

**MENTOR
ACADEMY
IMPACT
REPORT**

POWERED BY

4YOUR Epiphany **X**

Top Floor Creatives

4YOUR Epiphany's

5 WEEK

MENTOR ACADEMY

Summer School Program

June 16th - July 17th

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EXECUTIVE SUMMARY

Over five intensive summer weeks, Mentor Academy equipped 17 Sacramento-area teens with the mindsets, skills, and professional exposure to serve as peer-leaders and wellness ambassadors in their schools and communities.

Participants logged roughly 150 hours each—112 hours of training and 48 hours of in-class facilitation—while sustaining 85–95 % attendance and 100 % completion.

Mentors highlighted a strong sense of community—describing the space as “vulnerable and safe”—and cited tangible work-readiness gains such as punctuality, dress-code discipline, and professional body language. Quantitative growth was matched by qualitative improvements in self-regulation, public speaking, and supportive peer networks.

PROGRAM OVERVIEW

4YE's Mentor Academy is an evidence-informed, tiered youth-development model that blends peer mentorship, social-emotional learning (SEL), mindfulness, and Tobacco Use and Prevention Education (TUPE)-aligned Alcohol, Tobacco and Other Drugs (ATOD) prevention.

Its mission is to nurture youth who led “with empathy, purpose, and resilience,” while its vision aspires to CULTIVATE mindful, mission-driven leaders who uplift one another and build inclusive communities.

Core curriculum pillars include Growth Mindset, SEL, Prevention & Resilience, Mindfulness & Self-Regulation, and 21st-Century Career Exploration.

The companion BEACON mindfulness and leadership tour extends the academy's impact across multiple campuses.

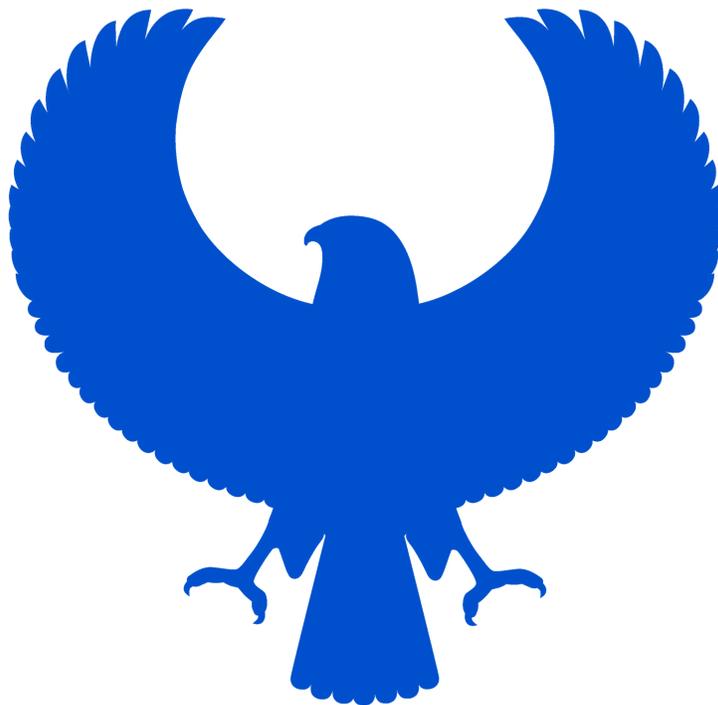
IMPLEMENTATION & TIMELINE

Planning began in March. The academy operated Monday–Thursday, 8 a.m.–3 p.m. across five partner schools. A condensed six-week arc combined four weeks of intensive training with two weeks of classroom facilitation:

Week	Theme	Key Milestones
1	Foundations of Leadership & Mindfulness	Introduced MBSAT, values mapping, conflict-resolution role-plays; guest talk “Protecting Your Garden.”
2	Culture, Emotional Intelligence & Wellness	Mental-health literacy deep dive; coping-strategy research; mirror affirmations (“I love you.”)
3	Lesson Planning & Mentorship Tools	Small-group facilitation practice and 4YE “Roadmap” curriculum drills
4	Implementation in Classrooms	Mentors delivered 30–40-minute lessons to younger peers across five campuses
5	Small-Group Re-connection	1-to-5 mentor pull-outs deepened relationships and wellness checks

IMPLEMENTATION & TIMELINE

A final BEACON “Summer Slam” tour (July 7–10) reinforced lessons and showcased youth leadership across CCAA, MLK Tech, Rio Tierra, Rio Linda, and Foothill Ranch sites.



PARTICIPANT PROFILE & ENGAGEMENT

COHORT SIZE

- 17 mentors
- Ages 16–18
- That serve mentees
- Ages 13–18

WORK EXPERIENCE

13 OF 16

mentors reported Mentor Academy as their first paid job.

ATTENDANCE

85%–95%

Across the session

TIME COMMITMENT

150 HOURS

total were facilitated per mentor
At 15–30 hrs per week

EVIDENCE OF CHANGE

Program logs confirm that every mentor completed roughly **150 hours of combined training** (\approx 112 h) and classroom facilitation (\approx 48 h), sustaining an **85–95 % attendance rate** across the five-week session. This is significant because Thirteen of the sixteen mentors (81%) reported that Mentor Academy was their **first paid job**, underscoring its workforce-entry value. In the closing focus-group, mentors articulated tangible growth, saying:

“Because of the program I no longer struggle with presenting or public speaking...”

“I’ve learned to self-regulate and gained confidence in myself.”

They also described stronger interpersonal skills—one student noted how they were able to rebuild communication with a parent after applying newly-learned listening techniques from the program:

EVIDENCE OF CHANGE

“He’s always tried to be open, but when I talked to him the way I learned here [at Mentor Academy] he actually cried – he doesn’t do that a lot. I think he finally felt it was safe to talk. After a few more conversations we’ve got a good flow, and now I can really share what’s going on in my life with him.”

Taken together, these quantitative milestones and first-person reflections verify meaningful gains in attendance, professional readiness, self-regulation, communication, and relationship-building.

EVIDENCE OF CHANGE

Here are some additional key outcomes:

- Self-Development – Mentors practiced patience and improved emotional regulation.
- Communication – Significant gains in public speaking and self-expression.
- Social-Emotional Learning – Youth applied SEL “disguised learning” techniques for inclusion and safety.
- Support & Mentorship – Participants proactively sought help and maintained meaningful relationships.
- Career Awareness – Early exposure to peer-support, recovery, and human-services pathways.

FOCUS-GROUP INSIGHTS

Mentors participated in a facilitated “**Roses, Thorns, Stems & Roots**” dialogue during their “Summer Slam” tour.

Highlights include:



Roses-**Strengths**

Mentors noted that they had a strong supportive peer community (“We mentor each other... helping each other grow and succeed.”)

They also touted how the program was authentic in its approach and that in particular, the youth-led pedagogy felt “real.”



Thorns (**Pain-points**)

Mentors felt like there at times there wasn't clear program messaging, due to what was perceived as a shift from the ATOD prevention messaging to more of a life-coaching approach. This was in large part due to the approach of emphasizing mindfulness while allowing the mentors to develop their own curriculum to share with their younger peers.

FOCUS-GROUP INSIGHTS

Mentors participated in a facilitated “**Roses, Thorns, Stems & Roots**” dialogue during their “Summer Slam” tour.



Stems & Roots (**Foundations**):

Mentors noted the strength of the inside-out training sequence that was employed by the program. The opportunity to engage in self-work before student support many of the mentors found particularly valuable. ;

Mentors also noted the strong role-modeling by staff and the intention put behind “living what they were preaching”

The program also provided additional enrichment through the presentation of guest speakers and experts who provided a broader perspective around ATOD prevention and wellness.

CHALLENGES & LESSONS LEARNED

The summer pilot surfaced **four (4)** interrelated challenges that will guide program refinement.

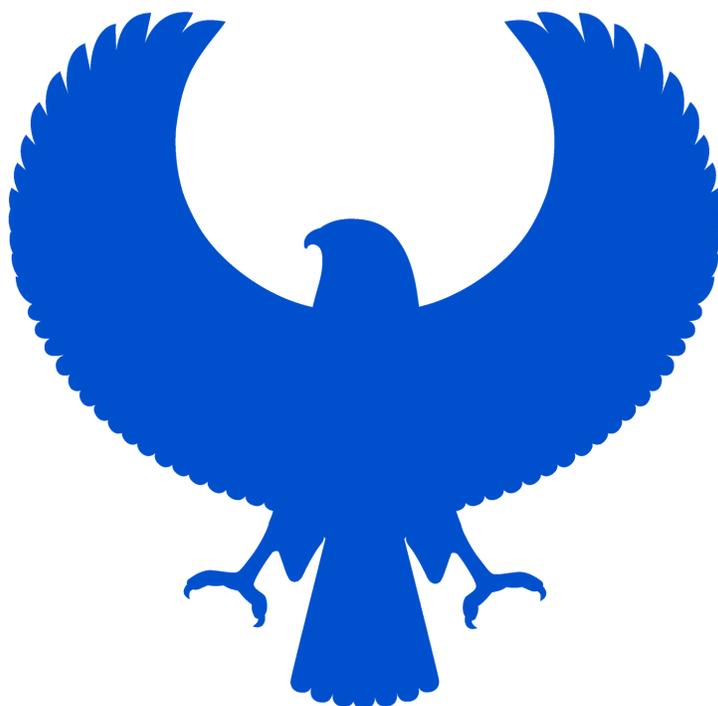
First, daily schedules shifted based on a variety of factors at each site and internally in the program. Communication around those shifts were perceived by some as insufficient, eroding mentor trust and signaling a need for firmer advance scheduling and real-time communication.

Second, mentors sensed a mismatch between the program's public ATOD-prevention framing and its day-to-day focus on mindfulness and life-coaching. While the ATOD-prevention framework was imbedded in the mindfulness and life-coaching, as to make it more relatable across developmental age groups, future iterations must either deepen the explicit substance-use content or re-align external messaging.

CHALLENGES & LESSONS LEARNED

Third, the compressed timeline for co-creating lesson plans left youth feeling pressed to deliver “perfect” sessions, underscoring the value of a longer preparation window with scaffolded guidance.

Finally Fourth, mentors requested more strategies to engage disengaged or disruptive students, pointing to the need for practical classroom-management training rooted in restorative practices. Collectively, these lessons highlight operational consistency, clearer branding, extended curriculum development time, and enhanced facilitation skills as priorities for the next cohort.



RECOMMENDATIONS & NEXT STEPS

To translate these insights into concrete improvements, the program should start by clarifying the program's identity by either re-brand as a "Mindfulness-Based Leadership & Prevention Academy" or retain the Mentor Academy name and integrate a dedicated ATOD lesson into each training week to honor its prevention roots.

Extending the academy to an eight- or ten-week term—or embedding it within a semester—would give youth more time to refine lesson plans and complete career-shadowing experiences.

Within that longer arc, staff should embed explicit classroom-management training that covers restorative questioning, strategies for disengaged learners, and phone-free norms.

Towards the longevity of the program, establishing an alumni network and cultivating partnerships with behavioral-health and education employers will provide graduates with ongoing support and tangible pathways into peer-support, recovery, and human-services careers.

CONCLUSION

Mentor Academy demonstrates that youth-powered mentorship, mindfulness, and SEL can rapidly accelerate personal growth and community wellness when delivered through a structured, trauma-informed lens. By combining rigorous training, authentic leadership opportunities, and ATOD prevention, 4 Your Epiphany has cultivated a cohort ready to “run the play & change the game” for themselves and their peers.

Focus-group reflections confirmed qualitative breakthroughs as mentors were able to grow & deliver presentations with confidence, practice real-time self-regulation, and even repair strained family relationships by applying active-listening techniques learned in the program.

This blend of hard data and lived testimony validates the academy’s core theory: when mindfulness, SEL, and prevention education are delivered in a psychologically safe, mentor-driven space, students develop the competencies and resilience needed to thrive and lead.

CONCLUSION

At the same time, the pilot surfaced clear opportunities that should be addressed to preserve trust and sustain outcomes at scale. By tightening logistics, clarifying its prevention identity, extending the timeline for lesson refinement, and embedding restorative classroom strategies, 4 Your Epiphany can amplify the program's already impressive impact. In short, Mentor Academy demonstrably "helps you become a better me," and with these refinements it can equip even more teens to build healthier, purpose-driven campuses and communities.

CREATED & FACILITATED BY

Top Floor Creatives

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