



Background

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 served by their program, and to allow MENTOR Vermont (formerly known as Mobius) to track aggregate data about mentoring throughout the state. In 2015, MENTOR Vermont 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 six core areas. Based on feedback from programs and funders, MENTOR Vermont adjusted those focus areas in 2018, and they now are as follows:

- | | | |
|---------------------------------------|---|--|
| 1. Mentee’s resiliency | 4. Mentee’s connectedness to community | 6. Match/program feedback |
| 2. Mentee’s pro-social skills | 5. Impact of mentoring on mentee | 7. Mentor’s involvement in mentee’s education |
| 3. Mentee’s future aspirations | | |

Since 2016, MENTOR Vermont has made participation in the surveys mandatory for any mentoring agency that receives funding through the Vermont Mentoring Grants. MENTOR Vermont 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 chose to adopt the full surveys were eligible to receive additional funding. MENTOR Vermont also offers optional teacher/counselor and parent/guardian surveys.

Format

Since 2015, MENTOR Vermont has used SurveyMonkey, an online, form-based survey application, to track and tabulate survey results. This significantly reduces the need for data entry and allows for MENTOR Vermont staff to create custom set-ups for each agency, ensuring that 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, MENTOR Vermont has all agencies assign a unique ID number to each mentee and share basic demographic information for each youth.

Demographics

In total, there are currently approximately 40 adult-to-youth mentoring agencies, and 140 adult-to-youth mentoring program sites throughout the state serving 2,300 adult-to-youth mentor matches. The ages of the youth in these mentoring programs ranges from five to 22. All mentors are adults, ages 18 and older.

This grant year, 25 mentoring agencies, representing 88 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, 2018, to ensure a common snapshot in time. Individual agencies surveyed their constituents over a period of no more than six weeks. MENTOR Vermont instructed agencies to only conduct surveys with pairs that had been matched for at least six months by the end of the survey period. The average time that a mentee had been in a mentoring program was nearly two and a half years. While some programs ran the full Vermont Mentoring Surveys, this summary focuses on the core questions for mentors and mentees.

Core Survey Respondents:

1,082 Mentees
1,126 Mentors

Mentee Gender Breakdown:

Male: 58.5%
Female: 41.5%
Other: <0.01%

Percentage of Mentors and Mentees Surveyed:

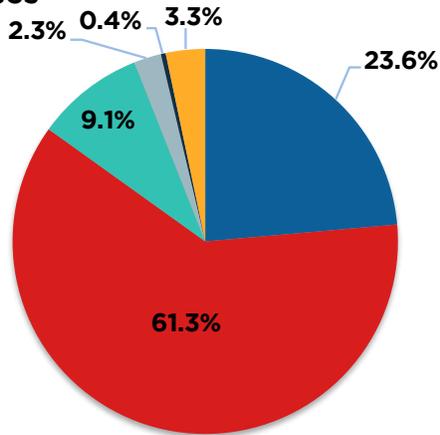
47.0% of all mentees in VT
48.9% of all mentors in VT

Results

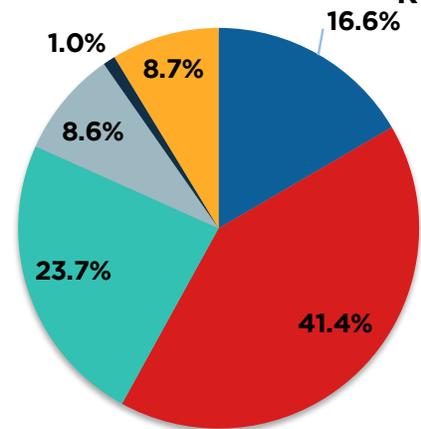
Mentee's Resiliency

The majority of mentees agreed or strongly agreed (84.9%) that "if [they] have a problem, [they] know how to get help." A bit more than half (58.0%) of the mentors responded positively to the question "when something is bothering my mentee, they talk to me about it."

Mentee Responses



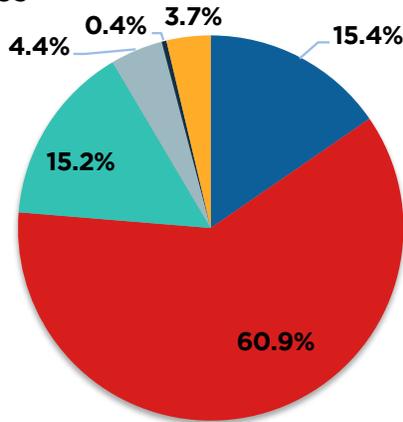
Mentor Responses



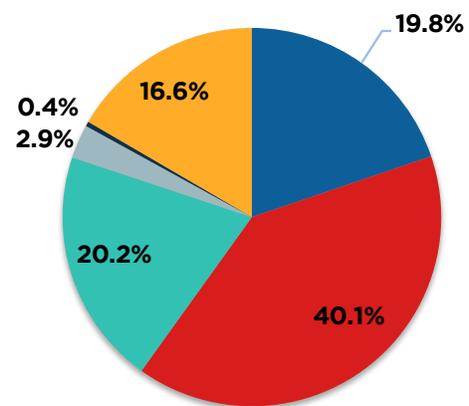
Mentee's Pro-Social Skills

76.3% of the mentees surveyed agreed or strongly agreed that "if [they] get into a disagreement with friends, [they] are able to work it out." 59.9% of mentors agreed or strongly agreed that "if [they] see their mentee get into a disagreement with friends, [their mentee] is able to work it out," and 36.7% provided a neutral response or did not answer the question.

Mentee Responses



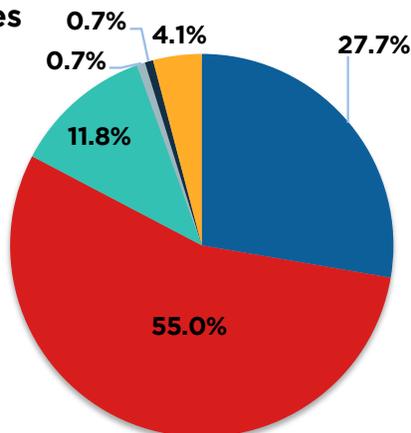
Mentor Responses



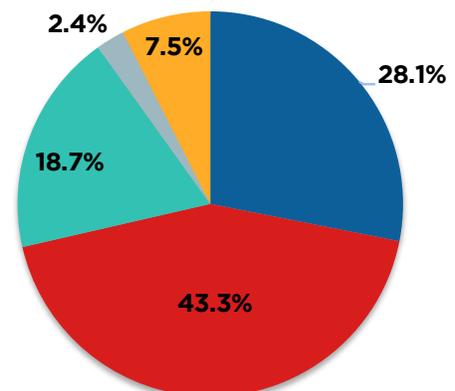
Mentee's Future Aspirations

82.7% of mentees agreed or strongly agreed that they will "have a good life when [they] grow up." 71.4% of mentors responded positively when asked if their mentee was "hopeful about his/her/their future."

Mentee Responses



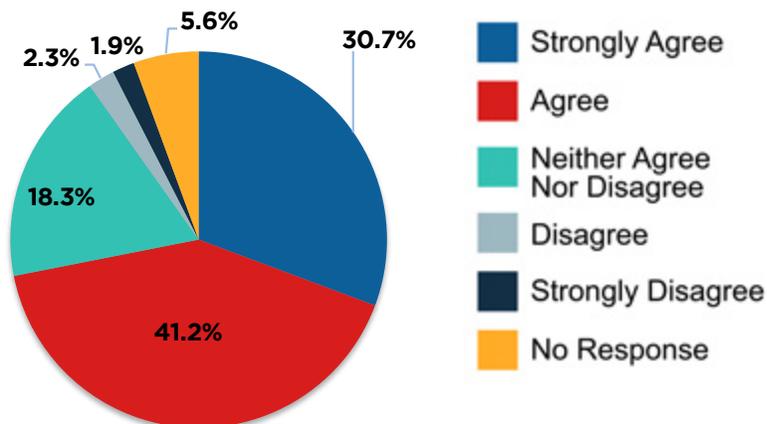
Mentor Responses



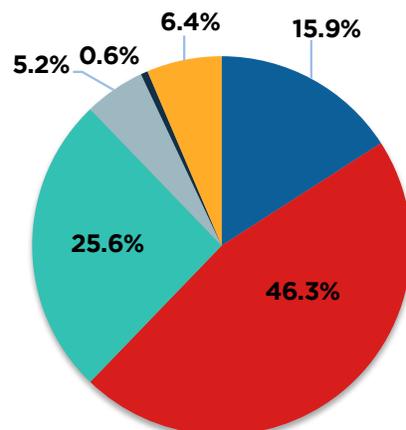
Mentee's Connectedness to Community

71.9% of middle and high school mentees agreed or strongly agreed that they “matter to people in [their] community.” 62.2% of mentors of middle and high school youth agreed or strongly agreed that their mentee felt “like they matter to people in their community.”

Mentee Responses



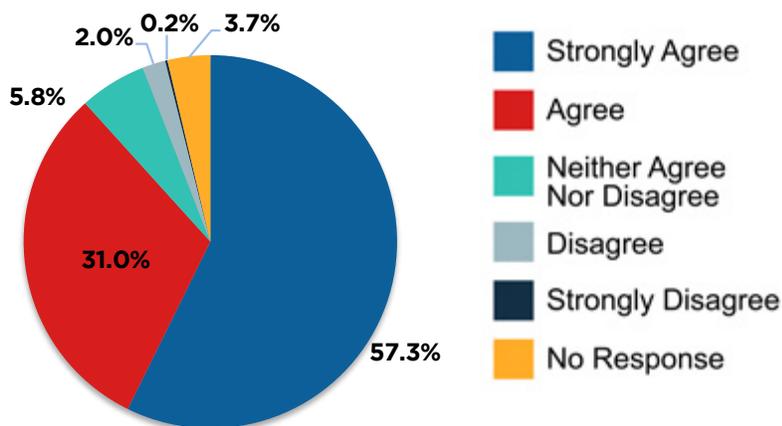
Mentor Responses



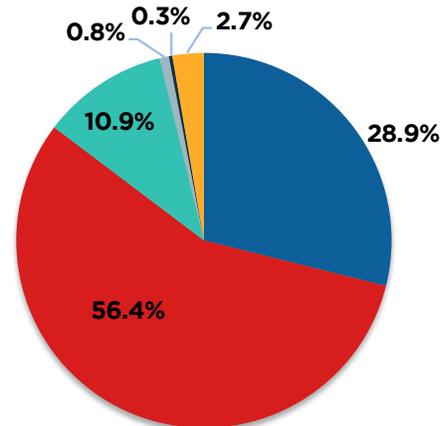
Impact of Mentoring on Mentee

88.3% of mentees reported that “having a mentor has made a difference in [their] life.” 85.3% of mentors answered that they had “noticed positive changes in [their] mentee since [they] started meeting.”

Mentee Responses



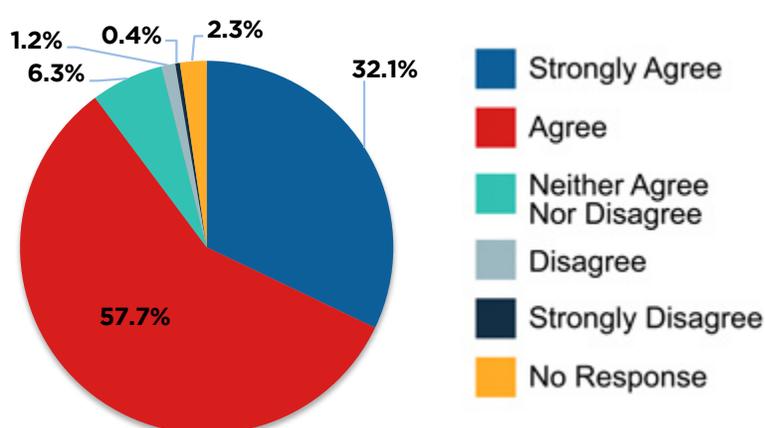
Mentor Responses



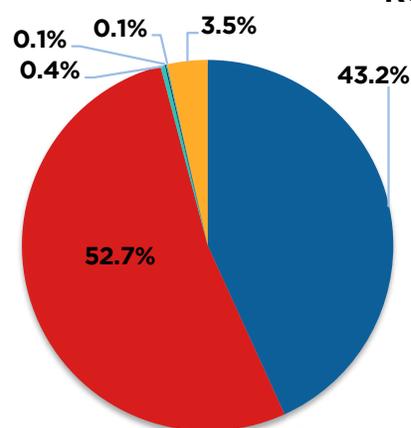
Match/Program Feedback

89.8% of mentees said they “would recommend having a mentor to their friends.” 95.9% of mentors said they “would recommend mentoring to a friend, family member, or colleague.”

Mentee Responses



Mentor Responses



Mentor's Involvement in Mentee's Education

88.1% of mentors reported playing one or more direct role in their mentee's education: "[talking] with them about the importance of school," "[helping] them with their homework," "[communicating] with their teacher or guidance counselor," "[talking] with them about their options after high school," or mentoring in a "program [that] has an educational component."

Comparative Mentee Responses				Comparative Mentor Responses			
	Positive	Neutral	Negative		Positive	Neutral	Negative
Mentee's Resiliency				Mentee's Resiliency			
2017	81.4%	12.6%	4.5%	2017	55.4%	30.9%	10.3%
2018	84.9%	9.1%	2.7%	2018	58.0%	23.7%	9.6%
Mentee's Pro Social Skills				Mentee's Pro Social Skills			
2017	81.3%	11.7%	5.7%	2017	53.8%	33.9%	8.4%
2018	76.3%	15.2%	4.8%	2018	59.9%	20.2%	3.3%
Mentee's Future Aspirations*				Mentee's Future Aspirations*			
2017	85.7%	11.2%	2.1%	2017	64.1%	28.4%	2.8%
2018	82.7%	11.8%	1.4%	2018	71.4%	18.7%	2.4%
Mentee's Connectedness to Community				Mentee's Connectedness to Community			
2017	74.1%	19.6%	5.3%	2017	46.5%	40.9%	8.6%
2018 **	71.9%	18.3%	4.2%	2018 **	62.2%	25.6%	5.8%
Impact of Mentoring on Mentee				Impact of Mentoring on Mentee			
2017	84.6%	10.0%	4.0%	2017	80.5%	14.3%	0.9%
2018	88.3%	5.8%	2.2%	2018	85.3%	10.9%	1.1%
Match/Program Feedback*				Match/Program Feedback*			
2017	N/A	N/A	N/A	2017	N/A	N/A	N/A
2018	89.8%	6.3%	1.6%	2018	95.9%	0.4%	0.2%

Mentor's Involvement in Mentee's Education		
Role in Mentee's Education	Played a Direct Role	Played No Direct Role
2017	74.1%	23.0%
2018	88.1%	10.9%

* Question was presented differently in 2018 than in 2017; ** Question only asked of mentees ages 12+ in 2018

The results of the 2018 core survey questions largely confirm the positive trends seen in the 2017 results. However, several of the questions were adjusted in 2018, based on program feedback. Mentors were given new options when asked about the role they played in their mentee's education (was their program's model education-based, and/or did they talk to their mentees about their options after high school). The school attendance question for mentees was removed, and the future aspirations question was changed to "I feel like I'm going to have a good life when I grow up," language that was viewed as more accessible for younger mentees. Lastly, the mentor question about the mentee's relationship with other positive adults was replaced by one asking about the mentee's perception of their connection to their community.

2018 marks the third year that MENTOR Vermont feels comfortable that it has captured a statistically relevant sample size of data, with responses representing 47.0% of all mentees, and 48.9% of all mentors in the state. While MENTOR Vermont addressed many of the issues with prior years' survey questions, there continue to be trends suggesting further edits are needed. Several questions are still generating high percentage of neutral responses (20% or more) for mentors. And mentoring programs continue to question whether mentees are able to understand some questions. In 2019, MENTOR Vermont will continue to review the surveys to make sure they are accessible for all mentees, and that they are gathering accurate data. Nonetheless, the results of the 2018 Vermont Mentoring Surveys continue to highlight encouraging trends and positive impacts that mentoring is having on youth across the state.