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By	

OAKLAND UNIFIED SCHOOL DISTRICT
Office of the Board of Education

November 18, 2019

To: Board of Education

From: Kyla Johnson-Trammell, Superintendent
Christie Herrera, Executive Director, Early Childhood Education

Subject: Grant Agreement - The Kenneth Rainin Foundation - Early Literacy Collaborative - Early Childhood Education

ACTION REQUESTED:

Approval by the Board of Education of a Grant Agreement between the District and The Kenneth Rainin Foundation, Oakland, CA, with the latter accepting \$502,000.00 Grant, to support Men of Color Early Education Teaching Fellows Pilot Program, for fiscal year 2019-2020, pursuant to the terms and conditions thereof, awarded pursuant to the terms and conditions thereof, for the period July 1, 2019 through March 1, 2022.

BACKGROUND:

Grant agreement for OUSD schools for the 2018-2019 fiscal year was submitted for funding as indicated in the chart below. The Grant Face Sheet and grant application packets are attached.

File I.D #	Backup Document Included	Type	Recipient	Grant's Purpose	Time Period	Funding Source	Grant Amount
19-2417	Yes	Grant	Oakland Unified School District, Early Childhood Education Department	To support Men of Color Early Education Teaching Fellows Pilot Program.	July 1, 2019 through March 1, 2022	The Kenneth Rainin Foundation	\$502,000.00

DISCUSSION:

The District created a Grant Face sheet process to:

- Review proposed grant projects at OUSD sites and assess their contribution to sustained student achievement
- Identify OUSD resources required for program success

OUSD received a Grant Face Sheet and a completed grant application for the program listed in the chart by the school.

FISCAL IMPACT:

The total amount of grants will be provided to OUSD schools from the funders.

- Grants valued at: \$502,000.00

RECOMMENDATION:

Approval by the Board of Education of a grant agreement for the Early Childhood Education Department for fiscal year 2019-2020, pursuant to the terms and conditions thereof, if any.

ATTACHMENTS:

Grant Agreement, Kenneth Rainin Foundation
Rainin Foundation Education 2019, Full Application


OUSD Grants Management Face Sheet

Title of Grant: Men of Color Early Education Teaching Pilot Program	Funding Cycle Dates: July 1, 2019 through March 1, 2022
Grant's Fiscal Agent: (contact's name, address, phone number, email address) Paula Ambrose, Program Officer Kenneth Rainin Foundation 155 Grand Avenue Oakland CA 94612 510-625-5207 Paula.ambrose@krfoundation.org	Grant Amount for Full Funding Cycle: First Installment: \$200,000.00 on June 1, 2019 Second Installment: \$302,000.00 on May 21, 2020 Total amount not to exceed: <u>\$ 502,000.00</u>
Funding Agency: Kenneth Rainin Foundation 155 Grand Ave Oakland CA 94612 510-625-5207	Grant Focus: To support Men of Color Early Education Teaching Fellows Pilot Program. Project Start Date: 7/1/19 Project End Date 3/1/22
List all School(s) or Department(s) to be Served: OUSD's Office of Equity, Talent Division, and Early Childhood Education Departments	

Information Needed	School or Department Response
How will this grant contribute to sustained student achievement or academic standards?	OUSD's Office of Equity and the office of Early Childhood Education will launch a three-year pilot project to design and implement the Men of Color Early Education Teaching Fellows Pilot. During the first year, the design committee will recruit and hire a Project Coordinator to lead and manage the design and implementation process, meanwhile the design committee will continue their investigation of models of similar work across the nation, convene stakeholders in Oakland, and design a pilot program to be launched in 2020 with at least 10 men of color and increase by at least 10 men annually, with a total of 30 to 40 men of color participating in the program by the 2021-22 school year.
How will this grant be evaluated for impact upon student achievement? (Customized data design and technical support are provided at 1% of the grant award or at a negotiated fee for a community-based fiscal agent who is not including OUSD's indirect rate of 3.25% in the budget. The 1% or negotiated data fee will be charged according to an Agreement for Grant Administration Related Services payment schedule. This fee should be included in the grant's budget for evaluation.)	The project will be measured using baseline data collected as the participating Fellows enter the program and also data that is collected periodically throughout the two years.
Does the grant require any resources from the school(s) or district? If so, describe.	No
Are services being supported by an OUSD funded grant or by a contractor paid through an OUSD contract or MOU? (If yes, include the district's indirect rate of 3.25% for all OUSD site services in the grant's budget for administrative support, evaluation data, or indirect services.)	No
Will the proposed program take students out of the classroom for any portion of the school day? (OUSD reserves the right to limit service access to students during the school day to ensure academic attendance continuity.)	No

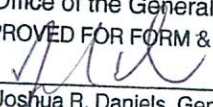
Who is the contact managing and assuring grant compliance? (Include contact's name, address, phone number, email address.)	Christie Herrera, Executive Director Early Childhood Education Oakland Unified School District 1025 4 th Ave, Oakland CA 94606 510-273-8277 Christie.herrera@ousd.org
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Applicant Obtained Approval Signatures:

Entity	Name/s	Signature/s	Date
Early Childhood Education, Executive Director	Christie Herrera		
Department Head (e.g. for school day programs or for extended day and student support activities)	Sondra Aguilera		11/18/19

Grant Office Obtained Approval Signatures:

Entity	Name/s	Signature/s	Date
Fiscal Officer	N/A		
Superintendent	Kyla Johnson-Trammell		

OAKLAND UNIFIED SCHOOL DISTRICT
 Office of the General Counsel
 APPROVED FOR FORM & SUBSTANCE
 By:  11/19/19
 Joshua R. Daniels, General Counsel



Kenneth
Rainin
FOUNDATION

May 23, 2019

Oakland Unified School District
Attn: Christie Herrera
1000 Broadway, Suite 300
Oakland, CA 94607

RE: Agreement for Grant #2019-1245

Dear Christie:

It is my pleasure to inform you that the Kenneth Rainin Foundation (the "Foundation") has approved a grant of up to \$502,000.00 to Oakland Unified School District ("Grantee") to support Men of Color Early Education Teaching Fellows Pilot. This grant will be paid in two installments contingent upon the Grantee's timely provision of the first interim grant report due on May 1, 2020 detailing financial outcomes of prior and current year actuals.

The first installment of \$200,000.00 will be paid upon receipt of this signed grant agreement letter. The second installment of up to \$302,000.00, depending on carry over from prior years, will be contingent upon submission of the first interim report detailing financial reporting (budget to actuals), and will be paid by May 31, 2020.

This letter is a legally binding agreement ("Agreement"). It will be effective when we receive an original copy signed by an authorized representative of your organization. We will arrange for payment of the first installment within 3 weeks of when we receive the signed Agreement from you. Please keep a copy of the signed Agreement for your files. Please read the terms and conditions of this Agreement very carefully, including the reporting requirements.

TERMS AND CONDITIONS

- 1. Use of Funds.** Grantee shall use the grant funds only for the purposes of the specific project described above. Grantee may not make any significant changes in the purposes for which grant funds are spent without the Foundation's prior approval. Alternatively, the Foundation may require the Grantee to repay to the Foundation any portion of the grant funds that is not spent or committed for the specific purposes described above.
- 2. Reporting.** Grantee shall submit to the Foundation the first interim report due on 5/1/2020, and a final report due on 3/16/2021 on the activities funded with this grant for

any annual accounting period of Grantee during which Grantee receives, holds, or spends any of the grant funds. Grantee should refer to the Foundation's online system to view the requirements for the grant report. Grant report must be submitted via the Foundation's online system.

3. Recordkeeping. Grantee shall treat grant funds as restricted assets and shall maintain books to show the grant funds, together with other project funds, separately. All expenditures made in furtherance of the purposes of the grant shall be charged off against the project funds and shall appear on Grantee's books. Grantee shall keep adequate records to substantiate its expenditures of project funds. Grantee shall make these books and records available to the Foundation at reasonable times for review and audit, and shall comply with all reasonable requests of the Foundation for information and interviews regarding use of project funds. Grantee shall keep copies of all relevant books and records and all reports to the Foundation for at least four years after completion of the use of the project funds.

4. Prohibited Uses. Grantee shall not use any portion of the funds granted in a manner inconsistent with Internal Revenue Code ("IRC") Section 501(c)(3), including:

- a. Influencing the outcome of any specific election for candidates to public office, or
- b. Inducing or encouraging violations of law or public policy, or causing any private inurement or improper private benefit to occur, or taking any other action inconsistent with IRC Section 501(c)(3).

5. Lobbying; Reliance on Project Budget. The Foundation is relying on Grantee's representations, made in Grantee's grant request and proposed budget, as to the amount budgeted by Grantee for project activities that are **not** attempts to influence legislation. This grant is not earmarked for influencing legislation within the meaning of IRC Section 4945(e), and the Foundation and Grantee have made no agreement, oral or written, to that effect. Thus, any use of grant funds by Grantee for such activities constitutes a decision of Grantee that is wholly independent of the Foundation.¹

6. No Pledge. Neither this Agreement nor any other statement, oral or written, nor the making of any contribution or grant to Grantee, shall be interpreted to create any pledge or any commitment by the Foundation or by any related person or entity to make any other grant or contribution to Grantee or any other entity for this or any other project. The Grant contemplated by this Agreement shall be a separate and independent transaction from any other transaction between the Foundation and Grantee or any other entity.

7. Representation and Warranty Regarding Tax Status. By entering into this Agreement, Grantee represents and warrants that Grantee is exempt from federal income

¹ Note that the Grantee must submit a total project budget (not just a budget for use of the Foundation grant) showing that more will be spent for non-lobbying purposes than the amount of the Foundation's grant.

tax under IRC Section 501(c)(3) and that it is not a private foundation as defined in IRC Section 509(a). Such representation and warranty shall continue through the last date that Grantee spends grant funds.

8. Notice. Grantee shall give the Foundation immediate written notice of any change in the Internal Revenue Service's recognition of Grantee's tax-exempt or public charity status. Grantee shall also give the Foundation immediate written notice of any change in Grantee's executive staff, key staff responsible for achieving the grant purposes, or the members of its governing body.

9. Publications; License. Any information contained in any publications, studies, or scientific research funded by this grant shall be made available to the public following such reasonable requirements or procedures as the Foundation may establish from time to time. Grantee grants to the Foundation an irrevocable, nonexclusive license to publish any publications, studies, or research funded by this grant at its sole discretion.

10. Indemnification. Grantee irrevocably and unconditionally agrees, to the fullest extent permitted by law, to defend, indemnify, and hold harmless the Foundation, its officers, directors, employees, and agents, from and against any and all claims, liabilities, losses, and expenses (including reasonable attorneys' fees) directly, indirectly, wholly, or partially arising from or in connection with any act or omission of Grantee, its employees, or agents, in applying for or accepting the grant, in expending or applying the grant funds, or in carrying out any project or program to be supported by the grant, except to the extent that such claims, liabilities, losses, or expenses arise from or in connection with any act or omission of the Foundation, its officers, directors, employees, or agents.

11. No Agency. Grantee is solely responsible for all activities supported by the grant funds, the content of any product created with the grant funds, and the manner in which any such product may be disseminated. This Agreement shall not create any agency relationship, partnership, or joint venture between the parties, and Grantee shall make no such representation to anyone.

12. Grant Announcements. Grantee shall acknowledge this Grant in its written materials or on Grantee's website. Any such announcements shall list the Foundation's full legal name: Kenneth Rainin Foundation. If Grantee wishes to describe the Foundation further, it shall describe the Foundation as: "Kenneth Rainin Foundation is a private family foundation dedicated to enhancing quality of life by championing and sustaining the arts, promoting early childhood literacy and supporting research to cure chronic disease. Collaboration and innovation are at the heart of all its programs. Its vision is guided by the belief that change is possible through inquiry, creativity and compassion." Grantees are permitted to use the Foundation's logo in promotional materials for the Project. Logo files and usage guidelines can be downloaded from <http://krfoundation.org/about/grantee-communications/core-program-grants/>.

13. Further Assurances. Grantee acknowledges that it understands its obligations imposed by this Agreement, including but not limited to those obligations imposed by reference to the IRC. Grantee agrees that if Grantee has any doubts about its obligations under this Agreement, including those incorporated by reference to the IRC, Grantee will promptly contact the Foundation or legal counsel.

14. No Waivers. The failure of the Foundation to exercise any of its rights under this Agreement shall not be deemed to be a waiver of such rights.

15. Remedies. If the Foundation determines, in its sole discretion, that Grantee has substantially violated or failed to carry out any provision of this Agreement, including but not limited to failure to submit reports when due, the Foundation may demand the return of all or part of any disbursed grant funds not properly spent, including any funds spent or committed to third parties, and/or refuse to make any further grant payments to Grantee under this or any other grant agreement. If funds have been disbursed and the Foundation determines adequate progress has not been made, then the Grantee shall immediately repay funds to the Foundation. The Foundation may also avail itself of any other remedies available by law.

16. Captions. All captions and headings in this Agreement are for the purposes of reference and convenience only. They shall not limit or expand the provisions of this Agreement.

17. Entire Agreement. This Agreement supersedes any prior or contemporaneous oral or written understandings or communications between the parties and constitutes the entire agreement of the parties with respect to its subject matter. This Agreement may not be amended or modified, except in a writing signed by both parties.

18. Governing Law. This Agreement shall be governed by the laws of the State of California applicable to contracts to be performed entirely within the State. Please state your organization's fiscal year below as indicated, and have an authorized officer of your organization sign this Agreement and return it to the Foundation. Please keep a copy of the signed Agreement for your files.

Please direct all future communications concerning this grant to the Education Program Staff. The Foundation is delighted to support Oakland Unified School District. We wish you every success.

In witness whereof, the parties have entered into this Agreement as of the last date set forth below.

Foundation:

Signature: *Paula Ambrose* Date: 5/29/19

Printed Name: Paula Ambrose

Title: Program Officer

Grantee:

Signature: *C.A.* Date: 5/28/2019

Printed Name: Christie Anderson

Title: Ex. Director of Early Learning

Fiscal year ends: /
Month Day

Aimee Eng 12/12/2019
Aimee Eng
President, Board of Education

Kyla Johnson-Trammell 12/12/2019
Kyla Johnson-Trammell
Superintendent and Secretary, Board of Education

OAKLAND UNIFIED SCHOOL DISTRICT
Office of the General Counsel
APPROVED FOR FORM & SUBSTANCE

By: *J.R. Daniels* 11/19/19
Joshua R. Daniels, General Counsel

OUSD or the District verifies that the Contractor does not appear on the Excluded Parties List at <https://www.sam.gov/>

**Rainin Foundation
Education 2019 Full Application**

Organization Overview

Tell us about your organization. Please share general background information, your mission statement, a brief description of your programs, and a description of the population you serve. Share recent accomplishments as well as major challenges you may be facing.

The Oakland Unified School District is a high-need urban district with 37,000 students in grades K-12 at 87 schools. Nearly 75% of our students are low income and most would be the first in their families to go to college, 90% are students of color (Latinos 44% and African-Americans 27%), 50% speak another language at home, and 12% of students receive Special Education services. Up to 45% of students live in single parent homes, kinship care, or foster care, 40% receive government assistance, and 25% of students live in public housing.

While many of our students face barriers to fully engaging and succeeding in school, OUSD has shown some of the greatest improvement in student achievement of any large urban district in California over the past decade (ELA proficiency scores increased from 19% to 43%, and Math increased from 21% to 41%). Still, our students' achievement lags well behind that of their peers. White and Asian students fare substantially better than African Americans, Latinos, and English Learners. Our 20% dropout rate far exceeds the 13% statewide rate, and OUSD's African-American male students graduate at much lower rates and drop out at higher rates than peers.

These achievement gaps parallel persistent socioeconomic and health inequities between the affluent Oakland hills and the "flatlands." African-American children in the flatlands are seven times more likely than White children in the hills to be born into poverty and four times less likely to read at grade level by fourth grade.

Focused on eliminating inequities and closing achievement gaps, OUSD was the first district nationwide to adopt a vision of Full-Service Community Schools -- integrating strong academics with social, health, and other services addressing students' needs. OUSD is committed to our overall mission that all students graduate from high school ready for college and careers.

Financial Assessment

Please discuss the current financial status of your organization. How are budgets developed, finances managed and financial oversight carried out? What are your funding sources? What challenges do you anticipate? What are your plans to address the challenges?

In the midst of reorganizing and designing improved business systems, OUSD is addressing the current financial shortfalls in revenue, and our financial status is now guided by two FCMAT reports completed last school year, board resolutions, and policy establishing monthly budget reporting and reserve targets, and the oversight of a state appointed trustee to help inform budget decisions. OUSD Superintendent Johnson-Trammell is committed to implementing the strong systems, training, technology supports, reorganization and leadership changes, and full transparency with all constituents to ensure OUSD is on a solid financial foundation for years to come. She is

committed to realizing our vision of a Full Service Community Schools District and ensuring the full promise and outcomes of investments from our partners, parents, students, and community.

Is the Rainin Foundation the lead institutional funder for this project?

We are grateful for The Rainin Foundation's leadership in this project and look forward to our partnership in piloting this project over the next three years and together developing additional partners and diverse revenue sources.

Was the organization able to secure other funding? If so, list other funders of the project and funding amounts.

Is your organization a 501(c)(3) or are you fiscally sponsored?

As a collaborative partnership, we are employing in-kind support from both the Unity Council and OUSD as several staff members and leadership from the district's Talent Division, Office of Equity, and the Early Childhood Education department will be engaged in the planning phase of this work over the next three years.

With investments from engaged and generous partners like the Rainin Foundation, we have made great leaps in meeting our goal to support students from the very beginning of their educational experiences. Together with partners like the Unity Council, we will continue to build capacity and invest in programs that will impact teaching and learning across Oakland.

For more than 50 years, the Unity Council serves more than 9,000 primarily low/ moderate income Latino clients annually in Oakland, and is guided by the mission to promote social equity and improve quality of life by building vibrant communities where everyone can work, learn, and thrive.

Organization Primary Contact

Christie Anderson

Project Primary Contact

Christopher Chatmon

Project Name

Men of Color Early Education Teaching Fellows Pilot

Describe the project this grant is intended to support in two brief sentences.

OUSD's Office of Equity and the office of Early Childhood Education will launch a three year pilot project to design and implement the Men of Color Early Education Teaching Fellows Pilot. During the first year, the design committee will recruit and hire a Project Coordinator to lead and manage the design and implementation process, meanwhile the design committee will continue their investigation of models of similar work across the nation, convene stakeholders in Oakland, and design a pilot program to be launched in 2020 with at least 10 men of color and increase by at least 10 men annually, with a total of 30 to 40 men of color participating in the program by the 2021-22 school year.

Project Start Date 7/1/19

Project End Date 3/1/22

Project Budget

Please share your project budget.

Amount Requested

How much are you requesting from the Kenneth Rainin Foundation?

\$700,000 over three years

What are the **predictive literacy skill(s)** you are hoping to help children build (Select all that apply):

Alphabetic Knowledge

Comprehension Strategies

Concepts of Print

Early Math (shapes, patterns)

Oral Language

Oral Reading Fluency

Phonological Awareness

Vocabulary & Meaning

Other

What research based strategies or "active ingredients" will you use to build the skill(s)?

We expect the design team and Program Coordinator to select the strategies and active ingredients during our planning phase.

Number of birth to 3 years old (infants/toddlers) served: 250

Number of 4 to 5 years old (PreK/TK) served: 500

Number of 5 to 8 years old (K-3) served: 400

Please share the approximate total number of families you serve: 1,100

Please describe your program's relationship with the schools you serve.

During the design and build year, the design team will engage stakeholders to determine the participating OUSD schools for the Men of Color Early Education Teaching Fellows Pilot. During the second and third year of this grant, we will implement the Men of Color Early Education Teaching Fellows Pilot, launching with at least 10 young men and growing to at least 20 to 30 young men participating in the program in year three. These young men will serve at least 10-15 schools across Oakland. We will partner with schools to implement strong support for Early Literacy.

We'd like to better understand your relationship with the schools you serve, or are in the service area your families are likely to attend. Please check all that apply:

Please describe your answers if you selected any of the following options:

1) Lead agency 2) Principal/site admin support 3) District leader support

During the design and build year, the design team will engage stakeholders, including principals and schools to determine the best fit for potential participating schools for the pilot year. OUSD central leadership is in support of this grant as well as the pilot program, as it is directly aligned with several key goals outlined in OUSD's strategic plan. Our partnership includes the Unity Council and OUSD's Early Childhood Education Department, Office of Equity, and the Talent Division.

Program Objective 1

Specify a specific measurable statement of services provided, including number of estimated unduplicated clients and number of units of service:

OUSD's Office of Equity, Talent Division, and Early Childhood Education department will collaborate to form the design team with the Unity Council, with the objective to build the Men of Color Early Childhood Education Teaching Fellows Pilot over the first year of a three year pilot project.

Please list Activities involved for this Objective:

- Hire Project Coordinator to lead the design phase and implementation of the Men of Color Early Childhood Education Teaching Fellows Pilot.
- Convene Oakland stakeholders in a series of sessions to determine local needs and existing aligned work; create framework for OUSD and partners; build a theory of action; and continue to contextualize this work for Oakland.
- Collect baseline data.
- Collaborate with community colleges and local universities on course work and unit design.
- Design recruitment process for young men interested in the fellowship teaching program.
- Research other models throughout the country to determine effective recruitment and pipelines to engaging young men of color in the teaching field, including programs like these:

Chicago Surge Fellow

<https://blog.cps.edu/2019/02/20/meet-the-principal-whos-recruiting-men-of-color-to-pursue-teaching-careers/>

Leading Men Fellowship (Washington, DC)

<https://theliteracylab.org/our-work/leadingmen/>

NYC Men Teach

<https://nycmenteach.org/>

The Fellowship

<https://www.fellowshipbmec.org/programs>

- Coordinate with OUSD's Literacy Department to align efforts and professional development opportunities.
- Design team refines and finalizes the pilot program plan. We will measure our success by achieving the objective to draft the pilot project design and implementation plan by January 2020.
- Document the pilot program design and implementation plan and share with partners.
- Design team engages partners in fundraising efforts.

Please list the full name of the person responsible for this Objective:

Christopher Chatmon and Christie Anderson

What is the timeline for this Objective?

We will recruit and hire the Coordinator in July, meanwhile conducting investigations and audits of current programs in Oakland. We will also consider traveling to visit other programs having success in engaging Men of Color in teaching in the first half of the year. After the Coordinator is hired, and the research phase and convenings are complete, the design team will draft the design and implementation plan and share with partners for review, edits, and revision. We expect the plan to be finalized in January 2020.

Please describe the Method of Measurement for this Objective (e.g. data source & how you will collect data):

We will collect baseline data and needs assessment at the initial convenings. We will measure our success by achieving the objectives to hire the Coordinator and as a design team, draft the implementation plan by the end of January 2020.

Measurable Results - Client Outcome Objective:

Pilot program design will be completed and shared with partners.

When will you measure this Objective?

We will measure this objective by the end of February 2020.

Program Objective 2

Specify a specific measurable statement of services provided, including number of estimated unduplicated clients and number of units of service:

By July 2021, the Men of Color Early Childhood Education Teaching Fellows Pilot will have launched two cohorts of teachers in training in 10 to 15 schools. We expect to launch the first cohort with at least 10 men and at least 20 men will participate in the second cohort, which over the two years will total at least 30 young men of color who participate in this groundbreaking program.

Please list Activities involved for this Objective:

- The Project Coordinator, with support from the design team, will recruit and formally engage at least 10 young men of color to launch the first cohort of Fellows in July 2020.
- Taking the lessons learned from the implementation and cohort 1, the second cohort of men (at least 20) will begin the program in July 2021.
- Baseline data will be collected as each cohort begins the program and data will be collected periodically throughout the two-year program to assess impact and effectiveness.
- The Coordinator and partners will work with the young men in each cohort to develop two-year college and career plans.
- The Coordinator and partners will collaborate with community colleges and local universities to engage Fellows in course work that is aligned to their college and career goals, and qualify the young men for AB91, which provides the first year free of community college.
- The Coordinator will partner with OUSD's Literacy Department to provide professional development opportunities

to the cohorts of Fellows.

- Fellows in each cohort will be trained in the SEEDS of Learning Professional Development program. They will participate in monthly PLCs, coaching, a classroom tutor resource, and SEEDS materials. They will also attend a two day SEEDS PLC Retreat.
- Fellows will meet monthly w/ Lead Teachers for planning.
- Fellows will be provided with a wide range of workshops that are intended to both improve their practice in the classroom and also prepare them for success in their educational endeavors, and may include financial planning, housing, manhood development, education pathways, etc.
- Each cohort will participate in the Office of Equity and African American Male Achievement's professional learning communities, which support Black and Latino male teachers as they navigate their teaching careers. AAMA has had significant success in Black male teacher retention rates.
- In the second year of implementation, cohort 1 will begin supporting the second and newer cohort, employing a train-the-trainer model and peer leadership, with support from the Office of Equity.
- Fellows will be paid \$2500 stipends twice each year to be used for educational costs that young men have determined in their college and career plans.
- Fellows will be paid \$100 stipends monthly for transportation.
- Document the pilot program progress, challenges, and improvements each year and share with partners.
- Design team engages partners in fundraising efforts.

Please list the full name of the person responsible for this Objective:

Christopher Chatmon and Christie Anderson

What is the timeline for this Objective?

The first cohort of Fellows will be launched in July 2020 and continue to operate over a two-year period.

Please describe the Method of Measurement for this Objective (e.g. data source & how you will collect data):

The project will be measured using baseline data collected as the participating Fellows enter the program and also data that is collected periodically throughout the two years.

Measurable Results - Client Outcome Objective:

As a result of this pilot program, OUSD will train and support at least 30 to 40 men of color to make an impact in the education field in direct support with OUSD's literacy goals and outcomes for students.

When will you measure this Objective?

This objective will first be measured at the conclusion of the first cohort's program, in June 2021.

NOTES

Year 1 design and launch

Coordinator \$100K: Hire a Program Coordinator shared / liaison between ECE

\$50K Evaluation

design team staff time--who is on? (Chris, Christie, Chris)

Travel \$ to go to Chicago and NYC

Year 2 would be to launch with cohort of 10 men

-need funding in place for living and transportation stipends for trainings and

From Paula:

She has \$200K set aside for year 1.

We could ask for \$700K over 3 years with **Intention to build in this way and the award could be contingent on progress. Board could approve for 1 year and then depending on progress, award the second/ third year. Will need to leverage the SEEDS practice. (Could look a little different. DC using methodology from SEEDS --trained in DC strategies. Christie has people in org who are trained in methodology so just make sure the young men are also trained in the strategies and leveraging SEEDS in building the program. Do not have to stick to a rigid SEEDS model. SEEDS is already in place, so important to employ this in this work moving.)**

DC does 1 year.

Here we should do longer program: pipeline to classroom. \$2500 stipends go towards educational costs that young men have (in Dec. and June)

Partner with city colleges to have students qualify for AB91 which is first year free college.

Can we explore in Year 1 offer opportunity to go two tracks: Credential route or Early Childhood route.

In Year 1 intro: Year 2 is decision making time. (Year 3 of the grant would be year 2 of cohort.)

Program Manager \$82K to \$106K (up to \$140K including benefits)

Include Unity/ LMB in work.

Grant development/ reporting

Year 2 \$500,000

Staff costs \$300,000

Implementation

Management

\$200K full time 10 staff

Stipends (\$100/ month transportation)

\$2500 twice a year for program (\$5000 total)

Leveraging the OUSD/ Rainin funding for positions (\$15/ hr 6 hour positions and have benefits)

Turnover is a constant challenge

\$6000 total for 10 men =

TK tutor is paid for ½ Rainin and ½ OUSD

OUSD pays for IA preschool positions

Year 3 double # of men

\$100K Coordinator (Christie can invest .5) could be 3 .5 people or 2 people split (maybe an alum?)

Staff costs

Evaluation

Does Chris have someone in mind for the position and will we use work already underway? AAMA? Office of Latino?

Include Chicago and NYC teach in what we research next year.

Christie sending links to work in DC and Chicago

Can also include AAMA/ Office of Equity recruitment/ retention

Over 2 years we are developing pathways
Cohort in year 2 is training the new cohort.
PLC for teachers.

Christie will send SEED blurb. She has coaches who will train them. Funding is provided.

Could supplement with Chris' woman who does literacy. So we could do workshops--include in budget.

Grant will support Chris salary to help lead work .25 FTE

\$60,672.67

Total \$242,690.66

Leveraging this and communicating that Office of Equity is working with the whole span --TK through 12...Chris leading this work.

Paula questions:

1. Probably will be a 2 year and then dependent on progress, renew for 3rd year.
2. Leveraging other funders
 - a. Akonadi
 - b. EBCF workforce Development
 - c. Fleishacker Foundation (Paula asking them)
 - d. Hewlett
 - e. Packard
 - f. Tipping Point (Ed, youth and Employment)
 - g. Haas Sr. (Economic Security)
 - h. Public \$ (might ask the existing programs in DC, NY, Chicago)
 - i. Christie is also using OUSD funds (enrollment reimbursement \$ is increasing, so budget has increased by \$2- \$3 million over last few years).
 - j. Chris working with Ballmer (Clippers) and Annie E Casey Foundation with a bigger partnership to build a design process, framework for supporting pipelines for Black and Brown men and boys
 - k. Timing overall is very good, considering support and movement in MBK, Obama, etc. informing movement and regional work. ECE is not being focused on--so there is great opportunity in that space.
3. who are the local partners that we are convening?
 - a. Merritt colleges, have partnerships and will continue
 - b. City of Oakland
 - c. Other partners but not kid focused, but rather focused on ways to support young men in their pathways.