**RECRUIT:**   
  
**Mary P. Stewart**, *ACE Mentor Program of San Antonio*  
Mary P. Stewart, P.E., CFM, LEED Green Assoc. <mstewart@cectexas.com>  
*English is my second language (Vietnamese was my first)*

* **INFLUENCERS**
* Industry partners (such as AIA)
* school champions
* open house
* students that recruit students due to their positive experience in the program
* **ACADEMIC ENCOURAGEMENT**
* Use ACE as a credit to meet graduation requirement (Jay HS/SEA)
* Bring ACE into the classroom (Brooks Academy)
* **DECISION MAKERS**
* Buy-in at the superintendent level and/or school board
* Examples: ECISD, SAISD school board allowed us to expand to 2 schools a few years ago, NISD received the Superintendent Award.

(We have 17 school districts which makes San Antonio unique and more difficult)

When student teams meet all three categories, this leads to greater student RETENTION.

Our affiliate started in 2006, going on 13 years. SA currently has over 200 students, over 100 mentors, 11 schools (6 school districts) with 10 teams (2 schools in 1 team).   **Angela Gottula**, *ACE Mentor Program of Washington*  
ACE Mentor Program of SeattleWA <SeattleWA@acementor.org>  
*came in third place in a karaoke competition on a cruise ship with 6,000 passengers!*

* More than 70 Puget Sound-area schools are represented among our 2018-2019 ACE students.
* An ideal recruitment approach reaches students, parents, and schools, but by far the most effective tool is SCHOOL CHAMPIONS.

**ENGAGE:**   
  
**William J. Ketchen**, *ACE Mentor Program of Rochester*  
Bill Ketchen <bketchen@lecesseconstruction.com>  
*Ballroom Dancer, Private Pilot*  
  
Program needs to be refreshed every year.   
Each classroom needs to have practical, hands on experience   
“NO LECTURES”   
We have partnered with Dale Carnegie to teach leadership skills.   
We have public speaking coaching to help the teams to present their projects during graduation.

**Kent Kaewwaen**, *ACE Mentor Program of LA/OC*  
Kent Kaewwaen <kkaewwaen@johnmartin.com>  
*Since the early 2000s, Kent is an amateur magician, occasionally performing shows in schools, colleges and office events under the stage name “Kentini”*  
  
1. Provide opportunities for returning students to lead sessions and participate in national competitions.  
2. Prioritize fun and passion over technical requirements - identify the key takeaways.   
3. Consistent attendance from the mentors and maximize sit-down collaborate sessions.

**EVALUATE:**   
  
**Olive Ho**, *ACE Mentor Program of SF Bay Area*  
Olive Ho <Olive.Ho@cushwake.com>  
*loves the Xploration Station TV shows like Nature Knows Best, Earth 2050, etc. Also a big fan of the NOVA shows on PBS.*

**Evaluate**

* What we want to measure
  + Define the criteria for a successful program
* How to measure progress
  + Pre-session: find out what your students are interested to learn and what are important to them e.g. pre-session survey, exercise
  + During & post program: Tools/methods to measure student engagement: attendance, participation in Q&A, pulse surveys, speaker evaluation
* Make adjustments
  + Assess the results to understand barriers to participation and engagement
  + Strategize corrective measures to address low attendance/engagement
    - i.e. 1:1 student outreach, adjust presentation format/activities, mentor coaching etc.

**Richard LeBlanc**, *ACE Mentor Program of Tampa*  
LeBlanc, Richard <Richard.LeBlanc@hdrinc.com>  
*recently went hot air ballooning in Australia and almost hit a 6 ft kangaroo while driving a mini cooper!*  
*“***Ohhhhhh do I have a gem for you.  Careful with that photo, I don’t want to hurt anyones eyes!”**

* 1. **Keeping student contact information current**
  2. **Parent feedback**
  3. **Program evaluation criteria (location, day, conflicts, curriculum, etc)**

**IMPLEMENT:** *Open Group Discussion*