



Young Ladies Communicating to Build Powerful Futures

**Harvey School District 152
2019-20 Mentoring Program Proposal**

Submitted by:





Harvey School District Proposal

July 15, 2019

John F. Thomas
Superintendent
Harvey School District 152

Dear Superintendent Thomas:

Thank you for allowing *Polished Pebbles Girls Mentoring Program* the opportunity to provide you with a proposal for implementing our girls mentoring program at Harvey School District for the 2019-2020 school year. As we discussed, this proposed program proposal presents a potential 15-25 weeks implementation that serves to introduce girls to our general Polished Pebbles curriculum with a focus on communication skills, and exploring career options through partnerships with area businesses and universities.

As you know, Polished Pebbles' primary focus is making sure girls are great communicators at home, school, and the future workplace. Our curriculum has a focus on improving girls' overall communication skills through structured activities, exhilarating new experiences, and the opportunity to practice newly learned skills & explore career options in the context of a trip to an actual workplace. In less than six years, we've garnered partnerships with strong, respected local and global businesses to bring our Signature Polished Pebbles' Career Mentoring Initiative to thousands of underserved girls in Chicago. Locally, we've worked with 3,000 girls ranging from 7-17 years old via 100 program sites including those in Chicago Housing Authority, Chicago Public Schools, and the University of Chicago Charter School System. In addition to communication skills, *Polished Pebbles* specifically targets many of the skills that our girls need most. Our model focuses on training girls how to communicate to build powerful futures. Program outcomes include equipping girls to:

- *Be more confident speaking up in class!*
- *Join groups and seek leadership positions!*
- *Communicate effectively and respectfully with adults!*
- *Have peaceful interactions with their peers!*
- *Participate in career exploration and preparation activities!*

Polished Pebbles Girls Mentoring Program has been adopted by the University of Chicago. As one of four nonprofits selected for the inaugural cohort of the Community Programs Accelerator at the University, which provides us with funding support, resources, professional assessments and technical assistance to bring our impact with girls to scale in Chicago and across the country. We work in partnership with the University to craft this pilot, support a successful implementation, and evaluating the results.

The following proposal provides an overview of the program background, goals, and objectives. We have also tailored methodology, qualifications, and funding requirements for some of the specifics that you provided me with a proposed implementation at your school.

We look forward to hearing from you and discussing this opportunity. We appreciate your time and consideration.

Kelly Fair
Founder and Executive Director
Reflections Foundation

BY THE NUMBERS...



OUR PROGRAM

1000+

Girls Mentored

Over 1000+ girls ages 7-17 have received mentorship through our program.

400

Volunteers

Mentorship starts with a network of over 400 women and men from communities and businesses who volunteer their time to mentor young girls.



Polished Pebbles provides girls ages 7-17 with the vital life skill of effective communication.

50+

Job Shadowing Opportunities

Including Bloomingdales, Microsoft Store, Chicago Sky, and Blue Cross-Blue Shield of Illinois.

75

Interns Mentored

Polished Pebbles has mentored 75 interns from institutions such as the University of Chicago, Adler School of Psychology, and DePaul University.

30

Chicagoland Sites

Our program spans Chicago through partnerships with Chicago Public Schools, Chicago Housing Authority, and University of Chicago Charter Schools.



OUR IMPACT

\$550K

Resources Contributed

Since 2009 Polished Pebbles has garnered over \$550K of professional volunteer support, resources, and trips for the girls and community that we serve.

95%

Problem-Solvers

95% of Polished Pebbles participants meet the Problem-Solving standards from the Employability and Life Skills Assessment.

100%

Conflict Resolution

One hundred percent of Pebbles report having learned how to deal with conflict. "I learned how to set the tone for my younger peers."



Above & Beyond

Participants exceeded standards in their Employability and

87%

Developing Leaders

After participation, 87% of Polished Pebbles girls hold a leadership position

75%

Civic Participants

75% of CHA Pebbles reported joining a school club or community organization as a result of what they

POLISHED PEBBLES SUCCESS

In 2011, Polished Pebbles mentee and Harlan high school student, Deneen Borner, had the privilege of introducing First Lady Michelle Obama at the USA mentoring summit.



The First Lady's reaction to that introduction spoke highly of the work we do with girls. She simply stated, "well there you go, and that's what the south side of Chicago produces." This comment spoke to the impact of our mentoring model and the possibility to extend our reach to more communities. As the South Side of Chicago is better known for its homicide rates than college graduation rates, it is essential for our scholars to interact with African-American women active in the professional sector to help them identify their own career goals.



Polished Pebbles Students Report:

"I like being in Polished Pebbles because it helps me be confident and learn how to be a woman and encourage me to love who I am. It also helps us explore many of the things that adults do in their careers." - *University of Chicago Charter School student & participant in Bloomingdale's mentoring project.*

Polished Pebbles Partners Report:

This program is dynamic and changed the self-attitudes, self-awareness, self-empowerment, and self-reliance--in short, the lives of some of our young people. The programming, activities, and exploration are dynamic and lend themselves to young girls from all walks of life," - **Robert Lane**, *Director of the middle school at the Woodlawn Campus of the U. of Chicago Charter School).*

"Polished Pebbles has brought a culture of sisterhood and positive interaction between young girls. Polished Pebbles mentorship initiative is one of our most heralded programs and it is not only highly recommended but it is a must- see for any community organization with hopes of inspiring girls to live better and shine brighter."

- **Halleemah Nash**, *Director of Youth Opportunities, Chicago Housing Authority*

POLISHED PEBBLES APPROACH

The Three C's of Polished Pebbles



The pillars of our work are **Communication**, **Career Exploration** and **Community**, all of which are applicable to the **Illinois Learning Standards**. The **21st Century Skill Assessment Building Blocks** (Personal Mindset, Planning for Success, Social Awareness, Verbal Communication, Collaboration, and Problem Solving) are also addressed.

COMMUNICATION - Our focus is mentoring girls to become strong, effective communicators in all aspects, including interpersonal communication (personal introductions) and communicating respectfully with adults and peers. (**Illinois SEL Learning Standards Addressed**- Girls develop self-awareness and self-management skills to achieve school and life success & develop student & peer leadership skills.)

CAREER- Girls apply newly learned communication skills in a real work environment through on-site job shadowing and workforce development opportunities that link social emotional learning skills to college and career opportunities. Regular site visits from guest speakers from the community, volunteer mentors, and job shadowing days will provide the girls with opportunities to meet women working in different industries. Girls will learn about different career paths, the daily tasks involved, and the requirements (educational, work, life) to obtain these positions. Guest speakers will also address how effective communication skills are critical to their success in their specific career field. (**Illinois SEL Learning Standards Addressed**- Girls demonstrate decision-making skills and responsible behaviors in personal, school, and community contexts.)

COMMUNITY - A primary goal of our program is to create a space and place for members of the schools' communities and the city's corporate residents to impact youth and bring about change in their local communities. This also includes deliberate efforts to create parental engagement events to inform parents about program activities and get them involved with the learning objectives to some degree. (**Illinois SEL Learning Standards Addressed**- Girls use social-awareness and interpersonal skills to establish and maintain positive relationships with members of the larger Chicagoland community.)



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15-25 Weeks sessions Curriculum Core Topics	
Introductory Sessions	<ul style="list-style-type: none"> <input type="checkbox"/> Introduction to Polished Pebbles: Setting the Stage to Become Good Communicators <input type="checkbox"/> Effective Communication through Self-Expression and Presentation <input type="checkbox"/> Understanding Good Communication (Verbal and Non-Verbal) and Practicing <input type="checkbox"/> S.H.I.N.E (Smile, Hello, Introduce, Nod, End) <p>Girls will be introduced to the primary objectives of Polished Pebbles, establish the mentoring group’s culture and dynamics. These sessions also help girls begin exploring the basic components of effective communication, and establish the importance of girls/women being good communicators, the importance of self-expression, and mastering powerful first impressions. Girls will be provided with fun and interactive ways to put effective communication skills into practice.</p>
No More Girl Drama : Female Relational Aggression Sessions	<p>Girls will discuss female relational aggression; identifying it, the root causes of it, how it impacts their relationships/friendships/self-esteem, and ways to reduce it. Specific learning objectives include:</p> <ul style="list-style-type: none"> ● Girls will be able to identify types of aggression: physical, verbal, and relational. ● Girls will be able to identify roles in a bullying situation: aggressor and target. ● Girls will be able to define revenge and provide alternatives to using revenge. <p>With various educational media, and instructional tools, girls will participate in discussions, reflections, and activities that will help them develop a campaign in their school empowering other girls to overcome “girl drama” to create healthy relationships in social settings.</p>
Communicating Responsibly via Social Media	<ul style="list-style-type: none"> <input type="checkbox"/> Me, Myself, and Media <input type="checkbox"/> Cyber-bullying: What’s the Problem? <input type="checkbox"/> “My” Space <p>These sessions will involve the girls thinking more about how they present themselves and communicate their identities to the world not only through interpersonal communication, but also through their social media profiles. It will also offer insights from key adults working with school students about the consequences of digital abuse often disregarded by youth until it is too late. Specific learning objectives include:</p> <ul style="list-style-type: none"> ● Assess and articulate the role that digital media play in their lives and articulate that viewpoint to their peers. ● Reflect on how people represent themselves online and offline and discuss how different self-representations in these means can have positive and negative consequences. ● Define cyber-bullying & digital abuse. Learn to speak out about negative use and abuse of social media and begin owning problems and formulating solutions for themselves. ● List positive ways technology and social media can be used.
Job Readiness Sessions	<ul style="list-style-type: none"> <input type="checkbox"/> The difference between Jobs and Careers <input type="checkbox"/> Customer Service <input type="checkbox"/> Teambuilding <input type="checkbox"/> Professional Communication <input type="checkbox"/> Creating Business Cards <input type="checkbox"/> Learn about “Elevator Pitches”

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	<p>Preparing girls to become great communicators in all areas of their life is our primary objective. Additionally, we work to make sure that they are equipped with these necessary life skills for the future workplace, which is just as vital.</p>
Social Etiquette Session	<p>The social dinner etiquette lessons offer girls the opportunity to learn from a digital tool developed by a professional event planner the proper table settings and etiquette for a variety of occasions. The skills from this session will be applied in any meals that we may partake in and the final lunch on the business partnership fieldtrip.</p>
Building Healthy Relationship Sessions	<p>Girls face all kinds of conflicts as they grow into young adults, not just with peers, but with parents, teachers, and their friends. These sessions will help girls better communicate with their parents, make healthy choices about dating & friendship, and teach positive responses to conflict, among other life skills. Girls will be introduced to the tools they need to deal with the challenges they're facing.</p>
Job Shadow Business Trip	<p>School field trip to local partnering Chicagoland businesses to practice applying newly acquired skills in real life contexts, while interacting with great mentors, and learning about a large variety of career opportunities simultaneously. Some of our partnering businesses include Microsoft, ThoughtWorks, and Bloomingdale's, This will allow the girls to apply their communication skills in an interactive "real world" experience. They will be required to dress business casual, present their business cards and use their elevator pitches when interacting with each other.</p>
Session Elements	<p>All sessions will consistently include a variety of the following elements:</p> <ul style="list-style-type: none"> ✓ Individual activities ✓ Group activities and projects ✓ Interaction in question and answer sessions with guest speakers ✓ Student presentations ✓ Constant reinforcement to demonstrate learned effective communication skills ✓ Interaction/dialogue with group facilitator and/or mentors ✓ Craft activities ✓ One culminating event that will allow them to combine and demonstrate all skills

DELIVERABLES

Reflections Foundation/Polished Pebbles agrees to provide the following:

- Offer 15-25 weeks of curriculum; including over 60 unique activity guides help mentors teach topics like academic success, life after high school, diversity, healthy choices, and much more.
- Facilitate establishing a business partnership for your school
- Offer comprehensive curriculum with learning objectives with built in assessment opportunities and student engagement surveys

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- Provide pre and post evaluation services in partnership with the University of Chicago to help you make sure the program is having an impact on the girls at your school.
- Customize the program model and curriculum to fit the needs of your school schedule, your girls, and school culture.
- Foster stronger relationships between girls, school staff, and mentors in your community. It is a genuine mentorship program that creates real culture change and improved student performance.
- Coordinating input of administrative leadership and program team members in program implementation
- Identify guest speakers and/or mentors in community to speak at various sessions

CONSULT

Every school in the country comes to us with a different situation. We develop program models customized for your school, and the unique needs of your girls. For instance, with your appointed staff advisors and student mentors, we can discuss targeted grade levels, if sessions will be held during the school day, or afterschool, etc. We also initiate relationships with partnering businesses in your area, on your behalf, that will be a great match for your school to implement the Polished Pebbles Signature Career Mentoring Initiative.

EVALUATE

Pre & post evaluation plans will be designed specifically for your school with Polished Pebbles Staff in partnership with the University of Chicago graduate student assessment team. Evaluations will gauge program impact and successes with girls, school staff, parents, and partnering businesses.

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We are RESULTS oriented:

Over the past six years, mentored over **1,200** girls, trained and supported over **500** mentors through local partnerships at more than **40** public & charter schools, and public housing communities. Statistics have shown that after participating, **100%** of the girls report improved abilities in conflict resolution and anger management; **87%** go on to join other groups in schools, churches, and communities; and **94%** of them obtain leadership positions in those groups.

Polished Pebbles works with girls to:

- **Develop improved communication skills:** parents reported significant increases in their daughters' ability to communicate effectively with peers and adults in a pre and post survey.
- **Take responsibility for individual actions:** Demonstrated improvements in acknowledging responsibility for actions and decisions, setting personal goals, and taking initiative.
- **Envision more for their future careers:** When asked about the future, girls demonstrated broadening professional horizons that reflect ambitious but realistic goals, including doctor, teacher, chef, and police officer. With our signature career mentoring initiative you will be creating a school to career pipeline for the girls in your school, and developing a strong workforce for local partnering businesses.

Polished Pebbles works with YOU to:

- Offer 15-25 weeks of curriculum; including over 60 unique activity guides help mentors teach topics like academic success, life after high school, diversity, healthy choices, and much more.
- Facilitate establishing a business partnership for your school
- Offer comprehensive curriculum with learning objectives with built in assessment opportunities and student engagement surveys
- Provide pre and post evaluation services in partnership with the University of Chicago to help you make sure the program is having an impact on the girls at your school.
- Customize the program model and curriculum to fit the needs of your school schedule, your girls, and school culture.
- Foster stronger relationships between girls, school staff, and mentors in your community. It is a genuine mentorship program that creates real culture change and improved student performance.
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INVESTMENT

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\$7,000

- ✓ 15-weeks of curriculum
- ✓ 2 hours per week
- ✓ Two groups of 15 girls divided into 6th grade and 7th & 8th grade

\$5,000

- ✓ 25-weeks of curriculum
- ✓ 1 hour per week
- ✓ One group of 30 girls

MEET THE FOUNDER

Program Developer

Kelly Fair, Reflections Foundation Founder and President



Kelly Fair is a graduate of Howard University and holds a Master's degree from the University of Iowa. As an active member of the Chicago community, Kelly serves as a member of the advocacy council of Women Employed, Inc., the Metropolitan Board of the Chicago Urban League, and was a member of the Christ Universal Temple Board of Directors. Currently, as president of the Reflections Foundation, Kelly operates a Chicagoland women's discussion and networking group called "Our Common Thread." The group consists of women from all over Chicago ranging from the south side, Humboldt Park, and the south suburbs. As a manager at McGraw-Hill, Kelly implemented launch campaigns for two innovative literacy programs as well as implementing training for Chicago Public School research studies. At Christ Universal Temple, she served as a program manager and curriculum designer for the Project Achieve College Prep Program.



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