

JOB ANNOUNCEMENT

Grand Area Mentoring

Moab, UT

August 2023

Program Overview

Grand Area Mentoring provides responsible adult mentors to youth in kindergarten through twelfth grade. Mentors and mentees meet weekly with the goal of pointing youth toward healthy, happy lives. In 2022/2023, the program served 75 matches. 100% of parents report their children are happier, and 85% of youth got along better with others at school. Program staff recruit, screen, and train mentors; train families and students; supervise and support relationships as they mature, usually for years; organize special events for participants; establish and collaborate with community partners; and more. See attached for Grand Area Mentoring's 2022/2023 annual report.

Position Background

In July 2023, Grand Area Mentoring won a 3-year TANF grant from the state of Utah. This funding will empower the program to hire a part-time (10-hr/week) **community coordinator** to support matches. The position is contingent on continuously meeting grant expectations and is not guaranteed to extend beyond the grant horizon.

Position Description – Community Coordinator

Grand Area Mentoring's community coordinator will mainly focus on supporting community-based matches in grade 6 and above. These matches meet weekly one-on-one throughout the region. The coordinator will:

- Establish connections with the community-based matches
- Create new partnerships with agencies and businesses to support community-based matches
- Organize mentor and mentee trainings
- And facilitate educational, recreational, and bonding opportunities.

The community coordinator is expected to maintain a high standard of performance, work independently, and take initiative to further the program's success.

Duties

The coordinator's duties include but are not limited to:

- Staying in regular contact with community-based matches whose relationships can benefit from extra support and opportunities
- Creating and delivering a pitch for community partnerships
- Meeting with agencies and businesses to foster a shared vision of collaboration
- Coordinating with partners to offer career-focused events and trainings such as resume writing workshops, Department of Workforces Services visits, workplace shadowing, etc.

- Identifying and reaching out to providers to coordinate advanced mentor training, especially around the topics of youth wellness and promoting healthy choices
- Planning novel no/low-cost pro-social outings such as hikes, desert adventures, live music, bicycling, etc.
- Encouraging and facilitating mentor and mentee participation in the above
- Maintaining records for grant evaluation measures

Requirements

- Exceptional organization and professionalism
- Computer literacy
- Enthusiasm to learn new skills and aid in interpersonal problem-solving
- Ability to keep information confidential

Preferred

- Experience working with children and/or mentoring

Schedule, Workplace, Supervision

With adequate annual progress toward grant goals, the position is expected to continue until June 30, 2026. The community coordinator's 10 hours per week will be flexible. They may be required to work evenings or weekends for special events. The coordinator will follow the school calendar and not work GCSD vacations (Thanksgiving, Winter Break, Spring Break, e.g.), except summertime when they can work optional reduced hours and provide project enhancements established in coordination with the program director and mentor coordinator. Expected total hours per fiscal year (July 1-June 30) is 410. Grand Area Mentoring will provide a cell phone, laptop, and supplies for remote work. Informal, drop-in office space at mentoring sites will be available. The coordinator will report to the program director and submit timesheets monthly.

Pay

\$24/hour for qualified candidates

Application Deadline

Applications due by September 8th, 5pm. Please use the form below. Cover letter and resumé encouraged. Send or drop off hardcopy applications here:

Grand County School District
ATTN: Grand Area Mentoring
264 South 400 East
Moab, UT 84532

Send electronic applications to: mcneild@grandschools.org

Appendix A. Employee Application for Grand Area Mentoring, Moab, UT

Applicant Name:	
Mailing Address:	
Physical Address:	
Email:	
Phone:	
Education:	

1. Did you attain a high school diploma or a GED equivalent?

YES / NO

2. Please list the last three places of your work, starting with most recent.

Employer A:		
Dates of employment:	From	To
Position held:		
Supervisor name:		
Phone number:		

Employer B:		
Dates of employment:	From	To
Position held:		
Supervisor name:		
Phone number:		

Employer C:		
Dates of employment:	From	To
Position held:		
Supervisor name:		
Phone number:		

3. Do we have permission to contact your current and previous employers?

YES / NO

4. Please provide three references and their contact information:

Reference A:	
Phone number:	

Reference B:	
Phone number:	

Reference C:	
Phone number:	

**5. I request that this application and consideration of same be kept confidential.
(Optional)**

YES / NO

6. Please describe how you are qualified for this position.

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7. Have you ever been convicted of a felony?

YES / NO

8. If yes, please explain:

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Electronic Signature and Disclaimer: I certify that all my statements made in this application are true and correct, and that any misleading of material fact may subject me to disqualification or dismissal. Also, I authorize investigation of all statements made in this application.

Type your name below as your signature to this application. By typing your name below, you are signing this application electronically. You agree that your electronic signature is the legal equivalent of your manual signature on this application.

Your name:	
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A Mentee's Journey... hits them with daunting obstacles. Grand Area Mentoring identifies children in elementary school who struggle with behavior issues, have experienced trauma, are working to overcome culture and language barriers, suffer from depression, have been bullied, are falling behind academically, grieve for a lost loved one, or lack positive social connections.

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Teachers and counselors recommend students for mentoring.



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2 Training, Buy-In, Matching

Staff train mentees and families in program practices and expectations. Parents agree to support their child's participation. Youth involvement is strictly voluntary. Children agree to:

- Sustain a mentoring relationship for at least one year
- Meet weekly
- Work with their mentor to better their circumstances

After submitting an application, being trained, sitting for two interviews, passing a background check, and providing excellent references, mentors are matched with youth who seek guidance.

Supervision & Relationship 3

Grand Area Mentoring introduces, supports, and advises matches as they meet long-term.



- ✓ Matches average 51 months, a record & more than 700% better than those in a national study.

Mentoring modalities: Participants tailor their activities to meet the youth's unique needs. They strike a balance of relationship building and constructive guidance. Mentors choose from a menu of modalities, such as:

- Sports and PE practice
- Academic and social skills instruction
- Problem solving
- Manners and behavior coaching
- Attendance incentive plans
- Stress reduction/mindfulness
- Career discussions & job search
- Expanding horizons with new experiences

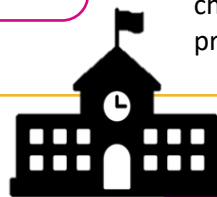
Reliable Positive Regard

For youth, the rewards of healthy interactions with a consistent role model can't be overstated. *Children need the support of caring individuals in order to develop properly.* Reliable positive regard helps equip students with the belief that they can affect personal change, that they are worthy and capable of living up to high standards.

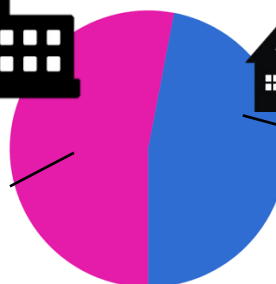
- In a May 2023 survey, **100%** of parents report that their children are happier since being matched with a mentor.
- Happier, resilient children are more likely to make better choices, raise healthy families of their own, and be productive members of society.

2023 Annual Report

During the 2022/2023 school year Grand Area Mentoring reached its goal of serving 75 youth. This may be the only hybrid school-based to community-based program in the country.



53% of matches are school-based.



47% of matches are community-based; mentees in grade 6+ meet one-on-one with their mentors at approved locations throughout Moab.

Students & Outcomes

- 75 youth served in 2022/2023
- 60% male, 40% female
- 93% qualify for free/reduced lunch
- 41% minority (Native American, Hispanic, or other)



Prosocial Behavior

- **85%** of mentored youth got in less trouble at school than the previous year vs. the goal of 40%*

Attendance

- **64%** missed less school vs. the goal of 35%*

Academic Performance

- **58%** improved their GPA vs. the goal of 35%*

Sustained Relationships

Lasting matches indicate program & relationship quality.

- Of relationships that closed in 2022/2023, **73%** lasted longer than 1 year vs. the goal of 55%*

Prosocial Connection

- **98%** of mentees feel appreciated for who they are & good about themselves when with their mentor.

**Objectives established by the Department of Education and experts in the field of youth mentoring.*

Mentee Perspectives

“Mentoring feels great, it feels like I always have a person to talk to. He’s basically like a father to me. He gives me lessons in life. He tells me what I have to work on in basketball, and we usually just get along. I always feel hyped to go.” –Sixth grader

“We talk about life, growing up, career choices. Sometimes she pushes me out of my comfort zone, but that’s needed. She encourages me to talk to people. With her insights and stories she tells me, I learn how to talk to other people.” –Ninth grader

Teacher Surveys

Few have more opportunities than teachers to witness student outcomes.

- **100%** of teachers agree that mentoring supports vulnerable youth who exhibit antisocial behavior, have few friendships, demonstrate low commitment to school, earn poor grades, and/or live in a troubled home.
- **100%** of teachers agree that *most mentored youth demonstrate better social skills.*

“I have seen a major difference in my students’ attendance, academics, and overall social and emotional well-being due to mentoring.” –GCSD faculty member

“Mentors are consistently successful in bringing out the best in kids.” –GCSD faculty member

Mentor Observations

- **90%** of mentors agree that their mentees have demonstrated *improved social skills.*
- **97%** of mentors agree that their relationship has deepened, gotten closer, or remained strong.

“My mentee began to self-advocate. She was hesitant at first but became more secure when her reasonable requests became reality. This resulted in a new level of closeness between us that recognized her increasing maturity and wish for greater control over her own life.”

Program & Support

Overall, mentors rate the value of their volunteer time as 3.8 out of 4 stars.



- **100%** of teachers agree that program staff are knowledgeable and easy to reach.
- **92%** of teachers agree that Grand Area Mentoring offers high quality support to its volunteer corps.
- **97%** of mentors agree that program staff was there for them if they needed ideas, help, or encouragement.

“Grand Area Mentoring is a one-of-a-kind program that makes a real, lasting difference in the lives of Grand County students. Well done!” –GCSD faculty member

Parent Feedback

Parents rate the quality of their child’s mentor as 3.9 out of 4 stars.

3.9★
average rating



Parents see the difference:

- **88%** of parents agree that since being matched with a mentor, their child *gets along better with others.*
- **75%** agree that their child *likes school more* now.

“Our mentors have all become members of our family and have continued to be in their life.” –Parent

“My son’s mentor is wonderful. He’s a great role model.”

2023/2024 Goals

The program will host a record number of community-based matches. A growing cohort of adolescent mentees is proof that teens seek opportunities to engage with the world and with their mentors. Therefore, a chief goal for the coming year is to provide additional support to community-based matches by way of special events, business sponsorships, and unique experiences.