

Mentoring Initiative Project Plan

CMC:

Year One/Focus Area (choose 1 or more)	Goal(s)	Objective(s)	Benchmarks	Activities
1) Parental Involvement and Services	Enhance/Develop specific activities for youth, mentors and parents/guardians			
	Enhance/Develop processes to coordinate and/or provide provisions of family services, addressing one or more needs of the family of the mentoring participant			
	Enhance/Develop training opportunities to parents of mentoring participant			
2) Delivery of Structured Activities and Programs	Enhance/Develop structured activities that are the result of planning, curriculum development, and program design that the mentor and mentoring participant can engage in together			

	Enhance/Develop structured activities that incorporate a youth-centered approach allowing the mentor and mentees to work together to establish and achieve an agree upon set of goals			
3) Expansion of Training/Support for Mentors	Enhance/Develop opportunities for the mentor to enhance skills, knowledge, and abilities in serving as a mentor to and building relationships with youth mentees			
	Focus training opportunities for mentors on building support and development opportunities that target the skills and abilities to respond to the needs of youth development, building relationships, improving communication techniques, crisis procedures and responses, and leadership training			
	Enhance/Develop training to mentoring staff to be more effective trainers of mentors			

Year One/Goals, Objectives, Deliverables	Goal(s)	Objective(s)	Benchmarks	Activities
Develop and Expand the organization's current mentoring program	Reduce juvenile delinquency and gang participation			
	Reduce school drop-out rates by supporting the involvement of parents of mentoring participants or providing/coordinating services for them			
	Provide structured activities for mentoring matches and ongoing options for mentors to further develop their mentoring-related skills and abilities			
	Increase participation of mentors from underrepresented groups (Hispanics and African-American adult males)			
	Target children of single-parent families			
	Target children with a parent in the military, including a deployed parent			
	Make truancy prevention a priority by improving school attendance			

Year One/Performance Measures	Goal(s)	Objective(s)	Benchmarks	Activities
Provide Data that Measures the Performance of the Organization's Work	Increase the number of program mentors			
	Increase the percentage of mentors successfully completing training			
	Increase the percentage of trained mentors with increased knowledge of mentoring			
	Increase mentor retention rate			
	The program has the ability to increase the number of youth enrolled in the mentoring program			
	Increase the percentage of the number of youth who complete the mentoring program requirements			
	Decrease the number of youth who offend/reoffend (new arrests)			

	<p>Increase the percentage of the number of youth exhibiting desired change in the targeted behaviors of Academic Achievement, School Attendance, Social Competence, Antisocial Behavior, Family Bonding, Substance Abuse, Perception of Social Support and Formation of Healthy Bond with their mentor</p>			
	<p>Increase the percentage of youth receiving an evidenced based mentoring practice</p>			
	<p>Increase the number of active partnerships in the mentoring program</p>			
	<p>Increase the number of mentee parents enrolled in and completing parent training</p>			
	<p>Monitor and track the following Parental Performance Outcomes: Effective Parenting, Family Bonding/Attachment, Opportunities and Rewards for Prosocial Family Involvement, Healthy Discipline Practices</p>			

	Increase the number of youth referred to partnering providers of wrap around services based on assessed needs			
	Increase the number of mentee families provided with supportive services (directly or by referral) based on assessed needs			

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Year One/Evidence Based Practices	Goal(s)	Objective(s)	Benchmarks	Activities
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Implement Responsible Mentoring Definition, Standards and Best Practices	Develop/Enhance Policies, Procedures, Protocols, Practices, Forms, Evidence and Documentation of Mentoring Standards 1 - 9			
	Facilitate Focus Groups to explore mentor recruitment (messaging, targeted mentoring fields, "gate-keepers", collaborations, etc.)			
	Conduct Asset Mapping for purpose of mentor recruitment (specifically male and under-represented mentors)			
	Draft and Implement a Recruitment and Retention Plan (incorporate Focus Groups and Asset Mapping)			

	Draft and Implement an Annual Mentoring Training Calendar: mentoring staff, mentors, mentees and parents/guardians			
	Draft and Implement Forms and Documentation Evidencing Best Practices of Mentoring and Mentoring P&P			
	Develop and Implement a Mentoring Handbook (mentoring staff, mentors, mentees, parent/guardian)			
	Ensure Compliance of Mentoring Standards 10			
	Ensure Compliance of Mentoring Standards 11			
	Complete and Submit the APEX			

Year One/Financial Viability				
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Year One/Financial Viability	Goal(s)	Objective(s)	Benchmarks	Activities
	Facilitate Focus Group for purpose of exploring potential funding streams and collaborations			
	Conduct Asset Mapping to identify potential funding streams, stakeholders, gate-keepers, donations, collaborations			

Demonstrate financial viability to cost share in the mentoring initiative and ultimately support and sustain the mentoring program beyond the project life of the grant funds	Cultivate and nurture existing and new partnerships and stakeholder relationships that the organization will utilize to leverage supplemental financial support and ultimately on-going financial support for the mentoring initiative			
	Cultivate and secure new funding streams and revenues that the organization can utilize to leverage supplemental financial support and ultimately on-going financial support for the mentoring initiative			
	Cultivate and nurture existing fundraising strategies that the organization can utilize to leverage supplemental financial support and ultimately on-going support for the mentoring initiative			
Year One/NCMI Reporting Processes	Goal(s)	Objective(s)	Benchmarks	Activities
	Attend Partner Webinar Meetings (4 per year)			

NCMI's Reporting and Grant Monitoring Processes	Attend Partner Staff Webinar Trainings (4 - 6 per year)			
	Schedule and Manage Mentors' Attendance of NCMI's Mentor Training Webinars (4 - 6 per year)			
	Attend NCMI's Annual Mentoring Initiative Conference (1 per year)			
	Submit Financial Reports (1 per month)			
	Participate in On-Site Visits and Satisfy NCMI Recommendations			
	Submit GAPP Report (Jan, April, July and October)			

Year One/M&E Reporting Processes	Goal(s)	Objective(s)	Benchmarks	Activities
The mentoring program conducts an evaluation of both processes and outcomes.	Monitoring and Evaluation Plan that includes both processes (mentor and mentee recruitment, screening, training, matching, match monitoring, support and recognition of mentors, match closure, provision of wrap-around services, parent training, etc) and outcomes (changes in targeted behaviors, achievement of goals, etc).			

	Develop a Logic Model for mentoring outcomes, goals, and objectives.			
	Implement the M&E Plan and the information generated regularly used to refine and improve the program.			

Mentoring Initiative Project Plan

CMC:

Year Two/Focus Area (choose 1 or more)	Goal(s)	Objective(s)	Benchmarks	Activities
1) Parental Involvement and Services	Enhance/Develop specific activities for youth, mentors and parents/guardians			
	Enhance/Develop processes to coordinate and/or provide provisions of family services, addressing one or more needs of the family of the mentoring participant			
	Enhance/Develop training opportunities to parents of mentoring participant			
2) Delivery of Structured Activities and Programs	Enhance/Develop structured activities that are the result of planning, curriculum development, and program design that the mentor and mentoring participant can engage in together			

	Enhance/Develop structured activities that incorporate a youth-centered approach allowing the mentor and mentees to work together to establish and achieve an agree upon set of goals			
3) Expansion of Training/Support for Mentors	Enhance/Develop opportunities for the mentor to enhance skills, knowledge, and abilities in serving as a mentor to and building relationships with youth mentees			
	Focus training opportunities for mentors on building support and development opportunities that target the skills and abilities to respond to the needs of youth development, building relationships, improving communication techniques, crisis procedures and responses, and leadership training			
	Enhance/Develop training to mentoring staff to be more effective trainers of mentors			

Year Two/Goals, Objectives, Deliverables	Goal(s)	Objective(s)	Benchmarks	Activities
Develop and Expand the organization's current mentoring program	Reduce juvenile delinquency and gang participation			
	Reduce school drop-out rates by supporting the involvement of parents of mentoring participants or providing/coordinating services for them			
	Provide structured activities for mentoring matches and ongoing options for mentors to further develop their mentoring-related skills and abilities			
	Increase participation of mentors from underrepresented groups (Hispanics and African-American adult males)			
	Target children of single-parent families			
	Target children with a parent in the military, including a deployed parent			
	Make truancy prevention a priority by improving school attendance			

Year Two/Performance Measures	Goal(s)	Objective(s)	Benchmarks	Activities
Provide Data that Measures the Performance of the Organization's Work	Increase the number of program mentors			
	Increase the percentage of mentors successfully completing training			
	Increase the percentage of trained mentors with increased knowledge of mentoring			
	Increase mentor retention rate			
	The program has the ability to increase the number of youth enrolled in the mentoring program			
	Increase the percentage of the number of youth who complete the mentoring program requirements			
	Decrease the number of youth who offend/reoffend (new arrests)			

	Increase the percentage of the number of youth exhibiting desired change in the targeted behaviors of Academic Achievement, School Attendance, Social Competence, Antisocial Behavior, Family Bonding, Substance Abuse, Perception of Social Support and Formation of Healthy Bond with their mentor			
	Increase the percentage of youth receiving an evidenced based mentoring practice			
	Increase the number of active partnerships in the mentoring program			
	Increase the number of mentee parents enrolled in and completing parent training			
	Monitor and track the following Parental Performance Outcomes: Effective Parenting, Family Bonding/Attachment, Opportunities and Rewards for Prosocial Family Involvement, Healthy Discipline Practices			

	Increase the number of youth referred to partnering providers of wrap around services based on assessed needs			
	Increase the number of mentee families provided with supportive services (directly or by referral) based on assessed needs			

Year Two/Evidence Based Practices

Year Two/Evidence Based Practices	Goal(s)	Objective(s)	Benchmarks	Activities
Implement Responsible Mentoring Definition, Standards and Best Practices	Develop/Enhance Policies, Procedures, Protocols, Practices, Forms, Evidence and Documentation of Mentoring Standards 1 - 9			
	Facilitate Focus Groups to explore mentor recruitment (messaging, targeted mentoring fields, "gate-keepers", collaborations, etc.)			
	Conduct Asset Mapping for purpose of mentor recruitment (specifically male and under-represented mentors)			
	Draft and Implement a Recruitment and Retention Plan			

	Draft and Implement an Annual Mentoring Training Calendar: mentoring staff, mentors, mentees and parents/guardians			
	Draft and Implement Forms and Documentation Evidencing Best Practices of Mentoring and Mentoring P&P			
	Develop and Implement a Mentoring Handbook (mentoring staff, mentors, mentees, parent/guardian)			
	Ensure Compliance of Mentoring Standards 10			
	Ensure Compliance of Mentoring Standards 11			
	Complete and Submit the APEX			

Year Two/Financial Viability	Goal(s)	Objective(s)	Benchmarks	Activities
	Facilitate Focus Group for purpose of exploring potential funding streams and collaborations			
	Conduct Asset Mapping to identify potential funding streams, stakeholders, gatekeepers, donations, collaborations			

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Year Two/NCMI Reporting Processes	Goal(s)	Objective(s)	Benchmarks	Activities
	Attend Partner Webinar Meetings (4 per year)			

NCMI's Reporting and Grant Monitoring Processes	Attend Partner Staff Webinar Trainings (4 - 6 per year)			
	Schedule and Manage Mentors' Attendance of NCMI's Mentor Training Webinars (4 - 6 per year)			
	Attend NCMI's Annual Mentoring Initiative Conferenc (1 per year)			
	Submit Financial Reports (1 per month)			
	Participate in On-Site Visits and Satisfy NCMI Recommendations			
	Submit GAPP Report (Jan, April, July and October)			

Year Two/M&E Reporting Processes	Goal(s)	Objective(s)	Benchmarks	Activities
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	Develop a Logic Model for mentoring outcomes, goals, and objectives.			
	Implement the M&E Plan and the information generated regularly used to refine and improve the program.			

Mentoring Initiative Project Plan

CMC:

Year Three/Focus Area (choose 1 or more)	Goal(s)	Objective(s)	Benchmarks	Activities
1) Parental Involvement and Services	Enhance/Develop specific activities for youth, mentors and parents/guardians			
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	Increase participation of mentors from underrepresented groups (Hispanics and African-American adult males)			
	Target children of single-parent families			
	Target children with a parent in the military, including a deployed parent			
	Make truancy prevention a priority by improving school attendance			

Year Three/Performance Measures	Goal(s)	Objective(s)	Benchmarks	Activities
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