FAIR FUTURES EXAMPLE ORGANIZATIONAL CHARTS/STRUCTURES

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

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
1. SMALLER AGENCY | Outsourcing Tutoring

SUPERVISOR

- MIDDLE SCHOOL EDUCATION SPECIALIST (1:50)
  - Specialist connects students to tutors, if needed; oversees performance

- COACH

- COACH

MIDDLE SCHOOL COMPONENT | COACHING PROGRAM

2. MID-SIZE AGENCY | Outsourcing Tutoring

PROGRAM DIRECTOR

- MIDDLE SCHOOL EDUCATION SPECIALIST (1:50)
  - Specialist connects students to tutors, if needed; oversees performance

- COACH SUPERVISOR (1:5)

- COACH

- COACH

- COACH

- COACH

- COACH

MIDDLE SCHOOL COMPONENT | COACHING PROGRAM

** 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
3. AT SCALE | Outsourcing Tutoring

**Program Director**

**Middle School Education Specialist (1:50)**
- Specialist connects students to tutors, if needed; oversees performance

**Coach Supervisor (1:5)**
- **Coach**
- **Coach**
- **Coach**
- **Coach**
- **Coach**
- **Coach**
- **Coach**
- **Coach**

**Coach**
- Individual student coaching

**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**
- **College Specialist**
- **Career Development Specialist**
- **Housing Specialist**

**Please Note:**
For this phase of the juvenile justice expansion, programs will likely hire one specialist that focuses on both Career & Education
4. AT SCALE | With in-house Tutoring Program

**MIDDLE SCHOOL COMPONENT**

- **MIDDLE SCHOOL EDUCATION SPECIALIST** (1:50)
  - **MIDDLE SCHOOL TUTOR** (1:18)
  - **MIDDLE SCHOOL TUTOR** (1:18)

- **TUTOR SUPERVISOR** (1:4)
  - **HIGH SCHOOL TUTOR** (1:18)

**COACHING PROGRAM**

- **COACH SUPERVISOR** (1:5)
  - **COACH**
  - **COACH**

- **COACH SUPERVISOR** (1:5)
  - **COACH**
  - **COACH**

- **SPECIALIST SUPERVISOR**
  - **COLLEGE SPECIALIST**
  - **CAREER DEVELOPMENT SPECIALIST**
  - **HOUSING SPECIALIST**

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**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**
- **COLLEGE SPECIALIST**
- **CAREER DEVELOPMENT SPECIALIST**
- **HOUSING SPECIALIST**

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