



# Oakland Fund for Children and Youth Meeting of the Planning and Oversight Committee (POC) Ad-Hoc Strategic Planning Subcommittee

March 23<sup>rd</sup>, 2015 – 6:00 p.m. – 9:00 p.m.

Oakland City Hall, Hearing Room 4  
1 Frank H. Ogawa Plaza, 2<sup>nd</sup> Floor  
Oakland, CA 94612

## AGENDA

1. Call to Order
  - *Introductions & Announcements*
  - *Agenda Review/Modifications*
  
2. Update on OFCY Strategic Planning for 2016-2019 *discussion*
  
3. Update from the March 11 2015 Youth Input Forum *discussion*
  
4. Presentation and Public Discussion on OFCY Situational Analyses by Goal Area *discussion*
  
5. Open Forum
  
6. Administrative Matters
  - *General Announcements*
  - *Upcoming Meetings/Scheduling*
  
7. Adjournment

**Public Comment:** The POC welcomes you to its meetings and your interest is appreciated.

- If you wish to speak before the POC, please fill out a speaker card and hand it to the staff of the POC.
- If you wish to speak on a matter not on the agenda, please sign up for Open Forum and wait for your name to be called.
- If you wish to speak on a matter on the agenda, please approach the Committee when called, give your name, and your comments.

Please be brief and limit your comments to the specific subject under discussion. Only matters within the POC's jurisdiction may be addressed. Time limitations shall be at the discretion of the Chair.

*In compliance with Oakland's policy for people with chemical allergies, please refrain from wearing strongly scented products to meetings. In compliance with the American Disabilities Act, if you need assistance to participate in the meetings for the Oakland Fund for Children and Youth Planning & Oversight Committee, please contact the Oakland Fund for Children and Youth at 510-238-6379. Notification 48 hours prior to the meeting will enable the City of Oakland to make reasonable arrangements to ensure accessibility. If you have questions regarding this agenda or related materials, please contact our office at the number above.*

**Feedback from  
Youth Advisory Commission General Meeting  
March 11, 2015**

**What makes *you proud* to call Oakland home?**

- The diversity
- Freedom to express ones culture
- Community and family support
- The city's history
- Football and sports programs
- It is in a renaissance state
- Oakland doesn't give up
- Oakland offers some programs that keep youth engaged in the community

**What makes it *hard to succeed* growing up in Oakland?**

- People expect so little of the youth
- High rent
- Violence
- Limited materials in school
- Existing programs have to be concerned with *can we afford our staff? Can we afford this space? Can we afford to be even a program?*
- Lack of leadership for the youth
- The cycle of poverty
- Programs that are helping the youth getting cut due to lack of funding and support from the city
- Our education system, foster care system, criminal justice system
- Police time response
- The income inequality gap
- The lack of access to affordable healthy foods
- Generational Trauma

**What are some *good experiences* that help out youth?**

- Programs designed to help the youth become the new generation
- Communication
- Youth Council
- Love
- Programs that teach public speaking
- Programs that offer a second chances at earning your high school diploma
- Programs that teach leadership skills
- Learning about different cultures
- The programs make the youth feel like they have a safe sanctuary
- Support reaching academic goals and with life lessons
- Programs that provide counseling for personal problems
- Programs geared toward working with the highest risk youth
- Turf Inc. using "turf dancing" as trauma therapy

**What would you like *to see more of* in Oakland?**

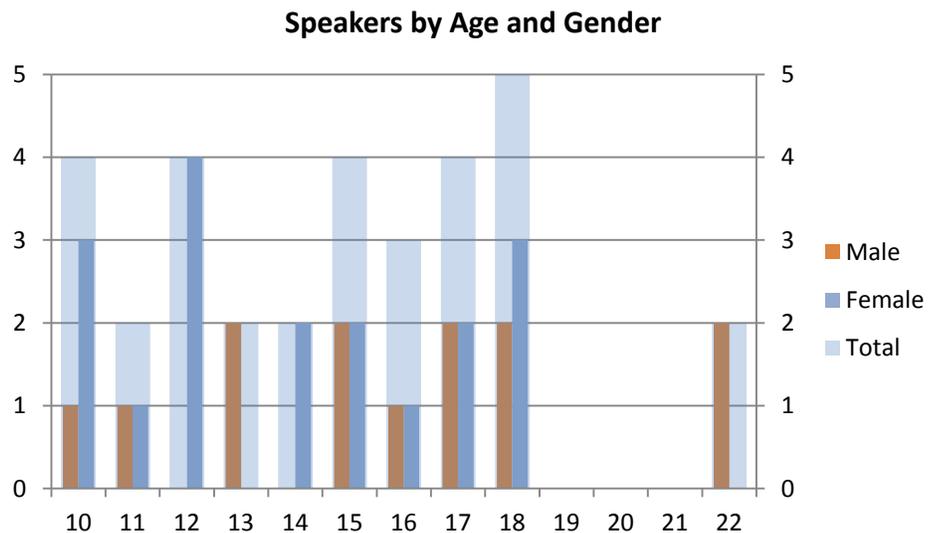
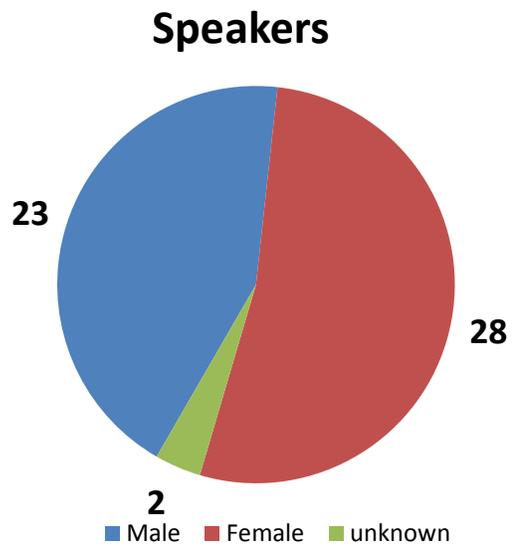
- Resources
- Programs that offer engineering
- Youth funding
- Positive ways to make money
- Open dialog with council and youth
- Less violence

- Youth Council involvement with policy making
- Programs that serve multiple neighborhoods
- School funding with for books and teachers
- Youth helping the community
- Opportunities and services for youth to become better adults
- Funding for art programs
- Financial literacy courses
- Breaking the cycle of poverty
- Making a policy for kids to get bank accounts that receive checks from internships and the district
- Better quality of education
- Bonding with parents, teachers and friends
- Programs that teach leadership skills
- Soccer teams
- Paid internships
- Reduction of violence in our community
- Programs that will get youth more engaged in the community
- Youth voices being heard
- Programs in technology and self-defense classes
- Positive role models
- Programs willing to work with the highest risk youth
- Less generational trauma

**Youth programs represented:**

- Alternatives in Actions
- AYPAL
- Civicorps School
- Culture Keepers
- District 9
- East Oakland Boxing Association
- Higher Ground
- Oakland Kids First - Pass 2 program
- Kinship Youth
- MGM news
- Next Generation
- Oakland Leaf
- Peace In Action
- Project WHAT!
- The Unity Council - (Oakland Youth Engaged)
- Turf Inc.
- YEP
- YOLO
- Youth UpRising
- YouthAlive! - TNT

Oakland Youth Input Forum March 11, 2015	
Number of Attendees (est.)	120
Number of Speakers	53
Gender	
Male	23
Female	28
Gender Unknown	2
Age	
10	4
11	2
12	4
13	2
14	2
15	4
16	3
17	4
18	5
19	0
20	0
21	0
22	2
Age Unknown	21



## Demographic Profile of Young Children

### Numbers

There are 25,806 young children—ages 0-5—living in Oakland, accounting for approximately 6.5% of the total population. The proportion of Oakland’s population ages 0-5 has decreased since 2000 from 7.0%. The largest ethnic group for children 0-20 is Oakland’s Latino population—representing 40% of all youth—a large increase since 2005 when they represented 25% of the youth population.

### Economics

In 2013, 35% of all children in Oakland were living in households with public assistance (i.e. SSI, cash assistance, food stamps) compared to 25% in 2005. The number of children living in households with incomes below the poverty level has increased from 25% in 2005 to 29% in 2013. In 2013, nearly 4,000 children in Oakland under age six had no parents in the workforce. Compared to other cities in Alameda County, Oakland has higher levels of poverty and unemployment, and violent crime.

## Needs of Young Children in Oakland

Social and economic factors and disparities can negatively affect families and the positive development of children and youth in multiple ways, including child and youth development, readiness for school and academic achievement.

Research shows that the foundation for long-term success in a child’s life is rooted in the development, health, education, and psychosocial needs of children in their first five years. The first three years of life are the building blocks for future development. Nutrition, stress factors, relationships with caring adults, early play skills have been associated with healthy brain development of infants and toddlers. Parents and primary caregivers benefit from connections to community and services that support them in the positive development of their child.

Three key factors that contribute to school readiness include 1) healthy children, whose mental health, social/emotional well-being, and development are on track and/or being treated; 2) attending high quality preschool; and 3) parents and families are equipped and empowered with access to information about the transition to kindergarten, and their child’s readiness for kindergarten.

According to First Five of Alameda County K Readiness Assessment, Oakland’s children were less ready for kindergarten compared to students across Alameda County, with 40% assessed at or near proficiency on all domains of readiness compared to 45% across Alameda County.

## System Landscape & OFCY’s Impact

Critical public system investments support the healthy development of young children in Oakland through the Alameda County Health Care Services Agency (Public Health Department and Behavioral Health Care Services Agency), early education and child development

## Healthy Development of Young Children – Situational Analysis Summary DRAFT

investments through the Oakland Head Start and Oakland Unified School District, First Five of Alameda County, state subsidized child development dollars, and numerous providers funded through public and private dollars. Foundations are providing millions to increase the quality of preschool, improve literacy, and address the needs of young children through developmental screening and family supports. Most recently philanthropic investments have focused on a collective vision for a comprehensive early care and education system in Oakland.

OFCY supports the healthy development of young children in collaboration with the broader system of early care and education in Oakland, through

- 1) The investment in early childhood mental health consultation and development services at 22 Head Start sites and 22 OUSD pre-schools child development centers.
- 2) Parent engagement and education programming funded through 16 sites across high need neighborhoods of Oakland.
- 3) The grant for school coordination and summer pre-kindergarten camps supports OUSD school readiness efforts.

### **Opportunities: Areas for Strategy Development**

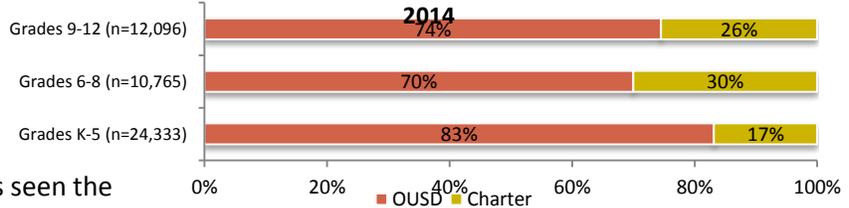
- Continued support for place-based parent education and socialization opportunities through parent education and community playgroup settings. Support growth of programming into underserved communities. . Expand these services to reach more parents by locating within community or school based family resource centers.
- Support existing FRCs and/or Develop “family resource center” sites as hubs for services for families based on place based needs assessment, alignment or collaboration with funders/ First Five and planning, parent involvement in collaboration and direct services.
- Continued support for Early Childhood Mental Health Consultations at pre-schools, CDCs (Head Start, Early Head Start, and Child Development Centers) and additionally in less formal settings. Services include mental health consultation and child development services and may include individual consultation for children and parent workshops. Key elements include improving providers’ understanding of children’s challenging behavior and classroom emotional support needs, connecting parents with resources and tools to help their children reach key milestones, and increasing screening and direct mental health services for children.
- Support for school readiness efforts including early learning opportunities to children with no past early care experience through summer pre-kindergarten programming, parent involvement in school readiness and supports, and system collaboration for year-round access to preschool and linkages between providers and schools.

## Demographic Profile of School-Age Children

### Numbers

In 2013, over 17% of Oakland’s total population—or 68,683 individuals—were school-age children ages 5-19. 47,194 children were enrolled in OUSD public schools and charter schools (K-12) in 2013-2014. Approximately one in five (22%) OUSD students are now attending a charter school.

**OUSD Traditional & Charter School Enrollment by Grade, 2013 -**



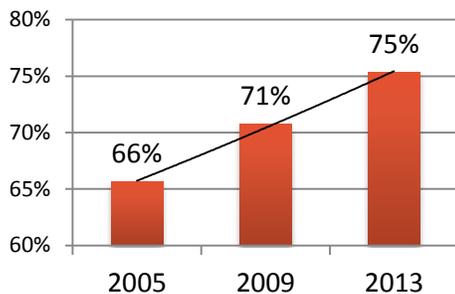
Source: California Department of Education 2013-2014

Over the last decade, Oakland has seen the number of charter schools has grown to 34 OUSD authorized schools and 6 county-authorized charter schools, with approximately 10,118 students enrolled.

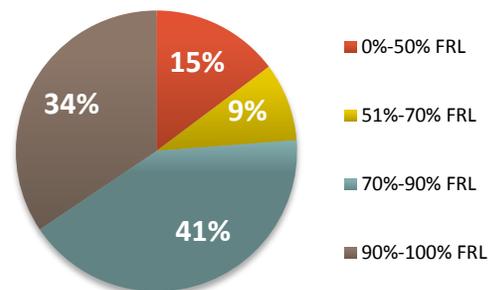
### Economics

Three-quarters of Oakland students are eligible for free and reduced price lunch. In the 2013-2014 school year, nearly a third (34%) of all Oakland public schools had a student population where 90% to 100% of students were eligible for free and reduced price lunch.

**Proportion of Students Eligible for Free Reduced Lunch**



**Percentage of Schools with Free/Reduced Priced Meals (n=122)**



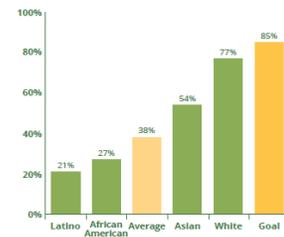
## Needs of School-Age Children in Oakland

### Literacy

Only 38% of third graders in OUSD are reading at grade level. Significant gaps in reading skills exist among children of color. About a quarter of Latino and African American students are proficient in third grade reading, compared to over three-quarters of white students.

### Graduation/High School Completion

Since 2009, the high school graduation rate in Oakland has improved from 55% to 63% yet is below the 80% average graduation rate for the state and county. 22% of students in OUSD drop out before graduating, twice county and state averages.



Third Grade Reading Proficiency in

## System Landscape & OFCY's Impact

The Oakland Unified School District (OUSD) has documented gains in improving student outcomes from the early years through high school graduation (Oakland Achieves 2014 Report). In 2011, OUSD became a Full Service Community Schools district committed to addressing student outcomes by supporting the health, education and social services needs of children and families. The new OUSD Strategic Plan emphasizes the system improvements needed to transform schools to high quality schools and focuses on student achievement outcomes, with noted emphasis on expanding and improving early childhood education and linked learning. According to the Oakland Public Education Fund, philanthropic support for Oakland's public education system has tripled from a low of \$5.1 million a year in 2009 to \$18.1 million in 2013. A new measure, the "College and Career Readiness for All" (Measure N) raises funds through property tax assessment to support the linked learning, counseling, and transition programming support 9th graders and increase graduation rates. The Local Control Funding formula also supports redistribution of funds based on income status and addresses needs of specific populations.

OFCY and OUSD have partnered since 2004 to fund comprehensive afterschool programming at elementary and middle school sites receiving state After School Education & Safety Program (ASES) funding. The Oakland After School Partnership is recognized as a national model for city and school district collaboration to build a city-wide system of comprehensive, quality afterschool services. OUSD also receives 21<sup>st</sup> Century funding at several middle schools and high schools to expand out of school time programming and support family literacy. This year, over 10,000 students are participating in afterschool programs at 62 elementary and middle school programs in Oakland supported by OFCY grants.

OFCY strategies also support the goal of increasing the number of students who graduate high school through transitions programming (for students moving from elementary to middle school, and from middle to high school) and through youth leadership and development programs in middle and high schools to improve school climate, including the OUSD Peer Restorative Justice programming and other peer leadership programming. All programs support improved school climate, improved academic settings and student connection to school.

## Opportunities for Strategy Development

### School-Based Afterschool

Options for continued funding and potential expansion of school-based afterschool include:

- 1) a) Sustain the level of services currently provided across elementary and middle school sites at the current levels, or b) adjust the funding for all elementary and middle schools to address quality and basic funding needs for direct staff
- 2) Provide the required matching funds for sites to receive ASES funding across all schools, with additional funding above the base match requirement in order to increase funding for services at some sites based on identified criteria.
- 3) Identify or structure funding for school sites with the greatest level of need or greatest achievement gap to add extra literacy, STEM, academic, enrichment, or mentoring support
- 4) Revise program delivery, standards and expectations for middle school afterschool programs,
- 5) Fund fewer programs but at a higher level.

### Positive School Climate

- Options include continued funding and of school-based services that incorporate restorative justice and programs targeting youth at risk of not transitioning successfully to middle school or high school.
- OFCY will support school-based youth development activities, including enrichment, academic support, and other youth development and leadership programming at school sites during the school year and in summer months to improve the academic setting and student connection to school through the **Youth Development and Leadership** funding area.

## Demographic Profile of Children & Youth

### Numbers

In 2013, over 17% of Oakland’s total population—or 68,683 individuals—were school-age children ages 5-19. 47,194 children were enrolled in OUSD public schools and charter schools (K-12) in 2013-2014. Approximately one in five students (22%) OUSD students are now attending a charter school.

### Economics

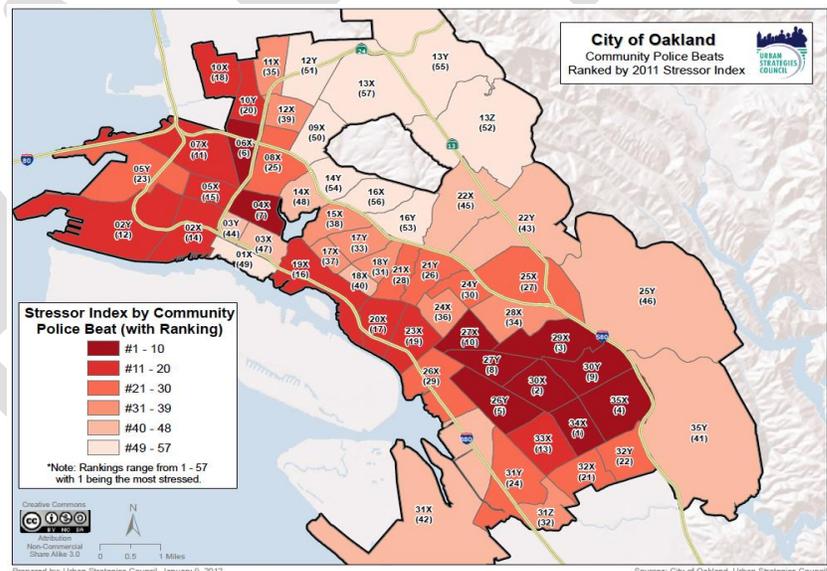
Three-quarters of Oakland students are eligible for free and reduced price lunch. In the 2013-2014 school year, nearly a third (34%) of all Oakland public schools had a student population where 90% to 100% of students were eligible for free and reduced price lunch.

## Needs of Children and Youth in Oakland

### Neighborhood Stress

Comparative to other cities in the Bay Area and nationally, Oakland has higher levels of poverty and unemployment, lower levels of academic achievement, and a historically high violent crime rate. These ‘stressors’ negatively affect the positive development children and youth in multiple ways.

The City of Oakland’s Oakland Unite (Measure Z) program has developed a neighborhood ‘stressor’ index using data on arrests, crime reports, food stamp recipients, youth incarceration and probation, violent suspensions and chronic absence for OUSD students. This stressor index is mapped to the city’s 57 police beats, and is used to identify neighborhoods where youth may face disproportionate challenges.



### Youth Voice

Nearly 70% of Oakland students report that they have medium or high levels of opportunity to meaningfully participate in their school, and nearly 80% report that they have medium or high levels of opportunity to meaningfully participate in their community. While positive, the rates are lower than students’ perceptions in Alameda County and California more broadly, and there are disparities in that females are more likely to report low levels of meaningful participation in their community, and Latino, Asian, and African American students are significantly more likely to report low levels of meaningful participation in their communities (30%, 26%, and 20% respectively) than white students (6%).

## System Landscape & OFCY's Impact

OFCY is the leading provider of funding for youth development and youth leadership programming in Oakland, supporting community-based and public agencies to work with youth in their neighborhoods and at school sites during the school year and summer months. OFCY and Oakland Unite have the shared goal of preventing and reducing violence, crime, and gang involvement in young people, and coordinate strategies, with OFCY focusing on prevention programming and Oakland Unite on intervention programming.

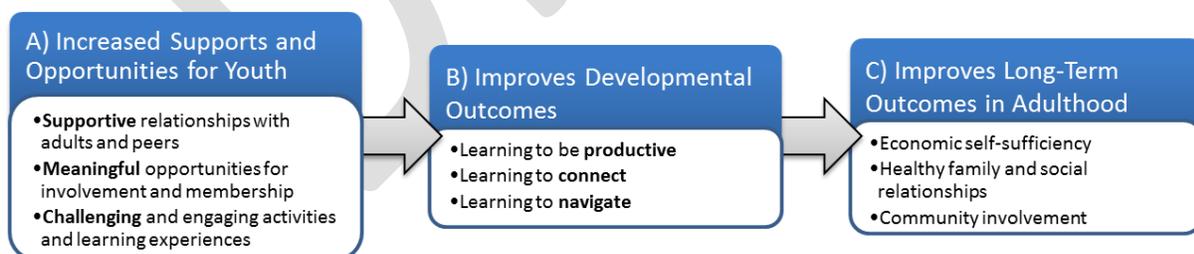
There has been a decrease in available funding in the youth development field since 2008 as Bay Area funders like the Stuart Foundation, Evelyn & Walter Haas Jr. Fund, and the San Francisco Foundation that used to have active youth development portfolios have moved towards funding educational reform as their theory of change. In light of these changes in funding, OFCY's role in supporting community-based youth development and youth leadership programming has been critical to Oakland's youth serving non-profit agencies and instrumental in supporting the growth and development of community-based programs in Oakland, from small & emerging programs to larger community collaborations.

## Opportunities for Strategy Development

OFCY's support for youth development and leadership programming is seen as a strength by youth, providers, and key stakeholders. By supporting positive youth development and leadership programming through community-based out of school time and summer programs, OFCY helps address neighborhood inequities, and provides place-based services that serve as assets and safe community spaces for children and youth to connect with peers and caring adults.

Youth development and leadership programming are viewed by OFCY and the broader community as effective strategies in addressing youth violence and crime in Oakland. Summer programming in community-based settings provides positive and enriching experiences for children and youth while helping to offset summer learning loss. Youth Leadership programming builds young people's investment in their communities and gives youth voice to the role and direction of their own and their community's growth and development.

Research has shown that positive youth development programming can improve long-term outcomes in adulthood. Programming that increases supports and opportunities for youth leads to improved developmental outcomes, which in turn impact long-term outcomes in adulthood. Positive youth development programming also reduces negative risk factors.



## **Youth Development and Youth Leadership**

OFCY will support an expansion of funding or services in youth development and youth leadership community based programming during the summer and year round. Services for at-risk and specific populations can be prioritized.

The Youth Development and Leadership funding area will also support enrichment, academic support, and other youth development and leadership programming at school sites during the school year and in summer months to improve the academic setting and student connection to school.

### **Year Round programming in youth development and youth leadership (ages 5-20)**

Youth Development and Youth Leadership programming can build safe community spaces, with community-spaces centers for a variety of children, youth, and family support services. Services and activities can be wide ranging and can include arts, recreation, sports, academic support, cultural development, service learning, and peer-to-peer and mentoring programming. Youth Development and Youth Leadership programming can address diverse populations and have specific target populations to address inequities. Youth development and leadership programming for older youth (15-20) will be supported, to provide older youth with access to enrichment, leadership development and safe community space programming, along with academic support and career development programming to be supported through the Transitions to Adulthood funding strategy.

- Programming that builds interest in STEM projects, or provides project-based or hands-on learning opportunities such as maker projects and do-it-yourself (DIY) science projects help build interest in science and technology careers.
- Projects that provide youth opportunities to develop their voice through arts, literature, or other expression promote the social, emotional, physical, cognitive and spiritual development of youth and instill individual and community pride and leadership.
- Youth leadership programming that engage youth in positions of responsibility, training, and advocacy help provide transferable job skills and are provide valuable experience and opportunities for young people to develop new skills and build experience.
- Youth Leadership programming can provide financial support (stipends or other incentives) to demonstrate to youth leaders the value of their work. Programs that provide stipends should have clear and reasonable stipend policy in place. These programs (peer-leadership, peer mentoring, or other programs where a cohort of youth receive significantly more training and development and hold roles of responsibility in program design and delivery) should be considered as experiences that support youth in developing job and career skills and help youth to develop career goals.
- School-based services and programming can address academics, enrichment, school connectedness, and peer leadership.

### **Summer only programming in youth development and youth leadership**

- OFCY will continue to support programs that provide enriching and engaging activities during the summer months to help youth feel safe, supported, and connected to peers, caring adults, and their community. Programs that serve children and youth in summer months can be based at school sites or in community settings.

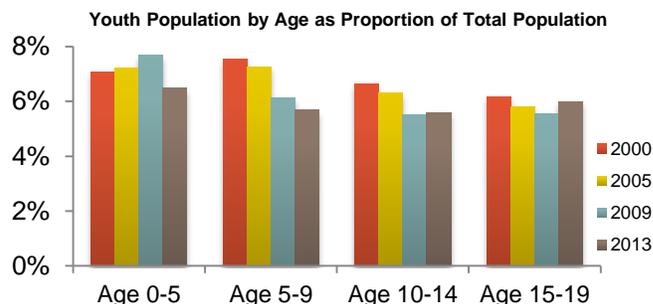
## Demographic Profile of Youth

### Numbers

Six percent of Oakland’s population are between the ages of 15 to 19. Although Oakland’s total population has remained relatively constant since 2000, the number of youth in Oakland has decreased from 109,592 in 2000 to 94,489 in 2013—a 14% decline.

### Economics

According to 2013 federal poverty guidelines, a single person earning less than \$11,490 or a family of four earning less than \$23,550 are living in poverty. In 2013, 30% of children in Oakland lived in households with incomes below the federal poverty level. Nearly 35% of children lived in households that receive some sort of public assistance like food stamps, SSI, or cash assistance.



Source: Census Data for 2000; American Community Survey Data for 2005, 2009, and 2013 (5-yr estimates)

## Needs of Youth in Oakland

### Graduation/High School Completion

Since 2009, the high school graduation rate in Oakland has improved from 55% to 63% yet is below the 80% average graduation rate for the state and county. 22% of students in OUSD drop out before graduating, twice county and state averages. About half—51%— of graduates from Oakland Unified School District complete the A-G courses required for UC and/or CSU entrance.

### Post-Secondary Education

In 2008-2009, 46% of OUSD’s high school graduates were enrolled in postsecondary institutions. White and Asian graduates were more likely to be enrolled in postsecondary institutions—at 66% and 55% of graduates respectively. Forty-eight percent of African American graduates and 35% of Latino graduates were enrolled in post-secondary institutions. In Oakland, 44% of high school graduates ages 25 to 29 (16,000) have completed a bachelor’s degree or higher.

### Employment & Affordability

Oakland has historically had a higher unemployment rate than neighboring cities and counties, with unemployment rates disproportionately high for youth and minorities. Oakland’s place in the greater San Francisco Bay Area and its’ high cost of living have made Oakland more expensive to live. The Insight Center for Community Economic Development has developed a Self-Sufficiency Standard for California, which indicates that it costs nearly \$28,000 a year for a single adult to live in Alameda County. The annual costs for one adult and one infant to achieve self-sufficiency in Alameda County balloons to over \$60,000.

## System Landscape & OFCY’s Impact

OFCY currently supports the goals of transition to adulthood through academic and youth workforce development strategies. Numerous studies over the years indicate that educational attainment is the

strongest indicator of future earnings, therefore OFCY supports programming that engages youth to be successful in high school and post-secondary education.

Oakland has three City of Oakland funding streams that specifically support youth workforce development: OFCY, the Oakland Workforce Investment Board, and Oakland Unite. In addition to these sources, there is extensive college and career preparation work supported through OUSD, which will be augmented with the passage of Measure N (“College and Career Readiness for All”). Furthermore, there is funding for youth workforce available via the Alameda County Workforce Investment Board, Alameda County Social Services Agency/ Title IV:E funding, new state funding through the California Career Pathways Trust, and an investment of new private funds via the Atlantic Philanthropies for school-based career pathways.

In the East Bay, the largest employers by industry type are Government (15.7%), Healthcare (14.5%), and Retail Trade (10.2%) Employment gains have occurred across a broad range of industry sectors in the East Bay in recent years. Some of the fastest growing sectors over the past year have been Transportation and Warehousing (4.9%), Real Estate (4.2%), and Wholesale Trade (4.0%). Much of the growth in Wholesale Trade, and Transportation and Warehousing, can be attributed to increased port activity, with the value of exports (6.1%) and Imports (5.5%) at the Port of Oakland increasing from 2012 to 2013.

OFCY supports the City’s goals of providing summer and year-round employment opportunities for youth. Last year OFCY’s career and workforce development programs reached over 1000 youth, with 560 youth participating in internships.

### Opportunities for Strategy Development

There continues to be a role for OFCY in supporting youth as they transition to a productive adulthood, with primary services and activities focusing on two critical needs: career exposure, exploration, and experience; and the attainment of educational milestones to be on a pathway to reach career goals.

However, older youth do need more than just academic and career support. Youth and key stakeholders have cited the need for older youth to be engaged in broader youth development and leadership programming, to build youth voice, provide enriching experiences, provide opportunities to learn new skills, and for youth to make positive connections to peers, adults, and their community. OFCY will also support programs providing older youth with youth development and leadership programming through the **Youth Development and Leadership** funding area, to provide youth with opportunities to participate in enriching activities that are not solely in advancement of educational or career goals.

#### Career and Academic Development

The strategy will support programming that addresses the academic and career needs of older youth in Oakland. Programs funded in this strategy may work to address the high rates of drop-outs for Oakland youth and low rates of high school graduation, and help disconnected youth re-engage with academic programming to obtain a credential, diploma, or degree. Programs may also work with youth to persist in and graduate from high school, and to continue on to further post-secondary education by helping youth to complete high school prerequisites, navigate post-secondary enrollment, and assist with the financial aid process for post-secondary education.

- Youth benefit from programming that provides opportunities for employment and career exploration through job shadowing, short-term paid work experience, soft-skill development, youth entrepreneurship and other career development activities that provide exposure to the world of work and broaden their awareness of career options and opportunities.

## Transitions to Adulthood – Situational Analysis Summary DRAFT

- Programming that supports youth in achieving academic success while building employability knowledge, skills and experience will be supported.
- For programs that provide youth with stipends or wages for leadership or employment experience, financial literacy should be a component or addressed.
- The investment in youth workforce by other funding sources focuses on high-risk populations and on job placement or career pathway advancement as end goals. OFCY funding can support programming for both younger youth and for a broader population of low-income youth residing in high stress neighborhoods that in-need of services and support, but are not categorized as high-need and therefore not prioritized for enrollment or to receive services through the other local youth workforce funding streams.

DRAFT