CONNECTIONS MENTOR

Logic Model

NEEDS

Young people in NYC who have past, current, or peripheral contact with the child welfare/juvenile justice systems lack long-term, positive, individualized, youth-centered adult relationships. These young people require skilled, trained, and supported mentors as they are more likely to have experienced:

- Trauma associated with abuse, neglect, and/or family separations
- Multiple disrupted caretaker relationships
- Mental health diagnoses
- Interrupted education due to school moves
- Significant decisions about their lives being made without their participation
- Restrictive placements with monitoring and supervision
- Absence of long-term or "permanent" supports
- Out-of-home/out-of-community placements (Isolation from familiarity)
- Systemic and interpersonal racism
- Discrimination/rejection due to LGBTQ identity
- Commercial sexual exploitation
- Chronic instability and lack of belonging

Consequently, these youth may contend with:

- Distrust in adult relationships
- Attachment disorders
- Disempowerment in decision-making
- Inadequate social support
- Needing to demonstrate "survivalist self-reliance"
- Isolation
- Cognitive deficits
- Substance abuse
- Uninhibited impulses
- No aspirational future orientation

INPUTS

Organizational infrastructure:

- Financial resources (grants, donations, in-kind support, etc.)
- Facilities (workspace, equipment, etc.)
- Governance and leadership (board of directors, ED)
- Administrative & support functions (HR, finance, IT, development, etc.)
- Background check functions (SEL, SCR, Justice Center, drug testing, physical exam, etc)

Program resources:

- Program leadership (program manager)
- Program staffing (program coordinator, etc.)
- Program materials (trainings, documentation, policy manual, etc.)
- Highly skilled mentors (Rigorously trained, screened, and supported volunteer mentors, credible messenger mentors, etc.)
- Ability to provide continuity for mentees through moves and in many physical locations

Program partners, who refer youth, along with Connections form critical support for the youth (child welfare agencies, caseworkers, social workers, etc)

ACTIVITIES

Programming:

- Recruitment of mentors through active and passive methods
- Selection of mentors (eg. background checks, references, interview)
- Comprehensive and ongoing development of mentors
- Supervision of mentors
- Youth recruitment, screening, and selection
- Youth orientation to program and their roles/expectations
- Thoughtful matching of mentors and youth
- Organized match launch with entire team supporting relationship
- Activity guidance and opportunities
- Collecting demographic information on mentors and mentees to facilitate successful matching
- Match closure process
- 24/7 mentor support for struggling, challenging circumstances
- Searchable & trackable ongoing monitoring/evaluation of program implementation, mentoring relationship development & quality, youth outcomes, track demographics of mentors and mentees (status update)
- Engaging program partners and stewarding relationships with key staff
- Working with program partners to get updates on youth
- Compliance with governmental, regulatory, and partner agency requirements
- Mentor engagement
- Mentor support
- Mentee support
- Adaptable to needs of mentees wherever they end up to provide continuity

Staffing

- Hiring, training, supervision, and ongoing professional development of staff
- Compliance with industry-specific and Children's Village policies and requirements
- Maintaining a strong workforce that engages and retains employees

Other

- Educating and advocating for the needs of our young people with community of stakeholders
- Searchable, trackable, and thorough database maintenance
- Strategic planning, incl external relationships with consultants (MentorNY, etc)
- Successful attention to fundraising

OUTPUTS

- # of mentor recruitment & screening activities completed
- # of mentors cleared
- # of youth recruitment & screening activities completed
- # of youth recruited & enrolled
- # of matches continuing
- # of new matches
- % of matches reaching 1 year
- % of matches continuing beyond 1 year
- % of mentors reassigned
- Frequency of visits
- Quality of match/relationship
- % of closing meetings that occur
- % of terminations
- % of mentoring relationships that are high-quality (e.g., close, youth-centered, supportive)
- % of mentors & youth reporting high level of satisfaction w/program
- Do mentors "get it"?

OUTCOMES

Short Term:

- Young person seeks social & emotional support from mentor and has feelings of connectedness
- Mentor helps mentee have personal agency for self-advocacy and self-determination for positive outcomes
- Mentee confidence improves
- Mentor models appropriate relationship/social skills

Medium Term:

- Young person learns skills to develop new trusting relationships and willingness to pursue positive relationships
- Positive adaptation and functioning: decision making skills; willingness/caring to converse about responsibilities and problem-solving and life choices

Long Term:

- Willingness to express curiosity about personal goals
- Increased personal options for life choices (because they think they are worthy)
- Ability to form healthy relationships with others
- Healthy & successful transition to adulthood (achievement of independence appropriate for individual)

KEY ASSUMPTIONS

- Connections is there when young people are most vulnerable
- Everything we do is driven by the individual needs of each young person we serve.