RED OAK
BEHAVIORAL HEALTH

iC.A.R.E. Mentoring® PROPOSAL C.A.R.E.
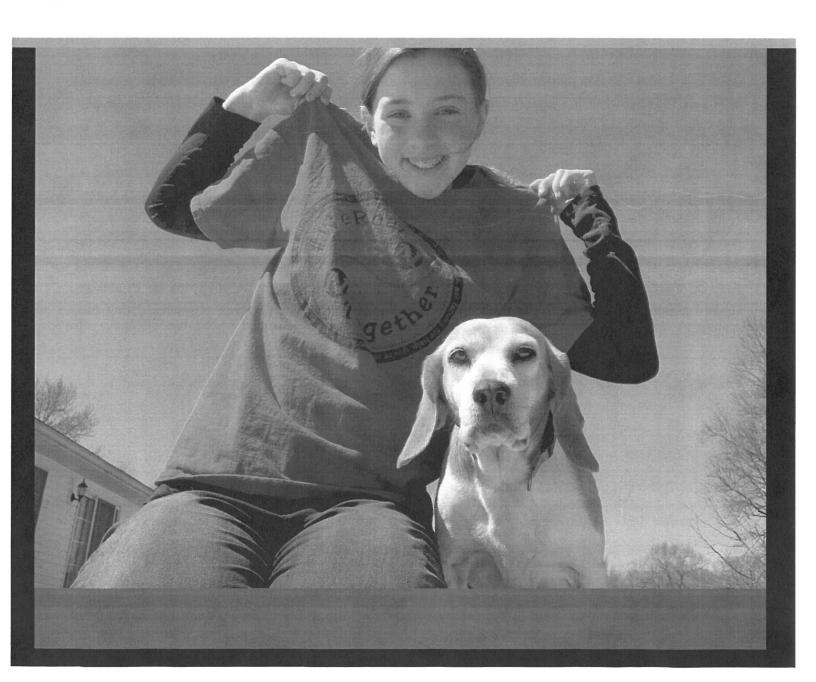CREATING AUTHENTIC RELATIONAL ENERGY

NORTON CITY SCHOOLS

September 2, 2020

PROJECT PURPOSE – THE "WHY"

Research shows that the human potential lost as a result of the educational achievement gap is the economic equivalent of a permanent national recession (Mentoring: At the crossroads of education, business and community, 2015).The iC.A.R.E. Mentoring program is a **school-based mentoring program** that supports students through **positive purposeful mentoring relationships** with community volunteers. Nationally certified and rooted in national best practices, iC.A.R.E. is statistically proven to help students succeed in school while also providing them much needed stability and support. iC.A.R.E. **prepares young people for college and careers** and **develops the future workplace talent pipeline** by:

- Helping set career goals and take the steps to realize them
- Using personal contacts to help young people network with local professionals, find internships and locate potential jobs
- Introducing young people to organizations and resources they may not be familiar with
- Building skills for seeking, interviewing for and keeping a job.

Since 2014, Red Oak has partnered with Norton City Schools to provide embedded school-based mental health treatment services to students who have a mental health diagnosis - the one in five. While we remain committed to treating children with a mental health diagnosis, we recognize that the remaining 4 in 5 students without a mental health diagnosis often have significant unmet social and emotional needs that exceed the capacity of even the most dedicated school counseling teams. iC.A.R.E. Mentoring will **provide a new cohort of students with access to build critical life skills** that will help them to be successful both inside and outside of the school day. Data gathered and analyzed by the Summit Education Initiative shows that **iC.A.R.E. students were three times as likely as their comparable peers to earn at least a 3.0 GPA in the 3rd and 4th marking periods** and two times as likely to do so in the 2nd grading period. In addition, .iC.A.R.E. **students were more academically successful on local measures when compared to similar student populations**, and had the **highest proportion of students with 8 or fewer absences during the school year** (64%), a metric predictive of future academic success.

OBJECTIVES

- Implement a **model school-based mentoring program** that pairs 25 identified students from the Norton City Schools with trained community mentors.

- **Gather data in partnership with Summit Education Initiative** to assess the impact of mentoring on mentee behavior and academic performance.

- Improve overall mentee behavior and academic performance while **building critical life skills that will help them to be successful throughout and beyond their school career.**

SCOPE

The iC.A.R.E. Mentoring platform is designed to **collaborate with local school districts in addressing the needs of vulnerable youth**. The platform expands iC.A.R.E.'s reach by providing **meaningful, purposeful mentoring relationships** to students within our iC.A.R.E. affiliate school districts and ensuring a **comprehensive approach to and measurement of success for mentoring programs**. iC.A.R.E, is a model program that is designed to operate over at least a 3-year period.

DISTRICT INVESTMENT ($40,478 OVER THREE YEARS)

YEAR ONE	DESCRIPTION	PRICE
Affiliate/License Use	Annual trademark uses and program affiliation.	$2000.00
Database	$100/monthly cost for mentor-mentee reporting and staff program management at $1,2000 annual or annual onetime payment with 10% discount	$1080.00
Training and Support	Initial program setup, pre-&-post planning with organization staff, 2 staff training sessions, first program month additional support = 30 hours first month. 5 hours monthly staff support for first year = 60 hours. iC.A.R.E. Program manual for staff members (ratio of 1 management staff to 50 mentor-mentee matches). Total for first year = 90 hours x $150/hr	$13,500.00
Mentor-Mentee Curriculum	25 mentor-mentee curriculum books at $25 per book. 15% discount for bulk purchase	$531.25
Background Checks	25 mentor background checks (BCI & FBI) at $47.25 per check	$1181.25
TOTAL YEAR ONE		$18,292.50

YEAR TWO	DESCRIPTION	PRICE
Affiliate/License Use	Annual trademark uses and program affiliation.	$2000.00
Database	$100/monthly cost for mentor-mentee reporting and staff program management at $1,2000 annual or annual onetime payment with 10% discount	$1080.00
Training and Support	Second year pre-&-post planning with organization staff, 1 staff training session and enhancement support, first program month additional support = 16hrs first month. 3hrs monthly staff support for second year = 36hrs. Updated iC.A.R.E. Program manual for staff members (ratio of 1 management staff to 50 mentor-mentee matches). Total for second year = 52 hours x $150/hr	$7800.00
Mentor-Mentee Curriculum	25 mentor-mentee curriculum books at $25 per book. 15% discount for bulk purchase	$531.25
Background Checks	50 mentor background checks (BCI & FBI) at $47.25 per check	$1181.25
TOTAL YEAR TWO		$12,592.50

YEAR THREE	DESCRIPTION	PRICE
Affiliate/License Use	Annual trademark uses and program affiliation.	$2000.00
Database	$100/monthly cost for mentor-mentee reporting and staff program management at $1,2000 annual or annual onetime payment with 10% discount	$1080.00
Training and Support	Third year pre-&-post planning, update training and annual enhancements with organization staff. First program month support = 8hrs. 2hrs monthly staff support for third year = 24hrs. Updated iC.A.R.E. Program manual for staff members (ratio of 1 management staff to 50 mentor-mentee matches). Total for third year = 32 hours x $150/hr	$4800.00
Mentor-Mentee Curriculum	25 mentor-mentee curriculum books at $25 per book. 15% discount for bulk purchase	$531.25
Background Checks	25 mentor background checks (BCI & FBI) at $47.25 per check	$1181.25
TOTAL YEAR THREE		$9592.50

MONITORING AND EVALUATION

Red Oak will be responsible for invoicing Norton City Schools for services and reporting program outcomes. **Data will be collected on iC.A.R.E. services rendered as part of this project and analyzed in partnership with Summit Education Initiative.** A summary of outcomes will be provided to district administration.

KEY STAKEHOLDERS

PROJECT LEAD
Jonathan Greer
Director of Mentoring & Prevention

PROJECT SUPPORT
Eric Nevins
iC.A.R.E. Coordinator

PROJECT SUPPORT
Michelle Fagan
iC.A.R.E. Coordinator

APPROVAL SIGNATURES

Dana Addis
Superintendent
Norton City Schools

Megan Kleidon
President/CEO
Red Oak Behavioral Health

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