



2007-2008 Annual Report Executive Summary

The California Early Childhood Mentor Program completes the 2007-2008 year with the following accomplishments:

- Completion of "The Mentor Teacher/Adult Supervision," a classroom supervision course, by 106 of the 125 students who enrolled;
- Training of 64 new Mentor Selection Committee members to conduct program quality reviews with Harms and Clifford rating scales (ECERS-R, ITERS-R, SACERS, and FCCERS-R);
- Conducting quality reviews on more than 244 sites;
- Selecting a total of 660 Classroom Mentors;
- Selecting a total of 120 Director Mentors;
- Holding Mentor Seminars and Director Seminars at 62 local programs;
- Mentoring 1,832 practicum students, 20 teachers post-practicum, 47 Early Childhood students, and 63 protégé directors;
- Paying \$1,144,500 in stipends to classroom Mentors for mentoring and professional development;
- Paying \$36,261 in stipends to Director Mentors for mentoring protégé directors;
- Offering two Advanced Director Mentor Institutes attended by 42 Director Mentors;
- Hosting the Sixteenth Annual Mentor Institute at Claremont McKenna College in Claremont, attended by 91 Mentors;
- Holding five Director Mentor Institutes, attended by 145 Directors;
- Providing supplemental support for seven large area programs;
- Selecting a recipient for the tenth annual *Michael Marsh International Fellowship* award;
- 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 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.)
660	106	1,832	20	47	4,741	71,115	14,164	501	\$1,733
Director Mentors									
Director Mentors	Directors trained in mentoring	Protégé directors mentored	Classrooms affected	Children affected	Co-workers affected	Total stipend per Director Mentor (av.)			
120	145	63	1,278	33,135	4,916	\$302			

Classroom Mentors reported a low average annual turnover rate of 12 percent in their centers. Thirty-seven 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; 52 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 8.4 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 43 percent people of color, compared to the 33 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:

Measure	1997-1998	1998-1999	1999-2000	2000-2001	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008
Colleges	62	64	69	70	70	70	70	92	93	95	95
Mentors	406	467	501	531	553	555	544	605	635	669	660
Practicum Placements	924	1133	1334	1535	1598	1668	1609	1823	1840	2062	1832
Total Placements per Mentor (av.)	2.3	2.4	2.8	2.9	2.9	3.2	3.1	3.2	3.2	3.3	2.8
Stipend per Mentor (av.)	\$1,534	\$1,707	\$1,756	\$1,773	\$1,794	\$1,903	\$1,981	\$2,022	\$1,947	\$1,949	\$1,733
NAEYC-accredited centers	122	152	142	163	172	163	167	221	253	253	228
Director Mentors	36	58	78	87	98	111	109	114	118	113	120
Protégés placed w/ Director Mentors	21	37	48	60	62	52	65	98	75	64	63
Stipend per Dir. Mentor (av.)	\$306	\$319	\$308	\$340	\$316	\$234	\$292	\$421	\$347	\$348	\$302

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.

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