

SUCCESSFUL FAMILIES 2020

SF2020 is 6 partners working on one shared goal: Breaking the cycle of poverty by ensuring kids of color and their families succeed, inside and outside of school.

INVESTMENT TO EFFECT REAL CHANGE

Major investments from the United Way (\$3.75M over five years) and Multnomah County (\$2M annually) support this collaborative of five community-based providers who bring cultural expertise to their work: Immigrant and Refugee Organization (**IRCO**), Latino Network (**LN**), Metropolitan Family Service (**MFS**), Native American Youth and Family Center (**NAYA**), and Self Enhancement Incorporated (**SEI**).

These partners are working together in two school districts that have undergone rapid demographic change in the past decade and a half:

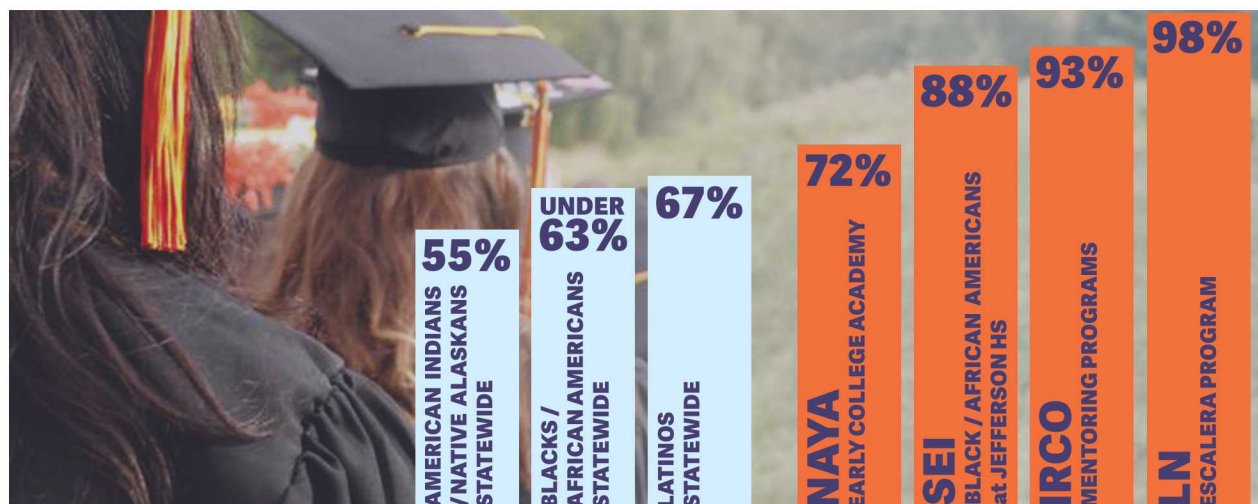
- Largest high schools in the state
- High levels of racial and cultural diversity
- Large numbers of families in poverty

	DAVID DOUGLAS HS	REYNOLDS HS
Number of students:	3141	2700
Kids of color:	64%	67%
Free and Reduced Lunch:	64%	67%

SF2020 STARTED WITH NUMBERS THAT REVEALED A STARK CONTRAST, YET TOLD A PROMISING STORY.

Oregon's high school graduation rates in the 2014-15 school year were only 67% for Latino students, under 63% for Black/African American students, and 55% for American Indian/Native Alaskan students.

But culturally specific and culturally responsive providers help students of color achieve far greater success: SEI achieved an 88% graduation rate for black/African American students at Jefferson High School. The high school graduation rate for students in Latino Network's Escalera program is 98%; for students in NAYA's Early College Academy, it's 72%; and for immigrant/refugee youth in IRCO's mentoring programs, it's 93%.



If culturally specific and responsive organizations can have this sort of success with targeted groups of kids, what will it take to create that success with more kids, more families, and more schools?

How can including culturally responsive wraparound services, from financial literacy to healthcare referrals, strengthen the families and communities we serve?

As SF2020 answers these questions, we're making community-based providers, schools and districts, and public and private funders more effective.

ACTIONABLE RESEARCH

A third-party evaluation documenting what aspects of culturally specific and culturally responsive organizations make them most effective in working with kids of color and their families and communities.

This research analyzes input from the leadership and staff of IRCO, Latino Network, MFS, NAYA, and SEI, and from interviews and focus groups with community members served by these providers.

Impact: The findings can be used by nonprofits across the region to improve their own culturally specific and culturally responsive practices, while providing public and private funders with guidelines to invest in what works for diverse populations.

A robust data-tracking system and data-sharing agreements between districts and providers.

SF2020 has built capacity to track key indicators for 1600 students in eight schools across two districts, as well as tracking what services these students and their families receive from culturally specific and cultural responsive community-based providers. We also track data and outcomes for a control group of students in a district that is not receiving SF2020 support, so outside evaluators can assess exactly what improvements are the result of SF2020 programs and services.

Impact: This data-driven approach reveals which interventions are most effective for improving school attendance, decreasing behavioral referrals, and increasing graduation rates. This evidence base will be disseminated for use in other communities regionally and nationally.

A groundbreaking climate survey of more than 1,000 students, families, teachers, and community partners administered by SF2020 across multiple schools to understand how inclusion affects educational outcomes.

Schools should be places where every student thrives. But it can be difficult to know what challenges keep students from diverse backgrounds from thriving. Teachers, administrators, and other staff in schools with rapidly changing demographics need to understand the kids and families they serve—and so do community-based providers, particularly as they expand their work in these schools. To increase student success, SF2020 is documenting the experience students and families have in middle and high schools.

Impact: As we better understand these experiences, school staff and community-based providers can work together to deepen their ability to meet the needs of the kids and communities they serve, in every school.

Results Based Accountability to drive professional learning and development for school staff and for partner organizations.

Results Based Accountability (**RBA**) provides a rigorous improvement framework to measure how in-school and afterschool approaches improve student outcomes. SF2020 is deploying RBA as a collaboration of teachers, administrators, and community-based providers, who are learning together how best to serve students of color.

Impact: Using RBA to track which approaches have the most significant effect on students' educational outcomes, SF2020 partners can improve instruction, programs, and services in real time. As we align afterschool content with culturally appropriate school-day instruction, we are creating a model that can be used across the state.



Culturally specific organizations serve a majority of clients from a specific cultural community, with culturally appropriate programs designed, delivered, and overseen by staff and boards whose own culture and language reflects the community served. Most culturally specific organizations were created by members of the community they serve.

Culturally responsive organizations do not necessarily focus on a single community or develop out of a single community, but their client-centered approach aligns programs and services to meet the specific cultural strengths, experiences, and expectations of those they serve.

Both culturally specific and culturally responsive organizations rely on trauma-informed strategies, and they focus on validating the cultural strengths of the communities they serve, which is key to family and community self-determination and success.

Immigrant and Refugee Organization (**IRCO**), Latino Network, Native American Youth and Family Center (**NAYA**), and Self Enhancement Incorporated (**SEI**) are culturally specific partners in SF2020.

Metropolitan Family Service (**MFS**) is a culturally responsive partner in SF2020.

EFFECTIVE PARTNERSHIPS

SF2020 has achieved a substantial increase in coordination and collaboration among the partner agencies and school district leadership, documented in a survey by Multnomah County's Department of Human Services' Youth and Family Services division.

Across partner organizations, key staff—from CEOs/executive directors to program managers to data-evaluation teams to service delivery staff—meet regularly to ensure the delivery of comprehensive, aligned, culturally appropriate services to all the students and families we serve. Staff within each culturally specific and culturally responsive provider continuously learn from their peers at other SF2020 organizations.

Because SF2020 staff work inside schools, we've increased the presence of adults of color in every school, providing role models and mentors with whom diverse students can identify.

In addition to providing more effective programs, SF2020 organizations are streamlining the process for referring students and families to culturally appropriate services. By providing coordination, translation/interpretation, system navigation, and follow-up, SF2020 providers enable families to receive effective support from mental health providers, SUN schools, and other State and County programs and departments.

SF2020 has leveraged United Way's founding investment three times over, securing public support from Multnomah County and philanthropic support from the Bill & Melinda Gates Foundation, Meyer Memorial Trust, the Oregon Community Foundation, and Kaiser Permanente. An additional \$28 million from the U.S. Department of Education will further the replication and expansion of this work.

Multnomah County, recognizing the power of SF2020's approach for achieving equity, has increased investment in culturally specific and culturally responsive organizations.

GETTING RESULTS

"We've already seen impact on the ground: 9th grade on-track rates have increased, the graduation rate is up, we have more support and interest from parent groups, and more family involvement in school. In education it's hard to isolate cause/effect, but having community partnerships makes a huge difference. For assistant principals, it's having a community partner in the room with families to figure out how to proceed together. We can refer students to a partner to help follow-up, to mentor and support kids as an option to exclusionary discipline. That can only happen with trust on both sides and an ability to work seamlessly. At middle schools, we do regular case-management meetings, to identify which students need more support, and who is in the best position to provide what kids need."

— Frank Caropelo, assistant superintendent, Reynolds School District

