First launched in 2014, the Vermont Mentoring Surveys are designed to provide mentoring programs in Vermont with a way to track common data about the effects mentoring is having on youth they serve and to allow Mobius to track aggregate data about mentoring throughout the state. In 2015, Mobius staff and the Program Leadership Council (PLC), with guidance from evaluation expert Heather Bouchey, the Deputy Secretary of the Vermont Agency of Education, revised the surveys to focus on the following six core areas:

1. Mentee’s resiliency  
2. Mentee’s pro-social skills  
3. Mentee’s future aspirations  
4. Mentee’s connectedness to community  
5. Match/Program feedback  
6. Mentee’s attitude toward school

Starting in 2016, Mobius has made participation in the surveys mandatory for any mentoring agency that receives funding through the Vermont Mentoring Grants. Mobius offers a two-path approach for meeting this requirement: administer the full mentor and mentee surveys to their participants or include the core questions from those surveys in their existing program-specific surveys. Agencies that choose to adopt the full surveys are eligible to receive additional funding. Mobius also offers optional teacher/counselor and parent/guardian surveys.

Demographics

In total, there are currently 33 adult-to-youth mentoring agencies, and 140+ adult-to-youth mentoring program sites throughout the state. In total, these sites serve approximately 2,300 adult-to-youth mentor matches. The ages of the youth in these mentoring programs ranges from 5 to 22. The average time that a mentee had been in a mentoring program was 26 months. All mentors are adults, ages 18+.

This grant year, 23 mentoring agencies, representing 101 program sites, used the Vermont Mentoring Survey sets to evaluate at least their mentors and mentees through “during-match” surveys. All surveys were conducted in a three month window between April 1 and June 30, 2016, to ensure a common snapshot in time. Individual agencies surveyed their constituents over a period of no more than six weeks. Surveys were considered only for pairs that had been matched for at least six months by the end of the survey period. This summary focuses on the core questions; to view the results for the full Vermont Mentoring Surveys, read the full report.

Core Survey Questions:
Mentee: 1,161 respondents  
Mentor: 999 respondents

Mentee Gender Breakdown:
Male: 38.8%  
Female: 61.2%

Total respondents: 2,160  
50% of all mentees in VT  
43% of all mentors in VT

Format

Since 2015, Mobius has used SurveyMonkey, an online, form-based survey application, to track/tabulate survey results. This significantly reduces the need for data entry and allows for Mobius staff to create custom set-ups for each agency, ensuring all agencies using the full surveys have the option to add their own unique questions in addition to the base surveys. To maintain anonymity of information in the aggregate data, Mobius has all agencies assign a unique ID number to each mentee and share basic demographic information for each youth.
Mentee's Resiliency
The mentee group overwhelmingly agreed or strongly agreed (82.1%) that they knew who they “can turn to for help.” A little more than half (55.3%) of the mentors responded positively to the question “when something is bothering my mentee, he/she talks to me about it.”

Mentee's Pro-Social Skills
More than 80% of the mentees surveyed agreed or strongly agreed that “when [they] disagree with friends, [they] are able to work it out.” Only 49.5% of mentors agreed or strongly agreed that their mentee had positive conflict resolution skills, and nearly 40% provided a neutral response.

Mentee's Future Aspirations
85.6% of mentees agreed or strongly agreed that they were “hopeful about [their] future. 69% of mentors responded positively when asked if their mentee was “hopeful about his/her future.”
Mentee’s Connectedness to Community

72.8% of mentees agreed or strongly agreed that they “matter to people in [their] community.” Only 42.8% of mentors responded that their mentee had “another adult outside his/her family whom he/she turns to for support.”

Mentee Responses

- Strongly Agree: 4.7%
- Agree: 2.8%
- Neither Agree Nor Disagree: 1.1%
- Disagree: 33.9%
- Strongly Disagree: 18.6%
- No Response: 38.9%

Mentor Responses

- Strongly Agree: 8.1%
- Agree: 13.6%
- Neither Agree Nor Disagree: 45%
- Disagree: 29.2%
- Strongly Disagree: 2.2%
- No Response: 1.8%

Match/Program Feedback

82.1% of mentees reported that “having a mentor has made a difference in [their] life.” 80.4% of mentors reported that they had “noticed positive changes in [their] mentee since [they] started meeting.”

Mentee Responses

- Strongly Agree: 3.6%
- Agree: 1.4%
- Neither Agree Nor Disagree: 11.2%
- Disagree: 32.6%
- Strongly Disagree: 49.5%
- No Response: 1.7%

Mentor Responses

- Strongly Agree: 0.1%
- Agree: 15.6%
- Neither Agree Nor Disagree: 25.4%
- Disagree: 55%
- Strongly Disagree: 2.3%
- No Response: 1.6%

Mentee’s Attitude Toward School

Just over 50% of mentees reporting that they had not missed a single day of school in the last four weeks. 74.3% of mentors reported playing one or more direct roles in their mentee’s education.

Mentee Responses

- Missed no days of school: 50.7%
- Missed at least one day of school: 44.3%
- No response: 4.9%

Mentor Responses

- Played a direct role in their mentee’s education: 74.3%
- Played no direct role in their mentee’s education: 22.8%
- No response: 2.9%
Comparative Results

The results of the 2016 core survey questions largely bear out the positive trends seen in 2015, with a 10% decrease in positive responses. Mobius believes that there are two primary factors that have influenced this disparity:

**Addition of a neutral option to the question scale:**
In 2015, the majority of the questions in the core and full versions of the surveys consisted of statements that require answering on a positive to negative scale or being left blank. Evaluation expert Matthew MacNeil, director of evaluation at the Howard Center, advised adding a neutral option to the scale (Neither Agree Nor Disagree). In 2016, for each of the 12 core survey questions, at least 10% of the people surveyed answered neutrally, with 25% responding neutrally for four of the questions.

**Larger and more representative sample size:**
For the first time, Mobius feels confident that there is a statistically relevant sample size of data. This year’s responses represented 50% of all the mentees and 43% of all mentors in the state.

Comparing two years’ data helps us understand the effects of the two factors detailed above. However, it seems unlikely that the mentoring outcomes declined from 2015 to 2016. The 2016 results from the core survey questions are likely the first representative data set that Mobius can rely on for understanding the impact of mentoring in Vermont. Mobius will be able to better judge the influence of these factors with next year’s data.

<table>
<thead>
<tr>
<th>Mentee Responses</th>
<th>Positive</th>
<th>Neutral</th>
<th>Negative</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mentee’s Resiliency</td>
<td>2015: 63.3%</td>
<td>N/A</td>
<td>35.1%</td>
</tr>
<tr>
<td></td>
<td>2016: 82.1%</td>
<td>11.8%</td>
<td>5.3%</td>
</tr>
<tr>
<td>Mentee’s Pro Social Skills</td>
<td>2015: 89.6%</td>
<td>N/A</td>
<td>9.6%</td>
</tr>
<tr>
<td></td>
<td>2016: 80.1%</td>
<td>12%</td>
<td>7.1%</td>
</tr>
<tr>
<td>Mentee’s Future Aspirations</td>
<td>2015: 89.2%</td>
<td>N/A</td>
<td>8%</td>
</tr>
<tr>
<td></td>
<td>2016: 85.6%</td>
<td>10.1%</td>
<td>3.4%</td>
</tr>
<tr>
<td>Mentee’s Connectedness to Community</td>
<td>2015: 78.9%</td>
<td>N/A</td>
<td>18.7%</td>
</tr>
<tr>
<td></td>
<td>2016: 72.8%</td>
<td>18.6%</td>
<td>7.5%</td>
</tr>
<tr>
<td>Match/Program Feedback</td>
<td>2015: 94%</td>
<td>N/A</td>
<td>5.4%</td>
</tr>
<tr>
<td></td>
<td>2016: 82.1%</td>
<td>11.2%</td>
<td>5%</td>
</tr>
<tr>
<td>Mentee’s Attitude Toward School</td>
<td>School Missed (last 30 days)</td>
<td>Missed 1+ Days of School</td>
<td>Missed No Days of School</td>
</tr>
<tr>
<td></td>
<td>2015: 47.4%</td>
<td>51.8%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>2016: 44.3%</td>
<td>50.7%</td>
<td></td>
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</tbody>
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<th>Negative</th>
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<tbody>
<tr>
<td>Mentee’s Resiliency</td>
<td>2015: 69.4%</td>
<td>N/A</td>
<td>28.3%</td>
</tr>
<tr>
<td></td>
<td>2016: 55.3%</td>
<td>29.9%</td>
<td>12.3%</td>
</tr>
<tr>
<td>Mentee’s Pro Social Skills</td>
<td>2015: 72.6%</td>
<td>N/A</td>
<td>25.5%</td>
</tr>
<tr>
<td></td>
<td>2016: 49.5%</td>
<td>39.8%</td>
<td>8.8%</td>
</tr>
<tr>
<td>Mentee’s Future Aspirations</td>
<td>2015: 88.1%</td>
<td>N/A</td>
<td>7.3%</td>
</tr>
<tr>
<td></td>
<td>2016: 69%</td>
<td>26.7%</td>
<td>1.9%</td>
</tr>
<tr>
<td>Mentee’s Connectedness to Community</td>
<td>2015: 52%</td>
<td>N/A</td>
<td>39.3%</td>
</tr>
<tr>
<td></td>
<td>2016: 42.8%</td>
<td>45%</td>
<td>9.9%</td>
</tr>
<tr>
<td>Match/Program Feedback</td>
<td>2015: 91%</td>
<td>N/A</td>
<td>4%</td>
</tr>
<tr>
<td></td>
<td>2016: 80.4%</td>
<td>15.6%</td>
<td>1.7%</td>
</tr>
<tr>
<td>Mentee’s Attitude Toward School</td>
<td>Role in Mentee’s Education</td>
<td>Played a Direct Role</td>
<td>Played No Direct Role</td>
</tr>
<tr>
<td></td>
<td>2015: 83.1%</td>
<td>15.1%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>2016: 74.3%</td>
<td>22.8%</td>
<td></td>
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</table>