

Family Navigators

Five Family Navigator positions are requested to be used in high needs school areas. Each County Supervisor will be allocated one navigator for assignment and need not allocate the position within their Supervisorial District. An existing model for the Family Navigator program, which was adopted by the Board of Supervisors on May 2, 2017, will support a position at DeJean Middle School as part of the Neighborhood Transformation Partnership Agreement.

The Family Navigators would be used to improve the lives of students and their families and to ensure successful learning and improved academic performance by the students. Initially, the navigators would be used to develop an Action Plan and protocols for an Integrated Services Team (IST) to work with families to achieve these goals.

ESHD presently has 4 FTEs serving as navigators in the Workforce Services Bureau. Their classification is Social Service Program Assistant (SSPA). These positions are co-located at the Family Justice Centers. The "4 Our Families Navigator Team" started as a part of a strategic initiative with four SSPA positions and were funded in the 2017-2018 budget year. Although the Board has expressed interest in adding additional positions for this function, no additional positions have been funded. These positions are funded through the CalWORKs Single Allocation. Their total annual cost is \$514,574. These navigators provide intensive support in accessing a variety of social services, both internal to EHSD as well as in the community, for individuals and households that have significant barriers and needs. Clients are referred by internal staff, health services, and community organizations.

Support includes direct assistance through application processes, warm handoffs to community resources, and follow up as needed. Depending on the needs of the family, navigators connect these families with housing programs, food assistance, financial support, legal and immigration assistance, transportation, medical (physical and behavioral health) services. The 4 existing navigators are insufficient to serve the high needs areas of the County.

Five additional navigators would be used to provide the essential catalyst to effectively coordinate and integrate human services to improve outcomes for children and their families, which has been demonstrated for decades by the County Pilot Projects in North Richmond and West Pittsburg Bayview.

The Employment and Human Services Department is prepared to improve outcomes for children and families by integrating services with Family Navigators. The Head Start program has significant similarities to Neighborhood Transformation because of the focus on working with parents to develop family plans and integrate services.

For more details on the potential of navigator programs, attached is the 2017 Neighborhood Transformation Partnership Agreement between Contra Costa County, the City of Richmond, the West Contra Costa Unified School District, the Richmond Community Foundation, and the California Emerging Technology Fund.

Recommendation

An on-going allocation of \$584,000 is recommended to fund five navigator positions, one for each County Board member's assignment. Under the 2017 Neighborhood Transformation Partnership Agreement, the Family Navigator will work with staff from the City of Richmond and the WCCUSD to support an integrated model of service delivery to families. They will also work to support the development of integrated family plans for each household receiving social service assistance.

NEIGHBORHOOD TRANSFORMATION PARTNERSHIP AGREEMENT
Contra Costa County
City of Richmond
West Contra Costa Unified School District
Richmond Community Foundation
California Emerging Technology Fund

PURPOSE

This Neighborhood Transformation Partnership Agreement is by and between the following Partners: Contra Costa County, City of Richmond, West Contra Costa Unified School District, and the California Emerging Technology Fund. The purpose of this Partnership Agreement is to set forth the good faith commitments of the Partners individually and collectively to work together to improve the lives of the residents in the neighborhoods surrounding Lovonya DeJean Middle School in Richmond in the West Contra Costa Unified School District (the “DeJean Community”). This Partnership Agreement shall initially cover the period of time from September 15, 2017 to September 14, 2018 and has been extended by mutual agreement of the Partners.

Whereas, Contra Costa County provides a range of health and human services to the residents of the priority community, including social services, public health, mental health, substance abuse prevention, workforce development, and probation; and the County of Contra Costa is committed to its work in the DeJean Community to improve the lives of residents; and

Whereas, the City of Richmond provides a range of municipal services to the residents of the priority community, including land use planning and economic development, law enforcement and other public safety support, recreation, and workforce development; and the City of Richmond is committed to its work in the DeJean Community, and

Whereas, the West Contra Costa Unified School District is committed to improving student achievement and overall academic performance in all schools and supports the use of computing and broadband technologies to achieve that objective; and Lovonya DeJean Middle School is a Full-Service School Engaging Students, Families and the Community, including dedicating resources to provide technology equipment and support with significant parent engagement to drive improvement in student achievement; and

Whereas, the Richmond Community Foundation is a respected civic leadership organization effectively engaging and mobilizing private-sector resources to address community challenges and promote economic prosperity; and is partnering with the California Emerging Technology Fund to: increase Digital Inclusion, and foster Neighborhood Transformation for Lovonya DeJean Middle School families; and

Whereas, the California Emerging Technology Fund (CETF) is a statewide nonprofit organization, with the mission to close the Digital Divide in California, that recognizes that the Digital Divide is another manifestation of the Opportunity Divide and the Economic Divide and understands that the challenges of concentrated, persistent poverty need to be addressed in an effective Digital Inclusion strategy to have optimal impact and sustained success; and CETF is sponsoring and funding implementation of School2Home at Lovonya DeJean Middle School to close both the Digital Divide and the Achievement Gap; and CETF is partnering with the Richmond Community Foundation to foster Neighborhood Transformation in the DeJean Community because a child's ability to thrive and succeed in school is affected by the health and well-being of the family and community;

Now, Therefore, the Partners hereby agree to the commitments set forth below and accept the responsibilities delineated herein and pledge to one another to work together in good faith to coordinate and align available resources to improve the lives of the residents in the DeJean Community and to ensure successful learning and improved academic performance by the students attending Lovonya DeJean Middle School.

COMMITMENTS

The Partners, in good faith, commit their time and energies to support a planning process that would assist with the following actions:

- Establish a Leadership Team co-chaired by the County Supervisor, a Richmond City Council Member, and a West Contra Costa School Board Member and including government representatives, other partners contributing funding and dedicating resources, community stakeholders, and representatives of the DeJean Community residents as determined appropriate and appointed by the co-chairs.
 - Convene regular meetings of the Leadership Team in the DeJean Community, anticipated to be approximately quarterly, with agendas posted for public information.
 - Prepare and post succinct written notes about decisions reached by the Leadership Team.
 - Report regularly to the Partners.

- Identify the major challenges and opportunities to improve the lives and futures of the residents in the DeJean Community, including determining whether processes and protocols for timely sharing of demographic and caseload data (to the extent feasible and allowed by law) for public services being provided to the DeJean Community can be developed, which would include:
 - Sharing data to determine baseline demographic for the population in the DeJean Community and the status of each household receiving public services.
 - Developing a process for tracking improvement in outcomes for each household receiving services and changes in demographic data for the population in the DeJean Community.
 - Mapping the community assets that can be engaged to support the purpose of the partnership.

- Develop an Action Plan to improve the lives and futures of the residents in the DeJean Community with School2Home as the “centerpiece” of Neighborhood Transformation:
 - Commitment to the values embedded in simultaneously striving to achieve the 3 “Es” of sustainable communities: Prosperous Economy; Quality Environment; Community Equity.
 - Recognition that strategies to improve neighborhoods must embrace and build upon community assets (strengths) instead of addressing only deficits (needs) and must be: people-focused, place-based, and linked to regional economy to achieve “5 Big Outcomes” as key indicators of improving the lives and futures of the residents: Improving Education; Increasing Jobs; Decreasing Crime; Decreasing Poverty; Improving Health.
 - Promotion of Digital Inclusion by accelerating the deployment of broadband infrastructure and achieving at least 80% broadband adoption (home use of high-speed Internet access).

- Coordinate and align existing and any available new resources, to the maximum extent feasible, in implementing the Action Plan that focuses on improving the lives of the residents with specific and explicit planned outcomes and results:
 - Develop a plan for programmatic components of service integration. Study models that are efficient and effective in aligning efforts and strategy across departments, agencies and partners. Support a multi-disciplinary County-City-School-Community integrated service approach to coordinated planning and delivery of services. Integrated services could be comprised of existing personnel where feasible and include, at a minimum, the following expertise: social services, public health, mental health, alcohol and other drug abuse prevention services, housing, probation and any workforce development and/or training services from the County; law enforcement, recreation services, and any workforce development and/or training services from the City; and education support services from the School (and School District) and community services. Convene periodically key services administrators to monitor progress and identify additional opportunities for collaboration.

- Support development and implementation of coordinated family plans for households receiving social services assistance in order to help them become more self-sufficient consistent with the 5 Big Outcomes.
- Collaborate to seek and secure additional resources to augment public services, including philanthropic foundations, government grants; and private-sector contributions. **For West Contra Costa Unified School District, such additional funds should be explicitly targeted to supporting WCCUSD's Full Service Community Schools Initiatives and WCCUSD's Kennedy Family Initiative including teacher retention and school climate strategies.**

- Evaluate and publish results for transparency and accountability:
 - Monitor progress on outcomes for each household for which a coordinated family plan has been developed and compile periodic reports on the aggregated data.
 - Track the collective overall results in the DeJean Community with respect to 5 Big

- Outcomes and publish a public report at least annually.
- Participate in a “learning community” with leaders in other similar initiatives in the state to address common challenges, share best practices, and inform public policy.

RESPONSIBILITIES

A. Responsibilities of the California Emerging Technology Fund The California Emerging Technology Fund shall be responsible for and agrees to provide the following support and services pursuant to this Agreement:

1. Delineate the overall Neighborhood Transformation Framework and assist the Richmond Community Foundation in convening and staffing the Leadership Team.
2. Support and assist the Richmond Community Foundation in coordinating efforts by the County, City and School District to develop a plan to compile and share data pursuant to this Agreement.
3. Participate in the development, adoption and implementation by Partners of an Action Plan with School2Home as the “centerpiece” of Neighborhood Transformation, including partnering with the West Contra Costa Unified School District to implement School2Home at Lovonya DeJean Middle School. Assist the Richmond Community Foundation and Partners in seeking additional public and private resources as needed and agreed to by all Partners.
4. Provide guidance to Partners in the formation of multi-disciplinary County-City-School-Community integrated services model and development of a template for consolidated family plans.
5. Support and assist the Richmond Community Foundation in monitoring progress, tracking results with respect to the 5 Big Outcomes, and ensuring public reports are published. Organize and facilitate a “learning community” among Leadership Teams for other communities in the state where a Neighborhood Transformation Partnership Agreement exists.

B. Responsibilities of Richmond Community Foundation

The Richmond Community Foundation shall be responsible for and agrees to provide the following support and services pursuant to this Agreement:

1. Designate a representative to serve on the Leadership Team and assign personnel to staff the meetings of the Leadership Team, including preparing and distributing to stakeholders and posting publicly available agendas, informational materials, and notes on decisions.
2. Coordinate efforts by the County, City and School District to develop a plan to identify the feasibility of compiling and sharing data pursuant to this Agreement, including

facilitating any requisite legal agreements to allow and assist the sharing of such data among the Partners. Ensure data is compiled in a coherent format and presented to the Leadership Team to inform development of an Action Plan.

3. Facilitate development, adoption and implementation by Partners of an Action Plan. Facilitate discussion and exploration among Partners and support efforts to seek additional public and private resources as needed and agreed to by all Partners.

4. Foster formation of a multi-disciplinary County-City-School-Community integrated services model and ensure that coordinated family plans for each household served are developed and implemented and that the impacts are monitored and assessed to generate aggregated data that can be reported publicly to the extent feasible and allowed by law.

5. Coordinate ongoing monitoring of progress in the completion of consolidated family plans and assessment of impacts, tracking of collective overall results in the DeJean

Community with respect to the 5 Big Outcomes, and ensuring a public report is published at least annually.

C. Responsibilities of the West Contra Costa Unified School District

West Contra Costa Unified School District shall be responsible for and agrees to provide the following support and services pursuant to this Agreement:

1. Designate the School Board Member elected to represent the DeJean Community as cochair of the Leadership Team and receive regular reports on progress.

2. Direct appropriate administrative and other personnel to compile and share data about academic performance and other indicators of learning success by the students at Lovonya DeJean Middle School including entering into any requisite legal agreements to allow and facilitate the sharing of such data among the Partners.

3. Partner with CETF to support implementation of the adopted Action Plan. Join with Partners to seek additional public and private resources as needed and agreed to by all Partners.

4. Assign appropriate West Contra Costa Unified School District education support services personnel to serve on the Integrated Services Team(s). Ensure that consolidated family plans for each household are developed and implemented and that impacts are monitored and assessed to generate aggregated data.

5. Cooperate in ongoing monitoring of progress in the completion of consolidated family plans and assessment of impacts, tracking of collective overall results in the DeJean Community with respect to the 5 Big Outcomes, and ensuring a public report is published at least annually.

D. Responsibilities of the City of Richmond

The City of Richmond shall be responsible for and agrees to provide the following support and services pursuant to this Agreement:

1. Designate the Councilmember to represent the DeJean Community as co-chair of the Leadership Team and receive regular reports on progress.
2. Direct appropriate administrative and other personnel to compile and share data about the City services provided in the DeJean Community, including entering into any requisite legal agreements to allow and facilitate the sharing of such data among the Partners.
3. Support implementation of the adopted Action Plan with appropriate dedication of available existing resources to the extent possible and join with Partners to seek additional public and private resources as needed and agreed to by all Partners.
4. Assign City personnel to serve on the Integrated Services Team(s), including at least law enforcement (to foster community policing), recreation, and any workforce development and/or training services, to help drive the 5 Big Outcomes. Ensure that consolidated family plans for each household are developed and implemented and that impacts are monitored and assessed to generate aggregated data.
5. Cooperate in ongoing monitoring of progress in the completion of consolidated family plans and assessment of impacts, tracking of collective overall results in the community with respect to the 5 Big Outcomes, and ensuring a public report is published at least annually.

E. Responsibilities of Contra Costa County

Contra Costa County shall be responsible for and agrees to provide the following support and services pursuant to this Agreement:

1. Designate the District One County Supervisor to represent the DeJean Community as co-chair of the Leadership Team and receive regular reports on progress.
2. Work with partners to identify what data is needed to support development of integrated family plans. Actively support efforts to compile and share data about the County services provided in the DeJean Community (to the maximum extent feasible and allowed by law), including health status and health trends and based on identified outcomes to be achieved. Support gathering and reporting of aggregate data to assist in monitoring impacts of the strategies and initiatives that are part of the DeJean Neighborhood Transformation Partnership.
3. Support implementation of the adopted Action Plan with appropriate dedication of available existing resources to the extent possible and join with Partners to seek additional public and private resources as needed and agreed to by all Partners.

4. In good faith and within available resources, support an integrated model of service delivery. Assign as feasible, County personnel from social services, public health, mental health, alcohol and other drug abuse prevention services, and housing, probation, and workforce development and/or training services, to help drive the 5 Big Outcomes. Under the rubric of a multi-disciplinary team, support the development of integrated family plans for each household receiving social service assistance, noting full regard for informed consent, client privacy, Health Insurance Portability and Accountability Act (HIPAA) requirements, and both legal and professional standards of service and/or care.

5. Support Institutional Review Board (IRB) vetting for any research and all publications that use county supplied data.

6. Cooperate in ongoing monitoring of progress in the completion of consolidated family plans and assessment of impacts, tracking of collective overall results in the DeJean Community with respect to the 5 Big Outcomes, and ensuring a public report is published at least annually.

IN WITNESS WHEREOF, the Partners hereto on the day and year written below have executed this Partnership Agreement.

Accepted on behalf of Contra Costa County by:

John Gioia, County Supervisor *John Gioia*
Date September 11, 2017

Accepted on behalf of the City of Richmond by:

City Councilmember *Edmunds Mantony*
Date September 11, 2017

Accepted on behalf of the West Contra Costa Unified School District by:

School Board Member *Dry of Link M. Henderson*
Date August 9, 2017

Accepted on behalf of Richmond Community Foundation by:

President and CEO *Patricia*
Date September 13, 2017

Accepted on behalf of the California Emerging Technology Fund by:

Sunne Wright McPeak, President and CEO *Sunne Wright McPeak* *L. Best*
Date September 11, 2017