



2009-2010 Annual Report Preliminary Executive Summary

The California Early Childhood Mentor Program completes the 2009-2010 year with the following accomplishments:

- Completion of “The Mentor Teacher/Adult Supervision,” a classroom supervision course, by 203 of the 221 students who enrolled;
- Training of 83 new Mentor Selection Committee members to conduct program quality reviews with Harms and Clifford rating scales (ECERS-R, ITERS-R, SACERS, and FCCERS-R) and the *Program Administration Scale*;
- Conducting quality reviews on more than 286 sites;
- Selecting a total of 701 Classroom Mentors;
- Selecting a total of 135 Director Mentors;
- Holding Mentor Seminars and Director Seminars at 63 local programs;
- Mentoring 2,153 practicum students, 44 teachers post-practicum, 149 Early Childhood students, 92 Infant/Toddler and Family Child Care Home providers in the community, and 64 protégé directors;
- Paying \$1,425,246 in stipends to classroom Mentors for mentoring and professional development;
- Paying \$71,675 in stipends to Director Mentors for mentoring protégé directors;
- Offering an Advanced Director Mentor Institute attended by 35 Director Mentors;
- Hosting the Eighteenth Annual Mentor Institute at Claremont McKenna College, attended by 90 Mentors;
- Holding two Director Mentor Institutes, attended by 65 Directors;
- Providing supplemental support for twelve large area programs;
- Providing supplemental support for sixteen programs to enhance their Director Mentor component;
- Contracting with First 5 Alameda to support components of their Enhanced Mentor Program;
- Contracting with the Foundation for California Community Colleges to provide mentoring services for students enrolled in the CDC-WORKs! (formerly TANF-CDC) Program; and
- Contracting with First 5 San Francisco to support a Peer Mentoring component of their Citywide Technical Assistance System for ECE.

Program Impact									
Classroom Mentors									
Class-room Mentors	Students trained in supervision/mentoring	Practicum students mentored	Teachers mentored following practicum	Individual ECE students mentored	Class-rooms affected	Children affected	Co-workers affected	Selection Committee Members	Total stipend per classroom Mentor (av.)
701	203	2,153	44	149	5,208	78,120	15,554	571	\$2,033
Director Mentors									
Director Mentors	Directors trained in mentoring	Protégé directors mentored	Classrooms affected	Children affected	Co-workers affected	Total stipend per Director Mentor (av.)			
135	65	64	1,106	17,430	4,861	\$531			

Classroom Mentors reported a low average annual turnover rate of 9 percent in their centers. Fifteen percent of the Mentors indicated that their career goals had been changed by participating in the Mentor Program, and anecdotal evidence indicated that Mentors were empowered by their experiences.

Mentor Coordinators reported a positive impact on community college early childhood training programs. The provision of additional instruction funds enabled colleges to offer courses to improve the supervision skills of experienced teachers. Instructional capacity was also increased by the ability to offer students the Mentor placement option for completion of student teaching requirements; 41 percent of the Coordinators stated that they expect the number of students who complete the practicum to increase with the addition of the Mentor option. Students and Mentors who worked in the same centers accounted for 4.9 percent of the placements, thus allowing the student to complete the practicum requirement while on the job. The program added a layer of diversity to college training programs in two ways:

- The pool of Classroom Mentors was 50 percent people of color, compared to the 36 percent non-white college instructional faculty; and
- Mentors brought expanded second-language abilities to the training effort.

The program has enjoyed steady growth since it began as a privately funded pilot project in 1988. The following table highlights selected measures of growth for the past ten years under Child Care and Development Block Grant funding and the past year under ARRA (American Recovery and Reinvestment Act) funding:

Measure	1999-2000	2000-2001	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010
Colleges	69	70	70	70	70	92	93	95	95	95	98
Mentors	501	531	553	555	544	605	635	669	660	683	701
Practicum Placements	1334	1535	1598	1668	1609	1823	1840	2062	1832	2075	2153
Total Placements per Mentor (av.)	2.8	2.9	2.9	3.2	3.1	3.2	3.2	3.3	2.8	3.0	3.0
Stipend per Mentor (av.)	\$1,756	\$1,773	\$1,794	\$1,903	\$1,981	\$2,022	\$1,947	\$1,949	\$1,733	\$1,711	\$2,033
NAEYC-accredited centers	142	163	172	163	167	221	253	253	228	175	152
Director Mentors	78	87	98	111	109	114	118	113	120	126	135
Protégés placed w/ Director Mentors	48	60	62	52	65	98	75	64	63	85	64
Stipend per Dir. Mentor (av.)	\$308	\$340	\$316	\$234	\$292	\$421	\$347	\$348	\$302	\$521	\$531

Short- and long-term program goals include the following:

- Enable program operation at every college wishing to participate;
- Increase opportunities for practicum students to complete course requirements with a diverse pool of Mentors;
- Enable Mentors to provide continued support to student teachers following the practicum;
- Enable Mentors to provide support to Early Childhood students in completing their academic goals;
- Support Mentors as they take on increased leadership roles in their colleges and communities;
- Provide support and training for directors;
- Support leadership development in early childhood education;
- Promote collaboration among the key players of all child development communities toward the improvement of early care and education;
- Improve program operations as needed;
- Increase public awareness of the Mentor Program and outreach for all activities; and
- Increase cultural diversity and inclusion in all program activities.

For further information contact:

The California Early Childhood Mentor Program
City College of San Francisco, 50 Phelan Ave., S-10 San Francisco, CA 94112
(415) 452-5600 FAX (415) 452-5604 ~ www.ecementor.org