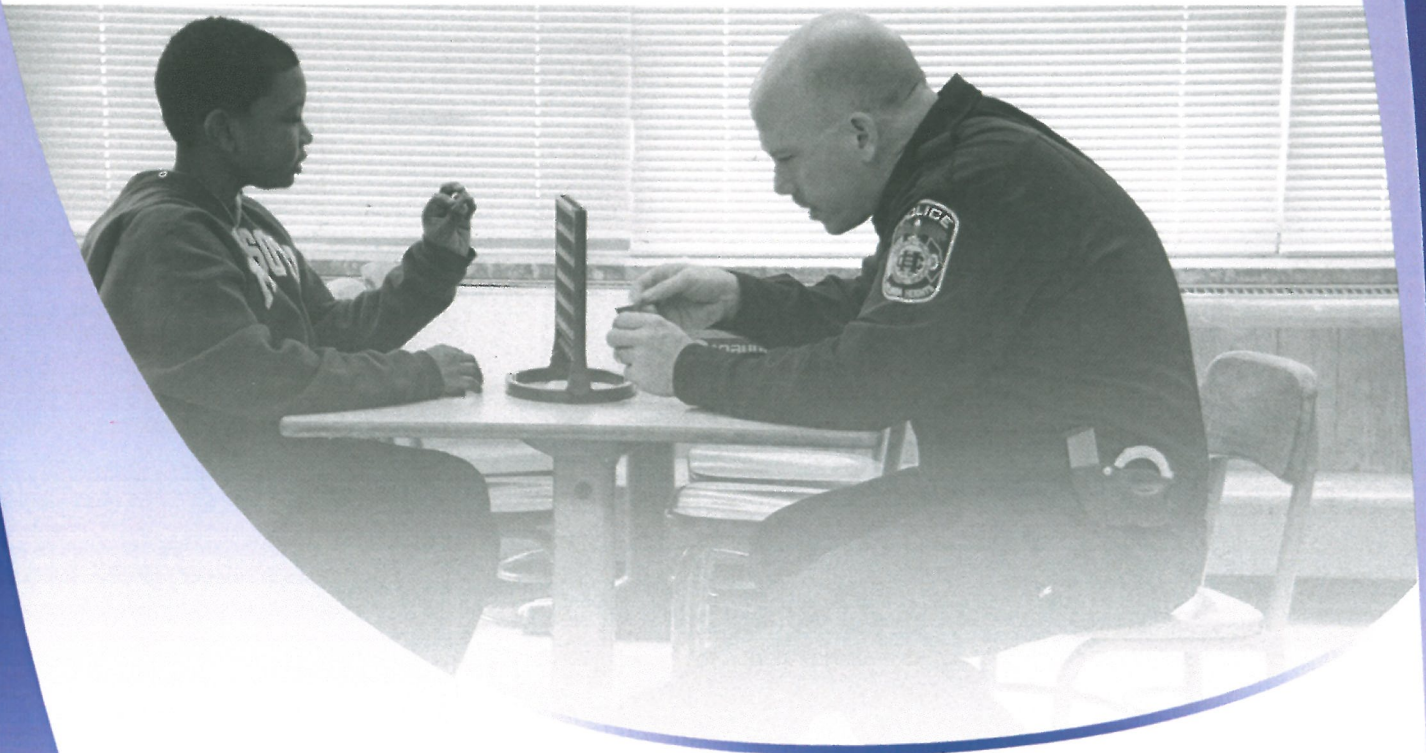




Big Brothers Big Sisters

The Columbia Heights Police Department

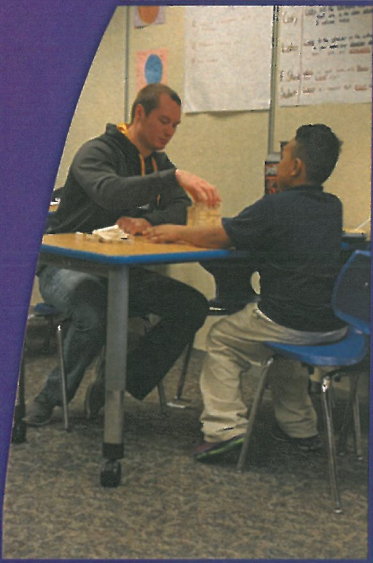


**The Impact of BBBS on Mentors
2017**

A Summary of Survey Results

The City of Columbia Heights and BBBS

A summary evaluation of the Columbia Heights Police school-based mentors

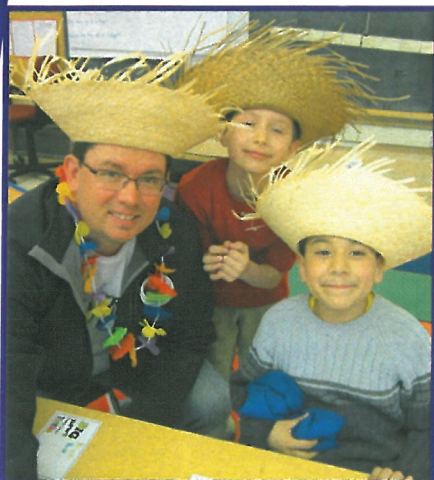


In 2009, we heard from both youth and those that work closely with them, that mentoring was important and needed in the Columbia Heights community. The Police Department took this seriously and looked for ways we could create mentoring opportunities. In 2012, the Columbia Heights Police Department partnered with Big Brothers and Big Sisters (BBBS) of the Greater Twin Cities, and the Columbia Heights Public Schools, to launch a school-based mentoring program. This program has an adult mentor paired with a youth whom they meet with for one hour a week, over a lunch period. The response to the program was very positive with good feedback received from both the “Bigs” and the “Littles”. What started as a handful of officers joining the program has now grown to include over 30 city employees and community members and the partnership is now in the 5th year.

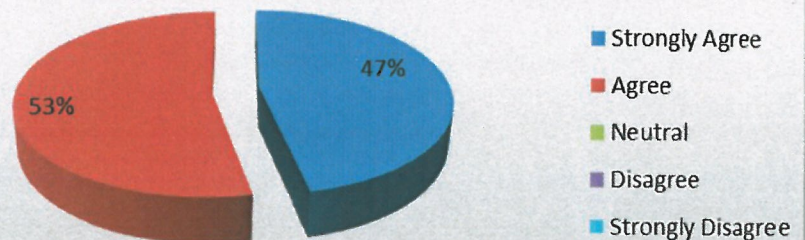
While we believed this program was accomplishing great things, we wanted to conduct an analysis to ensure we are meeting the expectations we have set for ourselves. Attached are the highlights of a survey given to police department employees about their experience with the program.

“This is a great program and I feel honored to be a part of it!”

- A BBBS Mentor



As a mentor with BBBS, I believe I make a difference in the life of my little

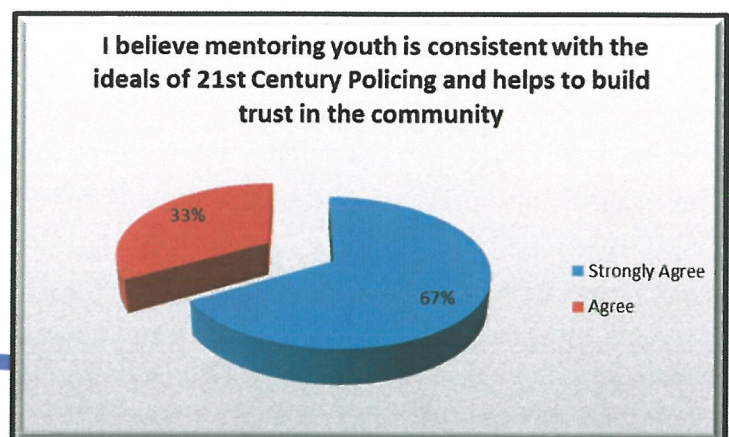




“The most rewarding aspect of being a youth mentor is seeing how excited my little is each week when I arrive at the school. She really looks forward to seeing me.” A Columbia Heights BBBS Mentor

Why Should the Police Mentor?

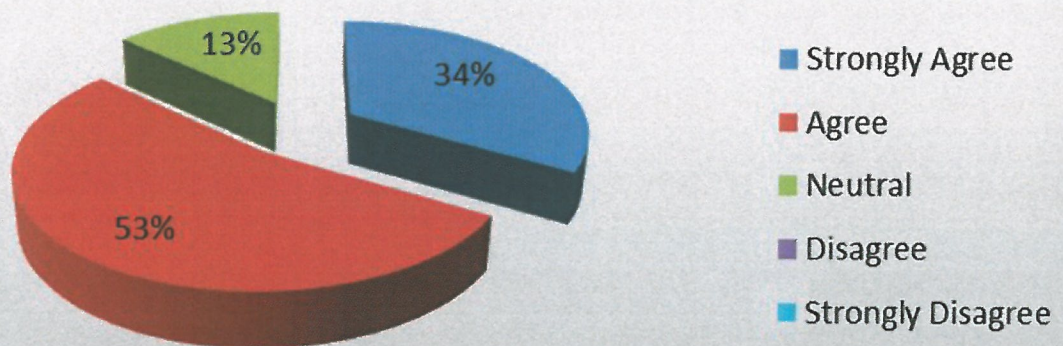
In 2015, a Presidential Task Force released a report on recommendations for 21st Century Policing. These recommendations were designed to improve policing, grow relationships and build trust over the next several years. We are happy to report that we were already doing many of the action items listed in this report, to include meaningful youth outreach. We continue to utilize industry best practices in our efforts to improve safety and reduce crime in our city. We believe that mentorship is a large part of this effort. As part of our mission statement we are focused on active partnerships we can use to innovatively solve problems. We believe this active partnership with BBBS has helped to cut the number of juvenile arrests by over 60%. BBBS mentoring, along with a broader approach to youth outreach, has helped to build the relationships we need to prevent crimes from occurring.



It Does Not Take Hours Every Week...

It just requires a commitment to care about a child

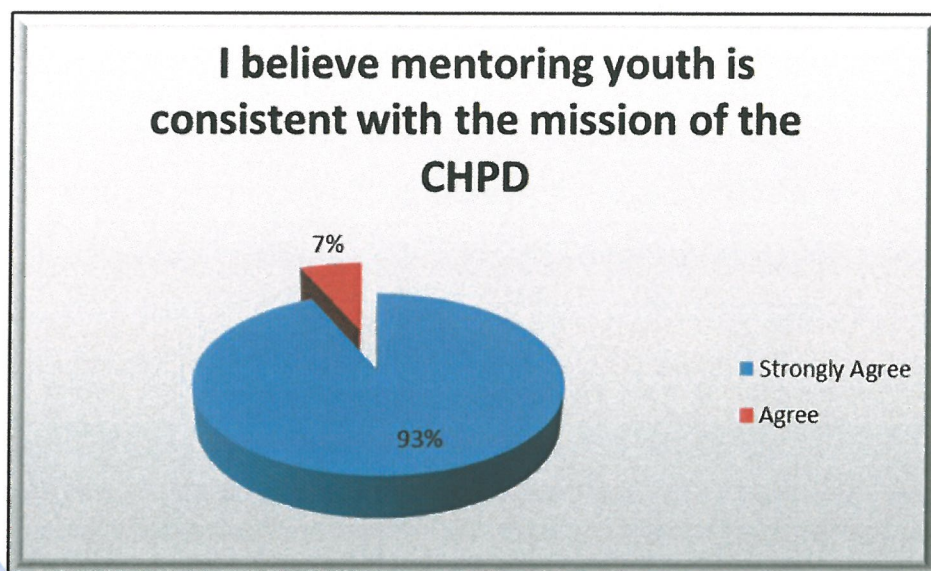
I feel that youth mentoring can be effective in as little as one hour a week



Many people are under the impression that it is very time consuming to be a mentor to a youth. In our experience, we have found the time required does not have to be extensive. Knowing someone cares about them, and is willing to listen, can be a very powerful experience for anyone, and can result in positive changes.



“The most rewarding aspect of being a youth mentor is spending time with somebody I normally wouldn’t, and feeling like I am important in my little’s life.”



Youth outreach is part of the core mission for the Columbia Heights Police Department. We strongly believe in spending the time early to try and prevent crime from occurring, rather than dealing with it after the fact. This philosophy continues to lead to reductions in juvenile crime and arrests.

There is a Personal Benefit



The survey respondents indicated strongly that being a mentor in BBBS was rewarding and a great opportunity to make a difference in the life of a “little”.



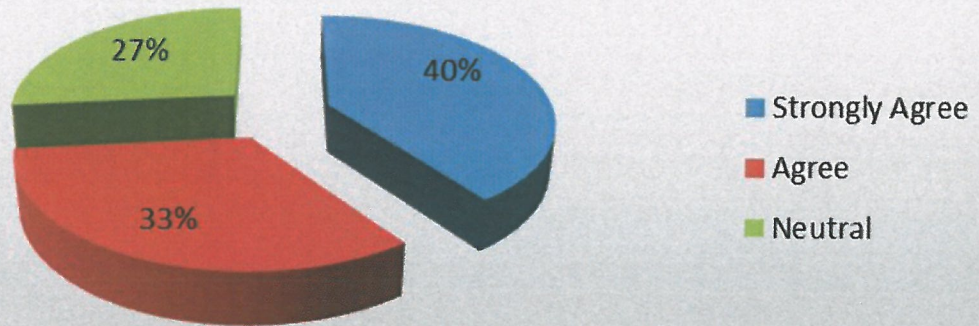
“The most rewarding aspect of being a youth mentor is letting my "inner child" out; seeing smiles on kids’ faces; learning about what kids are into and what life is like in school these days.”

	As a mentor with BBBS, I believe I make a difference in the life of my little	I feel that youth mentoring can be effective in as little as one hour a week	I feel fortunate to have the opportunity to be a Big/mentor	I benefit personally from being a Big/mentor (i.e. I feel good helping my little; it provides a nice break in my week, etc.)	I believe mentoring youth is consistent with the mission of the CHPD	I believe my presence at the school has a positive influence on other youth whether they are in the program or not.	I believe my presence at the school has a positive influence on relationships between the police department and school staff.	I believe mentoring youth is consistent with the ideals of 21st Century Policing and helps to build trust in the community	I have a better understanding of youth in our community as a result of being a mentor	Being a mentor helps to counter the negativity I experience in my job working in a policing agency	I feel I receive adequate support from the BBBS organization for my match
Total	4.47	4.20	4.80	4.60	4.93	4.60	4.53	4.67	4.20	4.13	4.67
By position											
Police Officer/Investigator	4.57	4.29	4.71	4.43	5.00	4.57	4.57	4.71	4.14	4.43	4.86
Non-Sworn	4.40	4.00	4.80	4.60	4.80	4.40	4.20	4.40	4.00	4.00	4.40
Supervisor/Manager	4.33	4.33	5.00	5.00	5.00	5.00	5.00	5.00	4.67	3.67	4.67
By Tenure											
Less than a Year	5.00	4.00	5.00	4.00	5.00	4.00	4.00	5.00	4.00	4.00	4.00
One to Three Years	4.25	3.75	4.50	4.25	4.75	4.50	4.25	4.25	4.25	4.25	5.00
Three to Five Years	4.50	4.50	5.00	5.00	5.00	4.00	5.00	5.00	4.50	5.00	5.00
Five to Ten Years	5.00	4.00	4.00	4.00	5.00	5.00	5.00	4.00	3.00	3.00	5.00
Longer than 10 years	4.43	4.43	5.00	4.86	5.00	4.86	4.57	4.86	4.29	4.00	4.43
Time as a Big											
less than a Year	5.00	4.33	5.00	4.67	5.00	4.67	4.33	4.67	4.00	4.00	4.00
One to Three Years	4.25	4.00	4.75	4.63	4.88	4.50	4.63	4.63	4.38	4.38	4.88
Three to Five Years	4.50	4.50	4.75	4.50	5.00	4.75	4.50	4.75	4.00	3.75	4.75

Relief From the Bad Guys

The effects of positive experiences can be long lasting

Being a mentor helps to counter the negativity I experience in my job working in a policing agency



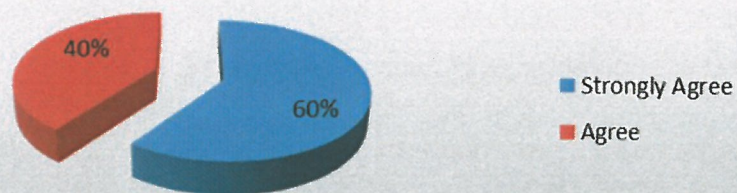
Unfortunately, we often see people at their worst when responding to calls for service or enforcing the law. At times, we are in the position of issuing a citation or even taking a family member to jail. It is refreshing to meet with youth in a positive way.





“The most rewarding aspect of being a youth mentor is seeing the subtle changes that occur, meeting to meeting, for the positive. Also, seeing how happy my little is to see me.”

I benefit personally from being a Big/mentor (i.e. I feel good helping my little; it provides a nice break in my week, etc.)



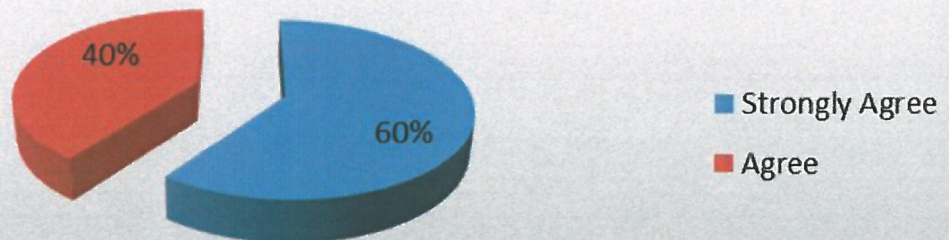
Our mentors reported there was a positive effect for them in being a “Big”. Many indicate they find it rewarding to know they are making a difference for someone.

A Compounding Effect



Building relationships is an important part of what we do as police officers. Being in the schools in a positive way on a regular basis helps create the opportunity for these relationships and help to remove potential fears and stigmas surrounding police and law enforcement. It is important for students to see police as regular people as well.

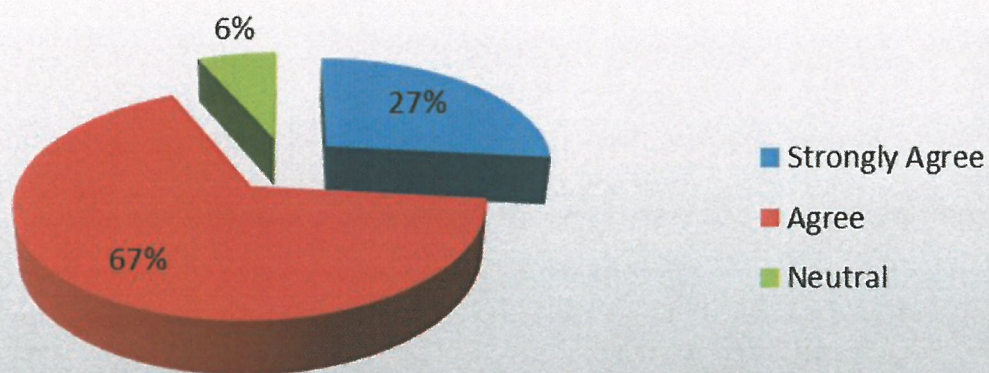
I believe my presence at the school has a positive influence on other youth whether they are in the program or not.





“The most rewarding aspect of being a youth mentor is knowing I am doing more to make a difference.”

I have a better understanding of youth in our community as a result of being a mentor



There is no replacement for experience when it comes to building relationships and relating to youth. The BBBS program helps build relationships and share understanding across two very different generations.



Big Brothers Big Sisters
of the Greater Twin Cities

Mentoring Makes A Big Difference

Mentored youth do better in many areas of their lives. It's the measurable gains in academic performance. It's the child who transforms from withdrawn to confident. It's the young adult who now has hope and a plan for their future.

And that's why the Big Brothers Big Sisters mission is to provide children facing adversity with strong and enduring, professionally supported, one-to-one relationships that change their lives for the better, forever.

Why Mentoring Works.

Unbeatable Ratio. Only mentoring provides long-lasting, one-to-one relationships. Little Brothers and Little Sisters receive undivided attention, uninterrupted conversations and unwavering support. Mentors are consistent — even when home, school and friends are not.

Lasts Through Life's Transitions. Children are matched at an average age of 9, when they're still eager to build strong friendships with a caring adult. As the child reaches critical moments in their life — transitioning to middle school, choosing the rigor of their high school classes, navigating post-secondary options — those relationships have already established a deep level of trust.

Impacts All Facets of A Child's Life. Little Brothers and Little Sisters do better in school than their unmentored peers and are more likely to attend college. The impacts of one-to-one mentoring go beyond academic success — they also make better decisions and have stronger social-emotional skills, which are often predictors of success.