

**Big Brothers Big Sisters  
Bigs with Badges, College Bigs, High School Bigs & Workplace Mentoring  
Memorandum of Understanding**

This Memorandum of Understanding ("MOU") is an agreement between BIG BROTHERS BIG SISTERS of Orange County & the Inland Empire and the Fullerton Joint Union High School District for the following programs:

**Bigs with Badges**

The purpose of this document is to outline each entity's roles and responsibilities for the development and growth of the Bigs with Badges Program. The goal is to pair students (Littles) from Fullerton Joint Union High School District: Buena Park High School with positive, caring, screened and trained adult mentors (Bigs) from local law enforcement agencies through a tiered mentoring system. This tiered mentoring system will nurture relationships that provide positive modeling that leads to school and lifetime success. Duration: 2021-2022 School Year.

**College Bigs**

The purpose of this document is to outline each entity's roles and responsibilities for the development and growth of the College Bigs Program. The goal is to pair students (Littles) from Fullerton Joint Union High School District High Schools with positive, caring, screened and trained adult college mentors (Bigs) through a tiered mentoring system. This tiered mentoring system will nurture relationships that provide positive modeling that leads to school and lifetime success. Duration: 2021-2022 School Year.

**High School Bigs**

The purpose of this document is to outline each entity's roles and responsibilities for the development and growth of the High School Bigs Mentoring Program. The goal is to pair students (Littles) from neighboring elementary schools with positive, caring, screened and trained high school mentors (Bigs) from FJUHSD partner school(s) in one-to-one mentoring relationships that provide positive modeling that leads to school and lifetime success. Duration: 2021-2022 School Year.





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## **Workplace Mentoring**

The purpose of this document is to outline each entity's roles and responsibilities for the development and growth of the Workplace Mentoring Program. The goal is to pair students (Littles) from Fullerton Joint Union High School District High School with positive, caring, screened and trained adult corporate mentors (Bigs) through a tiered mentoring system. This tiered mentoring system will nurture relationships that provide positive modeling that leads to school and lifetime success. Duration: 2021-2022 School Year.

Fullerton Joint Union High School District  
V. Scott Scambray, Ed.D., Superintendent  
1051 W. Bastanchury Rd  
Fullerton, CA 92833

Big Brothers Big Sisters of Orange County  
Laura Corona-Marcum, VP of Programs  
1801 E. Edinger Ave. #101  
Santa Ana, CA 92705

## **Big Brothers Big Sisters of Orange County & the Inland Empire ("BBSOC&IE") agrees to:**

- Work collaboratively with the identified school(s) to provide their youth with strong and enduring, professionally supported one-to-one relationships that can change their lives for the better, forever.
- Assign BBBSOC&IE staff members to work in partnership with the identified school(s). This person will coordinate program logistics, recruitment, and enrollment and bring the program to fruition.
- Provide insurance coverage for all mentors and mentee participants.
- Provide full screening of all mentors (i.e., interviews, references, assessments, and background checks for all adult mentors over 18).
- Provide appropriate pre-match training to all mentors and provide on-going training opportunities.
- Assist school with identification of mentees that would be appropriate to participate in the program.
- Match mentors and mentees based on needs and common interests.
- Plan sessions for mentors and mentees to meet on a regular basis; whether in-person, virtual or a hybrid model:
  - Bigs with Badges and College Bigs
    - Monthly for 90 minutes
  - High School Bigs
    - Weekly for 60 minutes



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- Bigs with Badges & Workplace Mentoring Only:
  - Provide transportation for all mentees via chartered bus to all monthly sessions at the corporate partner or PD partner.
- Provide activities and supervision at program meetings.
- Contact both the mentee and the mentor on a regular basis and provide support to each match.
- Meet with individual school staff to discuss individual match issues and program logistics on an as needed basis (i.e., when matches are made or when matches are closed).
- Plan and coordinate summer communication between mentors and mentees.
- Collect evaluations of matches and program during the course of the school year (surveying at the beginning of the school year and end of the school year).
- Share outcomes/feedback specific to the program at key points during the year.
- Report on successes, challenges, and opportunities within the partnership to the school at the end of each year.
- Data Sharing: In order to facilitate the evaluation of the program, the District and BBBSOC&IE will share aggregate data for the purposes of determining program impact in compliance with the Family Education Rights and Privacy Act ("FERPA"). Provide access to mentee records (i.e., grades, suspensions, attendance, etc.) of participating mentees whose parents have given written consent.

**Responsibilities Fullerton Joint Union High School District (FJUHSD):**

- Promote the BBBSOC&IE Partnership with school personnel to enhance collaboration efforts.
- Assign a school coordinator for the program at each participating school. This person will coordinate implementing the program and supply requested reporting information.
- Identify currently enrolled boys and girls in grades 9<sup>th</sup> through 12<sup>th</sup> that need and appear ready to benefit from extra attention through a match relationship with Big Brothers Big Sisters.
- Recognize the school-based mentoring program as a year-round program.
- Maintain goal number of matches. If mentees leave the program, lose interest in the program or are dismissed from the program the identified schools will assist to replace those spots with newly recruited mentees.
- Provide BBBSOC&IE staff with updated contact information and preferred methods of contact.



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- Promote good attendance by ensuring mentees are aware of program meeting times and locations. This may include passing out reminder fliers and making announcements to remind mentees to meet.
- Data Sharing: In order to facilitate the evaluation of the program, the District and BBBSOC&IE will share aggregate data for the purposes of determining program impact in compliance with the Family Education Rights and Privacy Act ("FERPA"). Provide access to mentee records (i.e., grades, suspensions, attendance, etc.) of participating mentees whose parents have given written consent.

Upon execution, the parties attest to their acceptance of the terms and conditions of this agreement. At the expiration of this agreement, the undersigned parties will meet at an agreed upon date prior to the end of this agreement to evaluate the partnership and to define future partnership parameters.

Agreed and approved by:

***Signature(s) from Fullerton Joint Union High School District:***

Printed Name of FJUHS D Representative: V. Scott Scambray, Ed.D

Signature of FJUHS D Representative: \_\_\_\_\_

Title: Superintendent

Date: \_\_\_\_\_

***Signature(s) from Big Brothers Big Sisters of Orange County & the Inland Empire:***

Printed Name of BBBSOC&IE Representative: Laura Corona-Marcum

Signature of BBBSOC&IE Representative: Laura Corona Marcum

Title: VP of Programs

Date: 5/5/2021