Welcome!!
Here's the call-in number
641-715-3200
Access Code: 225334#

Companies That Care

AIM High
New Mentor Orientation

A partnership between Center for Companies That Care, the business community and schools serving low-income urban high school students

Agenda

- Goals for Today
  - Educate mentors about students
  - Educate mentors about how program works
  - Set expectations around challenges and what to do to overcome them
  - Transparency

- Agenda
  - Overview of Companies That Care
  - Why do we need AIM High: The Students' Reality
  - AIM High overview
    - How AIM High works
    - Learnings and Challenges
    - Expectations of Mentors
    - Tips for a Successful Mentoring Relationship

Center for Companies That Care

A VERY short overview

Center for Companies That Care

The Center for Companies That Care is a national, 501(c)(3) not-for-profit organization dedicated to engaging employers in improving the well-being of employees, families and communities, by:

– educating and inspiring employers to integrate the 10 Characteristics of Companies That Care into their daily business practices, and

– **facilitating collaborations among employers and communities to** improve working conditions and **strengthen local communities**.

Vision: Social Sustainability
Goal: All employers will be companies that care

How does Center for Companies That Care help employers be Companies That Care and improve the lives of employees, families and communities? Through our programs:
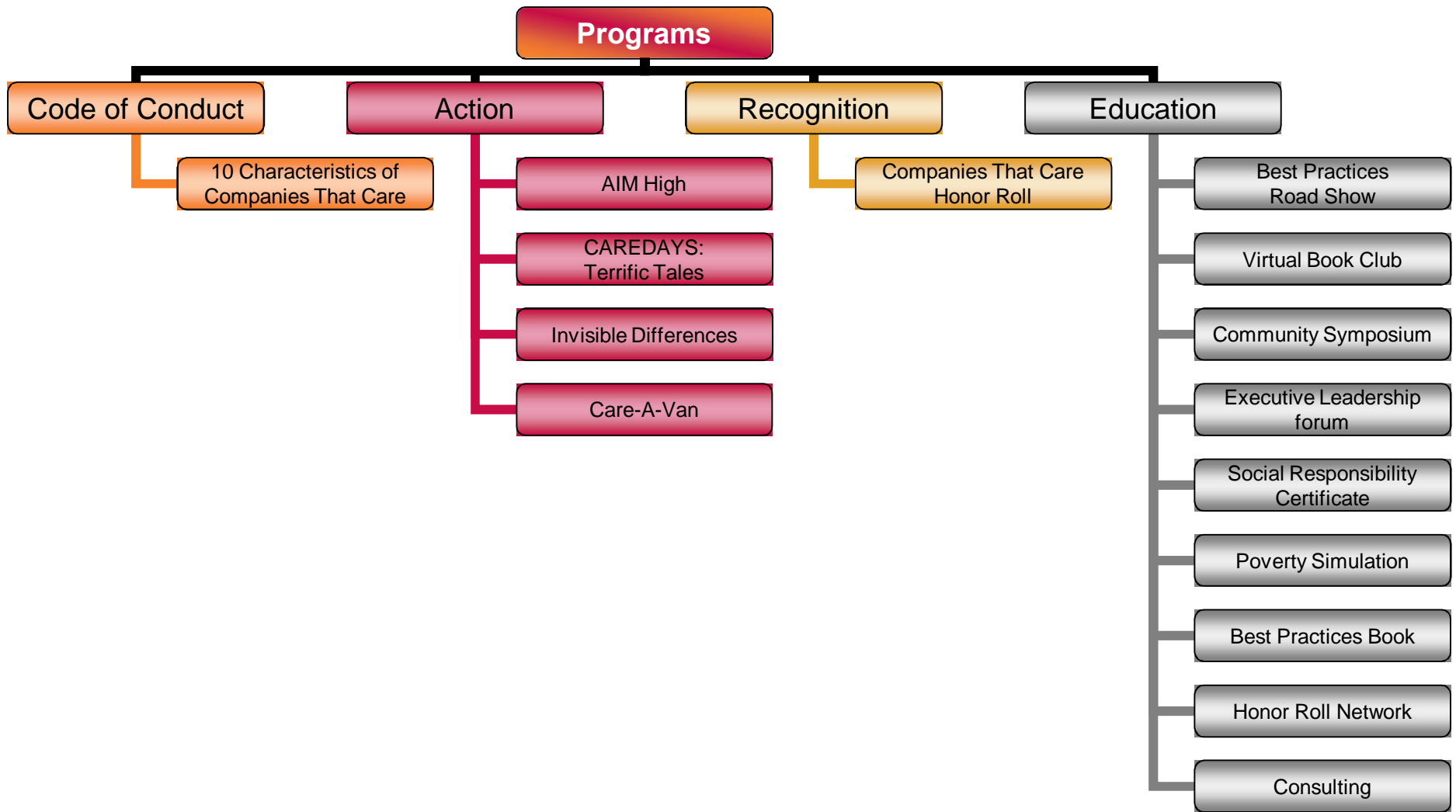

Code of Conduct – 10 Characteristics of Companies That Care

Action – Community building programs

Recognition – Honor Roll of organizations that do the 10 Characteristics

Education – Programs about how to be a Company That Cares

Programs

Code of Conduct
- 10 Characteristics of Companies That Care

Action
- AIM High
- CAREDAYS: Terrific Tales
- Invisible Differences
- Care-A-Van

Recognition
- Companies That Care Honor Roll

Education
- Best Practices Road Show
- Virtual Book Club
- Community Symposium
- Executive Leadership forum
- Social Responsibility Certificate
- Poverty Simulation
- Best Practices Book
- Honor Roll Network
- Consulting

Staff and Leadership

- Marci Koblenz, President
- Franziska Weber, Senior Program Outreach Associate
- James Ballard, AIM High Program Associate
- Danielle Riley, AIM High Program Associate
- Max Frazier, AmeriCorps Member
- Lauren Clennon, Program Outreach Associate
- Tanika Richardson, AmeriCorps Member

- Boards
  - Advisory Board
  - Governing Board

Companies That Care

Why do we need AIM High: The StudentsqReality

The Situation: CPS Student Stats

- Only half graduate high school
- Only 6% receive a Bachelor's degree by age 25
- 80% of Chicago 8th graders are found not to be proficient in math or reading (NAEP)
- 70% of student's fail to meet 11th grade state standards (PSAE)
  - Of non-selective CPS high schools, only 6.4% are prepared for college level math and 2.3% college level science
- Average CPS student ACT score is 17.
  - CPS recommends at least a 20 to be ready for college
  - ACT recommends 21

Data Source: "Still Left Behind: Student Learning in Chicago's Public Schools" by Civic Committee of The Commercial Club of Chicago, June 2009.

Underlying Issues

- Cost of college
  - Cost of college often exceeds annual family income ($18,000-$21,000 on average)
  - Financial aid in the form of grants are not sufficient to cover costs

- Attending college is not the "baseline" students grow up with
  - No role models of people who have attended college
  - No role models of people who have steady, economically sustaining employment
  - Absence of local businesses; don't see where college educated people might work

- Environment doesn't support college
  - Families fear children leaving home
  - Families need children to bring income into the household
  - Home and peer environment don't value applying oneself to getting good grades
  - Drugs, gangs and violence draw students' focus from their education
  - Insufficient guidance, including from college counselors, about how to manage college application process

AIM High Education Initiative

A partnership between Center for Companies That Care, the business community, and schools serving low-income students to motivate and facilitate the students' matriculation and graduation from college.
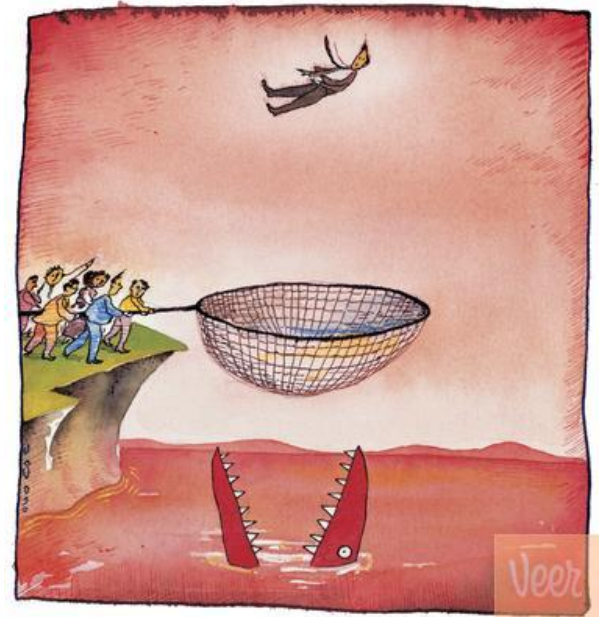
AIM High

- **Why?:** Because education is our greatest economic challenge; to dramatically increase college graduation rates among urban youth (currently at 6% in Chicago) and prepare them for the professional workforce

- **What?:** A long-term, holistic, inclusive, structured college access and graduation program that works

- **How?:** Via weekly and monthly programming and mentoring from teams of local employees with individual high school students following a structured curriculum addressing known barriers to college graduation (the major drop-out "landmines")

- **Outcomes:** High mentor and student retention; students attend more selective colleges thereby changing their trajectory from college *unlikely* to college *likely*
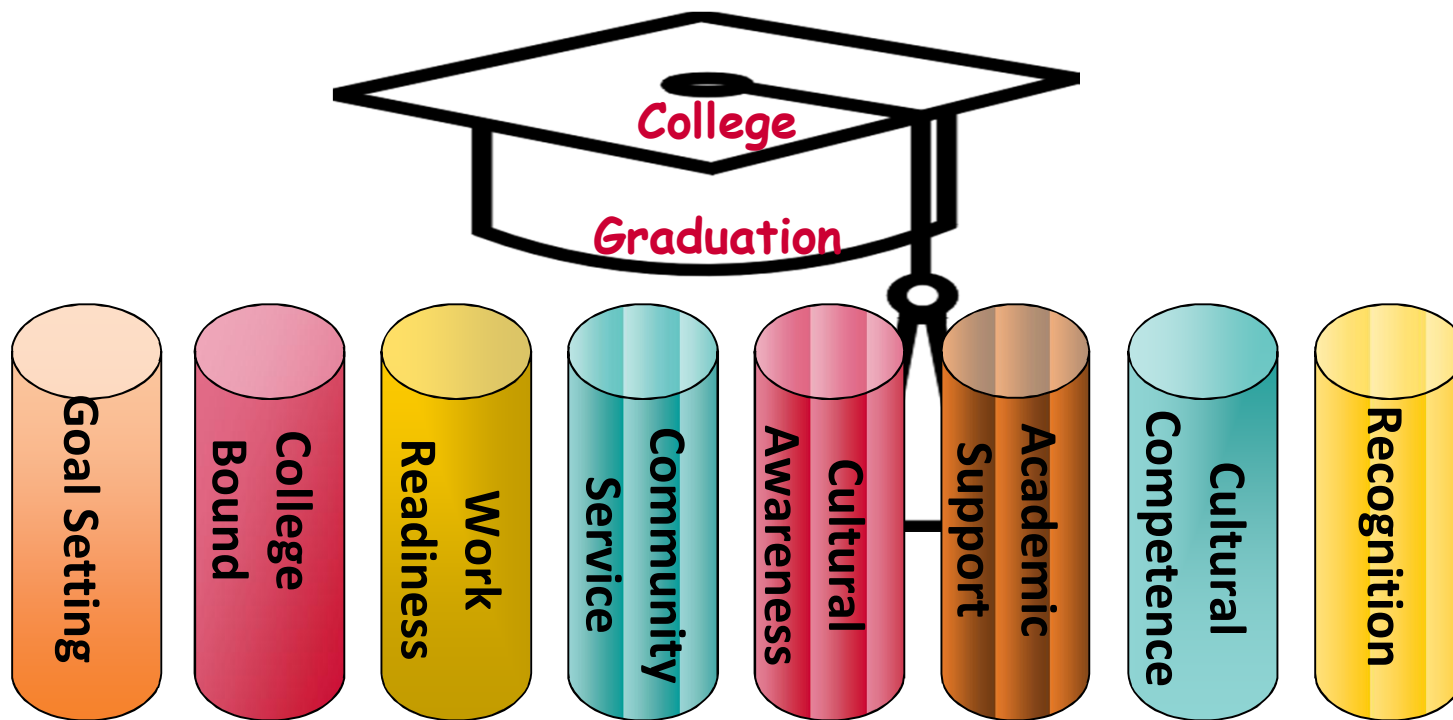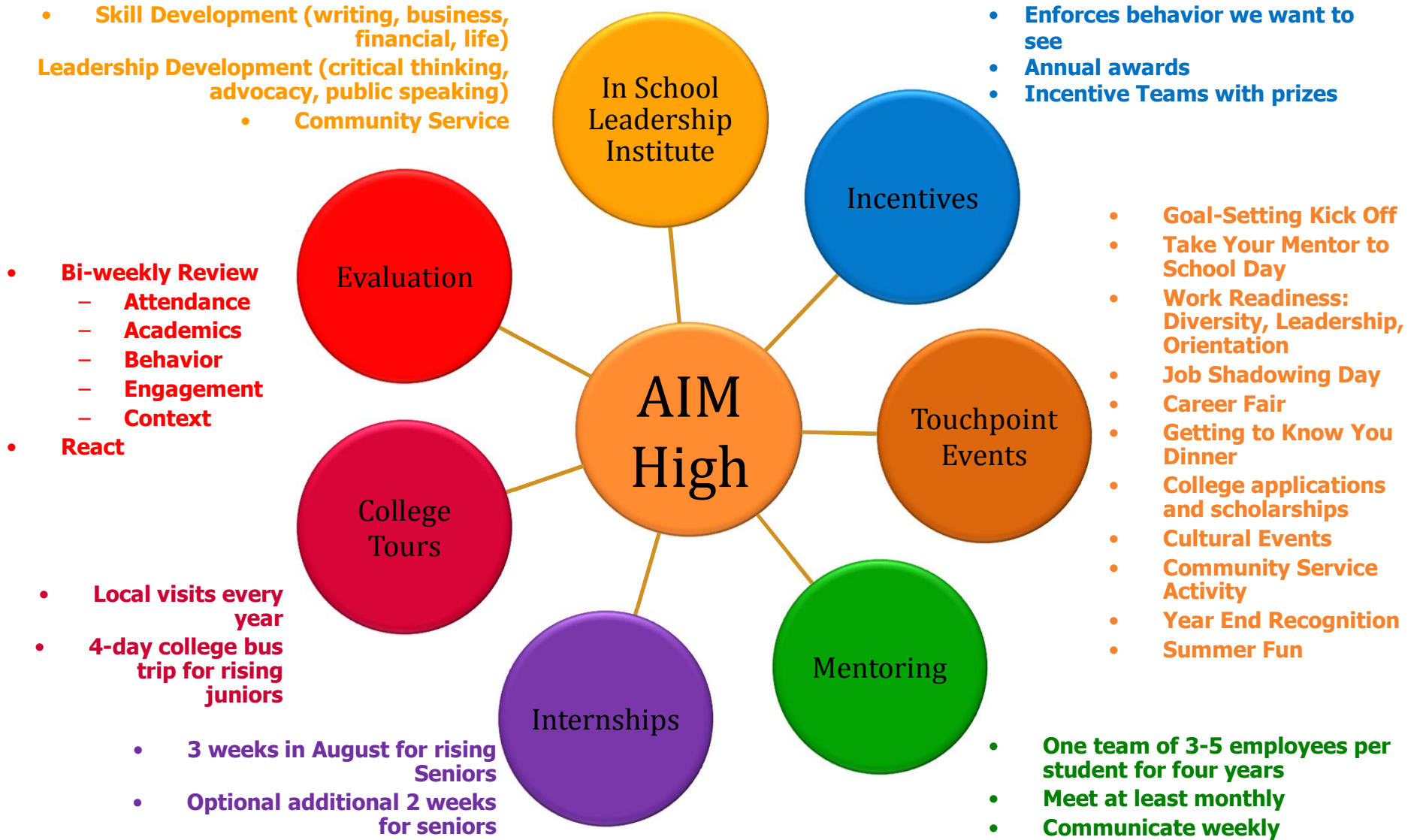
Philosophical Underpinnings

AIM High

- A **long-term**, **structured,** **more-than-mentoring** program, matching **teams** of employees with **individual**, minority, urban high school students to ensure they graduate from college, and are prepared for tomorrow's workplace.

- Unique, proven and scalable

College

Graduation

Goal Setting

College Bound

Work Readiness

Community Service

Cultural Awareness

Academic Support

Cultural Competence

Recognition

Components of AIM High

- **Skill Development (writing, business, financial, life)**
- **Leadership Development (critical thinking, advocacy, public speaking)**
- **Community Service**

- **Enforces behavior we want to see**
- **Annual awards**
- **Incentive Teams with prizes**

- **Bi-weekly Review**
  - **Attendance**
  - **Academics**
  - **Behavior**
  - **Engagement**
  - **Context**
- **React**

In School Leadership Institute

Incentives

Evaluation

AIM High

Touchpoint Events

College Tours

Internships

Mentoring

- **Goal-Setting Kick Off**
- **Take Your Mentor to School Day**
- **Work Readiness: Diversity, Leadership, Orientation**
- **Job Shadowing Day**
- **Career Fair**
- **Getting to Know You Dinner**
- **College applications and scholarships**
- **Cultural Events**
- **Community Service Activity**
- **Year End Recognition**
- **Summer Fun**

- **Local visits every year**
- **4-day college bus trip for rising juniors**

- **3 weeks in August for rising Seniors**
- **Optional additional 2 weeks for seniors**

- **One team of 3-5 employees per student for four years**
- **Meet at least monthly**
- **Communicate weekly**

- Why
  - To increase college attendance by introducing less-advantaged children to college at a much younger age
  - To raise funds for AIM High

- Where and When
  - Thursday, May 16th
  - Grant Park

- How
  - Goal is for each mentoring team to raise $1000 per AIM High student
  - Collect donations from friends, family and colleagues
    - Ask: how many students will you sponsor to walk at $10 per student
  - Competitions among incentive teams and prizes
  - More info to come in Spring

Early Warning Indicators (EWI)

Screenshot of EWI-Student Application MAIN MENU:

Companies That Care — Student Application
DEMO version - not for production

Last Data Backup: 10/14/2010

MAIN MENU

Welcome Marci Koblenz
(Log on began at.. 1/11/2012 11:36:17 PM)

About

Left menu buttons:
- Enter Status & Notes
- Companies
- Mentors
- High Schools
- Students

Right menu buttons:
- View Status & Notes
- Exports
- Reports
- Admin
- Exit Application

Summary of Current EWI Status (44 active students)

Green	Going Green	Yellow	Red	No Info
30	0	8	2	4

Form View

- Monitor all students bi-weekly
  - Grades
  - Attendance
  - Behavior
  - External environment
- Develop action plans for "yellow" and "red" students

Homework Tracker Form

Class	Monday's assignments	Tuesday's assignments	Wednesday's assignments	Thursday's assignments	Friday's assignments	Teacher's Initials
Math Example	Chapter 1: problems 1-20 (evens only), finish bell-ringer assignment	Chapter 1: problems 21-40 (odds only)	Chapter 2: problems 1-20 (evens only)	Chapter 2: problems 21-40 (odds only), study for quiz	NONE	Completed? Yes __X__ No ____ Initials: *XAS*
Math						Completed? Yes ____ No ____ Initials: _____
Language Arts						Completed? Yes ____ No ____ Initials: _____
Science						Completed? Yes ____ No ____ Initials: _____
Social Studies/ History						Completed? Yes ____ No ____ Initials: _____

Incentive Teams

- Every student and mentor is on an incentive team
  - Same company = same incentive team
- Because competition increases participation among students
- To motivate the behaviors we want to promote
  - Attendance
  - Engagement
  - Communication
  - Homework completion/3 for the Money
  - March to College involvement
- Teams will be assigned at Kick-Off
  - High Def**
  - Summas
  - Warriors
  - We Fly High

Rubric for Incentive Teams

- **Incentive Teams receive points in the following categories:**
  - **Attendance**
  - **Homework completion**
  - **Communication**
  - **Engagement**
  - **Helping AIM High Grow**
- **New this year:**
  - Building in more student only time in rubric
  - Demerits
    - For not attending events
    - Not Registering
    - Being disruptive in Leadership Institute

It Takes a Village

Expectations and Roles of Participants

Partners (as of January, 2013)

Employers

ADP
Baxter Healthcare Corporation,
Convergint Technologies LLC
Curcio Webb LLC
CVS
Enterprise Fleet Management
Fertile Ground Foundation
Friedler Construction
Grant Thornton LLP
KPMG LLP,
Lake Forest Graduate School of Management
McDermott Will & Emery
NeigerDesignInc
Northern Trust
Seyfarth Shaw LLP
Sysmex America, Inc.
The Care of Trees
University HealthSystem Consortium

Funders

Anonymous Challenge Grant
AT&T Aspire
Donald P. & Byrd M. Kelly Foundation
Elizabeth Morse Charitable Trust
Francis Beidler Foundation
Jack & Jill of America Foundation, Inc. Independent Grant
Lifeboat Foundation
Northern Trust Centennial Fund of the Chicago Community Trust
Northern Trust Charitable Trust
Osa Foundation
Polk Bros. Foundation

Schools

Chicago Talent Development High School
University of Chicago Charter School – Woodlawn Campus
Urban Prep Charter Academy for Young Men
North Lawndale College Prep
Westinghouse College Prep

Funders

Families

Schools

Center for Companies That Care

Mentors

Staff

Students

Mentoring Companies

Role of Center for Companies That Care

- Develop four year AIM High curriculum
- Plan and execute all AIM High programs
- Recruit employers to participate
- Raise funds to cover all costs of program
- Train and update mentors
- Evaluate program from student and mentor perspective and continuously improve
- Expand the program nationally

How do you fit in?

- Complete a background check
- Attend monthly Touchpoint events
  - Confirm attendance with your student
  - Usually 5:00pm – 7:30 pm
  - At least one mentor per team
- Attend webinar training prior to each Touchpoint event
  - At least one mentor per team
- Build relationships with your students
  - Serve as a caring role model
  - Develop the student's trust and "be there"
  - Help students develop problem solving skills
  - Be a cheerleader
  - Communicate regularly
- Participate in the annual AIM High Fundraiser
- Invited to attend weekly Leadership Institute meetings

Contact outside AIM High

Background Check

+

Participation Permission Form

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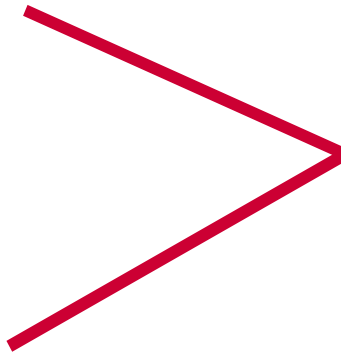
Opportunities Outside of AIM High
- Calling/texting
- Driving
- Contact with school
- Visits

Tips for a Successful Mentoring Relationship

Working with the Students

Don't

- Forget that your relationship is adult to child; not peer-to-peer
- Encourage students to pursue 2-year institutions, vocational/ trade schools or enlist in the military.
- Engage in any communication with students that uses profanity or is sexually explicit in nature.
- Give the students money if they ask for it

Do

- Share personal anecdotes or experiences with students as it relates to their academic achievement, wellness and overall success.
- Report any socio-emotional issues, questions or concerns that may arise to the proper Companies that Care or School liaison.
  - Also alert Companies That Care if a student is over-responsive

Working with the Students

Keep in mind

- The values they grow up with may not mirror yours; don't judge
  - Education may not be a priority
  - Experiencing the world beyond the neighborhood may not be a priority
  - Puritan work ethic may not be a priority
  - Self-actualization may not be a priority
- They are living with "demons" they may not be sharing; don't assume ill-intent
  - Loved ones in jail
  - Life with substance abusers
  - Domestic and neighborhood violence
  - Conflicting peer and family pressure
  - Poverty
- Their education is probably not as strong as your's or your children's was
- They are testing you to see if you're really going to "be there" for them

Life Situation

- Low-income
  - The schools we work with have 92% of student body eligible for free/reduced lunch
  - Many students move around a lot

- Lack of technology/communication
  - Less access to internet
  - Phone numbers may change frequently or be disconnected for periods of time

- Students not accustomed to regularly communicating with adults
  - Parenting is not a "role" as it is in the middle class experience
  - Not accustomed to opening up about home life and personal challenges
    - It takes time to build the trust for students to tell whole story and confide in mentors
    - No one ever said to them "tell me about you" before

What to focus on in 9ᵗʰ grade

- Build a relationship over whatever you have in common
  - Depth of relationship comes later
  - Ask them "opinion" questions; they like to share their ideas and that shows you're interested in them
    - "What do you think about _____?"
- Subtly
  - Emphasize importance of homework and keeping up GPA (push for that 3.0+)
  - Keep students focused on end goal and convince them of importance of what they are doing now
  - Start talking about college early
  - Start talking about career interests

Learnings and Challenges

Attendance Actualization Tree

START

All Students Are Attending the Touchpoint Event

| Did they turn in their signed Permission Form? | Did they say they were coming when reached at home? | Are they in school on the day of the event? | Did they get on the bus to the event? |

- Students do not attend all events or after-school meetings
- Try to confirm your student's attendance for the upcoming event with your student.
- Companies That Care works to ensure high attendance at events and will notify mentors when we hear a student is not attending

Learnings and Challenges

School Culture

- – Schools have a lot to contend with on daily basis
- – Not run like a business
- – Staff not available or easily accessible all the time

- Registration
- Email
- Professionalism
- Lost busses
- Not all students finish the program

Don't give up; keep yourself motivated
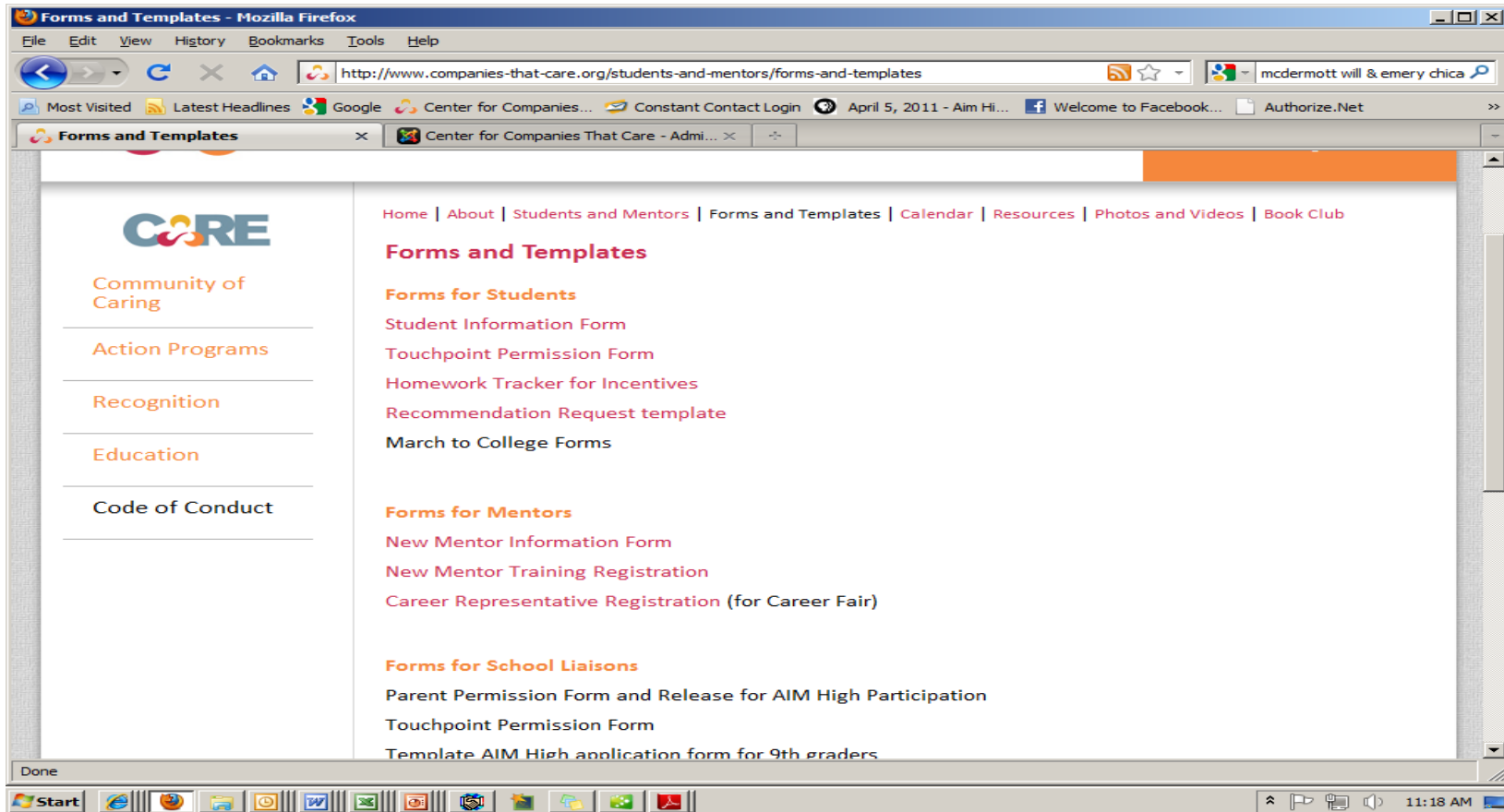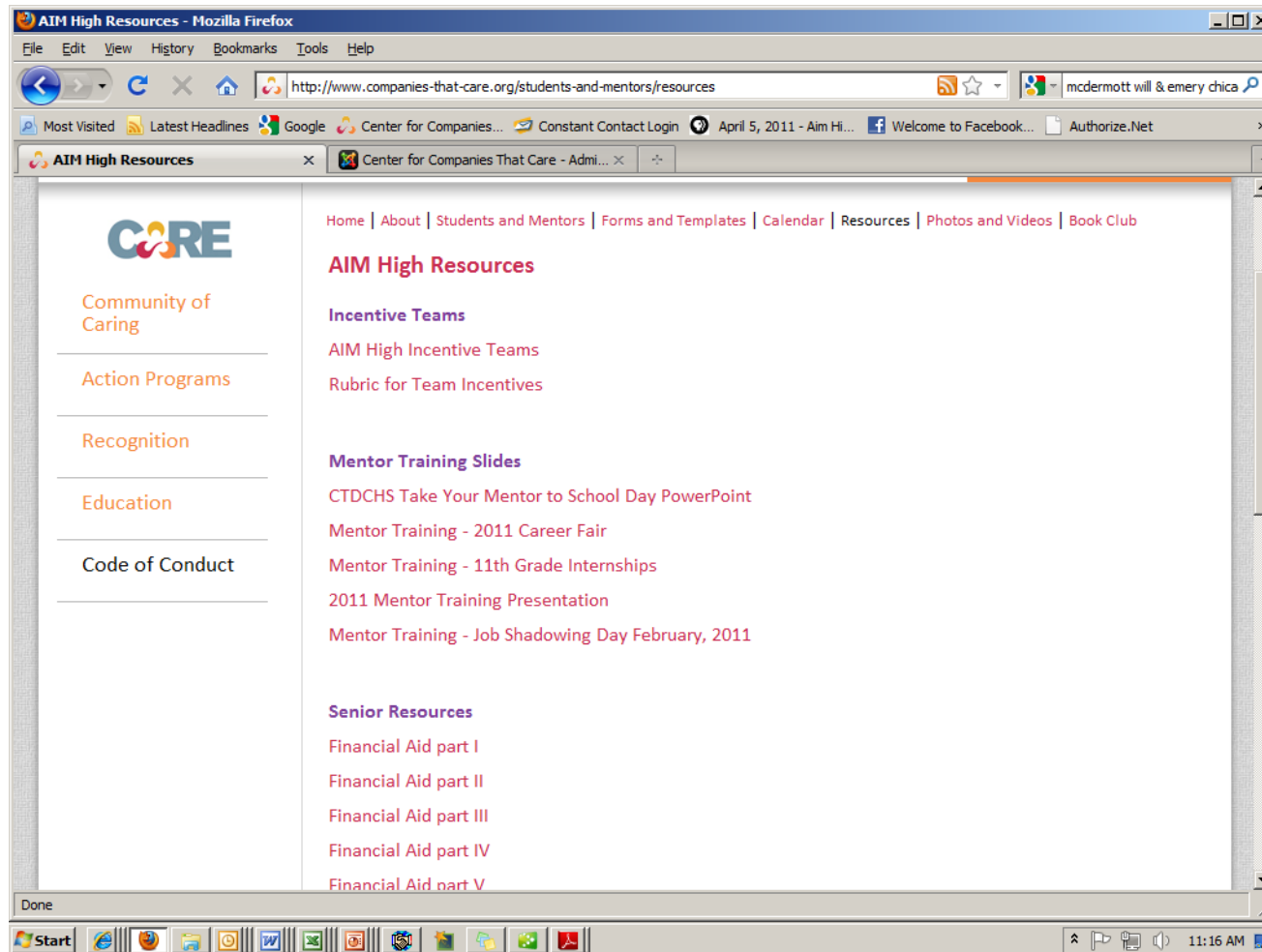
Resources

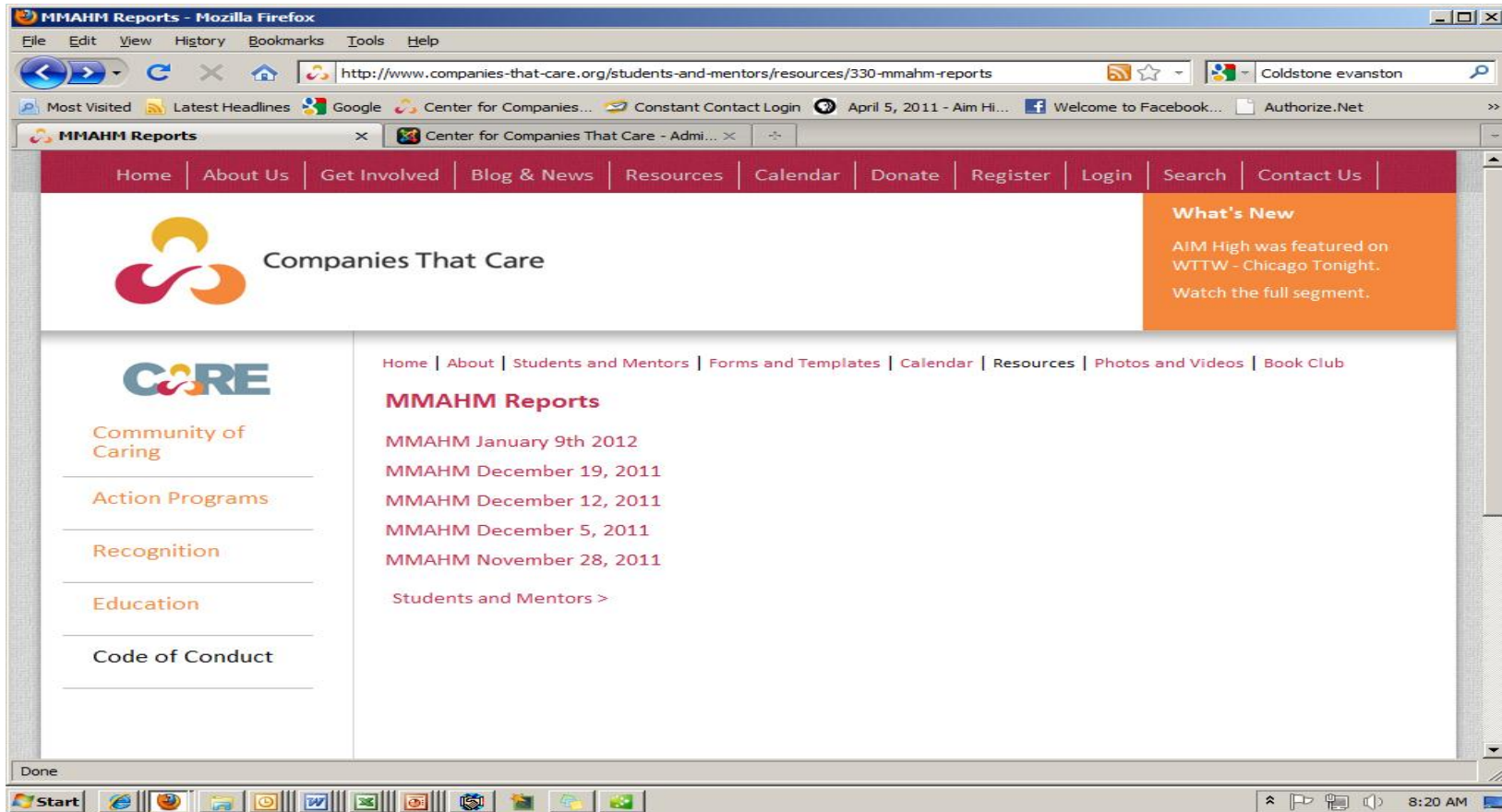# Website: companies-that-care.org

Website: Home page

Website: Forms and Templates

Website: Resources
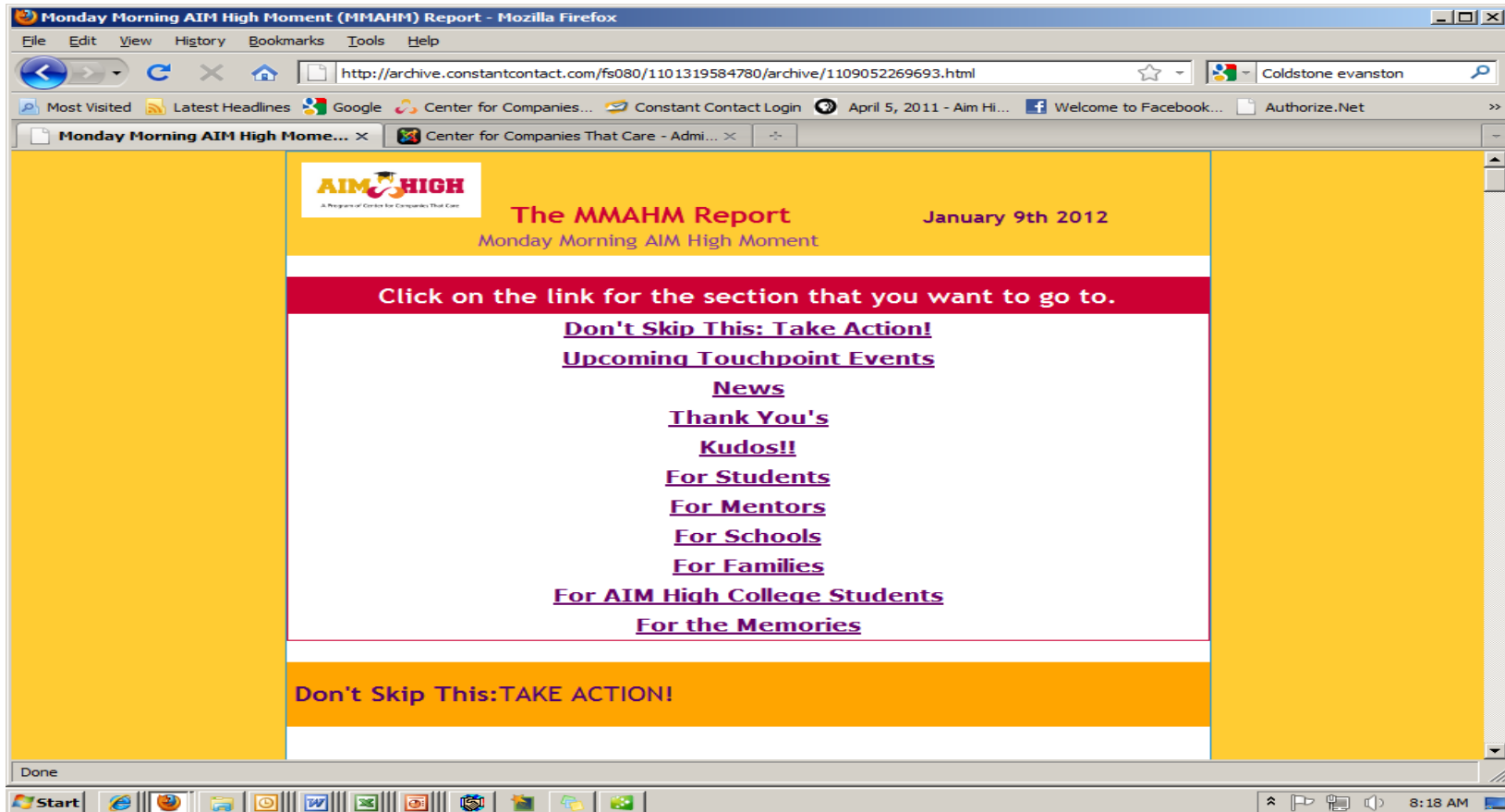
Website: Resources

Monday Morning AIM High Moment (MMAHM)

MMAHM Report

UHC AIM High Mentor Team... - Message (HTML)

File   Edit   View   Insert   Format   Tools   Actions   Help

Reply | Reply to All | Forward

From: Latimer, Karen [latimer@uhc.edu]   Sent: Thu 1/12/2012 3:52 PM
To: Velasquez, Kris; Hooper, Amanda
Cc: Marci Koblenz - CTC
Subject: UHC AIM High Mentor Team...

INFORMATION FOR MENTORS

Touchpoint: Cultural Event at Medieval Times

For our next cultural event, we'll journey back in time for a terrific evening of delicious food, entertainment, and fun not to be missed! Great food and much fun await so be sure to RSVP today!

Date: Thursday February 2nd, 2012
Time: 4:30pm - 10:30pm
Location: Medieval Times in Schaumburg
Who's Invited: All AIM High Students, Mentors and School Liaisons
Transportation: provided for CTD, GWWCP, NLCP and Urban Prep-Bronzeville students. Students coming from UCW and Urban Prep -Englewood campuses pay $6 each.
Cost: Free to all AIM High Students + one Mentor. Additional Mentors welcome for an additional cost of $40 .
Parent Help: Parent chaperones are required for Urban Prep and UCW students who will be riding the bus. As a "thank-you" parents will receive a free dinner, and there is no charge for parents who ride on the bus. Please contact Lynn Rutstein at the Companies That Care office to sign up - 312-661-1010.

Students, please note the late arrival time back to school.
Make sure you have made arrangements to be picked up.

Register here

AIM High Career Fair

Come learn about the many possible career options available to AIM High students. From nursing to business, manufacturing to marketing, you'll be astounded to learn about all the different directions your career can take. Special guest speaker, *Ginny Clarke*, President & CEO of Talent Optimization Partners, will be on hand and sure to inspire as she talks about her career and personal journey to become an expert in talent and career management, diversity recruiting and executive coaching.For more information about Ginny and her organization, follow **this link** to her website.

Start   9:17 AM

Next Steps

Individually

- Background check
- Send in New Mentor Contact Information form
- Check for the MMAHM Report on Monday
  - Let Danielle or James know if it doesn't arrive

As a Team

- Create team distribution list for email
- Meet together as a team to decide
  - Process for deciding who is attending Touchpoint events
  - Process for handling weekly emails

Best Practices

- For the rest of the semester, decide who will attend which events
  - While one mentor from each team is only required to come, it may be nice to bring more than one so the student gets a chance to meet all of you early on and develop those relationships

- Decide who will be team lead or coordinator.

- Be there to support each other. AIM High is here to support and facilitate the relationship, but ultimately you as the mentors will decide the tone of your relationship with your student and with each other.

Contact

- ## AIM High Program Associates: Danielle Riley or James Ballard
  - Work phone: (312) 661.1010
  - Email: danielleriley@companies-that-care.org
  - Email: jamesballard@companies-that-care.org

Questions?