

FAIR FUTURES EXAMPLE ORGANIZATIONAL CHARTS/STRUCTURES

Fair Futures is completely centered around the needs of system-involved young people.

The overarching goal is to provide young people with the long-term coaching and social/emotional supports they need to:

- Prepare for and graduate high school;
- Persist in post-secondary settings;
- Have progressive career development experiences;
- Build a network of positive adult and peer supports;
- Access and maintain affordable housing and gain independent living skills (for those aging out).

SUMMARY OF MODEL & KEY STAFF

Fair Futures includes a middle school component (grades 6-8) and a coaching program (9th grade - age 26, at scale).^{*} The coaching program is voluntary and has no eligibility criteria. Young people can choose to leave and return to the program at any time. The model is all about meeting young people where they are, believing in them, and helping them reach their potential.

^{*}Current funding for the Juvenile Justice expansion can only be used for the coaching model for youth through age 21 and currently excludes the following Middle School component

THE MIDDLE SCHOOL COMPONENT INCLUDES THE FOLLOWING POSITIONS, AT SCALE:



MIDDLE SCHOOL
EDUCATION
SPECIALIST
(at a max. 1:50 ratio)

The Middle School Education Specialist:

- Monitors the academic performance of middle school students and provides educational advocacy, as needed;
- Connects students to quality tutoring and monitors progress;
- Helps ensure students are connected to extracurricular activities;
- Provides individualized assistance with the high school selection process to all 8th graders and their families to ensure they enter a quality, best-fit school.



TUTORS

Tutors provide weekly, in-home tutoring and social-emotional support to students.

Agencies must leverage existing tutoring services as appropriate and feasible (see ACS guidance).

They also can choose to sub-contract with a quality tutoring vendor or create their own tutoring program.

Tutors work from a youth development, strength-based, trauma-informed lens.

THE COACHING PROGRAM (9TH GRADE THROUGH AGE 26) INCLUDES THE FOLLOWING POSITIONS, AT SCALE:



PROGRAM
DIRECTOR



TUTORS
(during high school*)



CAREER DEVELOPMENT
SPECIALIST



HOUSING
SPECIALIST



COACH SUPERVISORS
(Fair Futures recommends a
1:5 ratio, ACS guidance is 1:6)



COACHES
(1:15 ratio for Coaches serving youth in foster care & 1:8-1:12 ratio
for Coaches serving youth in juvenile justice programs)



COLLEGE
SPECIALIST

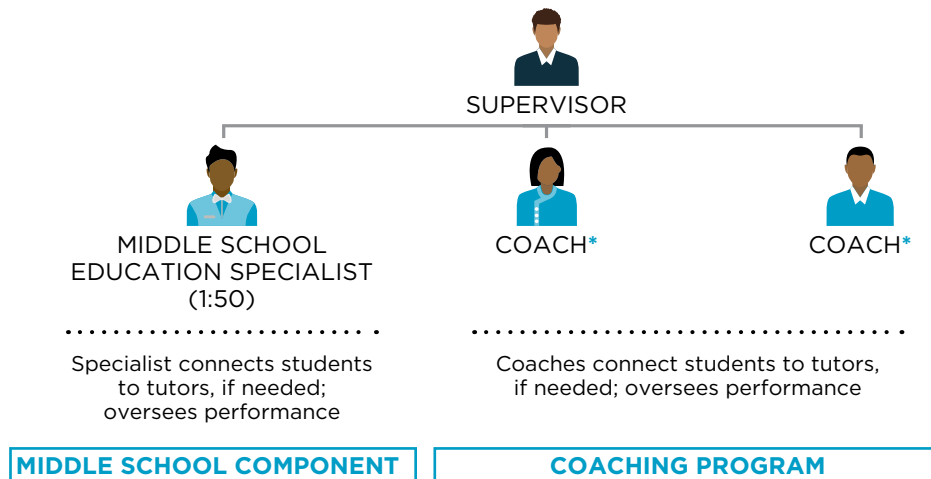
In a nutshell, Coaches:

- ✓ Build trusting relationships with up to 15 young people;
- ✓ Provide ongoing social/emotional support;
- ✓ Work 1:1 with young people to develop academic and career development goals based on where they are and take measurable steps towards their goals;
- ✓ Connect young people to quality schools, programs, resources, and opportunities in line with their goals;
- ✓ Help young people persist in these settings, navigate any challenges that arise, celebrate successes, and plan/prepare for the next step on their journey;
- ✓ Should a youth not be successful in any particular school/program setting, Coaches help young people reflect on the experience, provide support, and work with them to set new goals and transition to the next opportunity.
- ✓ Collaborate with Case Planners, Tutors, Specialists, and parents/foster parents, as needed, to help youth achieve their goals and ensure their overall well-being;
- ✓ Connect young people to peer group supports and build positive relationships;
- ✓ Ensure young people who are aging out can access and maintain stable, affordable housing and build independent living skills.

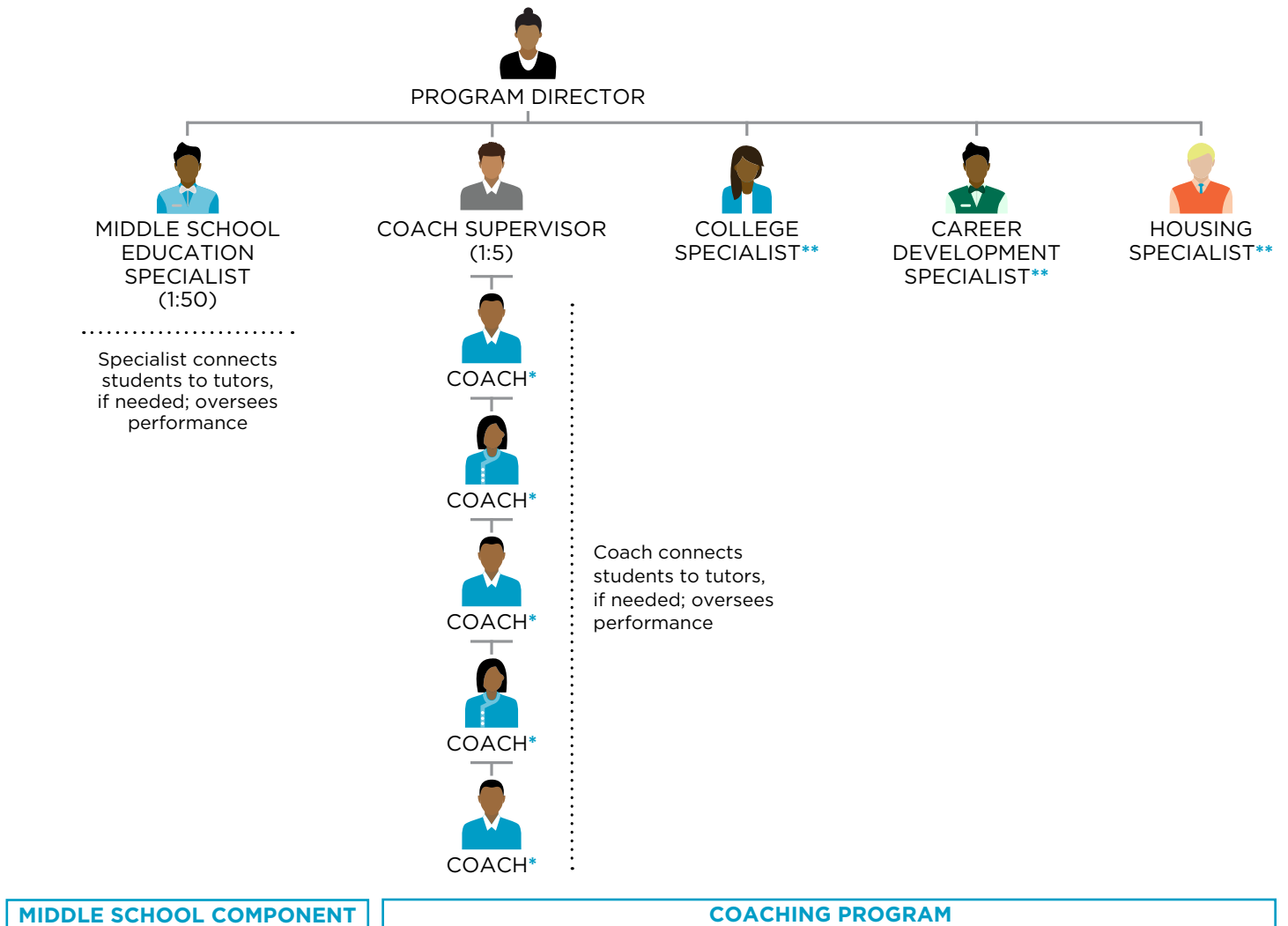
^{*}During high school, tutors provided by: program staff, contracted services, or other available tutoring option

Organizational Chart

1. SMALLER AGENCY | Outsourcing Tutoring



2. MID-SIZE AGENCY | Outsourcing Tutoring



*** COACH** **RECOMMENDED RATIOS:**

- 1:15 for Coaches working with youth in foster care
- 1:8 - 1:12 for Coaches working with youth in juvenile justice programs

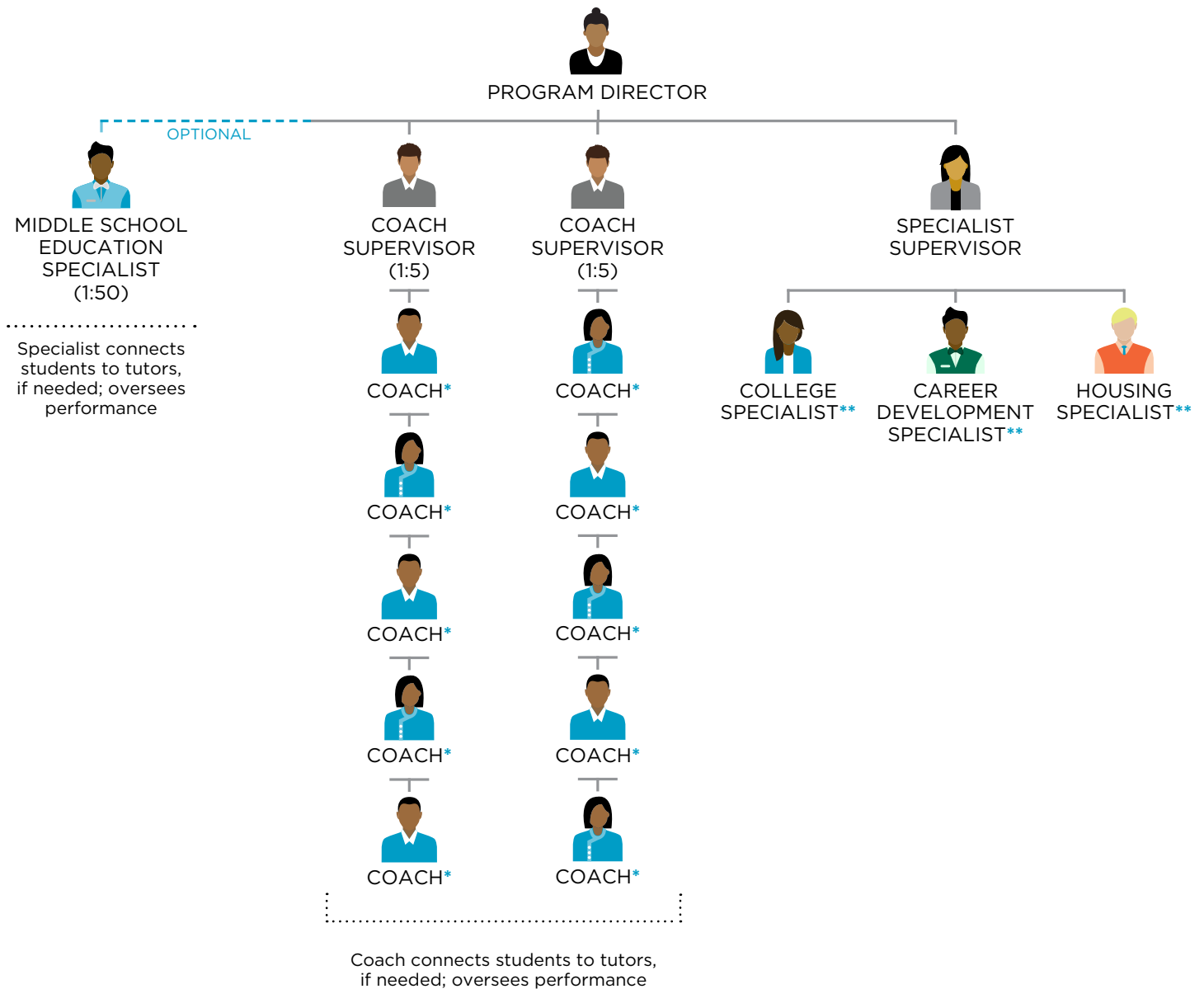
**** SPECIALISTS**

PLEASE NOTE:

For this phase of the juvenile justice expansion, programs will likely hire **one specialist** that focuses on **both Career & Education**

Organizational Chart

3. AT SCALE | Outsourcing Tutoring



MIDDLE SCHOOL COMPONENT

COACHING PROGRAM

* COACH



RECOMMENDED RATIOS:

- 1:15 for Coaches working with youth in foster care
- 1:8 - 1:12 for Coaches working with youth in juvenile justice programs

** SPECIALISTS

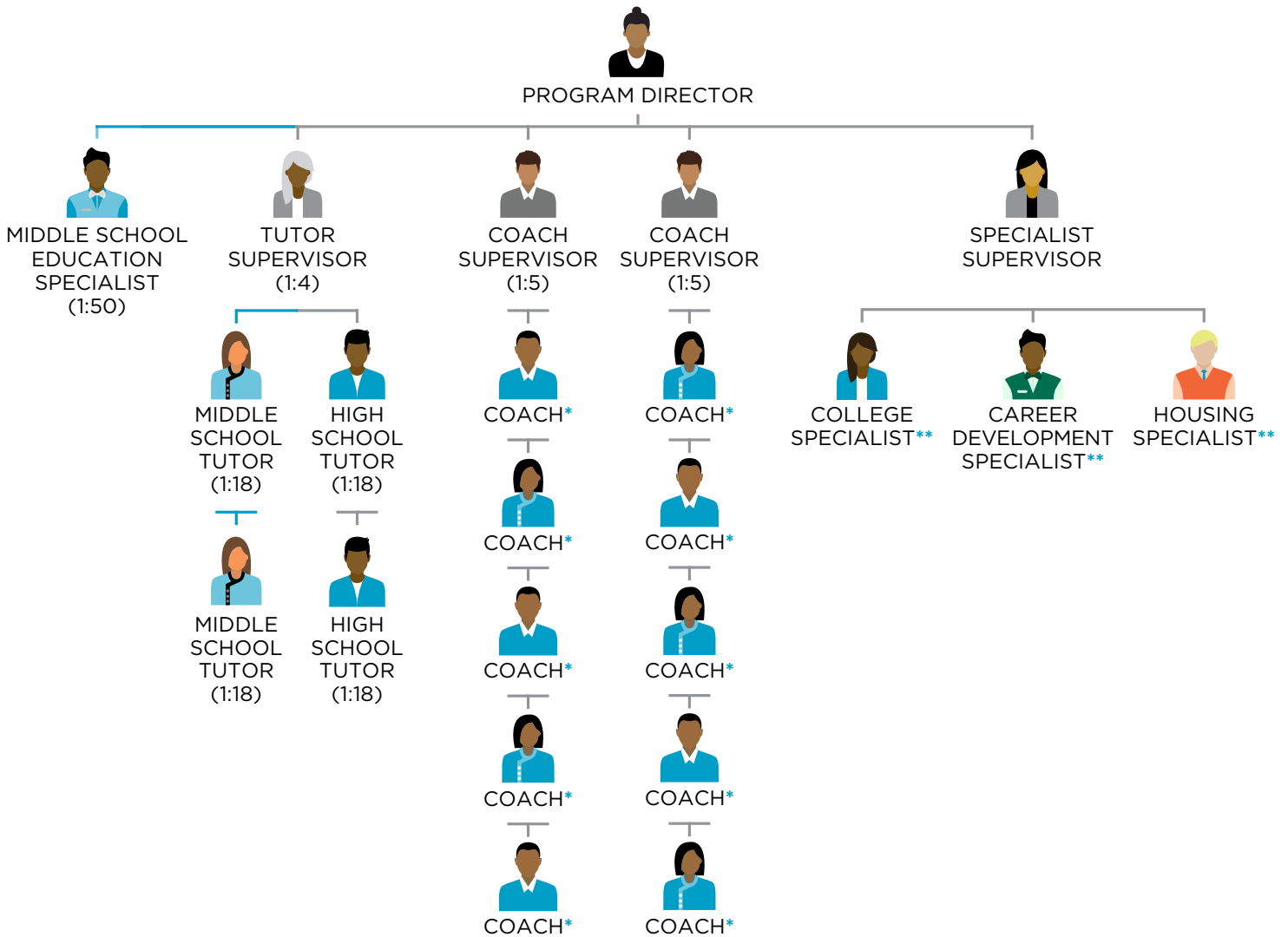


PLEASE NOTE:

For this phase of the juvenile justice expansion, programs will likely hire **one specialist** that focuses on **both Career & Education**

Organizational Chart

4. AT SCALE | With in-house Tutoring Program



MIDDLE SCHOOL COMPONENT

COACHING PROGRAM

* COACH



RECOMMENDED RATIOS:

- 1:15 for Coaches working with youth in foster care
- 1:8 - 1:12 for Coaches working with youth in juvenile justice programs

** SPECIALISTS



PLEASE NOTE:

For this phase of the juvenile justice expansion, programs will likely hire **one specialist** that focuses on **both Career & Education**