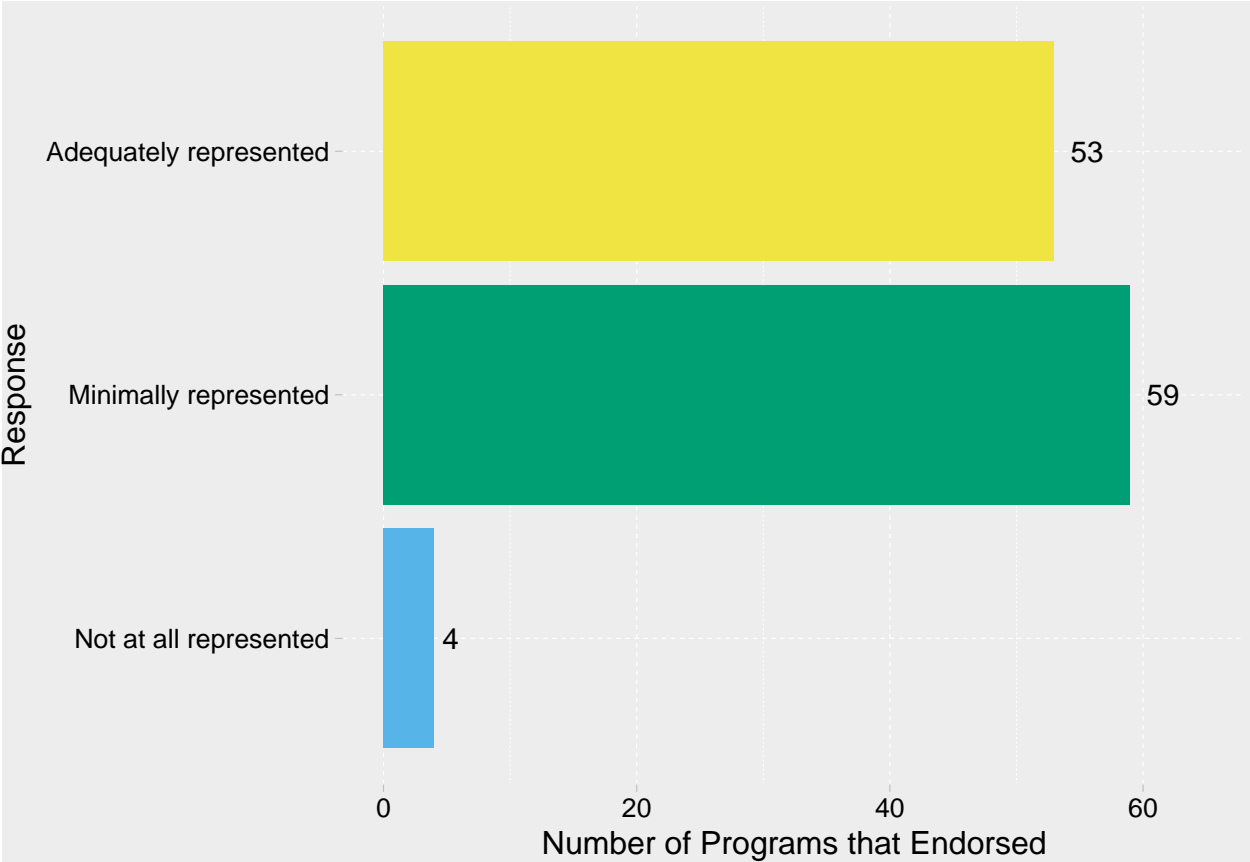


Sample size: 116

Number of nonresponses: 0

The diversity that is represented in our mentees is also represented...

Within our mentors



Sample size: 116

Number of nonresponses: 0