

NDPS Certification Program Field Project Report

Boys to Men: A Male Mentoring Model

312 McBrien Road
Chattanooga, Tennessee 37411

Herbert “Book” McCray

Independent Youth Services Foundation, Inc.
P.O. Box 80751, Chattanooga, TN 37414
www.iysfinc.org
iysfinc@gmail.com
423-227-7206

Key words: Mentoring

Boys to Men: A Male Mentoring Model

Funding Sources

A local foundation has been our major funding source, along with small grants and individual donations. There is no cost to participants.

Project Cost and Budget Narrative

The budget presented reflects the total annual budget to operate the project from September through July. As outlined in the scope and setting of the project, the service model is very complex as our organization seeks to meet the needs of the young people we serve (see Appendix III).

Scope and Setting

IYSF, Inc. engages its second graders through freshmen in high school in activities and events designed to support them be successful in academic settings, both in school and in extended time such as after school, weekends, and during school breaks. The ultimate goal is high school graduation! (See Appendix I and Appendix III.)

Staffing Pattern

The staffing pattern involves two youth counselors hired to operate the after-school academies. Teachers are utilized in at least two of the schools as support to the youth counselors or to teach a specialized session such as coding. During the school break camps for fall, spring, and summer, the number of staff used increases to five youth counselors.

Population Served

The Boys to Men: Male Mentoring Model serves 180 young men primarily from Chattanooga's inner-city areas. The young men range from second grade through high school seniors. School administrators and teachers recommend 90% of the participants. The other 10% are made up of parents who seek out the program to enroll their child.

Project Origination

Founded in 1993 as a youth basketball program, the Foundation has, over the years, evolved into a youth service model that primarily focuses on male mentoring. Our strategy is to collaborate with families, schools, churches, and the community at large for the purpose of providing educational experiences and events that allow young people to become thriving individuals, both personally and socially.

Issues Addressed

The issues addressed by the project have to do with young men being overly represented in many of the negative educational statistics such as dropout rates, suspension and expulsions, juvenile justice system, college/university enrollment, etc.

Desired Outcomes and Measurable Objectives

The desired outcomes and measurable objectives of the of the project are as follows:

1. Graduate from high school—with a postsecondary plan.
2. Improve overall grade average by five points from the first report card in the fall to the last report card at end of year.
3. Maintain a 95% attendance rate throughout the school year

4. Decrease number of discipline infractions by five from report card period to the next.
5. Develop positive relationships with other young men during the school break camps.

Strategies and/or Interventions

The primary strategy is to build strong and trusting relationships with the young men and their families through youth sports. From that setting, participants are provided academic support, exposure to culturally enriching activities, and mentoring through after-school academies—school camps that focus on social and emotional development (see Appendix I).

Project Timeline

This is an ongoing project that begins with the after-school academies in September and ends with the summer camp in July. Fall, spring, and summer camps are planned as well. The fall and spring break camps are one week in duration and the summer camp lasts six weeks (see Appendix II).

Special Conditions and/or Expertise Required to Carry Out the Project

The expertise required to carry out this project involves knowledge of how boys learn and how to utilize best practices when striving to meet their needs.

Outcomes and Achievements

Of the 180 participants served from September, 2015 – July, 2016:

- 89% completed this school year's program
- 90% maintained the goal of being in school 95% of the time.
- 82% increased their grade average by 5 points from the first report card received in October to the last report card in May
- 57% of the participants decreased discipline offenses by 5 from the end of the first grading period in October to the last one in May
- 67 % of the parents of the participants engaged in at least one volunteer activity

Outcomes Related to School Completion, Dropout Prevention, and/or Graduation Rates

As early as second grade, the participants are challenged to establish goals in the critical areas of:

1. Academics (At the beginning of each school term, earn a 3.0 grade average—work to improve their grade average by 5 points at every report card)
2. Attendance—Be in school 95% of the time
3. Social Competencies—(a) No discipline referrals and work to decrease discipline referrals at every report card and (b) establish positive relationships with teachers, peers, and others.

Current Status of Project

The project is currently in the last phase, which consists of the BOYS TO MEN SUMMER CAMP. The school support component of the project was completed at the end of the school year, May 25th. A major effort of the summer camp is to help the participants develop strategies that will enable them to engage with other young men from different backgrounds and neighborhoods in positive ways.

Role in Project as a NDPS Certification Program Participant

I am the Founder of the Boys To Men: A Male Mentoring Model. I oversee the planning and implementation of the model, as well as securing the necessary resources to operate the project.

Lessons Learned

The lessons learned from this project are to make sure the necessary resources and commitment are in place to carry out the project through high school graduation (e.g., if a second grader is enrolled, that's a 10-year commitment to that child and his family). Human resources, such as parent/community volunteers, are just as important as financial resources—sometimes more important.

Advice for Dropout Prevention Practitioners About the Project

My advice to other dropout prevention practitioners concerning the Boys to Men: A Male Mentoring Model Project would be to make sure the necessary resources, both human and financial, are readily available to carry out the project long term. This is important because the younger the participant, the more committed the project needs to be to see them through the high school graduation process.

It's been crucial that partnerships are developed with other entities and stakeholders whose mission is aligned with yours. The last bit of advice I would share with other practitioners is to make sure parents are included in the project as much as possible.

Appendices



Independent Youth Services Foundation, Inc.

P.O. Box 80751
Chattanooga, Tennessee 37414
iysfinc@gmail.com
www.iysfinc.org
(423) 227-7206

NDPS CERTIFICATION PROGRAM FIELD PROJECT SCOPE & SETTING APPENDIX I

There are three major foci of IYSF programs:

- Personal & Social Development through male-mentoring (Boys To Men)
- Academic Motivation & Support
- Healthy Living and Wellness Through Youth Sports

Programs:

Boys To Men: *"When I was a child, I spake as a child, I understood as a child, I thought as a child; but when I became a man, I put childish things away." 1st Corinthians 13:11*

(measureable outcomes: Program participants will 1. Demonstrate positive and improved social competencies Including, but not limited to: a. perform soft skills in appropriate settings b. engage in at least one community service project by July 17, 2016)

Social/emotional learning activities are used to engage participants in positive and appropriate interactions with others as well as personal and social awareness. Participants are given experiences where they are taught social responsibility through community service projects.

Project 100 9th: **(measureable outcome: at least 95% of young men who start out as freshmen, will graduate from high school with a positive post-secondary plan). 80% of Program participants will participate in a community service activity.**

The objective is to assemble one hundred 9th grade young men for the purposes of mentoring them through high school graduation. The goal is for one hundred percent of the young men to graduate from high school with a post-secondary plan that involves them segueing into positive and productive endeavors, i.e. college, trade school, armed services, etc... The young men will be introduced to the *Gimme 5* challenge and mentors will be assigned to their **"team."** Report Card (Progress Report) Parties will be held 3xs each quarter. **Mentors will** engage them in a support system that includes mentoring (STRATEGIES TO BELIEVE IN ONESELF), tutoring and exposure to experiences that will cause them to become thriving individuals in their communities and at school.

Dunking With Dads: **(measureable outcome: For every 5 participants, there will be at least 4 fathers actively engaged in DWD events)**

This activity is designed to promote father-son/male-mentoring interaction between men in the community and young men of Chattanooga. There will be four DWD events: Holiday Clinic (in partnership with UTC Dr. Pepper Classic), NBA All-Star Weekend, NCAA Final Four Weekend and the NBA Finals. There will be games, contests, informational booths on fatherhood, etc...

NDPS CERTIFICATION PROGRAM FIELD PROJECT SCOPE & SETTING
APPENDIX I
CONTINUED

Page2

“Gimme” 5 (G-5): (measureable outcomes: **1. Program participants’ grades will improve by 5 points from each benchmark outlined below** This is our strategy to ensure academic success. Students will be placed on teams of 3 students. Each team will be assigned a “coach/mentor” to monitor, encourage and secure support for the team. The young people’s performance in the areas of academics, attendance and discipline will be evaluated and a baseline established in order to measure growth (or lack thereof) in the three areas. At each benchmark period (progress report 1, progress report 2 and report card) students are expected to meet or exceed the goal of increasing their overall grade average by 5 points, decrease number of absences by 5 and also decrease the number of disciplinary infractions by 5. Incentives will be awarded to teams that meet the standard, as well as interventions provided for those who do not meet the goal. G-5 will serve as our outcome measurement tool.

Engage suspended/expelled students by coordinating specific coursework that needs to be completed by the student (as provided by the school.) IYSF will provide Social Emotional Learning (SEL) strategies and mentoring services during and after suspension period. (measureable outcome: **1. Program participants who fall in this category will complete 90% of assignments 2. Program participants who fall in this category will complete SEL modules 3. Program participants be assigned a mentor and interact with mentor at least 2 hours per week.**

Boys To Men School Break Camps - Camps are scheduled during school breaks in order to combat the disengagement from academics during this time and is designed for 50-75 camp participants ages 8-15. Expenses for this endeavor will include: Transportation, Camp workers, Meals, Swimming, materials, equipment, facilities, t-shirts, etc...

Healthy Living & Wellness Through Youth Sports: (measureable outcome: **1. Program participants will explain health ailments that befall those who are not active and who engage in unhealthy behavior. 2. Program participants will adopt a healthy lifestyle that includes at least 120 minutes of physical activity a week 3. As a result of the physical activity, participants body weight will become more age-height-weight appropriate.**

© 2009 by IYSF, Inc All Rights Reserved

**INDEPENDENT YOUTH SERVICES FOUNDATION, INC. BOYS TO MEN
2015-2016 Program Schedule & Events**

**APPENDIX II
NDPS CERTIFICATION PROGRAM FIELD PROJECT SCOPE & SETTING**

Mondays

East Side Elementary School
Boys To Men After School Academy - Academic Support & Social Emotional
Learning/3:00-4:30 p.m. - Soccer partnership with Chattanooga Sports Ministry

Tuesdays

Boys To Men 3rd & 4th Grade Basketball practice/6-7:30 p.m.

Washington Alternative School
Social Emotional Learning Through Socratic Seminar/11:20 a.m. – 12:30 p.m.

Wednesdays

School visitations, Orchard Knob Middle, Dalewood Middle, Rivermont Elementary & Other Schools
Our Young People Attend That We Don't Have After-School Academies Set Up.

Thursdays

Clifton Hills Elementary School
Boys To Men After School Academy - Academic Support & Social Emotional
Learning/2:45-4:30 pm – Partnership with Chattanooga Sports Ministry & UTC

Orchard Knob Elementary School
Good News Club 3:45-4:45 p.m. – Partnership with Child Evangelism Fellowship

Boys To Men 3rd & 4th Grade Basketball practice/6-7:30 p.m.

Hardy Elementary 11:30 a.m. – 12:30 p.m.

Fridays

Brainerd High School
100 9th */Community Service Projects, Leadership Development 8:45-9:20 a.m.

Rivermont Elementary
11:00 a.m.-12:30 p.m. Boys To Men Session & School Club Activities

Woodmore Elementary School
Boys To Men After School Academy - Academic Support & Social Emotional
Learning/3:00-6:30 pm – Art partnership with SPLASH (Charlie Newton)

INDEPENDENT YOUTH SERVICES FOUNDATION, INC. BOYS TO MEN
2015-2016 Program Schedule & Events

APPENDIX II.
NDPS CERTIFICATION PROGRAM FIELD PROJECT SCOPE & SETTING
Continued

- September 13th 5-7pm Family Registration
- September 23rd
- October 2-3rd - Boys Leadership Summit/YOUTH BLAST @ UTC 9:00 a.m. – 2:00 p.m.
- October 17th - Report Card Party,
- October 21st - Ministry Ventures Executive Group Coaching, Atlanta, GA
- October 21st – World Needs A Father Training Wally’s in East Ridge
- October 24-29th – National Dropout Prevention Conference, San Antonio, TX
- Chattanooga Chamber of Commerce Career Crunch
- November 6th – Man Builder Male Mentoring @ Greater Emmanuel Church 6-8 p.m.
- November 18th - Ministry Ventures Executive Group Coaching, Atlanta, GA
- November 21st Middle School Thanksgiving Classic Benefitting Local Ministries
- November 21st - Omega Psi Phi Thanksgiving Foodbasket Project
- November 26th Grateful Gobbler Walk – 8 a.m. @ Coolidge Park
- December 4th - Man Builder Male Mentoring @ Greater Emmanuel Church 6-8 p.m.
- December 19th - Omega Psi Phi Christmas Food drive Project
- January 10th Report Card Party #2 Second Missionary Baptist Church 3-5 p.m.
- January 20th - Ministry Ventures Executive Group Coaching, Atlanta, GA (IYSF Board)
- February 20th Dunking With Dads, “World Needs A Father” Fatherhood Initiative Event, 12-3pm
- February 17th - Ministry Ventures Executive Group Coaching, Atlanta, GA (IYSF Board)
- February 22-24 National Dropout Prevention Conference, Myrtle Beach, SC Complete Certification Program For Dropout Prevention Specialist (Clemson University)
- March 16th - Ministry Ventures Executive Group Coaching, Atlanta, GA (IYSF Board)
- March 25th - Report Card Party #3 TBA
- March 26th - Middle School All-Star Game Versus Atlanta Middle School All-stars Games Will Be Played at McCallie High School 1-5pm

INDEPENDENT YOUTH SERVICES FOUNDATION, INC. BOYS TO MEN
2015-2016 Program Schedule & Events

APPENDIX II.
NDPS CERTIFICATION PROGRAM FIELD PROJECT SCOPE & SETTING
Continued

- March 28th - April 1st – Boys To Men Spring Break Camp Site TBD
- April 18-22nd - Program Participants Will Plan and Implement Earth Day Event
- April 20th - Ministry Ventures Executive Group Coaching, Atlanta, GA (IYSF Board)
- May 18th - Ministry Ventures Executive Group Coaching, Atlanta, GA (IYSF Board)
- May 31st - July 14th - Boys To Men Summer Camp
- June 15th - Ministry Ventures Executive Group Coaching, Atlanta, GA (IYSF Board)
- July 20th - Ministry Ventures Executive Group Coaching, Atlanta, GA (IYSF Board)



Independent Youth Services Foundation, Inc.

P.O. Box 80751
Chattanooga, Tennessee 37414
iysfinc@gmail.com
www.iysfinc.org
(423) 227-7206

NDPS CERTIFICATION PROGRAM FIELD PROJECT SCOPE & SETTING APPENDIX III

Program Budget

Transportation	\$ 5,000.00
Boys To Men School Break Camps	\$ 21,000.00
Program Staff	\$ 15,000.00
Program T-Shirts	\$ 2,500.00
Program Snacks/meals	\$ 5,200.00
Equipment	\$ 3,000.00
Incentives For Participants	\$ 5,000.00
Program Supplies	\$ 1,500.00
Facility	\$ 5,000.00
Youth Sports Tournaments/Leagues/Events	\$ 4,500.00
Technology	\$ 5,000.00
Program Celebrations	\$ 3,000.00

Administrative Expenses

State of Tennessee Annual Report	\$ 25.00
Program Insurance	\$ 1,500.00
Professional Learning	\$ 5,000.00
Office Operations	\$ 7,000.00

TOTAL BUDGET	\$ 89,225.00
---------------------	---------------------