

FAIR FUTURES EXAMPLE ORGANIZATIONAL CHARTS/STRUCTURES

Fair Futures is completely centered around the needs of young people who have experienced foster care.

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 ACS FUNDING CAN ONLY BE USED FOR YOUTH UP TO AGE 21.

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



The Middle School Education Specialist:

- Monitors the academic performance of middle school students in foster care 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 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:



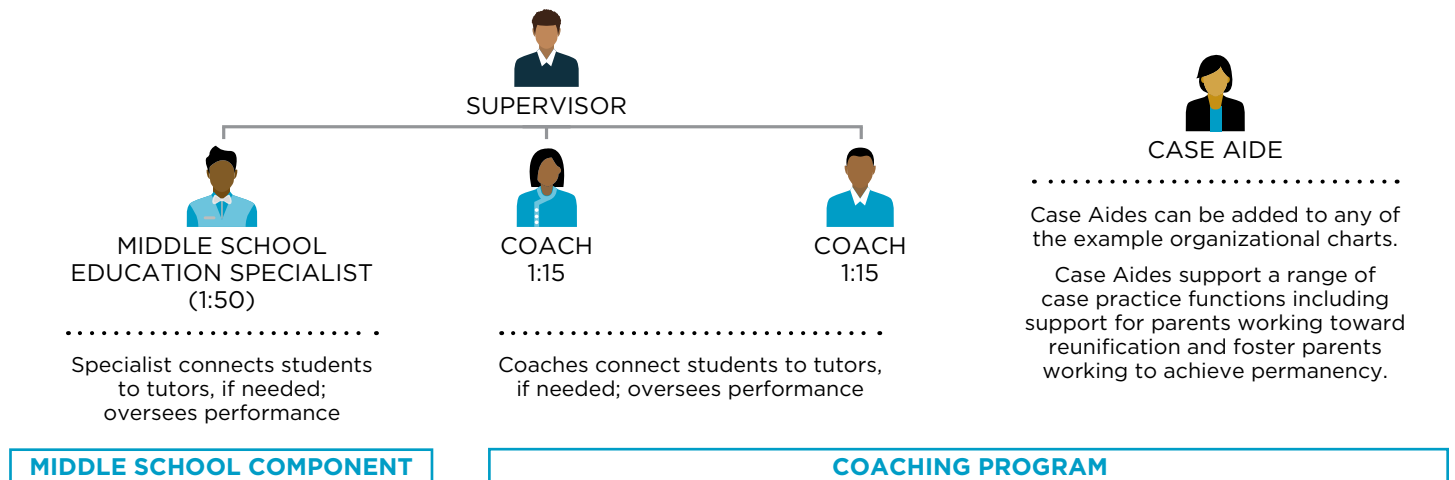
In a nutshell, Coaches:

- ✓ 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.

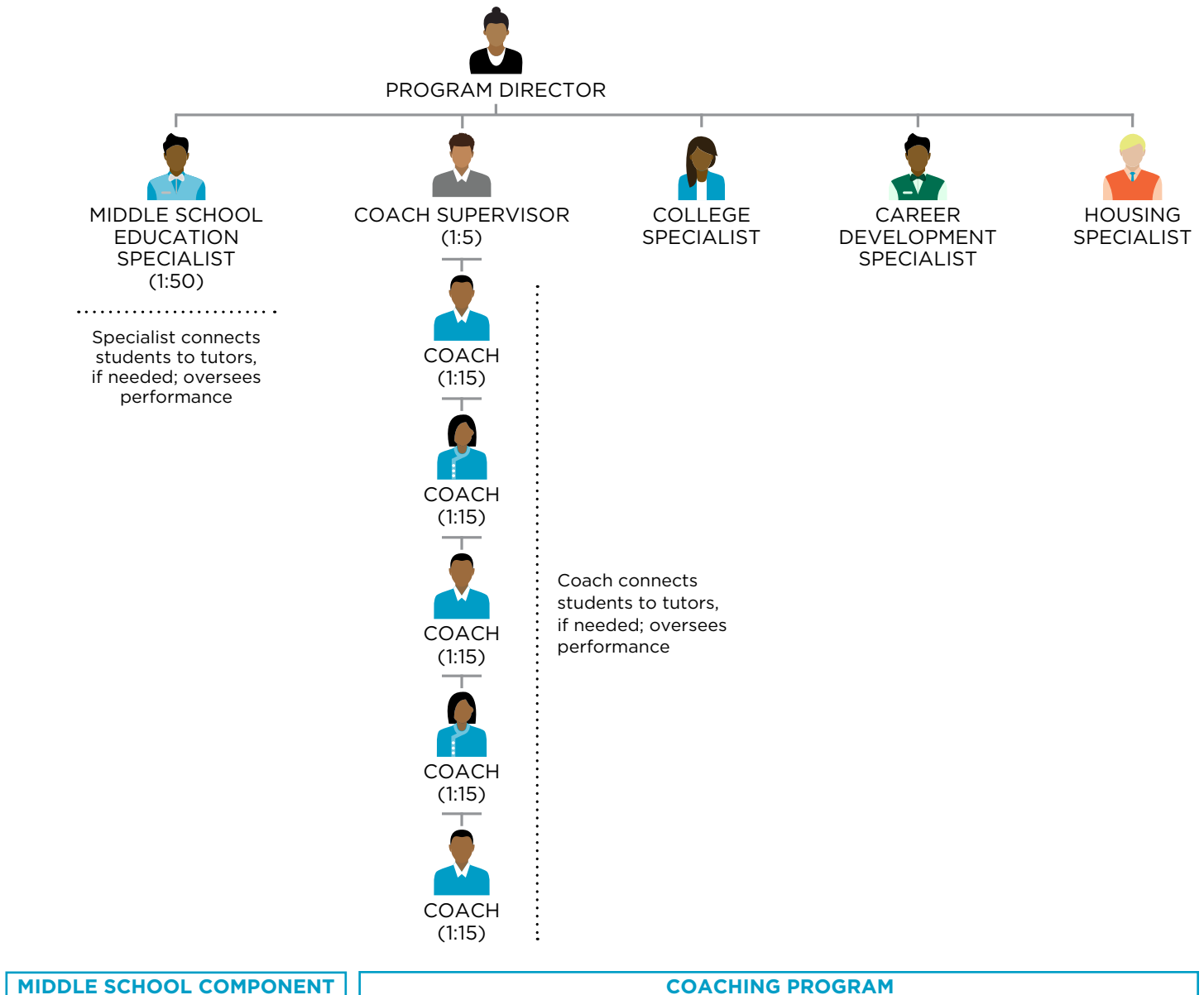
^{*}During high school, tutors provided by: program staff, contracted services, or other available tutoring option

Organizational Chart

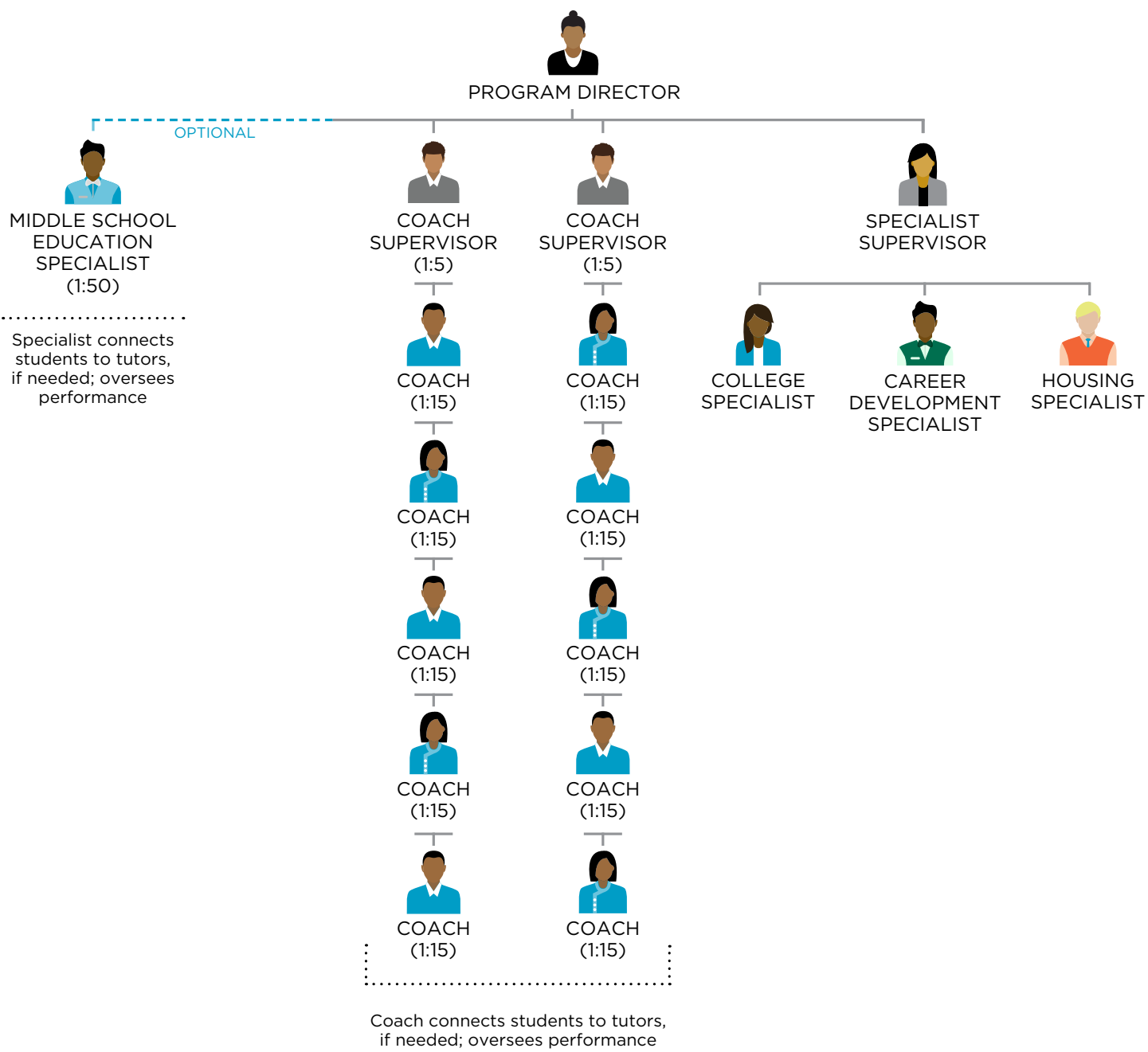
1. SMALLER AGENCY | Outsourcing Tutoring



2. MID-SIZE AGENCY | Outsourcing Tutoring

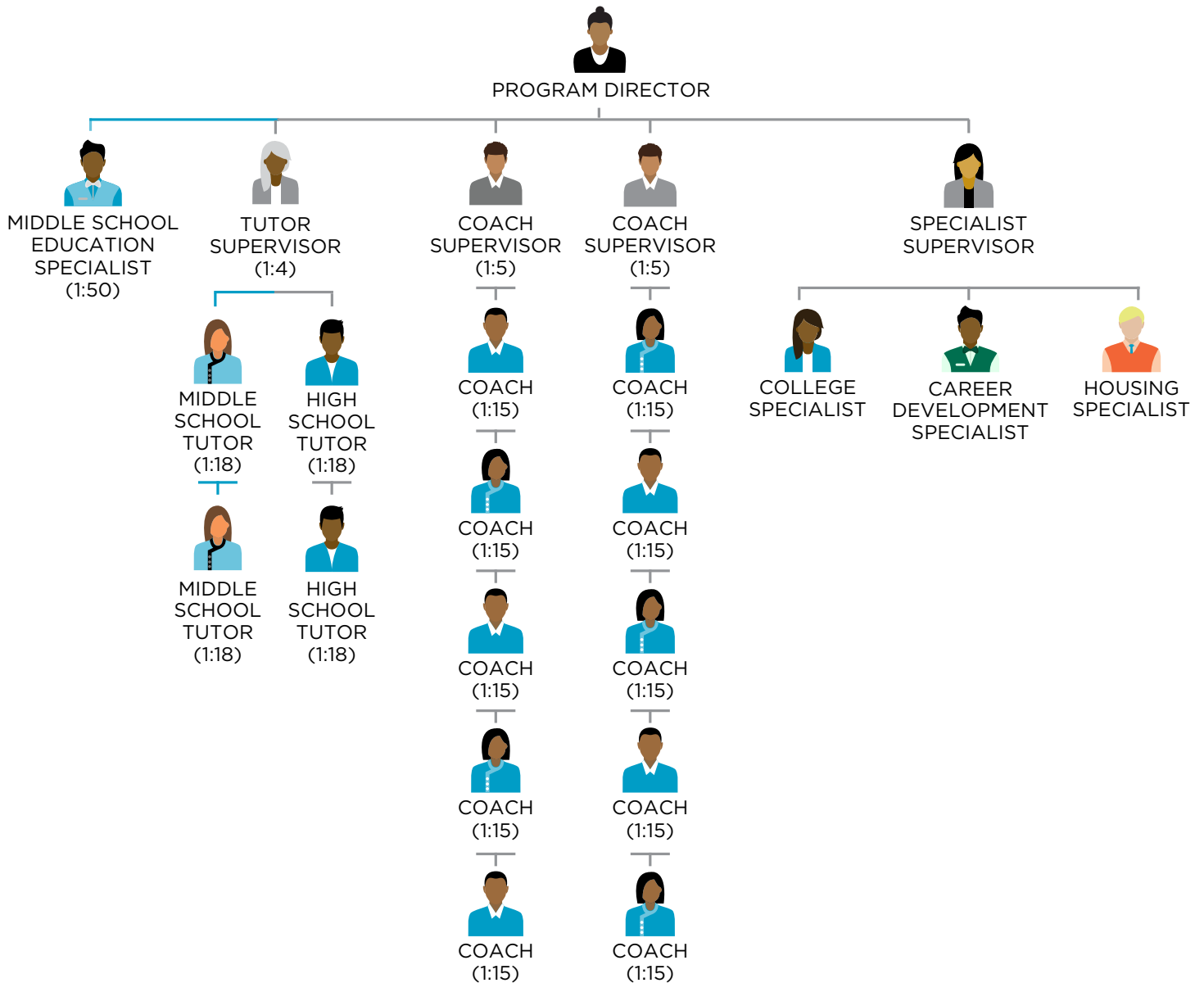


3. AT SCALE | Outsourcing Tutoring



Organizational Chart

4. AT SCALE | With in-house Tutoring Program



MIDDLE SCHOOL COMPONENT

COACHING PROGRAM