



MENTOR
NEBRASKA

2021
MAPPING REPORT

Big Brothers Big Sisters Lincoln | Lincoln



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INTRODUCTION

For more than 20 years, MENTOR Nebraska has led the mentoring movement to ensure youth and mentors have access to high-quality experiences - first as Midlands Mentoring Partnership and now as a statewide organization. The 2021 MENTOR Nebraska Mapping Project further fuels this work by providing a snapshot of mentoring in Nebraska's communities and an inventory of existing programming. Through a strengths-based questionnaire and analysis of county and school district data, the project estimates the size and scope of Nebraska's mentoring sector and details location, program design, objectives, audiences, community conditions, and areas for future growth.



SOURCES AND METHODS

MENTOR Nebraska's mapping project combines an original questionnaire with publicly available quantitative data to inventory mentoring services and conditions across the state. Using generally accepted research principles, we gathered open source information regarding community and school district conditions, and administered a strengths-based questionnaire. MENTOR Nebraska plans to add additional qualitative pieces to account for additional stakeholder voices as part of its State of Mentoring report that will be released in early 2022.

Survey questions asked organizations to share the size, scope, focus, services, audience, and location of the mentoring activities offered. Questions were developed based on the mapping goals, best practices, and surveys used by MENTOR Nebraska's network partners in other states, including Maryland. "Other" and "non-applicable" options were provided for nearly every question. Open-ended questions leveraged a strengths-based approach to map opportunities and barriers. In total, respondents spent approximately 26 minutes completing the 32-question questionnaire. *See Appendix 2.*

QUESTIONNAIRE

In order to inventory the services offered by organizations across the state, MENTOR Nebraska invited organizations to complete a questionnaire regarding existing mentoring programs and plans for the future. In doing so, MENTOR Nebraska was transparent about its goal to map mentoring resources currently operating across the state of Nebraska and in order to shape future services.

OUTREACH EFFORTS

MENTOR Nebraska's staff leveraged its knowledge of community programs and the Mentoring Connector to develop a list of mentoring programs and contacts. The Mentoring Connector is a national database of mentoring programs across the country. Inventory within the Mentoring Connector is designed to support volunteer recruitment and increase visibility for organizations.

MENTOR Nebraska staff sent requests to complete the questionnaire in March 2021 with several reminders through the spring.

The questionnaire was closed July 1, 2021. Questionnaire instructions encouraged the person completing the form to be intimately familiar with the organization's mentoring program(s) and goals for the future, such as an executive or program director. In total, 60 organizations responded including all 14 MENTOR Nebraska member partners. *See Appendix 1.*

PARTICIPATION

All mentoring programs serving the state of Nebraska that we were aware of at the time were invited to participate and respond to the online questionnaire. In total, the survey was distributed to 136 organizations plus coalitions with awareness of mentoring programs; 60 organizations completed the questionnaire representing a 44% response rate. If all respondents were assumed to have mentoring programs, then this would not represent a statistically significant sample.

However, of the non-respondents, MENTOR Nebraska staff confirmed 31 to have active mentoring programming. The remaining 45 were excluded from mapping. The total population becomes 91 and the response rate becomes 60 of 91 (66%) when accounting for these excluded programs.



At a 95% confidence rate this refined sample is statistically significant with a margin of error of 7.5%. Here it is important to note that while the sample is representative of the entire sector in varying degrees, all 14 MENTOR Nebraska member partners responded to the survey. Differing responses among member partners is therefore materially significant and important enough to merit attention. This same standard can be applied to differences between member partners and programs overall. Throughout the report we highlight areas where responses differed by more than 8-10% between member partners and non-partners. This accounts for the margin of error and can be considered material differences between the two groups.

Questionnaires were analyzed for completion and duplicate agencies were removed. Partial responses were included, and the number of responses and skipped questions were included in files provided to MENTOR Nebraska for presentation and further staff analysis.

In addition to the 60 respondents, 31 non-respondents were known to have operational mentoring programs. These programs are not included in the questionnaire results. However, data stored in the Mentoring Connector and additional online research validated the primary location of these programs. These non-respondents were included in the geographical mapping, inventory count, and community and school data tabulations. *See Appendix 3.*



MENTOR NEBRASKA MEMBER PARTNERS

MENTOR Nebraska membership requires all member partners to:

- Be a youth-serving organization with mentoring matches
- Require a minimum match commitment of one year
- Offer training to all mentors
- Perform background checks on mentors 18+ years old
- Adhere to best practices outlined in the *Elements of Effective Practice for Mentoring™* (EEP)
- Complete EEP training
- Complete the National Quality Mentoring System assessment
- Submit data on match demographics
- Sign a non-discrimination clause to receive funding
- Contribute to mentoring leadership meetings



LOCATION OF SURVEY RESPONDENTS AND OTHER KNOWN ORGANIZATIONS WITH MENTORING PROGRAMS



The map above shows the location of survey respondents (dark blue), MENTOR Nebraska member partners (light blue), and other known programs in the state (orange). Location was reported by survey respondents. Additional organizations with confirmed mentoring programming were added to the map to reflect the location of known programming. Many respondents have multiple locations or provide multi-county service coverage. Here location refers to the zip code of the main office. Respondents were concentrated in Omaha (35), Lincoln (12), and Norfolk (2).

COMMUNITY & SCHOOL DISTRICT DATA

Community and school district data provides additional context for understanding the conditions in the communities where mentoring takes place. In total, this assessment includes 15 variables across 93 counties and 426 school districts. Community data points represent common measures of community well-being and were collected at a county level. School district data represents common measures of student success. Additionally, school district data aligns with target populations and outcomes desired from mentoring interventions. In analysis, private school district data was removed to better reflect the target population of most service providers. The table below further outlines the rationale and data sources used.

COMMUNITY AND SCHOOL DISTRICT DATA COLLECTED		
Data Type	Indicator and Measure	Source
Community	Number of Youth Involved in Juvenile Justice System by County (all dispositions)	Nebraska Crime Commission, 2019
Community	Total Population by County and Percent of the Population Identifying as People of Color by County	American Community Survey, 2015-2019 Table B01003, DP05
Community	Educational Attainment as Measured by the Population over Age 25 with a High School Diploma, Equivalent or Higher by County	American Community Survey, 2015-2019 Table S1501
Community	Educational Attainment as Measured by the Population over Age 25 with a Bachelor's Degree or Higher by County	American Community Survey, 2015-2019 Table B01003
Community	Percent of the Population Below Poverty by County	American Community Survey, 2015-2019 Table S1701
Community	Community Resilience as Measured by the Percentage of Population with 3 or more Risk Factors by County	U.S. Census Experimental Products
Community	Childhood Food Insecurity	Feeding America, 2019
Community & School District	Public High School 4-Year Graduation Rates by County	Special Tabulation, Nebraska Department of Education, Prepared by UNO Center for Public Affairs Research, 2015 to 2019
School District	Percent Students Eligible for Free and Reduced Lunch by School District	Nebraska Department of Education, 2020 - 2021
School District	Cost Per Pupil by Average Daily Attendance by School District	Nebraska Department of Education, 2019-2020 Annual Financial Report
School District	Attendance Rate by School District	Nebraska Department of Education, 2019-2020
School District	Percent English Language Learners by School District	Nebraska Department of Education, 2019-2020
School District	Percent 3rd Graders Proficient in Math based on the NSCAS by School District	Nebraska Department of Education, 2018-2019
School District	Percent of 3rd Graders Proficient in English Language Arts based on the NSCAS by School District	Nebraska Department of Education, 2018-2019
School District	Percent 3rd Graders Proficient in Science based on the NSCAS by School District	Nebraska Department of Education, 2018-2019



CREATING PHYSICAL MAPS

Analysis within this report compares questionnaire responses among member partners, other respondents, and all respondents in total to understand target populations, types and duration of programming offered, and desired outcomes. MENTOR Nebraska is a growing organization, and this comparison provides insight into the current footprint and influence – as well as improved understanding of programs across the sector. Open-ended responses were interpreted and categorized to identify common themes among respondents.

Questionnaire responses related to service coverage, site locations, program offerings, and total number of youth served provided an opportunity to estimate the size of the sector and geographic reach. The table below summarizes the interpretation of this data, in addition to including the estimated service coverage of non-respondents. Overall, this methodology results in a conservative estimate of the mentoring sector in Nebraska.

METHODS FOR COMPILING DESCRIPTIVE DATA

Indicator	Methodology
Counties Served	Respondents were asked to list the counties they serve. The number of organizations serving each county was identified by aggregating the responses and sorting by county. To include non-respondents' coverage, zip codes were used to identify location. The county in which the organizational office resides was used as a proxy for county served. No other surrounding counties were included for non-respondents, representing a conservative coverage estimate. This non-respondent data was added to respondent information to form a more complete picture of the number of organizations serving a county.
Regions Served	Counties were assigned regions according to the Nebraska Department of Tourism, and the number of organizations serving each region was identified by aggregating the county totals within each region. There is some duplication in this methodology as reported in the limitations section.
Total Program Count	Respondents were asked to identify the number of distinct programs offered. For instance, an organization may offer an after-school mentoring program for youth and another for adults in the workplace. In total, respondents cited 108 programs. Non-respondents were known to operate at least one mentoring program. While many may operate more than one distinct program, we conservatively added one program per organization to estimate a total of 139 programs.
Site Count	Respondents were asked to identify the number of sites where programs are offered. For instance, an organization may offer a single after-school program that operates at many schools or community locations. Each location would be considered a distinct site. In total, respondents cited 1,151 locations. Non-respondents were known to operate at least one mentoring program. While many may offer multi-site operations, we conservatively added 1 program site per organization to estimate a total of 1,182 sites.
Total Number of Youth Served	Respondents were asked to identify the number of youth served annually. Where respondents offered a range, the lower number was used to estimate the total number of youth served annually among all respondents. Based on this data, the average number of youth served by organization is 374 and the median was 78. To estimate the number of youth served by non-respondents, the number of known organizations (31) was multiplied by 75 to yield a conservative estimate. Combining totals from respondents and non-respondents yields a total of 21,821 youth served annually. Based on this conservative methodology, it is reasonable to estimate more than 22,000 youth are served through programmatic mentoring.

Based on aggregated totals, choropleth maps were created to visually present the number of organizations providing mentoring services by county and by regions defined by the Nebraska Department of Tourism. In these maps, the darker color reflects increased presence of mentoring. School district and community data were added to the frequency maps as an additional layer. In these maps, larger circles reflect more unfavorable community or educational conditions - such as higher poverty or lower educational attainment.

To understand relationships between mentoring and various community conditions, the number of programs by county and region was cross-referenced with community and school district data through cross-tabulation analysis and associated chart-making. Cross tabulation is used to quantitatively analyze the relationship between multiple variables. In this case, cross-tabulation analysis was used to understand the relationship between school district and community data and the frequency of mentoring offered at the county and region level. Given the size of the data set, this report describes this analysis based on material conclusions rather than calculations of statistical significance. Cross-tabulation charts for all variables have been provided to MENTOR Nebraska; this report highlights material observations.

In addition to cross-tabulation analysis, the mapping project identifies target counties based on particular interests:

- Youth involved in justice system
- Minority population
- Educational attainment
- Other risk factors

Counties were identified based on the percentage of the population experiencing unfavorable conditions compared with the state average.



STANDARDS FOR SELECTING TARGET COUNTIES

Metric	State Average by County	Standard for Inclusion in Target
Percent Population of Color	11.09%	Greater than 20%
Number of Youth Involved in Juvenile Justice System	81	Greater than 81
Educational Attainment: High School Graduation Rate High School or Equivalent Community Educational Attainment	93.16% 91.77%	Counties with graduation rates and educational attainment less than 90%
Other Community Risk Factors: Childhood Food Insecurity Community Resilience Poverty Rate	16.93% 24.44% 10.65%	Counties meeting the following thresholds: Greater than 20% Greater than 30% Greater than 13%

Target school districts were identified based on unfavorable district outcomes compared to the state average related to cost per pupil, attendance, and free and reduced lunch. This first layer of filters was applied before looking at county poverty, which was added to account for community conditions.

STANDARDS FOR SELECTING TARGET SCHOOL DISTRICTS

Metric	State Average by County	Standard for Inclusion in Target
Cost Per Pupil	\$19,818	Less than \$15,000
Attendance Rate	93.27%	Less than 94%
Percent of Students Eligible for Free and Reduced Lunch	43.94%	Greater than 50%
Poverty Rate in the County	10.62%	Sorted by Rate

Target school districts met at least two of these three thresholds and were then sorted by poverty rate with the top 14 all above the average poverty rate in Nebraska's counties.

LIMITATIONS

This report reflects the diverse ways that mentoring shows up in the lives of youth today. While many of the relationships we champion in Nebraska's mentoring movement take place in programmatic contexts led by youth-serving organizations, the reality is that mentoring relationships also come about more organically through family, faith, and community connections in:

- Schools
- After-school programs
- Sports and recreation leagues
- Youth groups
- Clubs
- Summer camps

Organizations represented in this mapping report encompass diverse programmatic models, including: stand-alone programs, embedded programs in nonprofits, programs that utilize mentoring principles in their service delivery, and other spaces that serve as "mentor-rich" relationship hubs.

The size and scope are also based on survey responses and the known operational presence of additional programs. While outreach with coalitions across the state broadened the distribution of the questionnaire, and uncovered programs not in the current inventory, we recognize programs may have been excluded. The research team was unable to verify the operational status of several programs and know that there are likely additional organizations and programs offering mentoring in Nebraska. This mapping report reflects the first of its kind statewide, and creates an opportunity for additional dialogue and inclusion moving forward.



In addition to response limitations, some data choices and limitations merit brief acknowledgment:

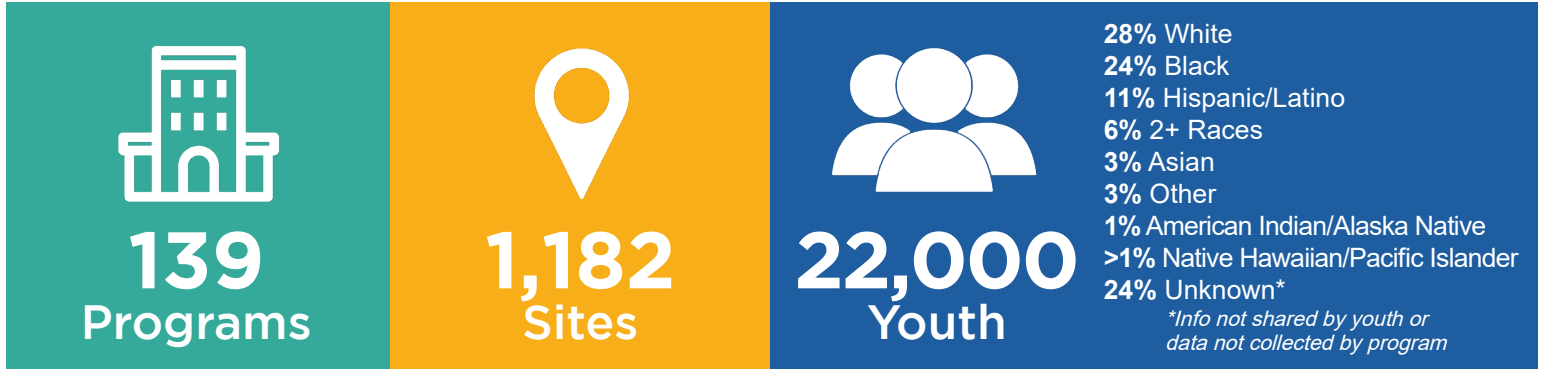
- In this analysis, private school district data was removed to better reflect the target population of most service providers.
- Geographic representation of service coverage is most accurate at the county level. Programs were specifically asked to identify the counties they served. Organizations were not asked to identify service coverage by program. Therefore, mapping reflects the number of organizations providing mentoring in a county.
- The number of districts reporting English Language Learners was limited and often masked. As such, it was largely removed from analysis.
- Nebraska is also divided into regions to provide convenience in reviewing a smaller set of informational data points. However, responses, community data, and school district data were not available by region, therefore this data was assigned regionally. Overall, regional data is helpful conceptually to show major themes that also generally exist at the county level. Regional data is therefore largely excluded from this report, but is available from MENTOR Nebraska.
- Nebraska Department of Education financial reports detail cost per pupil by school district. Cost per pupil may be impacted by both the actual expenditures, as well as the number of pupils in a district; a smaller population of youth may artificially increase cost per pupil. Furthermore, cost per pupil was combined and averaged by county as part of an examination between the relationship of student expenditures and mentoring. The strength of this data is at the school district level, but there is still a relationship observed between cost per pupil and mentoring at the county level. Counties with the lowest cost per pupil also had the most organizations providing mentoring coverage. Due to the scope of the project, regression was not used to define a correlation between the presence of mentoring service providers and community conditions. This may be a future research interest for MENTOR Nebraska to pursue.



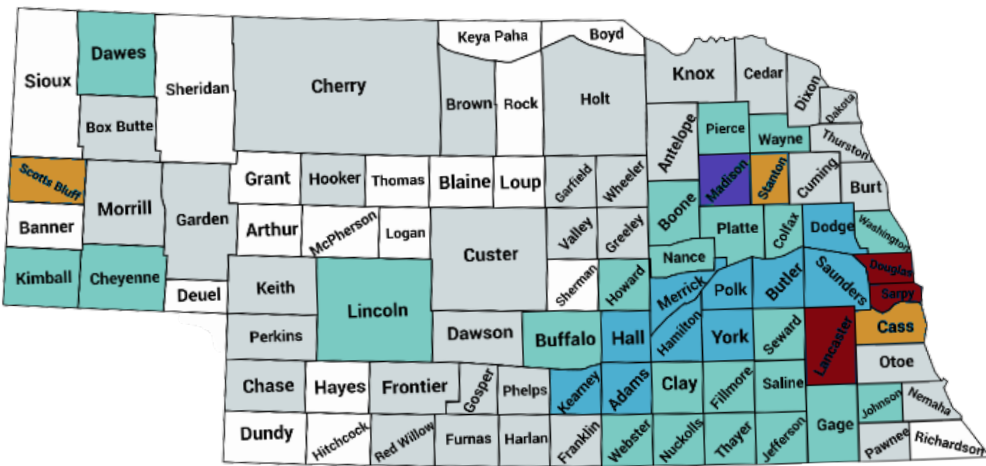
FINDINGS

OVERVIEW OF NEBRASKA'S MENTORING SECTOR

MENTOR Nebraska's inventory reflects the essential, foundational elements of the sector – including information about the participants, activities, and plans for future growth. Based on feedback and analysis, there are at least 139 distinct mentoring programs actively operating in Nebraska. Organizations generally provide two mentoring programs, although at least 12 organizations provide three or more programs. Mentoring is offered at least 1,182 physical sites, including nonprofits, churches, juvenile justice facilities, and schools. Some organizations reported serving just a handful of youth annually, while others reported serving 10,000 or more. In total, more than 22,000 individuals receive programmatic mentoring services in Nebraska.



More broadly geographically, the project's inventory and awareness of mentoring programs is concentrated in the eastern side of the state and also in urban centers. More than 15 organizations offer mentoring activities in Nebraska's largest counties. Additionally, no organizations identified explicit coverage in 19 of Nebraska's 93 counties. The map below further illustrates the frequency of programming offered by county, based on the number of organizations providing mentoring in that area. This concentration is further outlined in the *Strengths, Challenges and Opportunities* section of this report.



Organizations Providing Mentoring Services by County

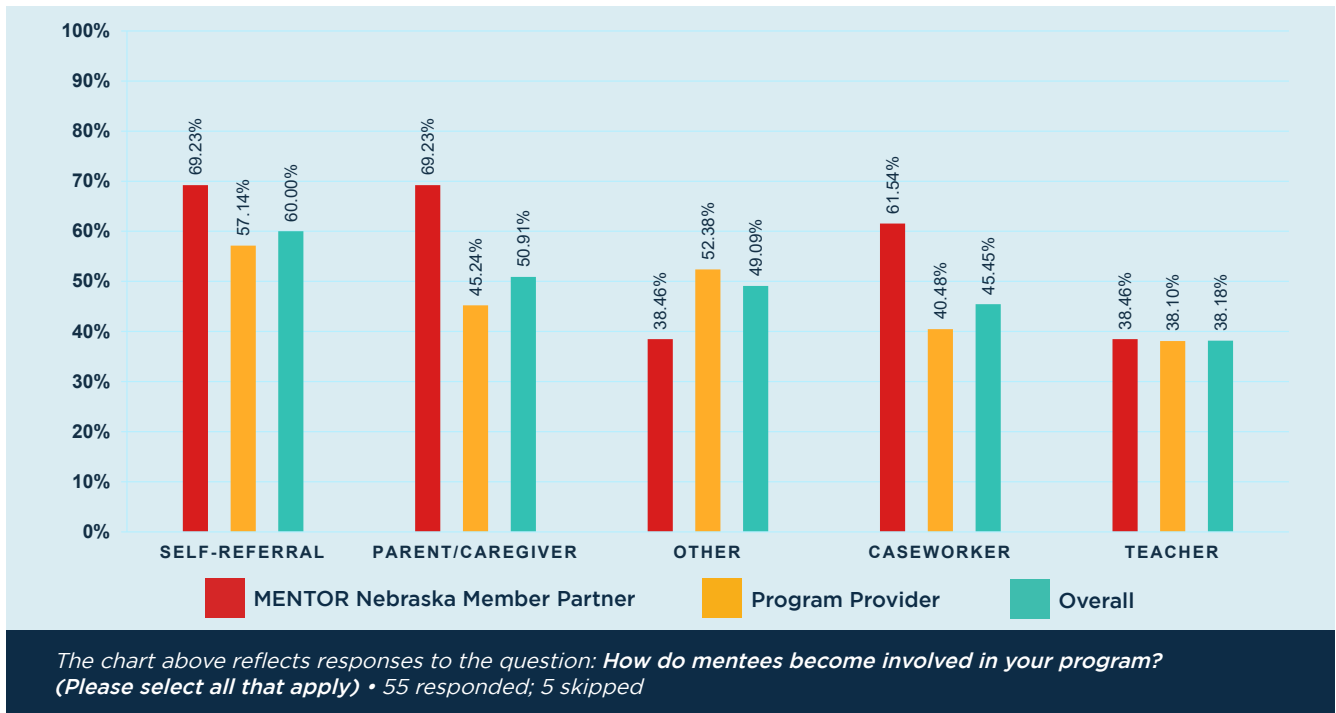
The map represents the number of organizations indicating they provide mentoring services in each county. Data is aggregated from responses to the following question: *What counties do you serve? (Please list the names of counties served in Nebraska; if you provide services in counties in another state please list those counties and identify the state).* Organizations with known mentoring services who did not respond to the questionnaire were included based on the county of their principal location.

of Organizations Providing Mentoring



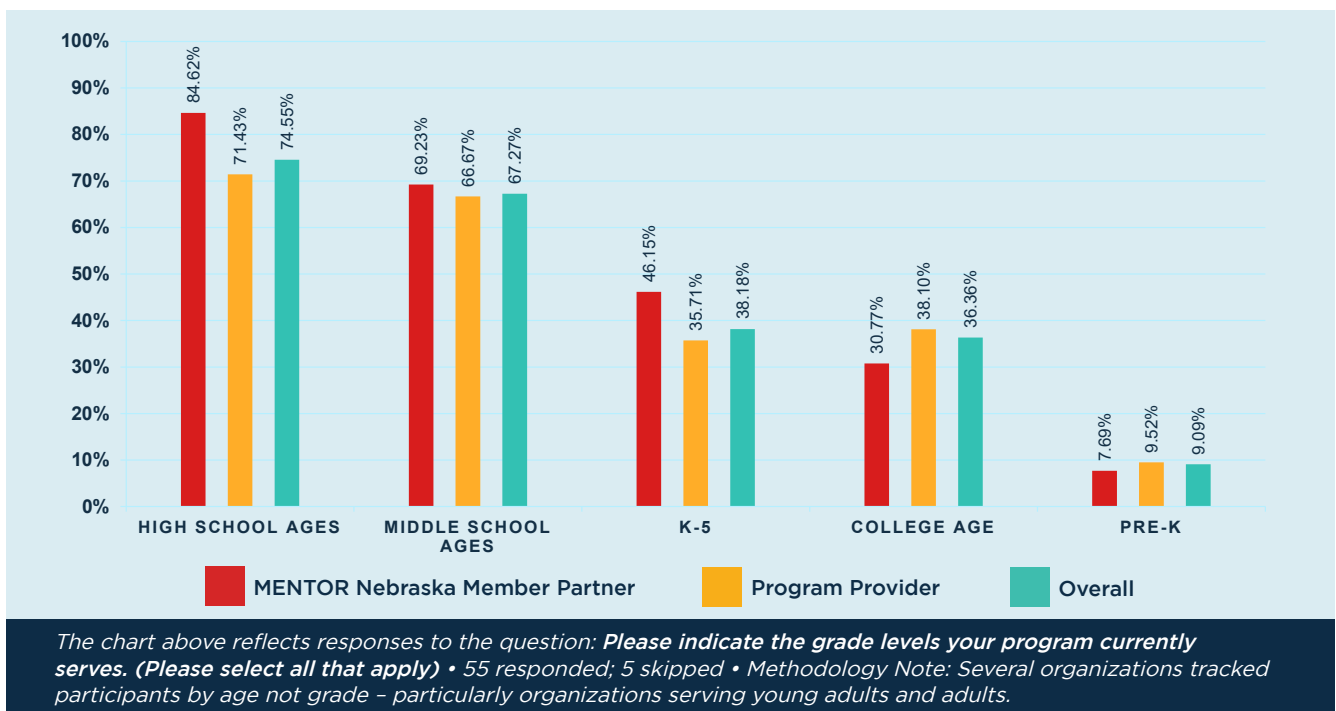
REFERRAL SOURCE

Overall, respondents indicated participants become involved in mentoring through self-referral (60%, 33 of 55) or a caregiver (50%, 28 of 55). These referral sources were especially common among MENTOR Nebraska member partners, whereas other program providers identified different sources of referral including clergy, counselor or other school worker, law enforcement/judges/probation, or other students. Teachers are a common source of referrals across programs. *See Appendix 5.*



GRADES SERVED

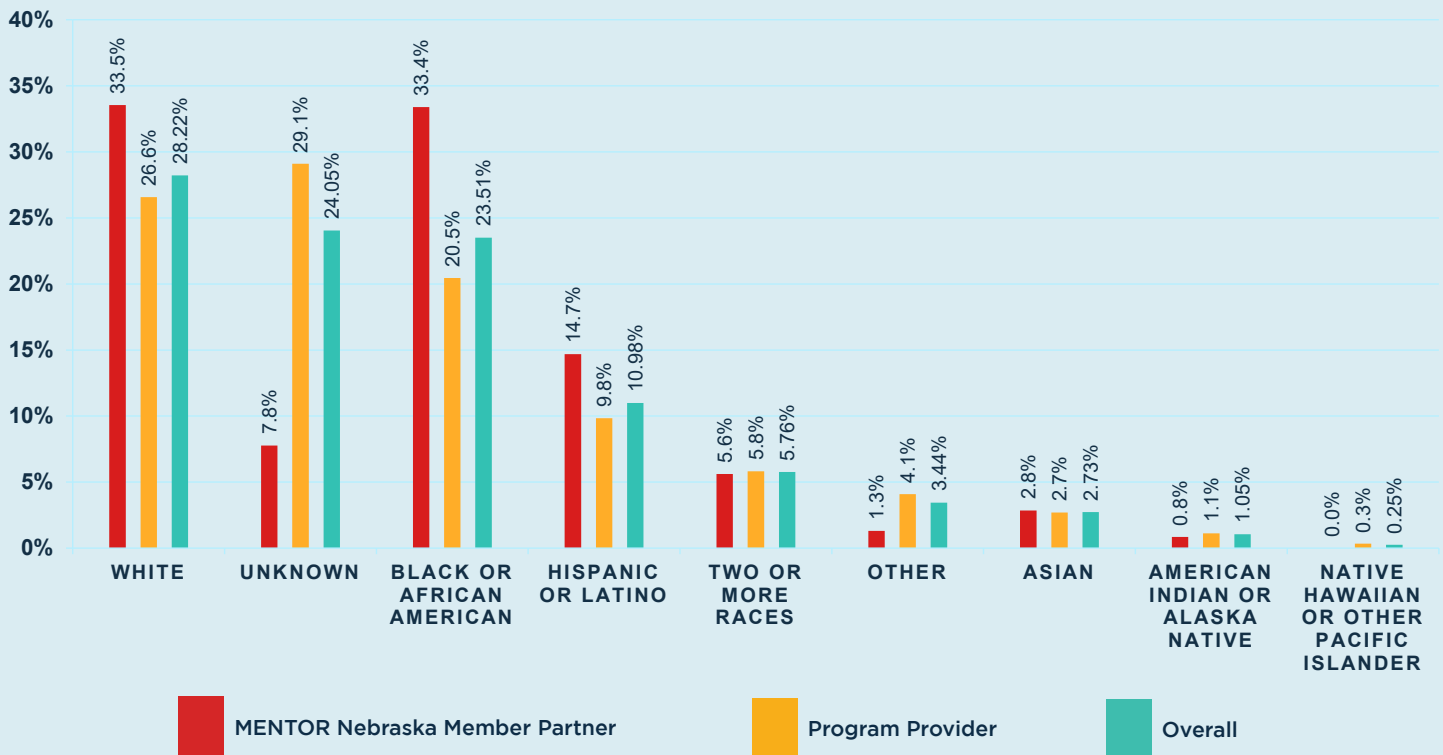
MENTOR Nebraska member partners and other program providers both reported serving a majority of high-school (75%, 41 of 55) and middle-school (67%, 37 of 55) aged youth. Mentoring programs serving pre-K are least frequent, with only 9% (5 of 55) of respondents overall indicating services to this population. *See Appendix 6.*



YOUTH PARTICIPANT RACE

A lower percentage of MENTOR Nebraska member partners have an unknown race (7%) compared with other program providers (29%). While it may be that more youth do not share demographic information with other program providers, another possible interpretation is that other program providers are perhaps less likely to collect this data. This possible data collection limitation is a meaningful observation as the sector considers recruitment, equity, and extending service to new target populations in the future. The level of unknown racial identity impacted a comprehensive breakdown by race for the sector, however, the chart below indicates about 33.5% of the population served by MENTOR Nebraska member partners is white and 33.4% is African American. Because MENTOR Nebraska partners are largely concentrated in metro areas, this percentage is unlikely to extend to program providers with coverage adjacent to urban areas or more rural. *See Appendix 7.*

PERCENT OF PROGRAMS SERVING TARGET POPULATIONS

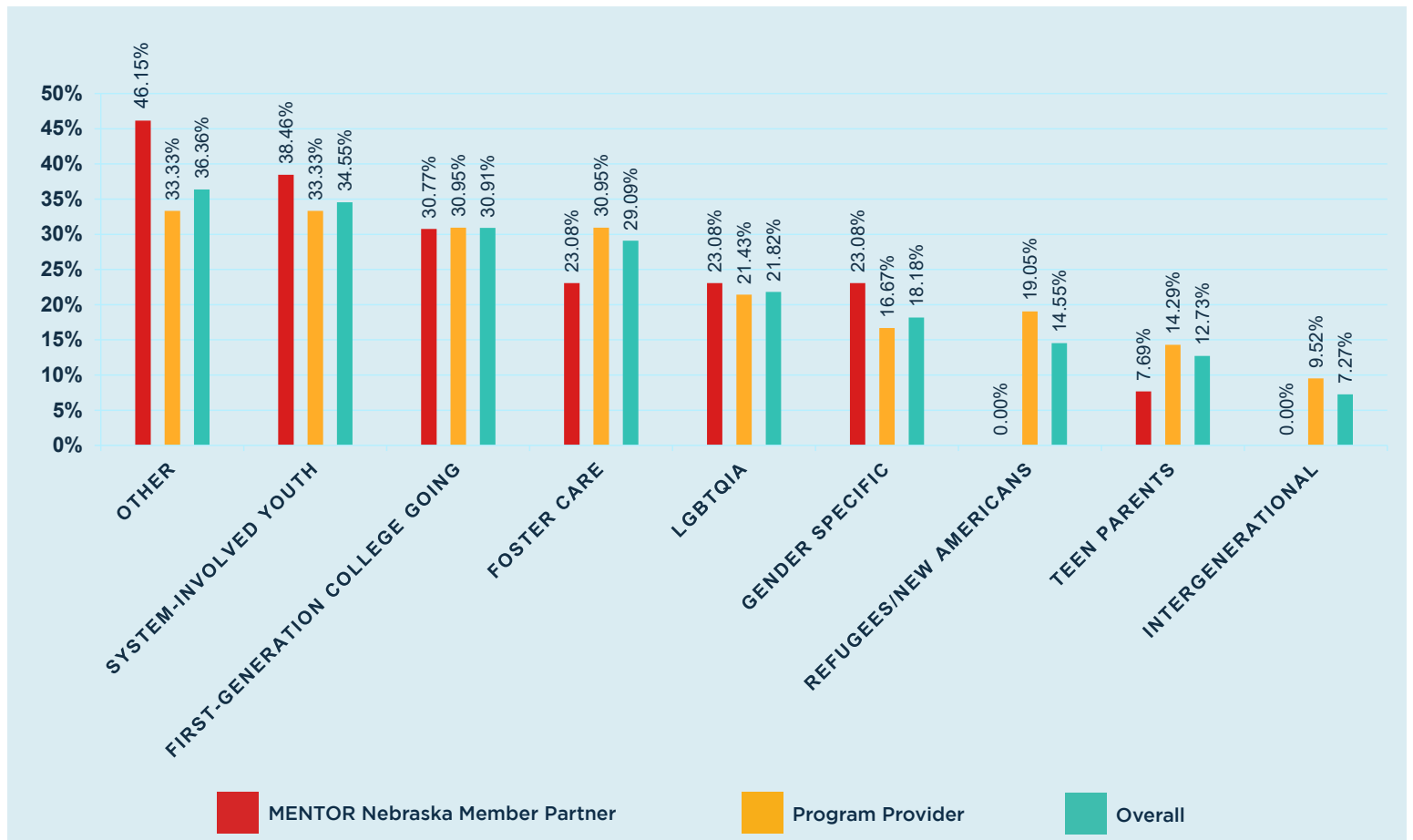


The chart above reflects responses to the question: *Please share an estimated percentage of youth served in each racial demographic category. Responses represent a percent and should add up to 100. If you do not collect this information please put 100 in the unknown box.* • 55 responded; 5 skipped



EXISTING TARGET POPULATIONS

Many organizations offer specific programs for unique target populations, or otherwise seek to reach target populations through mentoring activities. The top five target populations identified overall were system involved, first-generation college going, foster care, LGBTQIA, and gender specific. “Other target populations” was frequently selected, but respondents were inconsistent as to what other populations they serve. Examples include focus on children of military members, youth with siblings already in the program, or youth who need improvement on social emotional skills. *See Appendix 8.*



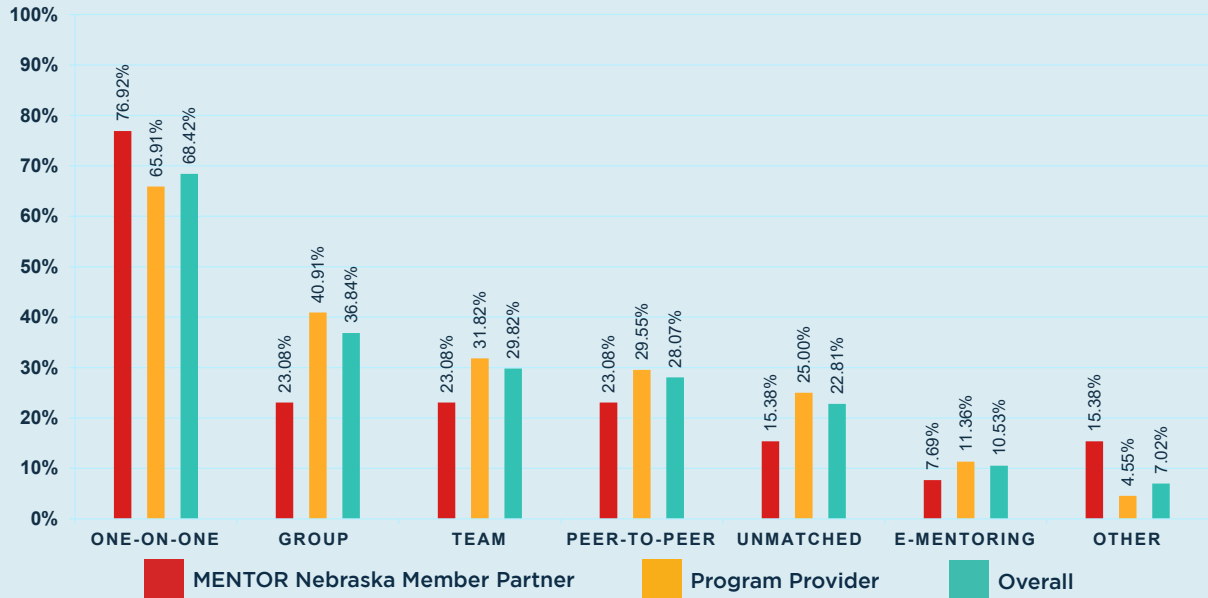
The chart above reflects responses to the question: *Please share any specific youth focus areas of existing programming. (Please select all that apply)* • 55 responded; 5 skipped



TYPE OF MENTORING

The inventory also reflects the types of mentoring offered and target populations of existing efforts. As anticipated, one-on-one (68%, 39 of 57) mentoring was most common overall. Program providers were more likely than MENTOR Nebraska member partners to offer alternative mentoring forms such as group, team, peer-to-peer, or e-mentoring options. See Appendix 9.

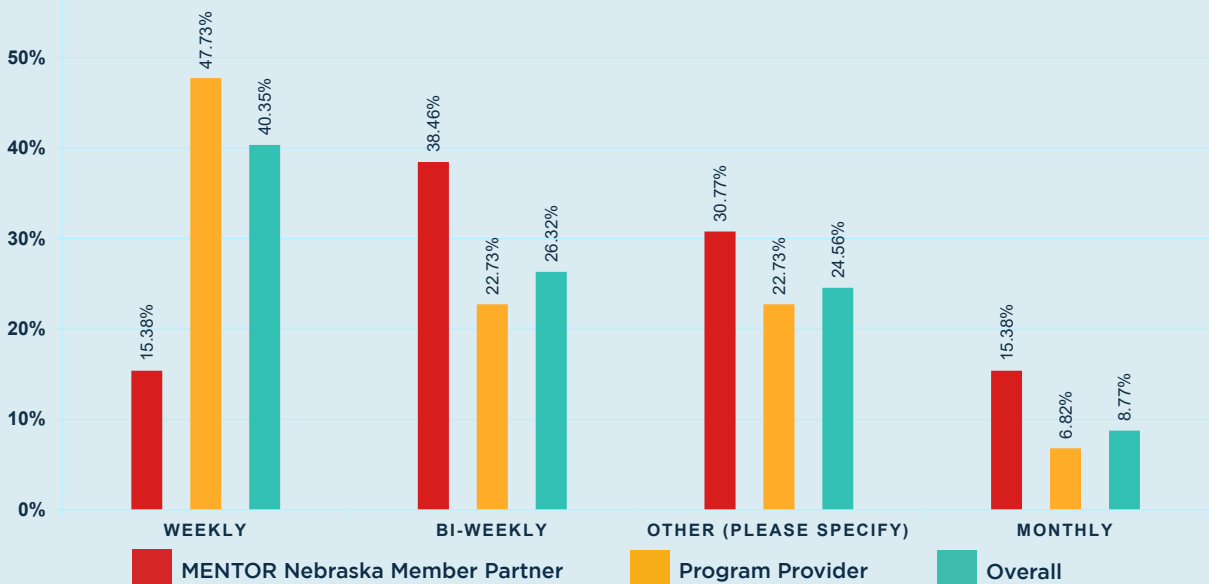
PERCENT OF PROGRAMS OFFERING TYPE OF MENTORING



The chart above reflects responses to the question: *How would you describe your mentoring model(s)?* (Please select all that apply) • 57 responded; 3 skipped

FREQUENCY OF MENTORING

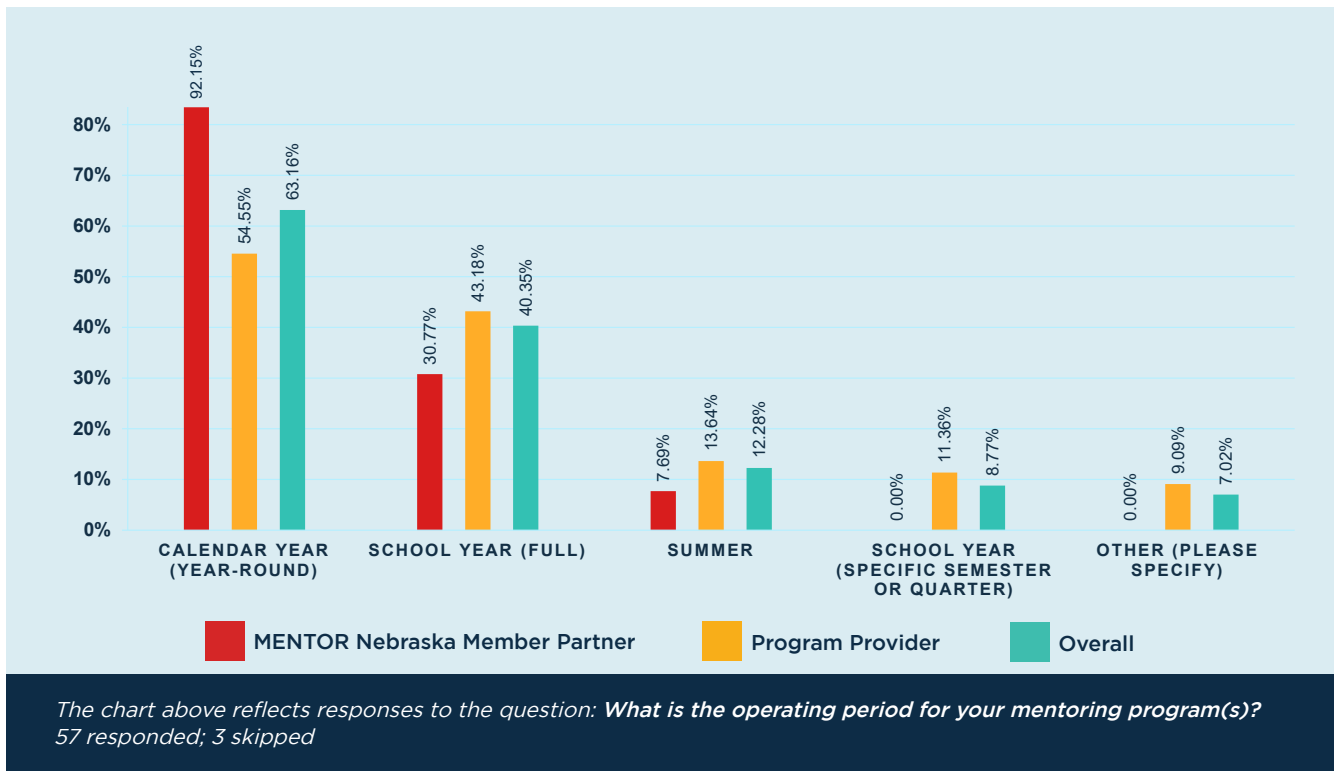
Mentors usually meet with mentees either weekly (40%, 23 of 57) or bi-weekly (26%, 15 of 57). Other responses included time-constrained programs (such as a week-long camp), or requiring a minimum number of hours. Several respondents did not select an option because the program may offer flexibility with the frequency of meetings, operate on different schedules, or may be dependent on youth preference or other outside factors. See Appendix 10.



The chart above reflects responses to the question: *How often do mentors and mentees typically meet?* 57 responded; 3 skipped

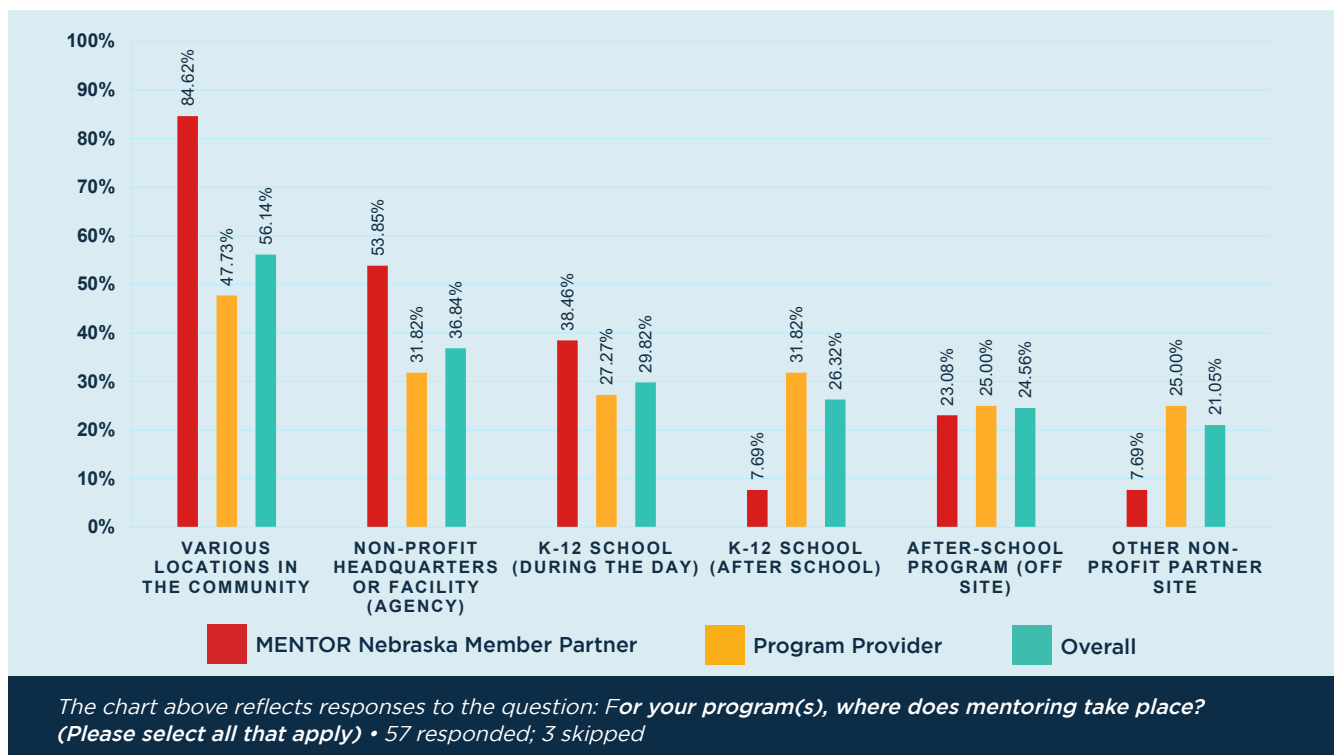
OPERATING PERIOD

The majority of both member partners and other program providers indicated they offer programs that operate year-round. This is especially true for MENTOR Nebraska member partners, with 92% (12 of 14) indicating they offer year-round programs. However, program providers were more likely than member partners to offer school-year based programs. Very few overall programs (12%, 7 of 57) operate summer-specific mentoring opportunities. *See Appendix 11.*



LOCATION OF MENTORING ACTIVITIES

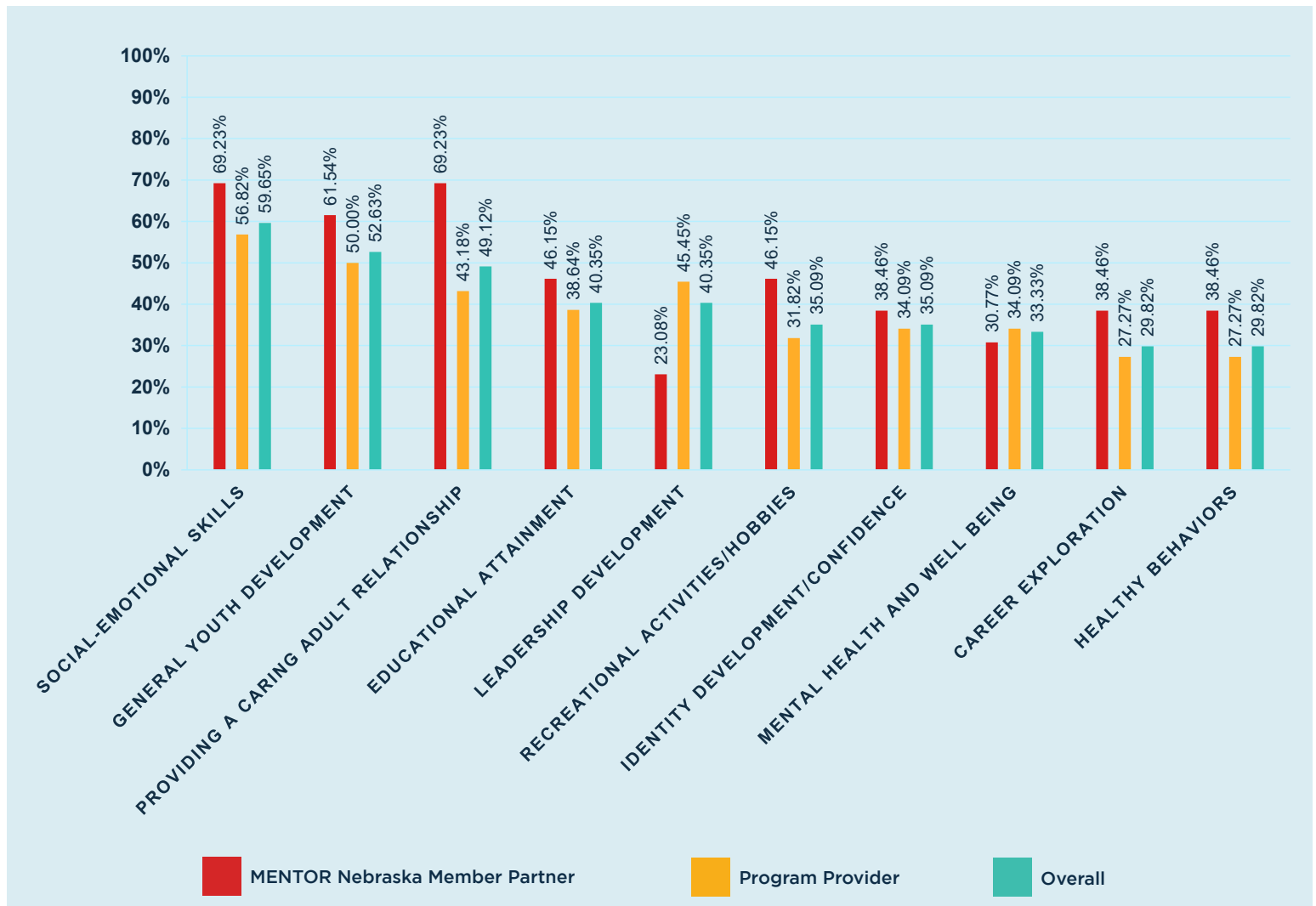
Additionally, most mentoring happens either at various locations in the community (56%, 32 of 57) or at a nonprofit site (37%, 21 of 57). Program providers were more likely than MENTOR Nebraska member partners to report mentoring on site at schools. *See Appendix 12.*





DESIRED PROGRAM OUTCOMES

Social-emotional skills were a common theme overall, with 69% (9 of 14) of MENTOR Nebraska member partners and 57% (25 of 57) of other program providers indicating it as a top 5 desired outcome. General youth development and a caring adult relationship were also consistently important. Leadership development is especially critical to program providers, with 45% (20 of 57) of these respondents emphasizing this outcome compared with 23% (3 of 14) of MENTOR Nebraska member partners. MENTOR Nebraska member partners were more likely to deliver recreational outcomes or other hobbies. Less than 25% (34 of 57) of respondents cited life skills, college preparation, academic enrichment, faith-based, family support, civic learning, STEM, juvenile recidivism, violence prevention, or workplace outcomes. *See Appendix 13.*

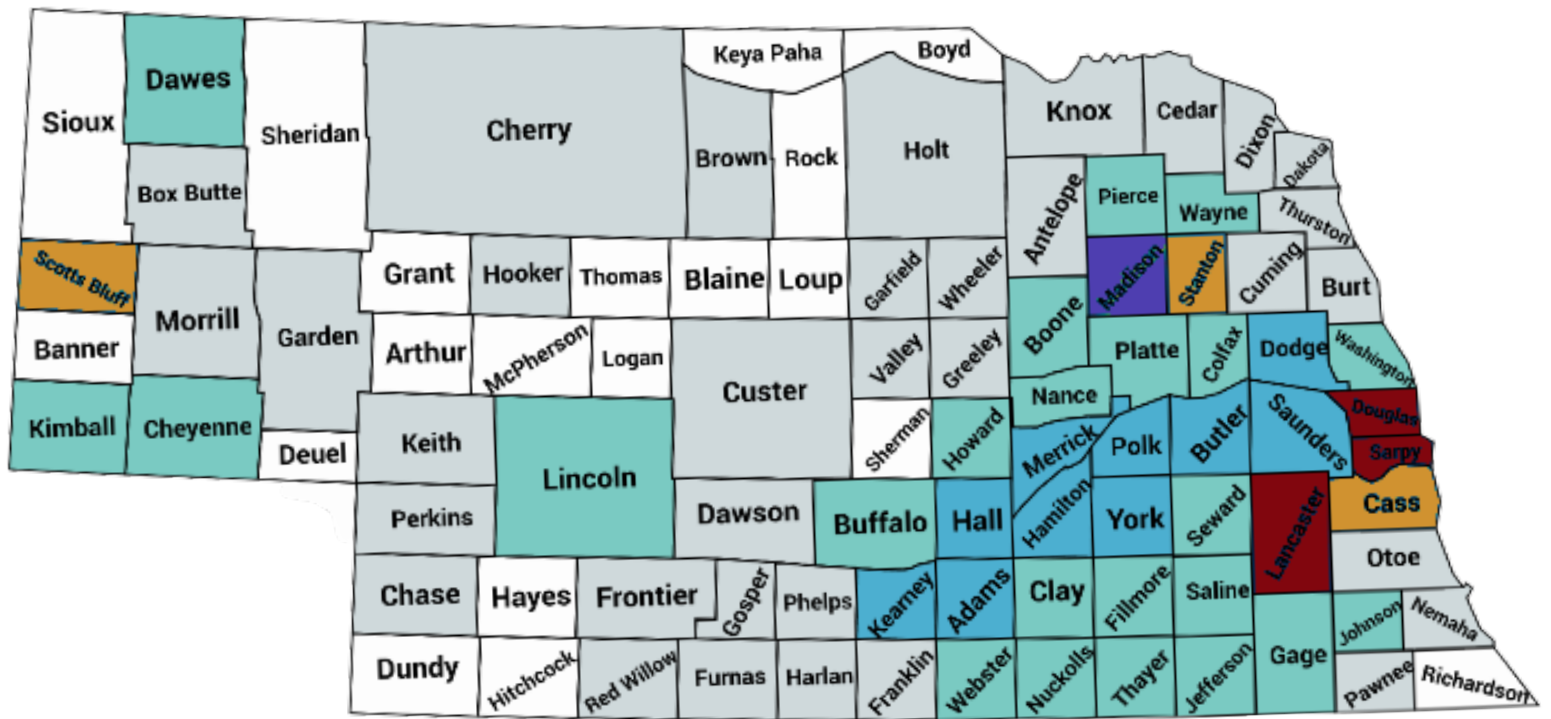


The chart above reflects the top 10 of 22 optional responses to the question: *What is the primary nature of your mentoring program(s)?(Please select up to 5 core outcomes your program is working to achieve)* • 57 responded; 3 skipped

STRENGTHS, CHALLENGES & OPPORTUNITIES: GEOGRAPHIC CONCENTRATION

While respondents offer mentoring at multiple locations or serve multiple counties, the inventory of programmatic mentoring in Nebraska illustrates a geographic concentration of organizations providing mentoring services in eastern, urban areas.

In fact, 15 or more organizations reported serving Douglas, Sarpy, and Lancaster counties each. The prevalence of mentoring programs extends from this concentrated center, with multiple organizations serving surrounding counties throughout eastern Nebraska. Despite this geographic concentration, multiple organizations reported providing services further east in Scotts Bluff, Kimball, Cheyenne, Lincoln, and Dawes counties. *See Appendix 4.*



of Organizations Providing Mentoring



The map above represents the number of organizations indicating they provide mentoring services in each county. Data is aggregated from responses to the following question: *What counties do you serve? (Please list the names of counties served in Nebraska; if you provide services in counties in another state please list those counties and identify the state).* Non-respondents with known mentoring programs were included based on the county of their principal location.

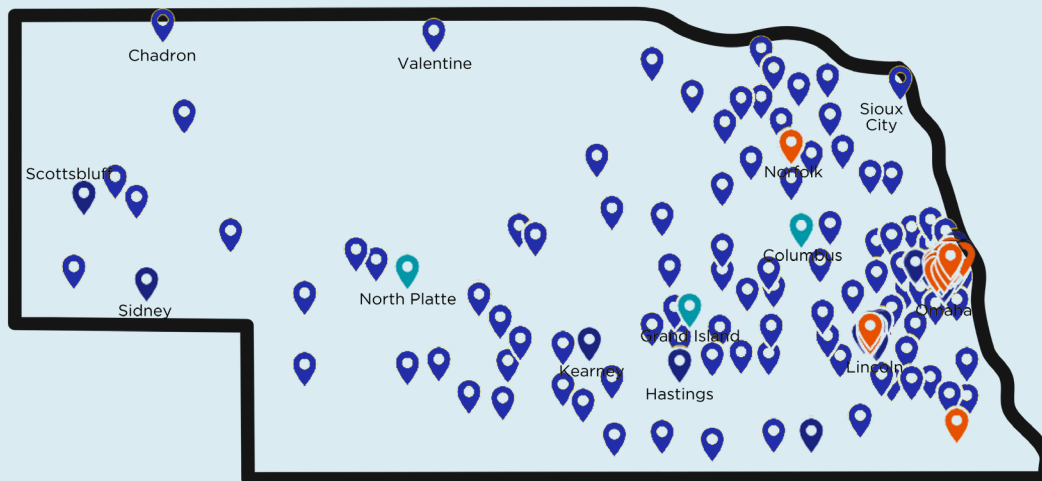
Here it should be noted that while several organizations reported serving the entire state, the following counties were not explicitly listed as counties served by organizations with mentoring programs. These counties are concentrated in the central and eastern part of the state and represented in the county map in white.

Additional outreach is recommended in these areas to identify possible existing programs and/or opportunities to support program growth in counties with high need and limited opportunity.


Data reveals that 34 of 93 Nebraska counties have only one mentoring organization providing services in the entire county. In many cases, one school-based organization is the only mentoring available in many counties. The maps below are used illustratively to show the influence of the organization in reaching across Nebraska.



PRIMARY ADDRESS OF RESPONDENTS PLUS SITES/CHAPTERS



 MENTOR Nebraska Member Partner

 Other Known Programs

 Other Survey Respondents

The map above represents the primary address of respondents and known sites and chapters. While some programs offer multiple site locations and service coverage, this map largely reflects the concentrated service coverage apparent through our inventory and is used illustratively in this context.

STRENGTHS, CHALLENGES & OPPORTUNITIES: PARTNERSHIP, REPRESENTATION, GROWTH AND BARRIERS

As part of the strengths-based assessment, organizations shared their current strengths, goals for the future, and challenges that might impede progress.

PARTNERSHIP

Collaboration was most frequently cited as a factor that influences an organization's ability to provide mentoring services in the community. Organizations indicated relationships with schools, coaches, nonprofit organizations, mental health professionals, and others are a key external strength.

While a majority of organizations indicated they experience favorable relationships with school districts (56%, 31 of 55) and are included in community collective impact efforts (62%, 17 of 55), about one fourth of organizations were neutral about these partnerships. MENTOR Nebraska member partners responded similarly to other organizations on this assessment.

STRONG SCHOOL DISTRICT RELATIONSHIPS

Program	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
MENTOR Nebraska Member Partner	7.69%	30.77%	30.77%	30.77%	23.08%
Program Provider	0%	7.14%	19.05%	33.33%	23.81%
Overall	1.82%	5.45%	21.82%	32.73%	23.63%

The chart above compares the percentages of MENTOR Nebraska member partners and other respondents responding to the statement: *Our mentoring program has a strong relationship with the school districts we serve.* 55 responded; 5 skipped. Of the 55, 8 or 15% said this question was not applicable.

INCLUDED IN COMMUNITY EFFORTS SUCH AS COLLECTIVE IMPACT OR COALITIONS

Program	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
MENTOR Nebraska Member Partner	7.69%	0%	30.77%	38.46%	23.08%
Program Provider	2.38%	4.76%	16.67%	50.00%	11.90%
Overall	3.64%	3.64%	20.00%	47.27%	14.55%

The chart above compares the percentages of MENTOR Nebraska member partners and other respondents responding on to the statement: *Our mentoring program is usually included in collective impact efforts or coalitions.* 55 responded; 5 skipped. Of the 55, 6 or 11% said this question was not applicable.

REPRESENTATION

Internally, organizations were proud to highlight staff representation and cultural competency – emphasizing unique experiences and connections to community. These strengths are especially important as organizations seek to reach new target populations.

Although staff representation and organizational cultural competency was identified as a common strength, many organizations also shared that this strength does not extend into recruitment. Nearly half of MENTOR Nebraska member partners (46%, 6 of 13) say they are not able to recruit mentors that match the demographics of their participants, which is approximately one third African American. One possible, and more favorable, interpretation of this data is that MENTOR Nebraska member partners' demographic collection also helps them quantitatively understand recruitment gaps. In contrast, only 11% (5 of 42) of program providers (non-member partners) indicated a challenge with representative mentors and a majority (57%, 24 of 42) report that mentors match the demographic of participants. Program providers (non-member partners) also had a higher percentage of unknown racial demographics than MENTOR Nebraska member partners in aggregate, which may affect these organization's ability to assess mentor representation quantitatively.

STRENGTHS OF THE SECTOR: INTERNAL REPRESENTATION & CULTURAL COMPETENCY



“Kids find us relevant and culturally informed”

“Culturally-competent staff and strong connections to the communities of the youth”

“We have a great group of staff that work hard to build relationships with our participants. I feel as though our staff are uniquely experienced and qualified to provide high quality programming.”

“Language and cultural competency.”

The comments above represent the theme of cultural competency in response to the question: What is your mentoring program's greatest internal strength and/or most unique aspect? Organizational names have been removed to provide confidentiality.

MENTOR REPRESENTATION

Program	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
MENTOR Nebraska Member Partner	0%	46.15%	15.38%	23.08%	15.38%
Program Provider	0%	11.90%	14.29%	45.24%	11.90%
Overall	0%	20.00%	14.55%	40.00%	12.73%

The chart above compares the percentages of MENTOR Nebraska member partners and other respondents responding to the statement: Our mentoring program is able to recruit mentors that reflect the demographics of our mentees. 55 responded; 5 skipped. Of the 55, 7 or 13% said this question was not applicable.

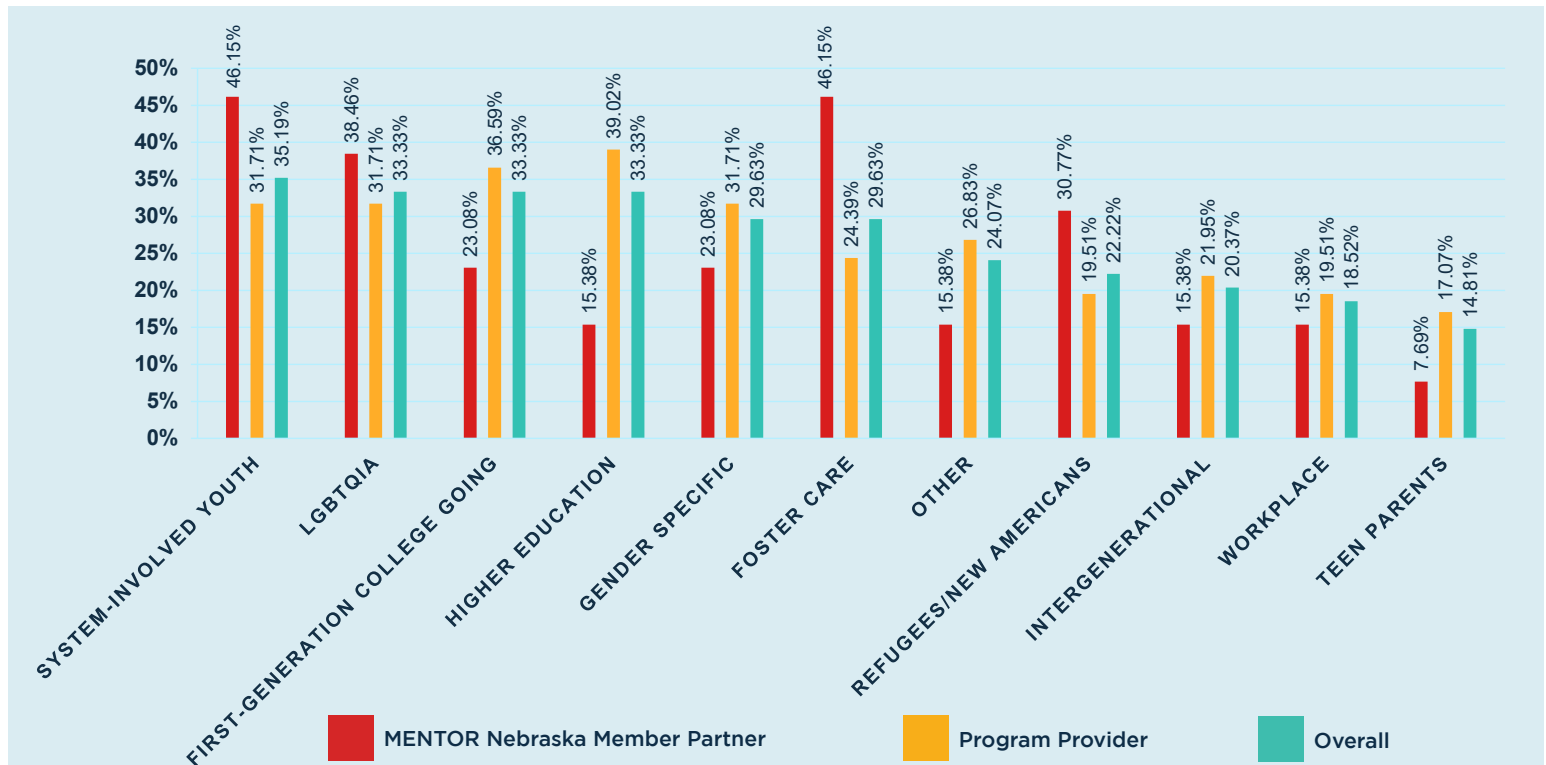
GROWTH, TARGET POPULATIONS AND RECRUITMENT

More broadly, nearly all programs mentioned some type of growth when asked about goals for the future – whether it be providing different types of mentoring, reaching other communities, or increasing the number of matches. In identifying and planning for growth, MENTOR Nebraska can recognize the nuances within these conditions and support organizations as they seek to expand into new forms of mentoring, replicate services in new communities or target populations, or increase the number of participants overall.

TYPES OF PROGRAM GROWTH		
Program Expansion	Program Replication	Program Growth
<p>An extension; different types of mentoring program design</p> <p>Example: Success Mentors, peer-to-peer</p>	<p>Model services in other stakeholder communities</p> <p>Example: Expand services to an adjacent city or county</p>	<p>Same thing, but more of it</p> <p>Example: Engaging more students and mentors in existing programming</p>

Looking ahead, organizations indicated they would be likely to incorporate juvenile justice-involved, LGBTQIA, refugee, and foster care populations in future programming. Program providers (non-partners) were especially interested in first generation college going, higher education, and gender specific programming. In addition to the overall target populations, MENTOR Nebraska member partners placed emphasis in mentoring programs for Refugees and New Americans.

Other areas of future programming included STEM related workshops, offering speakers or guest mentors, mentoring focused on workplace outcomes and efforts focused on school attendance. Organizations also identified interests in reaching people of color, youth with hearing disabilities, as well as children with anxiety. *See Appendix 15.*



The chart above represents responses to the question: *As you look ahead, what specific areas of mentoring would you be most likely to include in your programming? (Please select all that apply)* • 54 responded; 6 skipped.

Interestingly, the sector's top target populations for existing and future services are nearly identical. Justice-involved, first-generation college going, and LGBTQIA were identified as both current and future priorities.

TOP 5 EXISTING & FUTURE TARGET POPULATIONS

Priority	Existing	Future
1	System-Involved Youth 34.55%	System-Involved Youth 35.19%
2	First Generation College Going 30.91%	LGBTQIA 33.33%
3	Foster Care 29.09%	First Generation College Going 33.33%
4	LGBTQIA 21.82%	Higher Education 33.33%
5	Gender Specific 18.18%	Gender Specific 29.63%

The chart above represents the top 5 responses to the questions: *Please share any specific youth focus areas of existing programming. (Please select all that apply).* Other has been removed due to lack of consistency and for comparative purposes. • 55 responded, 5 skipped

As you look ahead, what specific areas of mentoring would you be most likely to include in your programming? (Please select all that apply) • 55 responded, 5 skipped



MENTOR Nebraska member partners and respondents overall expressed interest in providing increased service to youth in the justice system both now, and in the future. Many of these existing programs responded to the questionnaire and indicated they serve statewide or have presence within juvenile facilities. The table below represents the counties with the largest number of youth involved in the justice system across all dispositions compared to the state average of 81. Nebraska’s largest counties (Douglas, Sarpy, and Lancaster) also have the highest number of youth involved in the justice system, far surpassing the average. While there is a concentration of youth involved in the justice system in Nebraska, 35 counties have less than 15 youth involved in the justice system. *See Appendix 17.*

COUNTIES WITH HIGHEST NUMBER OF YOUTH INVOLVED IN JUVENILE JUSTICE SYSTEM	
County	Number of Youth in Justice System
Douglas County	2,011
Lancaster County	980
Sarpy County	552
Hall County	435
Scotts Bluff County	409
Lincoln County	253
Adams County	237
Buffalo County	230
Dodge County	181
Madison County	178
Dawson County	154
Platte County	147
Gage County	131
Cass County	89
Saline County	88
Average Among Nebraska’s Counties	81
<i>Counties with more youth involved in justice system than the statewide average of 81 based on a data query of Nebraska Crime Commission database for 2019.</i>	

Educational attainment is traditionally associated with mentoring outcomes and was also identified as a desired outcome for 40% (23 of 57) of respondents. Nebraska communities average a graduation rate above 93% and on average more than 92% of individuals in Nebraska counties have a high school diploma, equivalent or higher. Yet, gaps within educational attainment still exist and first-generation college going students were identified as a target population among respondents. Organizations interested in supporting these community outcomes might focus on counties with low relative educational attainment and graduation rates. Of note, all but one (Platte County) here were also identified as counties with high proportions of people of color, reinforcing the importance of access of mentoring for diverse populations. *See Appendix 18.*

COUNTIES WITH LIMITED EDUCATIONAL ATTAINMENT

County	Graduation Rate	Percentage of Population with a High School Diploma or Equivalent
Thurston County	78.09%	89.1%
Platte County	88.05%	88.9%
Dodge County	88.18%	88.9%
Hall County	88.70%	84.6%
Dakota County	88.87%	76.5%
Colfax County	88.88%	69.3%
Average Among Nebraska's Counties	93%	92%

Counties with graduation rates and high school attainment well below the state average (93% and 92% respectively). To be included above, counties must have both graduate rates and the percent of population with a high school diploma under 90% as calculated from Public High School 5-Year Graduation Rates by County, Special Tabulation by NDE, prepared by UNO CPAR and American Community Survey 5-Year Estimates 2015-2019, S1501.

Many of the desired outcomes reflect attention to general youth development and positive adult relationships. This signals that respondents may target youth within low-income families that may experience poverty, food insecurity, or other risk factors. Existing organizations may consider increasing services to the counties below in order to reach highly disadvantaged populations based on a combination of community factors. See Appendix 20.

COUNTIES WITH MULTIPLE RISK FACTORS

County	Percentage of Population in Poverty	Percentage of Children Experiencing Food Insecurity	Percentage of the Community with 3 or More Risk Factors
Pawnee County	18.90%	25.30%	31.12%
Sheridan County	17.10%	24.50%	36.47%
Arthur County	13.30%	20.70%	31.83%
Average Among Nebraska's Counties	10.65%	16.93%	24.44%

Counties with high poverty rates, childhood food insecurity and risk factors compared to the state averages of 10.7%, 16.93%, 24.4%. To be included above, counties must have had poverty rates over 13%, childhood food insecurity over 20% and more than 30% of the population with 3+ risk factors as calculated from ACS 5-Year Estimates 2015-2019, S1701; Feeding America, U.S. Census Experimental Data.

Outreach and service to these target populations depend on both supply and demand. To this end, a majority of organizations (60%, 33 of 55) said they are able to recruit enough mentors to meet current demand. Yet, mentor recruitment was also cited as a top challenge area – particularly for MENTOR Nebraska member partners.

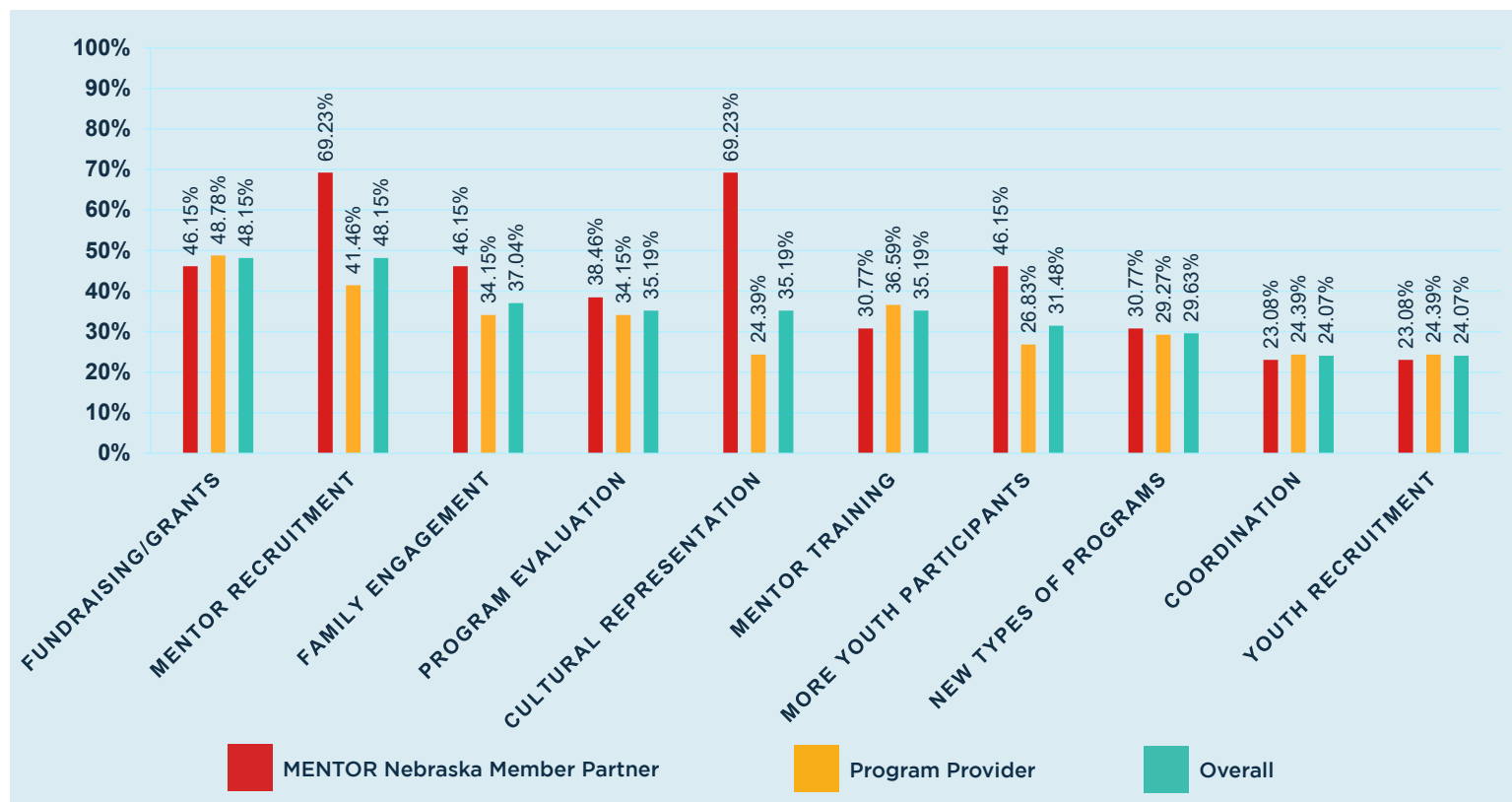
MENTOR RECRUITMENT

Program	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
MENTOR Nebraska Member Partner	15.38%	15.38%	0%	38.46%	30.77%
Program Provider	2.38%	14.29%	9.52%	45.24%	11.90%
Overall	5.45%	14.55%	7.27%	43.64%	16.36%

The chart above compares the percentages of Mentor Nebraska member partners and other respondents responding to the statement: *Our mentoring program is able to recruit mentors to match the number of youth wanting a mentor.* 55 responded; 5 skipped. Of the 55, 7 or 13% said this question was not applicable.

GROWTH OR CHALLENGE AREAS

Organizations were given an opportunity to select up to five challenge areas that might prevent organizations from the growth they talked about in their goals. While a majority of organizations (60%, 33 of 55) said they are able to recruit enough mentors to meet current demand, mentor recruitment was also cited as a top challenge area. Consistent with feedback throughout the questionnaire, 69% (9 of 14) of MENTOR Nebraska member partners highlighted recruitment and cultural representation as especially high and important challenges. Family engagement was also among the top five growth areas for organizations. It is also important to recognize that fundraising grants was a universal challenge, as was program evaluation. New programming, coordination with partners, and youth recruitment were also top 10 growth or challenge areas, with fairly consistent percentages of both sets of respondents selecting these areas. *See Appendix 14.*



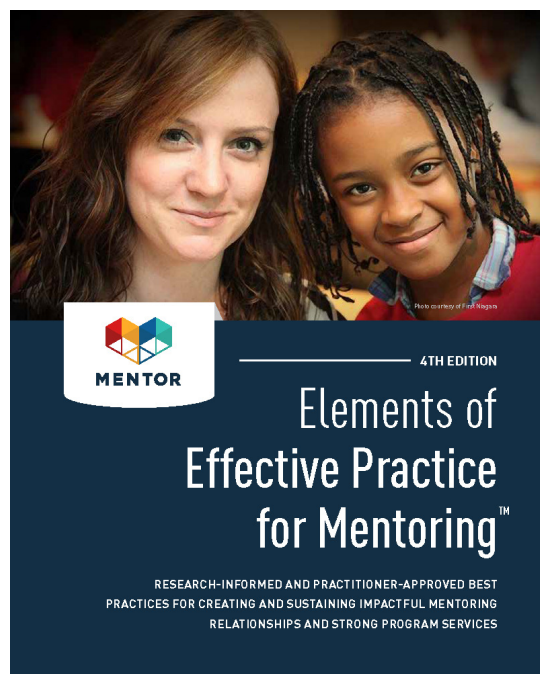
The chart above represents the top 10 responses to the question: *What areas do you see as growth or challenge areas for your organization? (Please select up to 5)* • 54 responded; 6 skipped. The remaining 8 responses are outlined in Appendix 14.

STRENGTHS, CHALLENGES & OPPORTUNITIES: ELEMENTS OF EFFECTIVE PRACTICE

In addition to access to mentoring opportunities, MENTOR Nebraska’s mission amplifies high-quality experiences. The *Elements of Effective Practice for Mentoring* (EEP) details research-informed and practitioner-approved standards for creating and sustaining quality youth mentoring programs and consequently, impactful mentoring relationships. These elements are considered best practices within the mentoring sector, and are implemented in various degrees by MENTOR Nebraska member partners. MENTOR Nebraska regularly hosts trainings on EEP for these member partners and others.

As expected, program providers (non-partners) were less familiar with EEP than member partners. About 25% (11 of 44) of respondents indicated EEP guides all their services or has been used to guide work compared with 60% (8 of 13) of MENTOR Nebraska member partners. Interestingly, about half of the 9 organizations who said EEP guides all services were non-partners (5) and half were MENTOR Nebraska member partners (4). However, non-partners were twice as likely to indicate they have never heard of EEP; all but one MENTOR Nebraska member partner said they are familiar with EEP.

While some programs use EEP regularly, familiarity and implementation occur in degrees. Just over 30% of MENTOR Nebraska member partners (4 of 13) and 57% of non-partners (or 29 of 57 overall) indicate they are familiar or somewhat familiar with EEP. Familiarity in this context indicates awareness, but not necessarily buy-in or implementation. This may be a function of program design, knowledge or expertise on EEP, capacity, or another objection. Programs may also not identify themselves as using EEP, even though their program design may adhere to many of the conceptual tenants. Nevertheless, the prevalence of familiarity compared with use, creates an opportunity for discussion and potential refinement – both in how MENTOR Nebraska presents, shares, and offers tangible steps for implementation and possibly in the practices themselves to ensure relevancy.



USE AND FAMILIARITY WITH ELEMENTS OF EFFECTIVE PRACTICE					
Program	Not at All Familiar	Somewhat Familiar	Familiar	Very Familiar	Extremely Familiar
MENTOR Nebraska Member Partner	7.69%	0.0%	30.77%	30.77%	30.77%
Program Provider	18.18%	31.82%	25%	13.64%	11.36%
Overall	15.79%	24.56%	26.32%	17.54%	15.79%

The chart above compares the percentages of MENTOR Nebraska member partners and other respondents responding to the question: How familiar is your program with the Elements of Effective Practice (EEP) for Mentoring? • 57 responded; 3 skipped

STRENGTHS, CHALLENGES & OPPORTUNITIES: OTHER MENTORING CONDITIONS





A mapping exercise itself should be concerned not only with an inventory of mentoring programs, but also with the context(s) in which that mentoring occurs. Earlier sections of this report highlight counties with community conditions that align with target populations identified by respondents. This section reviews additional community and school district data, and compares various conditions to the location and prevalence of mentoring. In doing so, the comparison highlights both where community or school district conditions are unfavorable, and where mentoring is available as a supportive intervention.

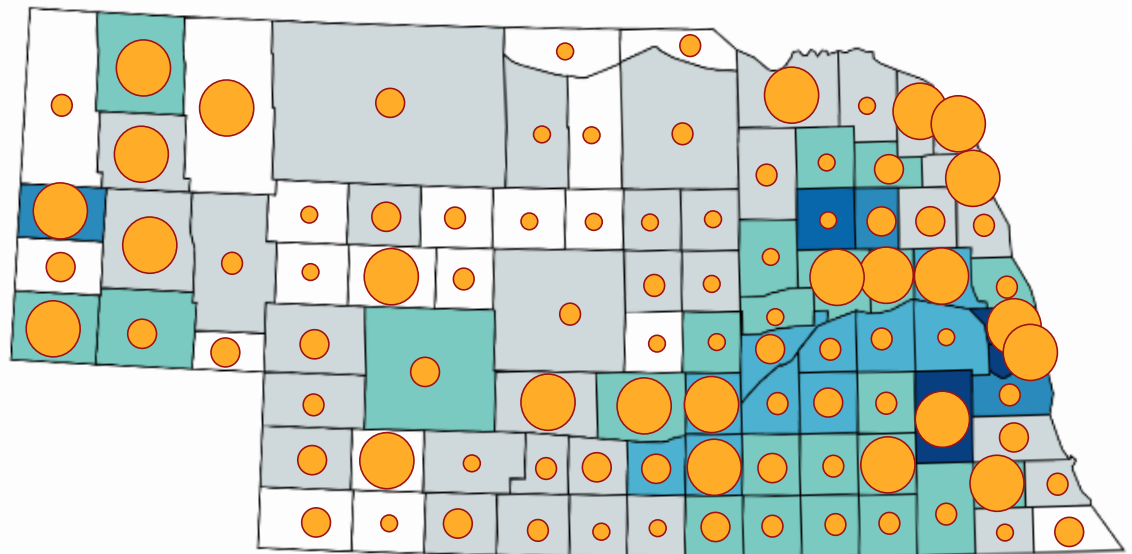
MENTORING AND POPULATIONS OF COLOR

More broadly, nearly all programs mentioned some type of growth when asked about goals for the future – whether it be providing different types of mentoring, reaching other communities, or increasing the number of matches. In identifying and planning for growth, MENTOR Nebraska can recognize the nuances within these conditions and support organizations as they seek to expand into new forms of mentoring, replicate services in new communities or target populations, or increase the number of participants overall.

ORGANIZATIONS PROVIDING MENTORING AND PERCENTAGE OF NON-WHITE POPULATION BY COUNTY

Nebraska Average by County: 11%

Frequency of Programming		
	No explicit agencies known	
	1 organization	
	2 organizations	
	3 organizations	
	4 organizations	
	5 organizations	
	15+ organizations	
Non-White Population		
	0% - 4.7%	23
	4.8% - 7.4%	25
	7.5% - 12.4%	21
	13% - 64%	24



As reported by survey respondents and presence of known programs. Community data from the American Community Survey, 5-Year Estimates 2015-2019, DP05 using the inverse of the percentage of non-Hispanic white population.

MENTORING AND YOUTH INVOLVED IN JUSTICE SYSTEM

Of the 7,573 youth with justice-involvement according to the Nebraska Crime Commission, 7,486 (98%) live in counties with at least one organization explicitly providing mentoring services. Furthermore, mentoring appears concentrated in areas with counties with a high average of youth involved in the justice system. *See Appendix 20.*

RELATIONSHIP BETWEEN MENTORING AND JUVENILE JUSTICE INVOLVEMENT

Number of Organizations Providing Mentoring in the County	Average Number of Youth Involved in Justice System
0	5
1	28
2	54
3	105
4	173
5	178
15	980
25	552
36	2,011

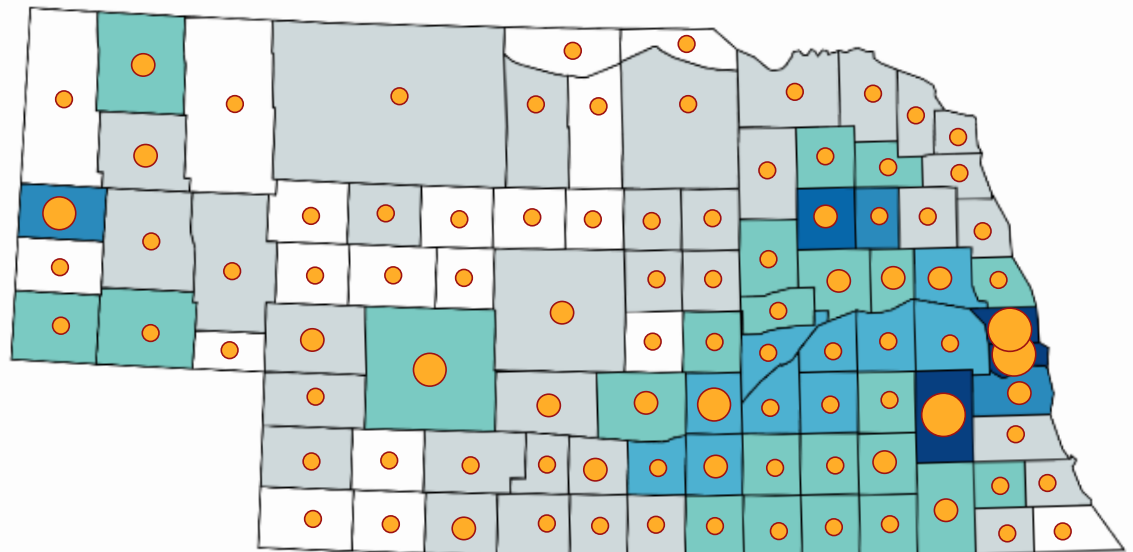
As reported by survey respondents and presence of known programs. Community data from the Nebraska Crime Commission, Basic Data Query, 2019 All Dispositions.

Geographically, this presents itself much like other indicators - with concentrations of need in urban areas where mentoring is also high.

ORGANIZATIONS PROVIDING MENTORING AND YOUTH INVOLVED IN JUSTICE SYSTEM BY COUNTY

Nebraska Average by County: 81

Frequency of Programming		
	No explicit agencies known	
	1 organization	
	2 organizations	
	3 organizations	
	4 organizations	
	5 organizations	
	15+ organizations	
Youth Involved in Justice System		
	Less than 50	71
	51-249	16
	250-499	3
	500+	3



As reported by survey respondents and presence of known programs. Community data from the Nebraska Crime Commission, Basic Data Query, 2019 All Dispositions.

EDUCATIONAL ATTAINMENT

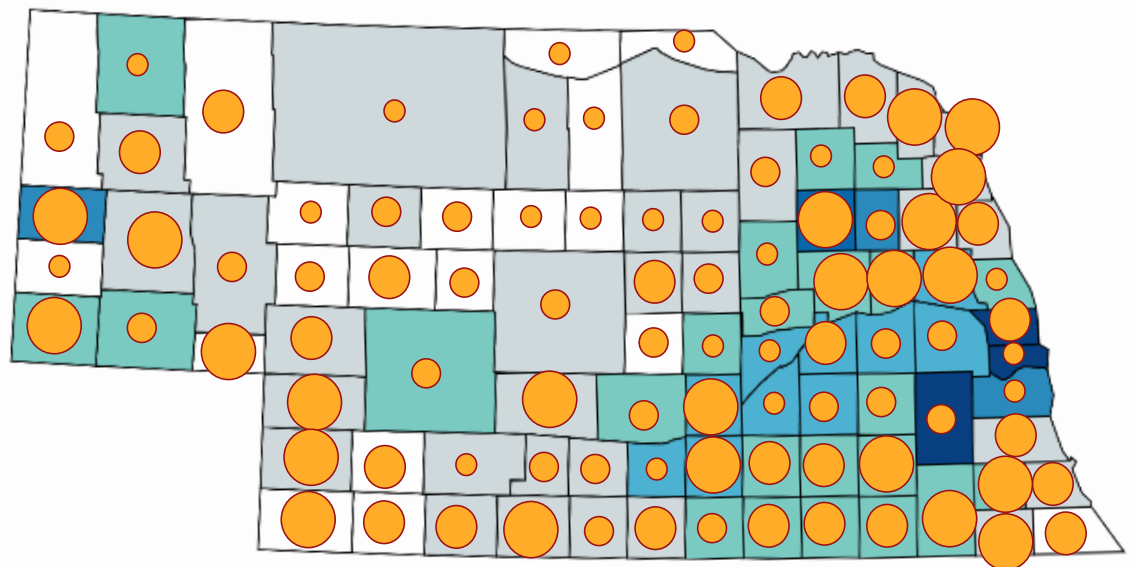
High levels of overall educational attainment characterize Douglas, Sarpy, and Lancaster counties - where mentoring is also most prevalent. However, Scotts Bluff and Madison counties also have a significant mentoring presence, but are among the counties with the lowest educational attainment statewide. Only one county (Dundy) was identified as having among the lowest percentage of population with a High School diploma or higher, and also lacking explicit mentor programming. *See Appendix 18.*



ORGANIZATIONS PROVIDING MENTORING AND POPULATION WITH HIGH SCHOOL EDUCATION BY COUNTY

Nebraska Average by County: 92%

Frequency of Programming		
	No explicit agencies known	
	1 organization	
	2 organizations	
	3 organizations	
	4 organizations	
	5 organizations	
	15+ organizations	
HS+ Attainment (Population)		
	94.2% - 98.1%	23
	93% - 94.1%	25
	90.2% - 93%	22
	69.3% - 90.2%	23



As reported by survey respondents and presence of known programs. Community data reflects the percentage of population with a high school diploma, equivalent or higher from American Community Survey, 5-Year Estimates 2015-2019, S1501.

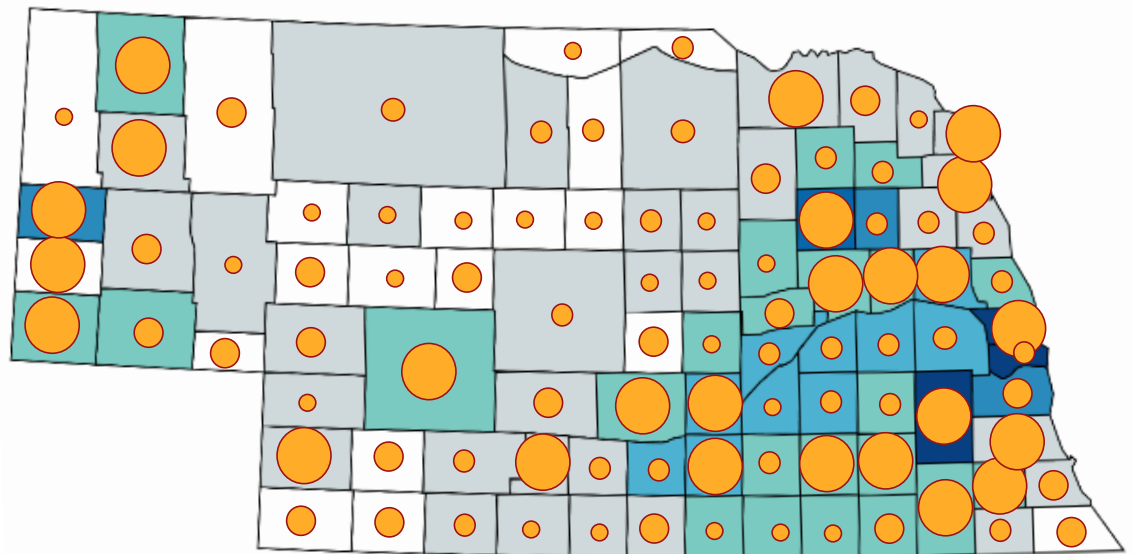
In addition to educational attainment across the entire population over 25 years old, high school graduation rates reflect a common educational indicator among school districts and communities. This presents a slightly different view of educational need across the state in relation to mentoring. In examining graduation rates and mentoring frequency, half (4 of 7) the counties with the most mentoring services are also among the counties with the lowest graduation rates. While this trend is not consistent statewide, it does illustrate that mentoring is, in many cases, positioned to respond to support educational outcomes.



ORGANIZATIONS PROVIDING MENTORING AND GRADUATION RATES BY COUNTY

Nebraska Average by County: 93%

Frequency of Programming		
	No explicit agencies known	
	1 organization	
	2 organizations	
	3 organizations	
	4 organizations	
	5 organizations	
	15+ organizations	
High School Graduation Rates		
	96.5% - 100%	23
	94.2% - 96.4%	26
	91.7% - 94%	20
	53.8% - 91.1%	24







As reported by survey respondents and presence of known programs. Community data reflects the high school graduate rate by county over 5 years according to a Special Tabulation by Nebraska Department of Education, prepared by UNO's Center for Public Affairs Research.

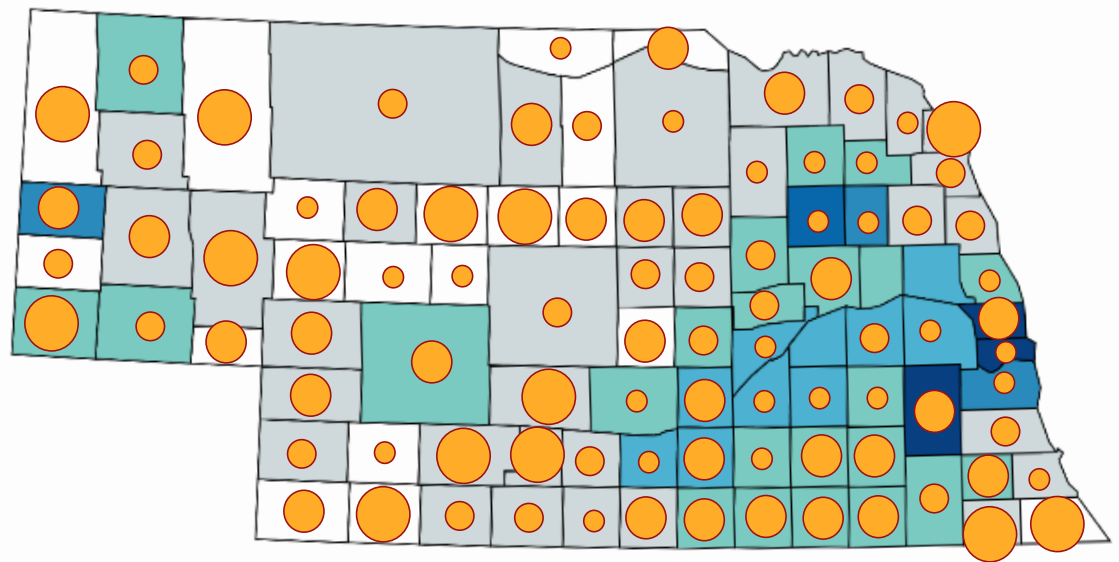
OTHER RISK FACTORS

The lack of organizations known to provide mentoring in central and western Nebraska is particularly concerning when considering other risk factors. Such risk factors may include poverty, lack of health insurance coverage, communication barriers, and other variables that influence a household's ability to respond in crisis. While these areas overall have a similar percentage of clients with three or more risk factors, at a county level there are six counties with high-risk populations but no mentoring programs. In eastern Nebraska, Dakota, Pawnee, and Richardson counties all have populations with relatively high-risk factors and few organizations known to provide mentoring services. See *Appendix 19*.

ORGANIZATIONS PROVIDING MENTORING AND POPULATION WITH 3+ RISK FACTORS BY COUNTY

Nebraska Average by County: 24%

Frequency of Programming	
	No explicit agencies known
	1 organization
	2 organizations
	3 organizations
	4 organizations
	5 organizations
	15+ organizations
% Pop with 3+ Risk Factors	
	17.8% - 21.85% 25
	21.88% - 24.04% 23
	24.33% - 27.61% 23
	27.73% - 36.47% 22



As reported by survey respondents and presence of known programs. Community data reflects the percentage of households by county with 3 or more risk factors based on experimental data from the U.S. Census. Risk factors include aged 65 and above; low-income household; single or no caregiver household; household communication barrier; employment status; disability status; physical crowding; lack of health insurance; respiratory disease; heart disease; and diabetes.

ASSOCIATED SCHOOL FACTORS: COST PER PUPIL, ATTENDANCE, FREE AND REDUCED LUNCH





Of all the community and school district variables identified, the most clear relationship emerged between cost per pupil and mentoring frequency. As the number of mentoring programs in a county increases, the expenditures per student decreases. On average, Nebraska Public School Districts spend about \$19,818 per pupil based on financial reporting from the Nebraska Department of Education. However, as the number of organizations providing mentoring increases, cost per pupil expenditures decrease. The counties with 15 or more organizations providing mentoring services also seemingly spend the least amount on students. And while additional analysis may be useful to better understand how expenditures are classified and calculated, this trend suggests mentoring is offered in locations where it is needed most. See *Appendix 20*.

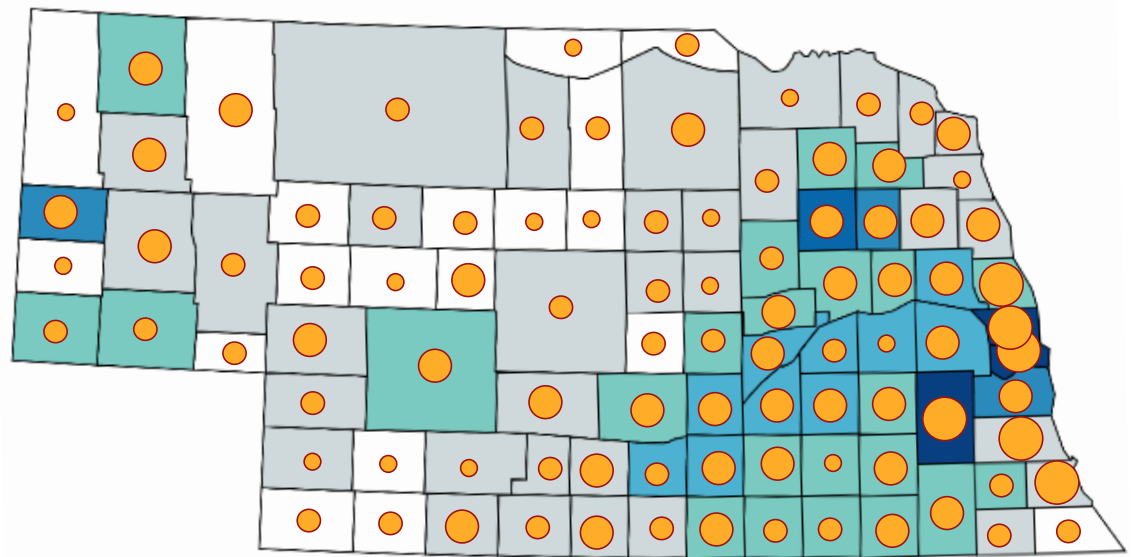
While mentoring programs are in places that have less student spending and higher poverty rates, it's important to note that mentoring is not an offset for student spending and the goal is for all communities to have robust mentoring services. There is more work to be done to ensure that services are directed to the neighborhoods and individual schools that need it the most. Identifying individual schools is especially important as it reflects the within-district funding inequities.

Geographically, the six counties with an average cost per pupil under \$15,000 are all in eastern Nebraska. And while four of these counties have significant mentoring programming, Otoe and Nemaha counties lack this same coverage. *See Appendix 20.*

ORGANIZATIONS PROVIDING MENTORING AND COST PER PUPIL

Nebraska Average by County: \$19,818

Frequency of Programming		
	No explicit agencies known	
	1 organization	
	2 organizations	
	3 organizations	
	4 organizations	
	5 organizations	
	15+ organizations	
Cost Per Pupil		
	\$25,000 - \$38,879	15
	\$20,000 - \$24,976	34
	\$15,000 - \$19,980	38
	\$12,527 - \$14,737	6



Cost per pupil represents an average of expenditure per pupil by county in relation to the number of organizations providing mentoring by county. This information is based on averages of multiple data points. The number of organizations by county is based on reporting from survey respondents and presence of known programs. The cost per pupil is based on school district expenditure data from the Nebraska Department of Education financial reports.

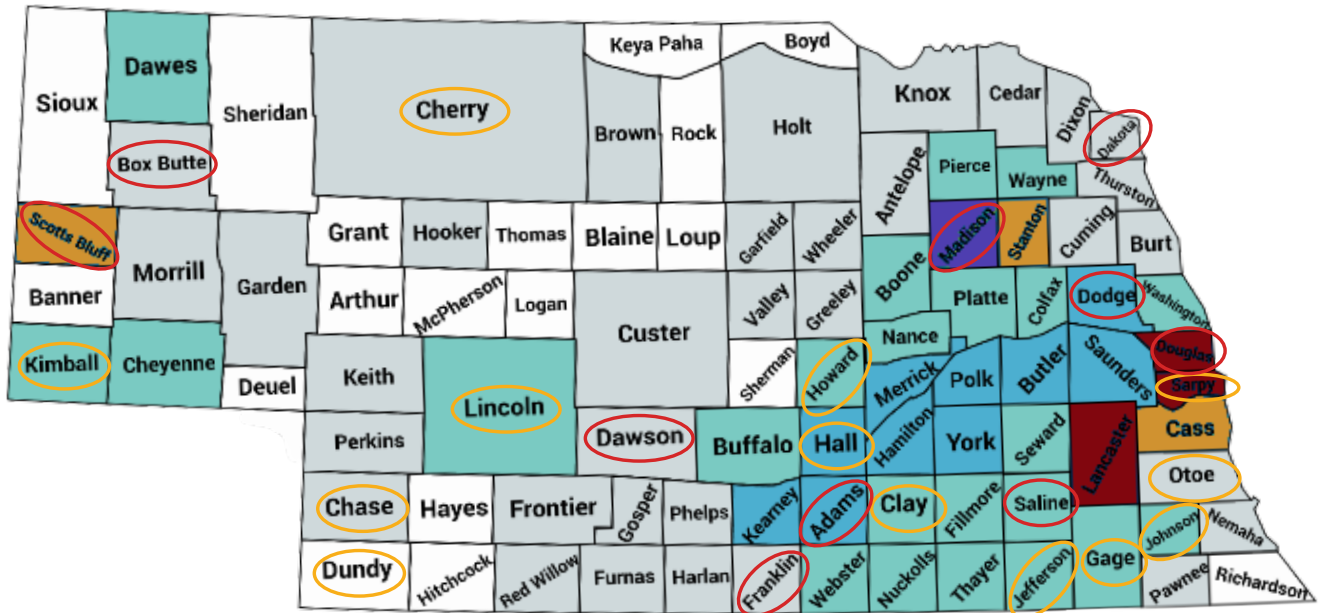
While there appears to be a clear relationship between expenditures and mentoring, relationships between free and reduced lunch, attendance rate, and mentoring opportunities are less apparent. At this aggregate county level, the counties with the highest percentage of students eligible for free and reduced lunch occur in western and central Nebraska – where mentoring appears to be less prevalent based on the project’s inventory. Additionally, relatively high attendance rates across the state prevent adequate basis for analysis. Only two counties have attendance rates under 90% (Hamilton and Cherry). *See Appendix 20.*

To more clearly identify opportunities for MENTOR Nebraska and other programming it became necessary to evaluate data at a district level. Analysis of cost per pupil, free and reduced lunch, and attendance among school districts revealed a set of 28 school districts for additional attention – 14 classified as high need and 14 at the next highest level of need. The school districts below met two of three conditions for inclusion, representing high levels of need across multiple variables. Here it is important to note that Omaha, Ralston, and Fremont public schools met each standard for inclusion and may therefore be considered among the highest need districts in the state. Additionally, three of these school districts are located in Scotts Bluff County, suggesting a concentration of need in the panhandle in addition to the metro area. *See Appendix 21.*

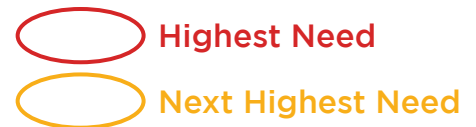
SCHOOL DISTRICTS IDENTIFIED FOR ADDITIONAL ATTENTION	
Highest Need	Next Highest Need
Hastings Public Schools	Wauneta-Palisade Public Schools
Alliance Public Schools	Cody-Kilgore Public Schools
So Sioux City Community Schools	Harvard Public Schools
Lexington Public Schools	Dundy Co Stratton Public Schools
Fremont Public Schools	Beatrice Public Schools
Ralston Public Schools	Southern School District 1
Omaha Public Schools	Grand Island Public Schools
Franklin Public Schools	Elba Public Schools
Norfolk Public Schools	Fairbury Public Schools
Crete Public Schools	Johnson Co Central Public Schools
Scottsbluff Public Schools	Kimball Public Schools
Mitchell Public Schools	North Platte Public Schools
Morrill Public Schools	Nebraska City Public Schools
Minatare Public Schools	Bellevue Public Schools

On average, these school districts report 62% of students on free and reduced lunch – well over the state average of 42%. Minatare and Harvard public schools each have more than 85% of students eligible for free and reduced lunch. Expenditures per pupil are also significantly lower than the state average. These school districts spend on average \$17,641 per pupil. The poverty rate in the majority of these counties is above the state average. This is especially true in Norfolk Public Schools where the county poverty rate is over 17%.

Nearly half (21) of the target school districts are geographically located where there are already at least two organizations providing mentoring services. The target districts within Box Butte, Cherry, Chase, Dundy, Dawson, Franklin, and Dakota counties are less likely to have mentoring programming available, but have several unfavorable factors that identify them as candidates for additional mentoring supports. While limited school-based mentoring may exist in some of these districts, community-based programming may be a helpful additional intervention to complement these supports and assist in reaching more school-aged youth.



of Organizations Providing Mentoring



The map above reflects the location of school districts identified for additional attention based primarily on cost per pupil, attendance, free and reduced lunch. In some cases, there are multiple targets identified in a single county. Data corresponding to these school districts is available in Appendix 21.

School districts with the highest need for mentoring services:

1. Hastings Public Schools
2. Alliance Public Schools
3. So Sioux City Community Schools
4. Lexington Public Schools
5. Fremont Public Schools
6. Ralston Public Schools
7. Omaha Public Schools
8. Franklin Public Schools
9. Norfolk Public Schools
10. Crete Public Schools
11. Scottsbluff Public Schools
12. Mitchell Public Schools
13. Morrill Public Schools
14. Minatare Public Schools

CONCLUSION

HIGH LEVEL THEMES

MENTOR Nebraska's mapping project highlights factors of both access and quality. There are at least 139 distinct mentoring programs actively operating in Nebraska at more than 1,182 physical sites: nonprofits, churches, corrections facilities, schools and more. Based on respondent feedback, more than 22,000 youth participate in mentoring, with geographic concentration in and around the metro areas. School-based programming is offered in many of Nebraska's rural communities, providing mentoring services where there otherwise may not be opportunity. Yet, this singular delivery method means individuals in many areas do not have access to community-based mentoring, or other mentoring models that account for different modes of engagement.

HOW/WHERE MENTORING HAPPENS

The inventory also reflected commonality within program design: A majority of organizations offer one-on-one or group mentoring, taking place across the community or at nonprofits on a regular weekly or bi-weekly basis. Organizations see opportunity for mentoring to change the trajectory of participants - wherever they may live. Focus on social and emotional skills and general youth development reinforce the general, but important, effects of mentoring. And while there is not a clear relationship between mentoring and all the need categories assessed statewide, students in some of the highest

need school districts in the state also have access to the most mentoring programs. In other words, in many cases mentoring services are well-positioned to support communities. However, no organizations explicitly offer mentoring in 19 of Nebraska's 93 counties - and the report identified counties of high need and limited mentoring opportunities based on a variety of community factors. Additional outreach and dialogue in these communities may be helpful to identify uncharted organizations, or explore opportunities to bring in additional mentoring supports. In fact, partnership with school districts, local leaders, and sources of referrals was cited as a critical factor for success. MENTOR Nebraska has a unique role in facilitating these conversations, and can guide growing organizations toward areas with high need and limited opportunity to ensure youth across the state have access to positive mentoring experiences.

ACCESS TO MENTORING

Respondents further reinforced access to mentoring opportunity by emphasizing equity across questions. In particular, youth involved in the justice system, first-generation college going, and LGBTQIA represent target populations both now and in the future. And while organizations cited challenges in recruiting diverse mentors, they also highlighted the cultural competency of their staff. To this end, MENTOR Nebraska can support organizations with external recruitment, and assistance in outreach to target populations.

LOOKING FORWARD

In looking forward, nearly all programs referenced growth - whether reaching new populations, creating new programs, and/or increasing the number of participants. Programs with specific interests may consider expanding services in areas where those specific needs have also been identified. MENTOR Nebraska can further support organizations' growth capacity through training, fundraising, and other supports. MENTOR Nebraska's expertise with researched-backed Elements of Effective Practice (EEP) puts them in an especially strong position to provide such support. Statewide, many organizations are generally familiar with EEP, with varying levels of implementation. This further creates an opportunity for MENTOR Nebraska to engage organizations statewide, and provide consultation that accounts for varying levels of organizational maturity and evolution.

NEXT STEPS

Ultimately, this mapping project and associated inventory form a strong foundation for understanding the size, scope, activities, and environment of programmatic mentoring in Nebraska. It offers actionable next steps for MENTOR Nebraska and considerations for mentoring programs across the state.

In phase two of this planning effort, MENTOR Nebraska will incorporate feedback from participants, youth, and mentors to better understand the broader state of the mentoring sector and explore some of the needs and opportunities identified here.



APPENDICES

APPENDIX 1: LIST OF RESPONDENTS

*Program is a MENTOR Nebraska member partner.

100 Black Men of Omaha*

ACE Mentor Omaha*

ANDY Foundation

Asian Community & Cultural Center

Athlete2Athlete

Atlas: Lincoln

Banisters Leadership Academy

Big Brothers Big Sisters Lincoln*

Big Brothers Big Sisters of Central Nebraska*

Big Brothers Big Sisters Of The Midlands*

Big Pals-Little Pals of Greater Columbus*

Blue Valley Community Action Partnership

Boys & Girls Club of Lincoln/Lancaster County

CASA for Lancaster County

Catholic Charities

City Impact

Community Action Health Center

Community Connections Mentoring*

FITGirl, Inc.

Girl Scouts Spirit of Nebraska

Girls Inc of Omaha - Pathfinders Mentoring*

Greater Omaha Chamber

Greater Omaha Youth for Christ

Guide Right Omaha. Inc.

International Council for Refugees and Immigrants

Joslyn Art Museum

Kids Can Community Center*

Latino Center of the Midlands

MAYS Foundation

Mentoring Plus

MentoringWorks

Nebraska Department of Correctional Services

Nebraska Extension, Douglas-Sarpy Counties

Norfolk Family Coalition

Ollie Webb Center, Inc.*

Omaha Girls Rock

Omaha Street School

Omaha Young Life

Partnership 4 Hope Inc.

Partnership 4 Kids*

Project Everlast- Nebraska Children

Ralston Public Schools

Release Inc.*

Saint Francis Ministries

SAVE Program

Sidney High School Mentoring

Society of American Military Engineers

SPARKPositivity

T.R.A.C.life Mentoring

TeamMates Mentoring

The Bay (Rabble Mill)

The Bike Union Mentoring Project*

The Friends Program

The Zone Afterschool Program, Inc.

UNO Juvenile Justice Institute

YMCA Of Lincoln - Northeast

You Go Girl

Youth Emergency Services*

Youth for Greater Good

YWCA Lincoln

APPENDIX 2: QUESTIONNAIRE

- Organizational Contact Information
- How would you classify your organization?
- Please share the contact information for the individual completing this report.
- If different than above, please share the contact information for the individual responsible for mentoring programs.
- What is the name of your mentoring program(s)? (If different than the name of your organization)
- How many distinct mentoring programs does your organization offer?
- How many sites is your program offered at? (Ex: Number of schools)
- How would you describe your mentoring model(s)? (Please select all that apply)
- For your program(s), where does mentoring take place? (Please select all that apply)
- What is the primary nature of your mentoring program(s)? (Please select up to 5 core outcomes your program is working to achieve)
- How often do mentors and mentees typically meet?
- What is the operating period for your mentoring program(s)?
- How familiar is your program with the *Elements of Effective Practice (EEP) for Mentoring*?
- What is your mentoring program's greatest internal strength and/or most unique aspect?
- How do mentees become involved in your program? (Please select all that apply)
- What counties do you serve? (Please list the names of counties served in Nebraska; if you provide services in counties in another state please list those counties and identify the state)
- What school districts or universities do you serve? (Please list the names of specific school districts rather than geographic areas)
- Please indicate the grade levels your program currently serves. (Please select all that apply)
- Through your mentoring programs, approximately how many total youth are mentored annually? Please share unduplicated counts if youth participate in multiple mentoring programs.
- Please share an estimated percentage of youth served in each racial demographic category. Responses represent a percent and should add up to 100. If you do not collect this information please put 100 in the unknown box.
- Please share any specific youth focus areas of existing programming. (Please select all that apply)
- Our mentoring program is able to recruit mentors to match the number of youth wanting a mentor.
- Our mentoring program is able to recruit mentors that reflect the demographics of our mentees.
- Our mentoring program has a strong relationship with the school districts we serve.
- Our mentoring program is usually included in collective impact efforts or coalitions.
- What other factors have had a positive impact on your ability to provide mentoring services in your community? Please share anything you would like to add about the mentoring landscape in your community.
- What are your organization's preferred methods for information sharing and professional development? (Please select all that apply)
- As you look ahead, what specific areas of mentoring would you be most likely to include in your programming? (Please select all that apply)
- What areas do you see as growth or challenge areas for your organization? (Please select up to 5)
- Where do you see your organization in the next 5 years? Please write any other goals you'd like to tell us about.
- Would you like a member of MENTOR Nebraska to contact you about a particular area of interest? Please provide some background below.
- Is there anything else you'd like to add?



APPENDIX 3: ORGANIZATIONS CONTACTED

MENTOR Nebraska reached out to these organizations, but they did not participate in the survey.

The Urban A.M.P. (Artist Mentorship Program)

ANDY Foundation - Omaha

Atlas - Lincoln

Sioux City Boost

Boys Town - Academic Mentors - Omaha

Center for Holistic Development Grandfriends - Omaha

College of St. Mary

Project Everlast/Connected Youth Initiative - Lincoln Area

Crossroads Connection Mentoring Program

DREAM

East African Development Association of Nebraska

El Centro de las Americas - Latino Leadership Youth Program

Global Leadership Mentoring Program

Jesuit Academy

Keys Foundation

Lead UP

MVP 4 Life

Nebraska Correctional Youth Facility (NCYF) Mentor Program

Omaha North High School - DREAM (Directing, Recruiting, Education, and Mentoring)

Omaha NorthStar

Omega Phi Psi Fraternity

Region 6 Behavioral Healthcare

SENCA (Southeast Nebraska Community Action) Head Start Youth Mentoring

Special Olympics Project Unify

YouTurn - Omaha

Hope Center for Kids

Huespring

Girls Inc. - Lincoln

Abide - Mentoring Program

Befriend Mentoring Program - Norfolk

Tipping Point

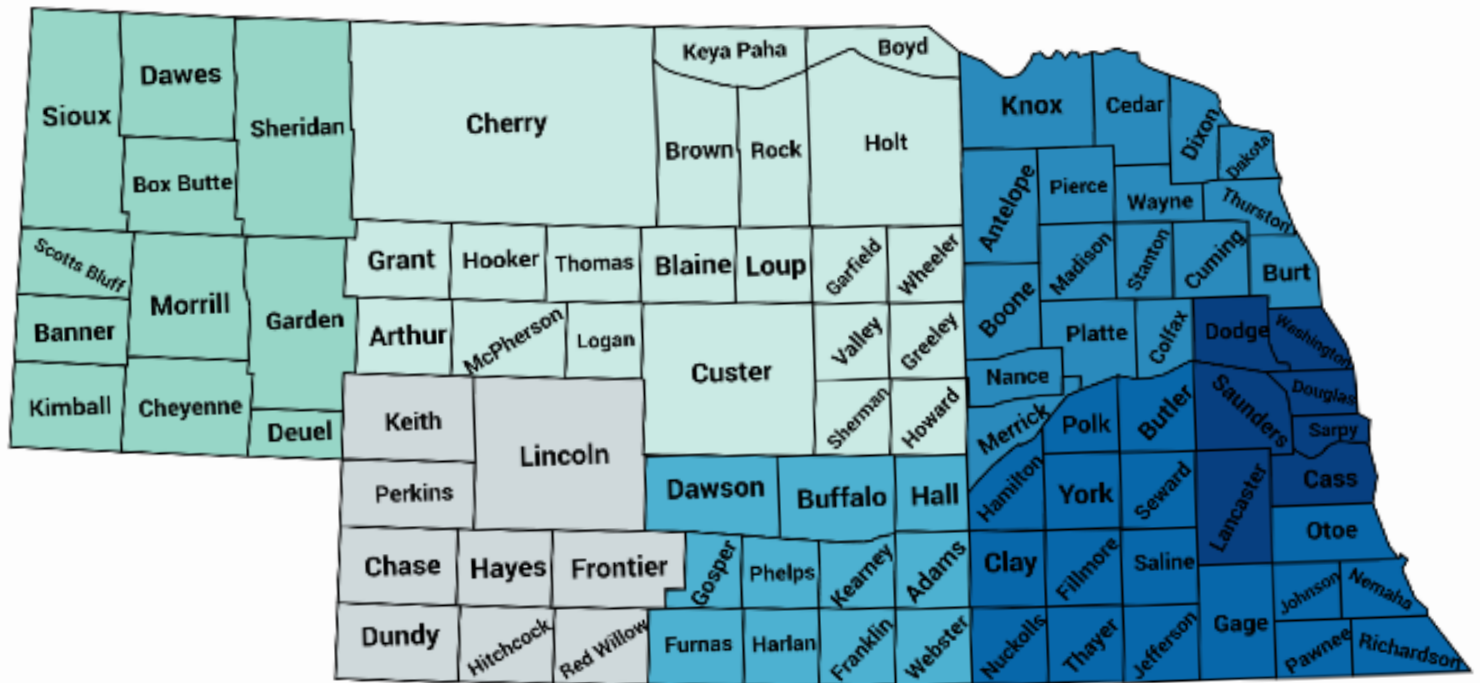


APPENDIX 4A: NUMBER OF ORGANIZATIONS PROVIDING MENTORING SERVICES BY COUNTY

Based on survey respondents' stated coverage and primary location of other organizations known to provide mentoring.

County Name	Number of Organizations Providing Mentoring	County Name	Number of Organizations Providing Mentoring	County Name	Number of Organizations Providing Mentoring
Adams	3	Frontier	1	Nance	2
Antelope	1	Furnas	1	Nemaha	1
Arthur	0	Gage	2	Nuckolls	2
Banner	0	Garden	1	Otoe	1
Blaine	0	Garfield	1	Pawnee	1
Boone	2	Gosper	1	Perkins	1
Box Butte	1	Grant	0	Phelps	1
Boyd	0	Greeley	1	Pierce	2
Brown	1	Hall	3	Platte	2
Buffalo	2	Hamilton	3	Polk	3
Burt	1	Harlan	1	Red Willow	1
Butler	3	Hayes	0	Richardson	0
Cass	4	Hitchcock	0	Rock	0
Cedar	1	Holt	1	Saline	2
Chase	1	Hooker	1	Sarpy	25
Cherry	1	Howard	2	Saunders	3
Cheyenne	2	Jefferson	2	Scotts Bluff	4
Clay	2	Johnson	2	Seward	2
Colfax	2	Kearney	3	Sheridan	0
Cuming	1	Keith	1	Sherman	0
Custer	1	Keya Paha	0	Sioux	0
Dakota	1	Kimball	2	Stanton	4
Dawes	2	Knox	1	Thayer	2
Dawson	1	Lancaster	15	Thomas	0
Deuel	0	Lincoln	2	Thurston	1
Dixon	1	Logan	0	Valley	1
Dodge	3	Loup	0	Washington	2
Douglas	36	Madison	5	Wayne	2
Dundy	0	McPherson	0	Webster	2
Fillmore	2	Merrick	3	Wheeler	1
Franklin	1	Morrill	1	York	3

APPENDIX 4B: NUMBER OF ORGANIZATIONS PROVIDING MENTORING SERVICES BY REGION



Frequency of Programming		
	Prairie Lakes	7
	Sandhills	11
	Panhandle	13
	Frontier Trails	19
	Lewis & Clark	32
	Pioneer Country	33
	Metro	88

The map above represents the number of organizations indicating they provide mentoring services in each region. Data is aggregated from responses to the following question: *What counties do you serve? (Please list the names of counties served in Nebraska; if you provide services in counties in another state please list those counties and identify the state).* Non-respondents with known mentoring programs were included based on the county of their principal location. Counties were assigned regions based on the Nebraska Department of Tourism, and the number of organizations serving each region was identified by aggregating the county totals within each region. Therefore, there is some duplication.

APPENDIX 5: REFERRAL SOURCE

Based on responses to the question: How do mentees become involved in your program? (Please select all that apply)

55 Answered, 5 Skipped

Selection	MENTOR Nebraska Member Partner		Program Provider		Overall	
	Number Selecting	Percent Selecting	Number Selecting	Percent Selecting	Number Selecting	Percent Selecting
Self-Referral	9	69.23%	24	57.14%	33	60.00%
Parent/Caregiver	9	69.23%	19	45.24%	28	50.91%
Other	5	38.46%	16	52.38%	21	49.09%
Caseworker	8	61.54%	17	40.48%	25	45.45%
Teacher	5	38.46%	22	38.10%	27	38.18%

APPENDIX 6: GRADES SERVED

Based on responses to the question: Please indicate the grade levels your program currently serves. (Please select all that apply)

55 Answered, 5 Skipped

Selection	MENTOR Nebraska Member Partner		Program Provider		Overall	
	Number Selecting	Percent Selecting	Number Selecting	Percent Selecting	Number Selecting	Percent Selecting
High School Ages	1	84.62%	4	71.43%	5	74.55%
Middle School Ages	6	69.23%	15	66.67%	21	67.27%
K-5	9	46.15%	28	35.71%	37	38.18%
College Age	11	30.77%	30	38.10%	41	36.36%
Pre-K	4	7.69%	16	9.52%	20	9.09%



APPENDIX 7: PARTICIPANT RACE

Based on responses to the question: Please share an estimated percentage of youth served in each racial demographic category. Responses represent a percent and should add up to 100. If you do not collect this information please put 100 in the unknown box.

55 Answered, 5 Skipped

Selection	MENTOR Nebraska Member Partner		Program Provider		Overall	
	Number Selecting	Percent Selecting	Number Selecting	Percent Selecting	Number Selecting	Percent Selecting
White	436	33.5%	1,116	26.6%	1,552	28.22%
Unknown	101	7.8%	1,222	29.1%	1,323	24.05%
Black or African American	434	33.4%	859	20.5%	1,293	23.51%
Hispanic or Latino	191	14.7%	413	9.8%	604	10.98%
Two or More Races	73	5.6%	244	5.8%	317	5.76%
Other	17	1.3%	172	4.1%	189	3.44%
Asian	37	2.8%	113	2.7%	150	2.73%
American Indian or Alaska Native	11	0.8%	47	1.1%	58	1.05%
Native Hawaiian or Other Pacific Islander	0	0.0%	14	0.3%	14	0.25%

APPENDIX 8: EXISTING TARGET POPULATIONS

Based on responses to the question: Please share any specific youth focus areas of existing programming.

(Please select all that apply)

55 Answered, 5 Skipped

Selection	MENTOR Nebraska Member Partner		Program Provider		Overall	
	Number Selecting	Percent Selecting	Number Selecting	Percent Selecting	Number Selecting	Percent Selecting
Other (please specify)	6	46.15%	14	33.33%	20	36.36%
Youth Involved in Justice System	5	38.46%	14	33.33%	19	34.55%
First-Generation College Going	4	30.77%	13	30.95%	17	30.91%
Foster Care	3	23.08%	13	30.95%	16	29.09%
LGBTQIA	3	23.08%	9	21.43%	12	21.82%
Gender Specific	3	23.08%	7	16.67%	10	18.18%
Refugees/New Americans	0	0.00%	8	19.05%	8	14.55%
Teen Parents	1	7.69%	6	14.29%	7	12.73%
Intergenerational	0	0.00%	4	9.52%	4	7.27%



APPENDIX 9: TYPE OF MENTORING

Based on responses to the question: How would you describe your mentoring model(s)? (Please select all that apply)

57 Answered, 3 Skipped

Selection	MENTOR Nebraska Member Partner		Program Provider		Overall	
	Number Selecting	Percent Selecting	Number Selecting	Percent Selecting	Number Selecting	Percent Selecting
One-on-One	10	76.92%	29	65.91%	39	68.42%
Group <i>(one mentor matched with a group of youth)</i>	3	23.08%	18	40.91%	21	36.84%
Team <i>(multiple adults with distinct roles/skills)</i>	3	23.08%	14	31.82%	17	29.82%
Peer-to-Peer <i>(experienced colleagues or students offer peer advice and coaching to one another)</i>	3	23.08%	13	29.55%	16	28.07%
E-Mentoring <i>(virtual, prior to COVID19)</i>	1	15.38%	5	25.00%	6	22.81%
Unmatched <i>(no formal matching, relationships and groups are fluid)</i>	2	7.69%	11	11.36%	13	10.53%
Other <i>(please specify)</i>	2	15.38%	2	4.55%	4	7.02%



APPENDIX 10: FREQUENCY OF MENTORING

Based on responses to the question: How often do mentors and mentees typically meet?

57 Answered, 3 Skipped

Selection	MENTOR Nebraska Member Partner		Program Provider		Overall	
	Number Selecting	Percent Selecting	Number Selecting	Percent Selecting	Number Selecting	Percent Selecting
Weekly	2	15.38%	21	47.73%	23	40.35%
Bi-Weekly	5	38.46%	10	22.73%	15	26.32%
Other (please specify)	4	30.77%	10	22.73%	14	24.56%
Monthly	2	15.38%	3	6.82%	5	8.77%

APPENDIX 11: OPERATING PERIOD

Based on responses to the question: What is the operating period for your mentoring program(s)?

57 Answered, 3 Skipped

Selection	MENTOR Nebraska Member Partner		Program Provider		Overall	
	Number Selecting	Percent Selecting	Number Selecting	Percent Selecting	Number Selecting	Percent Selecting
Calendar Year (year-round)	12	92.31%	24	54.55%	36	63.16%
School Year (full)	4	30.77%	19	43.18%	23	40.35%
Summer	1	7.69%	6	13.64%	7	12.28%
School Year (specific semester or quarter)	0	0.00%	5	11.36%	5	8.77%
Other (please specify)	0	0.00%	4	9.09%	4	7.02%



APPENDIX 12: LOCATION OF MENTORING ACTIVITIES

Based on responses to the question: For your program(s), where does mentoring take place? (Please select all that apply)

57 Answered, 3 Skipped

Selection	MENTOR Nebraska Member Partner		Program Provider		Overall	
	Number Selecting	Percent Selecting	Number Selecting	Percent Selecting	Number Selecting	Percent Selecting
Various Locations in the Community	11	84.62%	21	47.73%	32	56.14%
Nonprofit Headquarters or Facility (agency)	7	53.85%	14	31.82%	21	36.84%
K-12 School (during the day)	5	38.46%	12	27.27%	17	29.82%
K-12 School (after school)	1	7.69%	14	31.82%	15	26.32%
After-School Program (off site)	3	23.08%	11	25.00%	14	24.56%
Other Nonprofit Partner Site	1	7.69%	11	25.00%	12	21.05%
Higher Education Institution	2	15.38%	6	13.64%	8	14.04%
Faith-Based Organization	1	7.69%	6	13.64%	7	12.28%
Public Recreation Center or Club	2	15.38%	4	9.09%	6	10.53%
Residential Facility	2	15.38%	4	9.09%	6	10.53%
Juvenile Justice Facility	1	7.69%	4	9.09%	5	8.77%
Online/Virtual (pre-COVID only)	1	7.69%	4	9.09%	5	8.77%
Workplace	1	7.69%	3	6.82%	4	7.02%
Other (please specify)	0	0.00%	4	9.09%	4	7.02%



APPENDIX 13: DESIRED PROGRAM OUTCOMES

Based on responses to the question: What is the primary nature of your mentoring program(s)? (Please select up to 5 core outcomes your program is working to achieve)

57 Answered, 3 Skipped

Selection	MENTOR Nebraska Member Partner		Program Provider		Overall	
	Number Selecting	Percent Selecting	Number Selecting	Percent Selecting	Number Selecting	Percent Selecting
Social-Emotional Skills	9	69.23%	25	56.82%	34	59.65%
General Youth Development (whole child)	8	61.54%	22	50.00%	30	52.63%
Providing a Caring Adult Relationship	9	69.23%	19	43.18%	28	49.12%
Educational Attainment/Academic Supports	6	46.15%	17	38.64%	23	40.35%
Leadership Development	3	23.08%	20	45.45%	23	40.35%
Recreational Activities/Hobbies	6	46.15%	14	31.82%	20	35.09%
Identity Development/Confidence	5	38.46%	15	34.09%	20	35.09%
Mental Health and Well Being	4	30.77%	15	34.09%	19	33.33%
Career Exploration	5	38.46%	12	27.27%	17	29.82%
Healthy Behaviors	5	38.46%	12	27.27%	17	29.82%
Life Skills/Independent Living	2	15.38%	11	25.00%	13	22.81%
College Preparation/Job Readiness	3	23.08%	9	20.45%	12	21.05%
Academic Enrichment	1	7.69%	10	22.73%	11	19.30%
Faith-Based	1	7.69%	8	18.18%	9	15.79%
Family Support	1	7.69%	8	18.18%	9	15.79%
Community Service or Service Learning	2	15.38%	6	13.64%	8	14.04%
Other (please specify)	2	15.38%	6	13.64%	8	14.04%
STEM	0	0.00%	6	13.64%	6	10.53%
Juvenile Justice/Re-Entry	1	7.69%	5	11.36%	6	10.53%
Violence Prevention/Reduction in Aggressive Behavior	1	7.69%	4	9.09%	5	8.77%
Workplace	2	15.38%	2	4.55%	4	7.02%
Reduce Recidivism	1	7.69%	3	6.82%	4	7.02%



APPENDIX 14: GROWTH AND CHALLENGE AREAS

Based on responses to the question: What areas do you see as growth or challenge areas for your organization? (Please select up to 5)

54 Answered, 6 Skipped

Selection	MENTOR Nebraska Member Partner		Program Provider		Overall	
	Number Selecting	Percent Selecting	Number Selecting	Percent Selecting	Number Selecting	Percent Selecting
Fundraising/ Grants	6	46.15%	20	48.78%	26	48.15%
Mentor Recruitment	9	69.23%	17	41.46%	26	48.15%
Family Engagement	6	46.15%	14	34.15%	20	37.04%
Program Evaluation	5	38.46%	14	34.15%	19	35.19%
Cultural Representation	9	69.23%	10	24.39%	19	35.19%
Mentor Training	4	30.77%	15	36.59%	19	35.19%
More Youth Participants	6	46.15%	11	26.83%	17	31.48%
New Types of Programs	4	30.77%	12	29.27%	16	29.63%
Coordination	3	23.08%	10	24.39%	13	24.07%
Youth Recruitment	3	23.08%	10	24.39%	13	24.07%
Staff Development/ Retention	3	23.08%	7	17.07%	10	18.52%
Developing Meaningful Activities for Mentors/Youth	4	30.77%	5	12.20%	9	16.67%
Match Support	4	30.77%	4	9.76%	8	14.81%
Integrating Mentoring	1	7.69%	4	9.76%	5	9.26%
COVID/Disaster Response	0	0.00%	4	9.76%	4	7.41%
Other (please specify)	0	0.00%	4	9.76%	4	7.41%
Program Design	0	0.00%	2	4.88%	2	3.70%
Matching Process	0	0.00%	1	2.44%	1	1.85%



APPENDIX 15: FUTURE TARGET POPULATIONS

Based on responses to the question: As you look ahead, what specific areas of mentoring would you be most likely to include in your programming? (Please select up to 5)

54 Answered, 6 Skipped

Selection	MENTOR Nebraska Member Partner		Program Provider		Overall	
	Number Selecting	Percent Selecting	Number Selecting	Percent Selecting	Number Selecting	Percent Selecting
Youth Involved in Justice System	6	46.15%	13	31.71%	19	35.19%
LGBTQIA	5	38.46%	13	31.71%	18	33.33%
First-Generation College Going	3	23.08%	15	36.59%	18	33.33%
Higher Education (University, Community College, etc.)	2	15.38%	16	39.02%	18	33.33%
Gender Specific	3	23.08%	13	31.71%	16	29.63%
Foster Care	6	46.15%	10	24.39%	16	29.63%
Other (please specify)	2	15.38%	11	26.83%	13	24.07%
Refugees/New Americans	4	30.77%	8	19.51%	12	22.22%
Intergenerational	2	15.38%	9	21.95%	11	20.37%
Workplace	2	15.38%	8	19.51%	10	18.52%
Teen Parents	1	7.69%	7	17.07%	8	14.81%

APPENDIX 16: POPULATIONS OF COLOR AND MENTORING PROGRAMMING

Sorted highest to lowest non-white population. Mentoring data based on survey respondents stated coverage and primary location of other organizations known to provide mentoring. Population race reflects the percentage of non-white population from American Community Survey, 5-Year Estimates 2015-2019, DP05.

County Name	Percent Non-White Population	Number of Organizations Providing Mentoring
County Average	11%	
Thurston	64.3%	1
Dakota	52%	1
Colfax	51.1%	2
Dawson	41.2%	1
Hall	33.3%	3
Saline	31%	2
Douglas	30.6%	36
Scotts Bluff	28%	4
Platte	21.6%	2
McPherson	20.3%	0
Johnson	19.6%	2
Sarpy	19%	25
Sheridan	18.9%	0
Lancaster	18.8%	15
Box Butte	18.6%	1
Morrill	18.2%	1
Dodge	16.3%	3
Dixon	15.8%	1
Dawes	14.9%	2
Knox	14.4%	1
Adams	14.1%	3
Kimball	13.8%	2
Buffalo	13%	2
Chase	13%	1
Dundy	12.4%	0
Lincoln	12.3%	2
Deuel	12.2%	0
Cherry	12.1%	1
Cuming	11.9%	1
Otoe	11.2%	1
Clay	10.8%	2
Cheyenne	10.5%	2
Keith	10.3%	1
Wayne	10.1%	2
Banner	9.7%	0
York	9.5%	3
Webster	8.5%	2
Hayes	8.3%	0
Red Willow	8.3%	1
Stanton	8.2%	4
Hooker	8.1%	1
Kearney	7.9%	3
Phelps	7.8%	1

County Name	Percent Non-White Population	Number of Organizations Providing Mentoring
Richardson	7.8%	0
Merrick	7.5%	3
Gosper	7.4%	1
Sioux	7.4%	0
Polk	7.2%	3
Burt	7.1%	1
Holt	6.7%	1
Furnas	6.6%	1
Jefferson	6.5%	2
Cass	6.4%	4
Fillmore	6.4%	2
Nemaha	6.2%	1
Garden	5.7%	1
Butler	5.6%	3
Logan	5.6%	0
Gage	5.5%	2
Washington	5.5%	2
Custer	5.4%	1
Nuckolls	5.4%	2
Hamilton	5.3%	3
Seward	5.3%	2
Valley	5.3%	1
Thayer	5.1%	2
Boyd	5%	0
Thomas	5%	0
Antelope	4.9%	1
Perkins	4.8%	1
Saunders	4.7%	3
Harlan	4.6%	1
Pawnee	4.6%	1
Howard	4.5%	2
Brown	4.4%	1
Franklin	4.3%	1
Grant	4.3%	0
Arthur	4.2%	0
Frontier	3.9%	1
Greeley	3.9%	1
Pierce	3.8%	2
Sherman	3.7%	0
Boone	3.6%	2
Cedar	3.6%	1
Nance	3.6%	2
Rock	3.5%	0
Wheeler	3.1%	1
Garfield	2.9%	1
Loup	2.1%	0
Madison	1.5%	5
Keya Paha	1.4%	0
Hitchcock	0.9%	0
Blaine	0%	0

APPENDIX 17: JUVENILE JUSTICE INVOLVEMENT AND MENTORING PROGRAMMING

Sorted highest to lowest, number of youth involved in justice system based on a basic data query from the Nebraska Crime Commission, 2019, all dispositions. Mentoring data based on survey respondents' stated coverage and primary location of other organizations known to provide mentoring.

County Name	Number of Youth Involved in Justice System	Number of Organizations Providing Mentoring
County Average	81	
Douglas	2,011	36
Lancaster	980	15
Sarpy	552	25
Hall	435	3
Scotts Bluff	409	4
Lincoln	253	2
Adams	237	3
Buffalo	230	2
Dodge	181	3
Madison	178	5
Dawson	154	1
Platte	147	2
Gage	131	2
Cass	89	4
Saline	88	2
Keith	74	1
Box Butte	69	1
Custer	64	1
Dawes	64	2
Red Willow	64	1
Colfax	61	2
Phelps	53	1
Otoe	50	1
Cuming	49	1
Dakota	49	1
Saunders	47	3
Washington	47	2
Holt	41	1
Clay	37	2
York	37	3
Antelope	33	1
Cedar	33	1
Burt	31	1
Cheyenne	31	2
Seward	31	2
Butler	30	3
Richardson	27	0
Kearney	22	3
Sheridan	22	0
Stanton	22	4
Hamilton	20	3
Polk	20	3
Wayne	20	2

County Name	Number of Youth Involved in Justice System	Number of Organizations Providing Mentoring
Franklin	19	1
Knox	19	1
Valley	19	1
Cherry	18	1
Fillmore	18	2
Merrick	17	3
Morrill	17	1
Nemaha	16	1
Hitchcock	15	0
Kimball	14	2
Furnas	12	1
Jefferson	12	2
Johnson	12	2
Dixon	11	1
Pierce	11	2
Howard	10	2
Sherman	10	0
Thayer	10	2
Harlan	9	1
Nuckolls	9	2
Nance	8	2
Brown	7	1
Garden	7	1
Thurston	7	1
Pawnee	6	1
Boone	4	2
Greeley	4	1
Webster	4	2
Boyd	3	0
Chase	3	1
Dundy	3	0
Frontier	3	1
Perkins	3	1
Rock	3	0
Garfield	2	1
Hayes	2	0
Deuel	1	0
Gosper	1	1
Logan	1	0
Arthur	0	0
Banner	0	0
Blaine	0	0
Grant	0	1
Hooker	0	0
Keya Paha	0	0
Loup	0	0
McPherson	0	0
Sioux	0	0
Thomas	0	0
Wheeler	0	1

APPENDIX 18: EDUCATIONAL ATTAINMENT AND MENTORING PROGRAMMING

Sorted by high school graduation rate. Mentoring data based on survey respondents' stated coverage and primary location of other organizations known to provide mentoring. Educational attainment reflects the percentage of population with a high school diploma, equivalent or higher from American Community Survey, 5-Year Estimates 2015-2019, S1501. Graduation rates by county over 5 years according to a Special Tabulation by Nebraska Department of Education, prepared by UNO's Center for Public Affairs Research.

County Name	High School Graduation Rate (5-Year Avg)	Educational Attainment: High School Graduate+	Number of Organizations Providing Mentoring
County Average	93%	92%	
Dawes	53.84%	96.10%	2
Thurston	78.09%	89.10%	1
Lancaster	83.62%	93.70%	15
Fillmore	83.91%	92.10%	2
Douglas	85.24%	90.60%	36
Box Butte	86.25%	90.70%	1
Gosper	87.80%	93.00%	1
Platte	88.05%	88.90%	2
Knox	88.13%	92.10%	1
Dodge	88.18%	88.90%	3
Banner	88.46%	97.00%	0
Hall	88.70%	84.60%	3
Dakota	88.87%	76.50%	1
Colfax	88.88%	69.30%	2
Buffalo	89.24%	93.10%	2
Adams	90.08%	90.00%	3
Johnson	90.10%	86.30%	2
Lincoln	90.13%	93.50%	2
Gage	90.43%	90.00%	2
Scotts Bluff	90.44%	88.00%	4
Saline	90.57%	83.50%	2
Otoe	90.73%	92.80%	1
Kimball	91.06%	88.70%	2
Madison	91.08%	89.20%	5
Chase	91.72%	88.10%	1
Franklin	91.87%	92.50%	1
Hayes	91.89%	90.20%	0
Hitchcock	92.39%	92.10%	0
Morrill	92.45%	87.50%	1
Arthur	92.50%	93.70%	0
Logan	92.54%	94.00%	0
Richardson	92.76%	92.20%	0
Cass	93.07%	94.40%	4
Nance	93.09%	93.20%	2

County Name	High School Graduation Rate (5-Year Avg)	Educational Attainment: High School Graduate+	Number of Organizations Providing Mentoring
Jefferson	93.18%	91.10%	2
Nemaha	93.32%	91.80%	1
Sherman	93.42%	93.00%	0
Keith	93.43%	91.50%	1
Dawson	93.83%	78.00%	1
Sheridan	93.84%	90.60%	0
Dundy	93.86%	83.10%	0
Antelope	93.88%	93.00%	1
Cheyenne	94.00%	93.60%	2
Deuel	94.00%	89.20%	0
Saunders	94.15%	93.20%	3
Holt	94.17%	93.50%	1
Cherry	94.17%	95.00%	1
Cedar	94.18%	92.50%	1
Sarpy	94.26%	95.50%	25
Butler	94.30%	93.00%	3
Brown	94.35%	95.10%	1
Burt	94.39%	91.30%	1
Phelps	94.52%	93.30%	1
Wayne	94.57%	96.00%	2
Pawnee	94.62%	87.60%	1
Boyd	94.87%	96.00%	0
Merrick	94.89%	94.20%	3
Frontier	94.93%	95.90%	1
Seward	95.22%	94.00%	2
Kearney	95.43%	96.40%	3
Clay	95.73%	91.50%	2
Stanton	95.83%	93.70%	4
Rock	95.95%	96.70%	0
Red Willow	96.16%	92.50%	1
Cuming	96.17%	88.40%	1
Polk	96.18%	91.40%	3
Washington	96.26%	95.60%	2
York	96.35%	93.60%	3
Pierce	96.39%	95.40%	2
Garfield	96.43%	96.30%	1
Custer	96.49%	93.40%	1
Nuckolls	96.53%	91.90%	2
Loup	96.77%	98.10%	0
Howard	96.80%	94.90%	2
Grant	96.83%	97.00%	0
Thayer	96.93%	92.40%	2
Dixon	96.97%	87.90%	1
Greeley	97.12%	93.90%	1

County Name	High School Graduation Rate (5-Year Avg)	Educational Attainment: High School Graduate+	Number of Organizations Providing Mentoring
Hamilton	97.12%	95.10%	3
McPherson	97.14%	90.40%	0
Wheeler	97.14%	95.60%	1
Boone	97.19%	94.90%	2
Keya Paha	97.22%	95.10%	0
Furnas	97.38%	88.80%	1
Blaine	97.62%	95.00%	0
Perkins	97.74%	88.00%	1
Valley	97.79%	92.30%	1
Hooker	98.82%	93.50%	1
Garden	98.84%	94.10%	1
Webster	99.00%	93.80%	2
Harlan	99.07%	93.00%	1
Sioux	100.00%	93.20%	0
Thomas	100.00%	93.90%	0

APPENDIX 19: RISK FACTORS AND MENTORING PROGRAMMING

Sorted highest to lowest by the percent of population with 3 or more risk factors as defined by the U.S. Census Bureau's experimentation data. Risk factors include aged 65 and above; low-income household; single or no caregiver household; household communication barrier; employment status; disability status; physical crowding; lack of health insurance; respiratory disease; heart disease; and diabetes. Poverty data from American Community Survey, 5-Year Estimates 2015-2019, S1701. Child Food Insecurity data retrieved from Feeding America, 2019. Mentoring data based on survey respondents' stated coverage and primary location of other organizations known to provide mentoring.

County Name	Percentage of Population with 3+ Risk Factors	Poverty Rate	Childhood Food Insecurity Rate	Number of Organizations Providing Mentoring
County Average	24%	10.7%	16.93%	
Sheridan	36.47%	17.10%	24.50%	0
Dakota	32.61%	16.20%	18.60%	1
Polk	31.97%	7.70%	14.80%	3
Kimball	31.92%	10.80%	17.50%	2
Arthur	31.83%	13.30%	20.70%	0
Boyd	31.3%	9.10%	15.40%	0
Pawnee	31.12%	18.90%	25.30%	1
Dawson	30.27%	12.70%	16.20%	1
Brown	30.24%	13.00%	21.10%	1
Wheeler	29.94%	13.20%	22.50%	1
Colfax	29.73%	12.70%	13.20%	2
Sioux	29.65%	8.50%	16.80%	0
Hall	28.82%	11.80%	16.80%	3
Richardson	28.68%	12.20%	19.20%	0
Hitchcock	28.66%	11.30%	19.70%	0
Garden	28.52%	7.70%	16.10%	1
Gosper	28.46%	5.40%	14.30%	1
Thomas	27.92%	8.40%	16.40%	0
Dodge	27.82%	12.50%	17.60%	3
Frontier	27.78%	9.00%	18.40%	1
Blaine	27.73%	13.00%	24.20%	0
Douglas	27.73%	12.00%	16.50%	36
Webster	27.61%	10.80%	17.80%	2
Lancaster	27.53%	12.50%	15.20%	15
Dundy	27.51%	10.60%	17.50%	0
Jefferson	26.96%	11.20%	17.00%	2
Garfield	26.87%	9.20%	16.20%	1
Hooker	26.54%	15.30%	22.80%	1
Scotts Bluff	26.54%	13.60%	17.70%	4
Lincoln	26.46%	9.90%	16.40%	2

County Name	Percentage of Population with 3+ Risk Factors	Poverty Rate	Childhood Food Insecurity Rate	Number of Organizations Providing Mentoring
Saline	26.44%	15.30%	16.60%	2
Keith	26.24%	12.40%	18.00%	1
Adams	26.01%	12.50%	17.40%	3
Knox	25.78%	9.30%	16.80%	1
Thayer	25.62%	9.70%	16.40%	2
Deuel	25.15%	8.80%	15.10%	0
Johnson	25.11%	8.50%	17.40%	2
Franklin	25.02%	14.60%	21.10%	1
Nuckolls	24.82%	11.20%	19.60%	2
Perkins	24.79%	5.00%	12.50%	1
Morrill	24.73%	8.70%	15.30%	1
Loup	24.6%	8.60%	17.40%	0
Platte	24.57%	8.70%	13.60%	2
Fillmore	24.41%	8.80%	14.60%	2
Sherman	24.33%	12.40%	19.40%	0
Rock	24.04%	5.30%	14.80%	0
Cedar	24.02%	7.20%	14.00%	1
Box Butte	23.91%	14.10%	16.50%	1
Greeley	23.9%	10.20%	16.40%	1
Cherry	23.78%	7.80%	14.00%	1
Thurston	23.6%	25.50%	25.10%	1
Boone	23.52%	5.80%	13.40%	2
Red Willow	23.38%	11.70%	18.00%	1
Burt	23.29%	12.30%	19.30%	1
Chase	23.16%	9.70%	16.00%	1
Butler	23.09%	7.20%	13.70%	3
Dawes	22.98%	14.70%	18.00%	2
Valley	22.96%	9.40%	15.80%	1
Otoe	22.73%	11.00%	18.70%	1
Phelps	22.7%	9.60%	14.90%	1
Nance	22.6%	11.40%	17.40%	2
Cuming	22.63%	6.90%	13.40%	1
Cheyenne	22.5%	9.60%	16.80%	2
Gage	22.36%	10.70%	17.50%	2
Furnas	22.34%	11.00%	18.10%	1
Howard	21.94%	7.90%	14.70%	2
Banner	21.92%	5.80%	15.80%	0
Custer	21.88%	11.50%	18.50%	1
Keya Paha	21.85%	7.50%	16.00%	0
Buffalo	21.82%	13.50%	15.10%	2
Merrick	21.68%	12.00%	18.30%	3
McPherson	21.56%	14.90%	28.20%	0
York	21.47%	9.80%	15.80%	3

County Name	Percentage of Population with 3+ Risk Factors	Poverty Rate	Childhood Food Insecurity Rate	Number of Organizations Providing Mentoring
Antelope	21.22%	11.10%	17.10%	1
Harlan	20.69%	10.50%	16.40%	1
Holt	20.51%	7.80%	14.40%	1
Hamilton	20.17%	5.20%	13.70%	3
Pierce	19.58%	8.00%	13.70%	2
Grant	19.55%	15.90%	19.80%	0
Seward	19.3%	6.50%	12.80%	2
Kearney	19.21%	9.90%	15.40%	3
Madison	19.11%	17.20%	17.00%	5
Clay	19.04%	10.50%	17.00%	2
Logan	18.96%	11.30%	18.10%	0
Saunders	18.92%	8.10%	15.20%	3
Wayne	18.76%	12.20%	11.70%	2
Washington	18.65%	7.90%	15.20%	2
Hayes	18.56%	11.10%	16.50%	0
Nemaha	18.47%	11.60%	16.10%	1
Dixon	18.07%	9.50%	14.60%	1
Sarpy	18.03%	5.90%	12.40%	25
Stanton	17.92%	6.20%	12.20%	4
Cass	17.8%	6.80%	13.50%	4

APPENDIX 20: COST PER PUPIL, ATTENDANCE, FREE AND REDUCED LUNCH AND MENTORING PROGRAMMING

Sorted highest to lowest by expenditures per pupil 2019-2020; data averaged by school district to reflect county-level data. Expenditure data retrieved from Nebraska Department of Education financial reports. Attendance and free and reduced lunch data from Nebraska Department of Education, 2019 and 2020. Mentoring data based on survey respondents' stated coverage and primary location of other organizations known to provide mentoring.

County Name	Cost Per Pupil Based on Average Daily Attendance	Attendance Rate	Percentage of Students Eligible for Free and Reduced Lunch	Number of Organizations Providing Mentoring
County Average	\$19,818	93%	42%	
Douglas	\$12,527.86	94%	36%	36
Sarpy	\$12,979.25	95%	24%	25
Washington	\$13,171.67	95%	22%	2
Lancaster	\$13,287.80	96%	23%	15
Nemaha	\$14,281.50	95%	35%	1
Otoe	\$14,737.00	95%	33%	1
Dakota	\$15,095.50	94%	58%	1
Buffalo	\$15,652.43	96%	39%	2
York	\$15,842.50	95%	39%	3
Platte	\$15,878.00	96%	32%	2
Box Butte	\$16,020.50	92%	41%	1
Seward	\$16,407.00	95%	30%	2
Hall	\$ 16,435.00	95%	40%	3
Saunders	\$16,459.00	96%	33%	3
Cass	\$16,829.00	95%	30%	4
Scotts Bluff	\$16,845.20	94%	62%	4
Dawson	\$16,848.00	95%	52%	1
Saline	\$16,866.50	95%	44%	2
Wayne	\$17,159.00	95%	47%	2
Madison	\$17,217.00	95%	45%	5
Merrick	\$17,232.00	97%	44%	3
Dodge	\$17,716.00	95%	45%	3
Phelps	\$17,721.33	95%	38%	1
Harlan	\$17,736.00	97%	37%	1
Gage	\$17,798.25	94%	42%	2
Cuming	\$17,871.67	95%	60%	1
Keith	\$18,203.00	93%	50%	1
Adams	\$18,287.75	97%	39%	3
Jefferson	\$18,333.50	94%	55%	2
Burt	\$18,421.67	96%	45%	1
Dawes	\$18,794.00	94%	49%	2

County Name	Cost Per Pupil Based on Average Daily Attendance	Attendance Rate	Percentage of Students Eligible for Free and Reduced Lunch	Number of Organizations Providing Mentoring
Pierce	\$18,857.33	96%	40%	2
Red Willow	\$18,999.00	95%	46%	1
Sheridan	\$19,019.00	95%	61%	0
Webster	\$19,089.50	95%	44%	2
Logan	\$19,343.00	96%	28%	0
Stanton	\$19,512.00	94%	32%	4
Colfax	\$19,697.50	95%	41%	2
Hamilton	\$19,754.67	30%	28%	3
Holt	\$19,832.25	96%	46%	1
Clay	\$19,863.00	93%	64%	2
Lincoln	\$19,938.17	95%	42%	2
Morrill	\$19,939.00	95%	59%	1
Nance	\$19,980.50	96%	35%	2
Gosper	\$20,026.00	Masked	35%	1
Hitchcock	\$20,092.00	94%	53%	0
Pawnee	\$20,100.50	95%	57%	1
Kearney	\$20,112.33	95%	37%	3
Garfield	\$20,158.00	95%	35%	1
Perkins	\$20,309.00	95%	28%	1
Johnson	\$20,472.00	94%	42%	2
Furnas	\$20,639.00	95%	53%	1
Howard	\$20,681.00	95%	54%	2
Cedar	\$20,684.75	95%	45%	1
Kimball	\$20,721.00	93%	50%	2
Rock	\$20,829.00	95%	46%	0
Brown	\$20,853.00	94%	46%	1
Boyd	\$20,990.00	95%	54%	0
Custer	\$21,351.67	95%	44%	1
Polk	\$21,827.50	95%	38%	3
Dixon	\$21,858.67	96%	40%	1
Nuckolls	\$21,984.00	95%	39%	2
Richardson	\$22,146.00	95%	49%	0
Garden	\$22,168.00	94%	60%	1
Boone	\$ 22,214.50	96%	42%	2
Cheyenne	\$22,316.33	93%	43%	2
Antelope	\$22,323.00	96%	47%	1
Dundy	\$22,338.00	93%	57%	0
Franklin	\$22,566.00	92%	52%	1
Cherry	\$22,621.00	86%	49%	1
Valley	\$22,773.00	96%	41%	1
Deuel	\$22,849.00	94%	55%	0
Thayer	\$22,893.67	96%	38%	2

County Name	Cost Per Pupil Based on Average Daily Attendance	Attendance Rate	Percentage of Students Eligible for Free and Reduced Lunch	Number of Organizations Providing Mentoring
Arthur	\$23,578.00	96%		0
Grant	\$24,229.00	94%	43%	0
Sherman	\$24,370.50	96%	47%	0
Thomas	\$24,387.00	94%	60%	0
Hooker	\$24,976.00	96%	49%	1
Butler	\$25,073.00	96%	35%	3
Fillmore	\$25,458.67	96%	23%	2
Chase	\$25,640.50	90%	49%	1
Frontier	\$25,775.67	94%	44%	1
Knox	\$26,622.67	94%	46%	1
Greeley	\$28,093.00	95%	55%	1
Keya Paha	\$29,508.00	96%	47%	0
Thurston	\$31,290.75	94%	43%	1
Hayes	\$33,159.00	95%	58%	0
Blaine	\$33,516.00	95%	63%	0
Banner	\$34,013.00	96%	74%	0
Sioux	\$35,540.00	95%	31%	0
McPherson	\$38,230.00	95%		0
Wheeler	\$38,515.00	96%	34%	1
Loup	\$38,879.00	95%	32%	0

APPENDIX 21: TARGET SCHOOL DISTRICT DATA

School District	County	Percentage of Students Eligible for Free & Reduced Lunch	Attendance Rate	Cost Per Pupil	County Poverty	Number of Organizations Providing Mentoring in the County
Hastings Public Schools	Adams	62.50%	95.10%	\$13,441	12.50%	3
Alliance Public Schools	Box Butte	46.88%	90.83%	\$13,504	14.10%	1
So Sioux City Community Schools	Dakota	68.83%	94.43%	\$13,809	16.20%	1
Lexington Public Schools	Dawson	71.81%	96.13%	\$13,266	12.70%	1
Fremont Public Schools	Dodge	57.76%	93.77%	\$12,777	12.50%	3
Ralston Public Schools	Douglas	60.65%	93.25%	\$13,304	12.00%	36
Omaha Public Schools	Douglas	77.73%	91.53%	\$14,030	12.00%	36
Franklin Public Schools	Franklin	51.96%	92.36%	\$22,566	14.60%	1
Norfolk Public Schools	Madison	50.65%	94.56%	\$12,707	17.20%	5
Crete Public Schools	Saline	62.09%	94.55%	\$14,755	15.30%	2
Scottsbluff Public Schools	Scotts Bluff	62.80%	94.42%	\$12,940	13.60%	4
Mitchell Public Schools	Scotts Bluff	47.57%	93.69%	\$13,447	13.60%	4
Morrill Public Schools	Scotts Bluff	68.17%	93.25%	\$18,687	13.60%	4
Minatare Public Schools	Scotts Bluff	85.71%	93.85%	\$25,533	13.60%	4
Wauneta-Palisade Public Schools	Chase	55.70%	84.11%	\$34,518	9.70%	1
Cody-Kilgore Public Schools	Cherry	56.44%	92.77%	\$24,011	7.80%	1
Harvard Public Schools	Clay	95.56%	90.89%	\$21,953	10.50%	2
Dundy Co Stratton Public Schools	Dundy	57.38%	93.03%	\$22,338	10.60%	0
Beatrice Public Schools	Gage	7.38%	93.42%	\$13,865	10.70%	2
Southern School District 1	Gage	9.09%	91.75%	\$18,770	10.70%	2
Grand Island Public Schools	Hall	67.18%	93.65%	\$13,869	11.80%	3
Elba Public Schools	Howard	98.43%	93.51%	\$29,317	7.90%	2
Fairbury Public Schools	Jefferson	55.23%	93.64%	\$18,485	11.20%	2
Johnson Co Central Public Schools	Johnson	51.65%	93.90%	\$19,970	8.50%	2
Kimball Public Schools	Kimball	50.38%	93.37%	\$20,721	10.80%	2
North Platte Public Schools	Lincoln	55.24%	93.43%	\$13,041	9.90%	2
Nebraska City Public Schools	Otoe	52.99%	92.55%	\$15,076	11.00%	1
Bellevue Public Schools	Sarpy	41.81%	93.85%	\$13,252	5.90%	25





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