



City of Oakland, Human Services Department
Oakland Fund for Children and Youth

**PLANNING AND OVERSIGHT COMMITTEE
(POC)**

WEDNESDAY, January 15, 2025

IN PERSON

Please see agenda to participate in this meeting.



City of Oakland, Human Services Department
Oakland Fund for Children and Youth

**City of Oakland Planning and Oversight Committee
(POC) January 15, 2025 | 6:00pm-9:00pm**

IN-PERSON

PUBLIC PARTICIPATION:

The public may observe and/or participate in this meeting, in person, at Oakland City Hall, 1 Frank Ogawa Plaza, Hearing Room 4, Oakland, CA 94612.

For your safety, we strongly recommend you wear a mask.

OBSERVE:

To observe the meeting by video conference, please click on this link:

<https://us06web.zoom.us/j/82311405823> at the noticed meeting time.

Instructions on how to join a meeting by video conference is available at:

<https://support.zoom.us/hc/en-us/articles/201362193-joining-a-Meeting>

PUBLIC COMMENT:

Join us in person, at Oakland City Hall, 1 Frank Ogawa Plaza, Hearing Room 4, Oakland, CA 94612.

In-Person comments from members of the public must submit a separate speaker card for each item on the agenda to the commission clerk before the item is called.

All public comments that are not submitted by email by the deadline must be made In-Person.

Email Written Comments to OFCY@oaklandca.gov.

Written comments must be submitted at least 24 hours prior to the meeting time to be delivered to the Commissioners.

If you have any questions, please email Robin Love at rlove@oaklandca.gov.



City of Oakland, Human Services Department
Oakland Fund for Children and Youth

City of Oakland Planning and Oversight Committee (POC)

City of Oakland | Human Services Department
150 Frank H. Ogawa Plaza, Suite 4216 | Oakland, CA 94612 (510) 238-3088

January 15, 2025 | 6:00pm-9:00pm

IN-PERSON

*Issues that the public wishes to address that **are not** published on the agenda will be heard during the Public Forum section. You will have 2-minutes to comment on the item.*

AGENDA

1. Call to Order
2. Roll Call
 - New POC Member Introduction
3. Adoption of Agenda (**Action**)
4. APPROVAL OF MINUTES (**Action**)
 - December 4, 2024
5. PUBLIC FORUM (*Limit to 2 minutes*)
6. Administrative Items & Announcements
 - General Updates
 - Reflections & Directions
 - New Staff Introduction
7. Closing Remarks & Adjourn

12.4.2024 - Meeting Notes:

- Timestamp 6:13 PM – JV calls meeting to order and calls roll. Six members of the committee are present (Five in person), making quorum. Attendance is as follows:
 - (Jessica Arline – D1, Adult, Excused)
 - (Selina Xue – D2, Youth, Excused)
 - Jasmene Miranda – D3, Adult
 - Madison Guan – D4, Youth
 - Natalie Sadoskoy – D6, Adult
 - Meg Evans – At Large, Adult (attending remotely due to illness)
 - Jorge Velasco – D5, Adult
 - Leticia Henderson – Mayor’s Seat, Adult
 - (Trinity Carey – D7, Youth, Absent)
 - Vacancies:
 - Youth At Large
 - D1 Youth
 - D2 Adult
 - D3 Youth
 - D4 Adult
 - D5 Youth
 - D6 Youth
 - D7 Adult
- Timestamp 6:15 PM – JV asks new POC members to introduce themselves. Madison Guan (Youth, D4) and Natalie Sadoskoy (Adult, D6) share what brought them to OFCY’s Planning and Oversight Commission. The Bridging Group are also present to share an update on the Evaluation process, as is a member of the public.
- Timestamp 6:17 PM – JV asks commission members to review the agenda and propose any changes. LH motions to approve the agenda with no changes or updates, JM seconds the motion.
- Timestamp 6:18 PM – JV asks commission members to review the minutes from 10.16.2024. JM motions to approve these minutes, LH seconds that motion.
- Timestamp 6:19 PM – JV introduces Katie Kramer and Danielle Motley-Lewis from The Bridging Group (TBG). Their presentation on the status of the evaluation process is attached to the end of these minutes.
- Timestamp 6:30 PM – RL, KK and AKH explain the current Outcomes Reporting Process, as well as the data used to populate these reports and findings:
 - Agencies define programmatic metrics (service delivery, enrollments, hours of service), along with creating projected youth outcomes.
 - Quarterly Progress Reports are largely text-based (Narrative, Outcomes), with quarterly stats (quarter – overall/actual – projected) and invoices.
 - RL highlights a future goal to create pre-defined, measurable outcomes for agencies to select based on their program strategy.
 - Cityspan has developed reports for OFCY staff and TBG, including tracking outcomes, program locations, and actuals to projections, that demonstrate OFCY program work.

- AKH notes that programs have one opportunity to develop outcomes (Q1), and two to report on progress or completion. Programs are asked if they have tracking mechanisms to highlight or verify impact, and KK notes that this can vary from robust internal databases to “seeing smiles on children’s faces every day”.
- Timestamp 6:46 PM – RL notes some of OFCY’s partnerships with Workforce Development and The Children’s Initiative.
- Timestamp 6:47 PM – LH asks how OFCY’s strategies distinguish between youth in school and opportunity youth within the employment strategies. AKH notes that they are two distinct strategies, however the same evaluation survey was disseminated to both Career Access for Youth in School and Career Access for Opportunity Youth.
- Timestamp 6:48 PM – KK highlights that the Violence Prevention strategy, although it serves a small amount of OFCY’s participants, has demonstrated strong outcomes based on TBG’s surveys. RL highlights the programs within this strategy: The Mentoring Center’s Transformative Violence Prevention Program, YEP’s Healthy Wealthy Wise Program and Youth Alive! Teens on Target. RL notes a future action item to change the resolution to correctly reflect the transition from CYO to YEP of Healthy Wealthy Wise.
- Timestamp 6:56 PM – LH asks if the surveys were qualitatively coded; KK clarifies that the results are based on point-in-time surveys. Each question was given a 5-point scale (strongly disagree-disagree-neutral-agree-strongly agree) and respondents selected an answer. NS asks if parents surveyed were recipients of service or parents of children receiving services. KK, RL, and AKH note that the surveys went to parents receiving services from Early Childhood Mental Health and Family Resource Center strategies.
- Timestamp 7:01 PM – KK notes the volume of information requested in progress reports. LH asks if staff know how many grant reports agencies are completing on a quarterly basis. Staff will follow up.
- Timestamp 7:03 PM – RL notes the fiscal burden preventing OFCY from fully embracing results based accountability, as OFCY works with humans.
- Timestamp 7:08 PM – KK notes the main findings presented in OFCY’s program that tell the collective story:
 - Strengths:
 - Strengths-Based and Culturally Responsive Services
 - Community Building and Engagement
 - Partnerships and Collaboration
 - Challenges:
 - Administrative Delays and Disruptions
 - Continued Impacts of COVID-19
 - Staffing Challenges
 - TBG was able to identify 51 categories of outcomes. KK highlights this is the most scaled down they were able to accomplish.
- Timestamp 7:19 PM – NS highlights that incentives and metrics should also be viewed through an access lens, specifically “why” outcomes are met or not met. Needs are not one-size-fits-all. Standardizing some of the outcomes, while including the “Why”, can support the creation of achievable and measurable outcomes. RL and KK that this is the goal and a main consideration.

- Timestamp 7:27 PM – LH, NS and RL discuss the upcoming RFP, specifically considerations to take to address the suggestions presented during this evaluation.
- Timestamp 7:42 PM – DML shares the collaborative work that has already begun to identify and define outcome categories and tracking mechanisms.
- Timestamp 7:58 PM – RL shares administrative updates and scheduling for the upcoming meetings. The next OFCY POC meeting will take place on January 15, 2025.
- Timestamp 8:03 PM – JV adjourns the meeting.



OFCY POC Meeting

December 4, 2024

**Evaluation Update &
Participant Survey Data Presentation**

**THE
BRIDGING
GROUP**

Evaluation Update

Key Evaluation Activities



Project Coordination & Strategic Advising



Cityspan Quantitative Data Review

Participants served, demographics, hours of service, budget allocations



Cityspan Qualitative Data Review

295 Narrative Reports
590 Outcome Reports



OFCY 2023-2024 Participant Surveys

2,568 youth & parent surveys collected



Evaluation Report Development

OFCY 2022-2023
OFCY 2023-2024



Future Evaluation Planning

OFCY 2024-2025
OFCY 2025-2026



WHAT DID OFCY DO? (in FY23/24)



They did A
WHOLE
LOT of
work!!!!



26,612 people were supported
through **146** programs!
(78 agencies)



23,671
youth served



2,941
parents/caregivers
served

3,784,093
Total Hours of
Service!

3,738,445
Hours of Service with
Youth

45,648
Hours of Service with
Parents/Caregivers



KOQED

n p o



**WHAT
WAS THE
RESULT?**



OFCY Participant Surveys

FY 2023-2024

N = 2,568 surveys collected

n = 2,158 surveys included in analysis

Who completed surveys?

Total Surveys Collected = 2,568

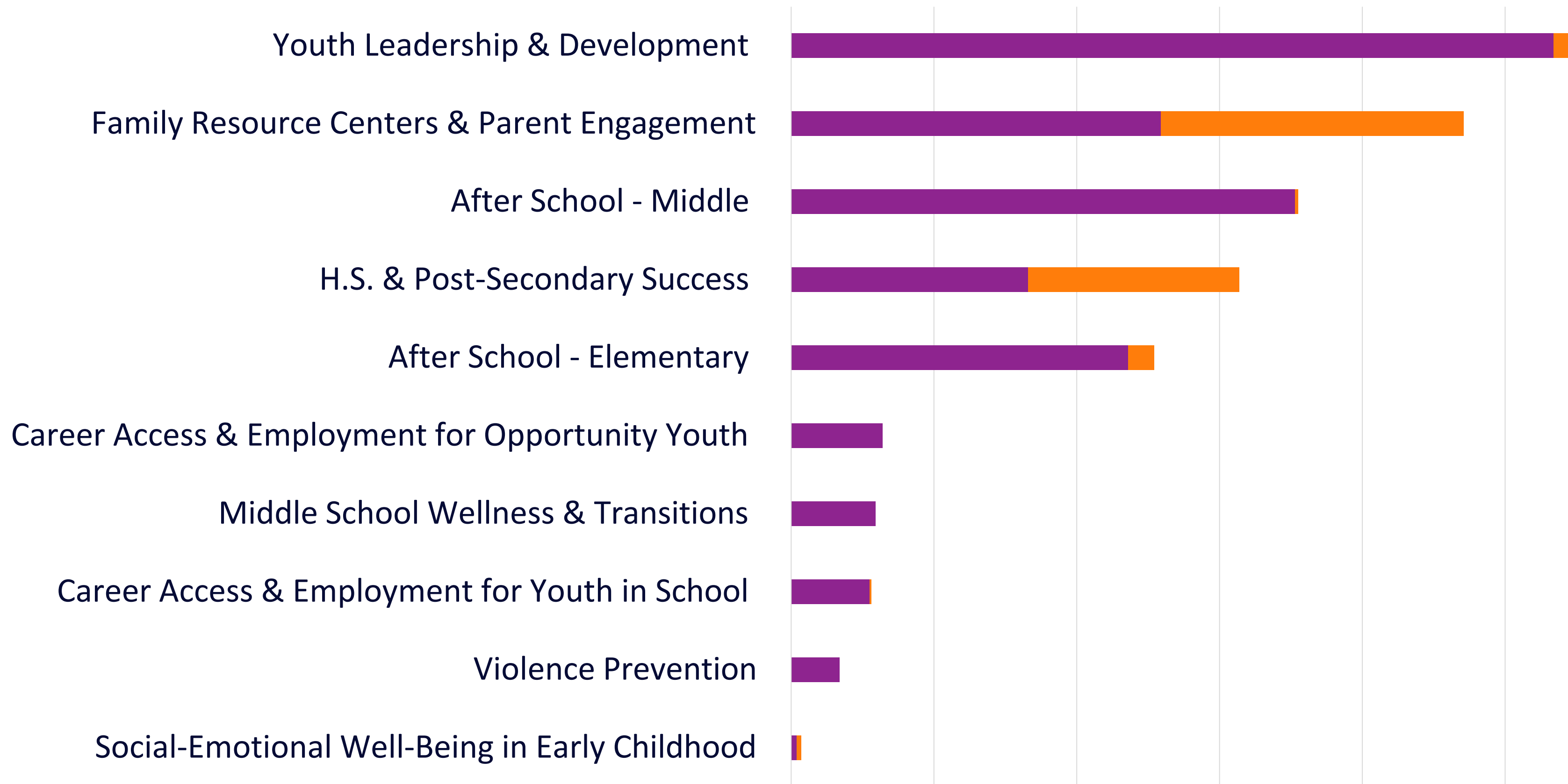
Surveys By Participant Type	#	%
Youth Participants	2,038	79%
Caregiver/Adult Participants	530	21%
Total Surveys By Participant Type	2,568	100%
Surveys By Language		
English Surveys	2,130	83%
Spanish Surveys	438	17%
Total Surveys by Language	2,568	100%

100% of strategies represented by surveys

- **80 programs** had at least 1 participant complete a survey

Survey Numbers by Strategy

- # Completed in English
- # Completed in Spanish





0

100

200

300

400

500

600

Children and Youth Program Experience (N=1680)

Percentage of responses indicating strongly agree or agree	%
I have an opportunity to talk about what I've learned in this program	76%
Adults in the program tell me what I am doing well	80%
In this program, I feel more comfortable sharing my opinion	67%
In this program, I try new things	86%
There is an adult in this program who notices when I am upset	71%
This program helps me to think about my future.	72%
I feel like I belong in this program*	74%

Includes Youth Leadership and Development, Career Access & Employment for Youth in School and Opportunity Youth, Middle School Wellness & Transitions, Afterschool-Elementary and Afterschool-Middle, Violence Prevention, and Highschool and Post-Secondary Success

*asked in afterschool elementary programs only (n=254)

Academic-Related Outcomes

Percentage of responses indicating strongly agree or agree	Middle School (n=414)	High School (n=314)
This program increased my sense of belonging in my school or program	65%	83%
Because of this program, I participate in more class discussions and activities at school	62%	NA
This program increased my interest in completing school/ staying in school	70%	76%
The program makes me feel motivated and assisted me to achieve my academic goals or to learn in school	64%	82%
This program helps me improve my communication skills	67%	NA
College or a career feels attainable after graduation because of this program	NA	72%

Includes Middle School Wellness & Transitions, Afterschool-Middle School, and Highschool and Post-Secondary Success

Employment-Related Outcomes (N=120)

Percentage of responses indicating strongly agree or agree	%
Because of this program, I have a resume and know how to navigate the job search and interview process	90%
This program helped me understand additional skills I may need for industries I am interested in	92%
At this program, I learned what is expected in a work setting	93%
Percentage of participants who:	
Received assistance in getting an unpaid internship or on the job training	40%
Received assistance in getting a paid internship or job	63%
Average hourly wage	\$18/hour

Includes Career Access & Employment for Youth in School and for Opportunity Youth

Violence Prevention-Related Outcomes (N=34)

Percentage of responses indicating strongly agree or agree	%
I have an adult I can rely on	82%
I am more of a leader	76%
I am better at saying no to things I know are wrong	88%
I am better at staying out of situations that make me feel uncomfortable	82%
If I am in a situation where I feel unsafe, this program provided resources or created opportunities to call for support	88%

Includes Violence Prevention Programs only

Leadership and Connections to the Community-Related Outcomes (N=544)

Percentage of responses indicating strongly agree or agree	%
This program has given me the skills to advocate for myself and my community	74%
I feel more connected to my community	79%
I've learned new leadership skills	78%

Includes Youth Leadership and Development Programs only

Parent/Caregiver Outcomes (N=478)

Program Structure, Environment, & Staff	
Percentage of responses indicating strongly agree or agree	%
This program connected me with other programs and resources that can help my family.	90%
Program staff refer me to other organizations or programs when they can't help me with certain issues.	91%
Program staff work well with families from different backgrounds.	92%
Program staff help to make me feel comfortable and supported.	96%
In this program, I feel comfortable asking questions and sharing concerns about my children and about parenting.	83%

Includes Family Resources Centers & Parent Engagement and Social-Emotional Well-Being in Early Childhood

Parent/Caregiver Outcomes (N=478)

Child Development

Percentage of responses indicating strongly agree or agree	%
Because of this program, I have a better understanding of what behavior is typical at my child's age.	76%
This program taught me how to identify what my child needs.	76%
Because of this program, I have a better understanding of how my child is growing and developing.	76%
Because of this program, I know more about how to keep my child safe and healthy.	78%
As a result of this program, I feel better prepared to stand up for or be an advocate for my child.	79%
This program taught me how to help my child be ready for school.	75%

Includes Family Resources Centers & Parent Engagement and Social-Emotional Well-Being in Early Childhood

Parent/Caregiver Outcomes (N=478)

Parental Skill Development

Percentage of responses indicating strongly agree or agree	%
Because of this program, I sing, read, or tell stories to my child more often.	74%
This program helped me to understand how to respond effectively when my child is upset.	74%
Because of this program, I spend more time playing, listening to, or talking with my child.	74%
Because of this program, I have more leadership skills.	74%

Includes Family Resources Centers & Parent Engagement and Social-Emotional Well-Being in Early Childhood



WHAT ELSE DID OFCY DO?

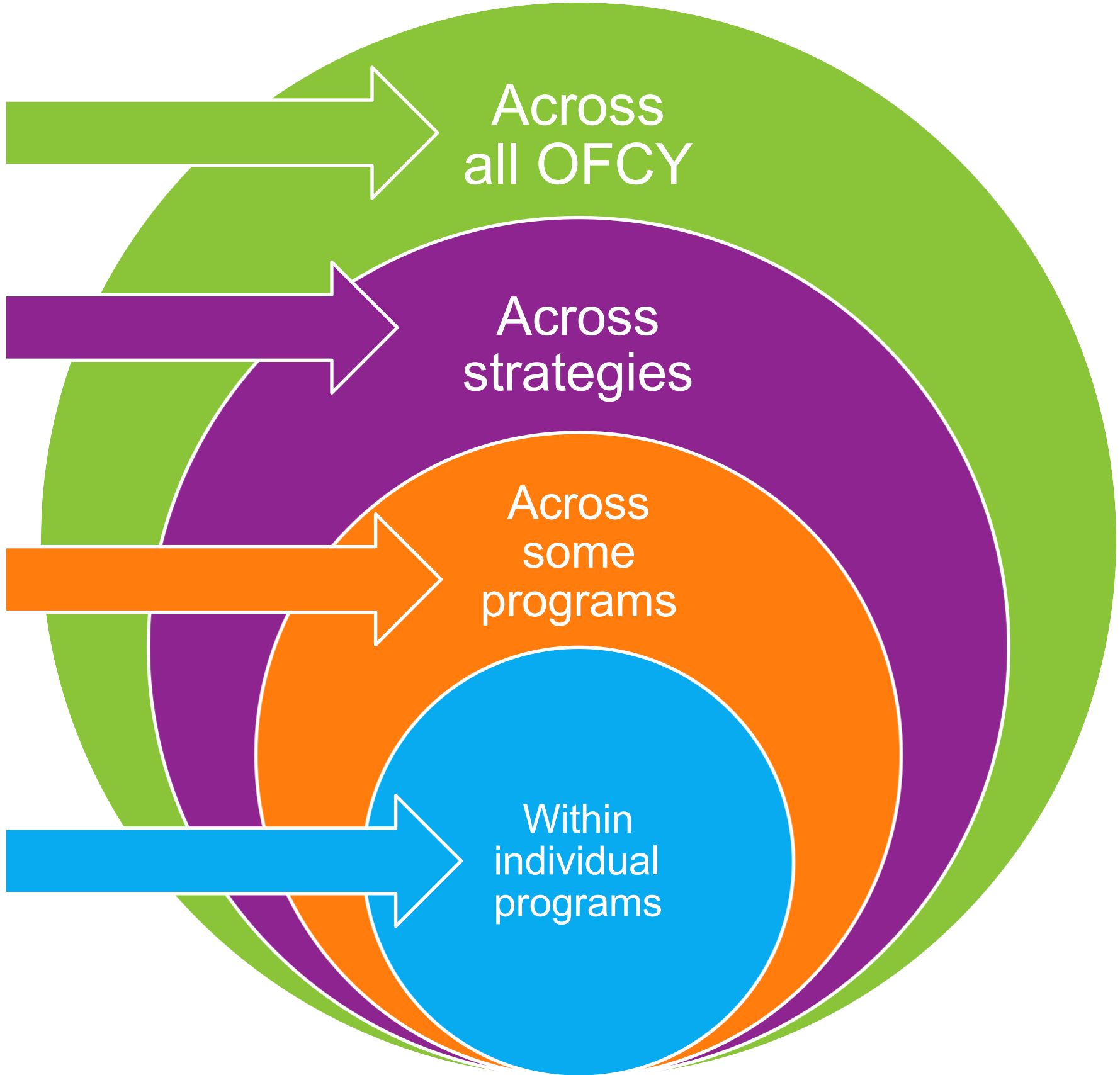
They wrote A LOT of reports!!!!

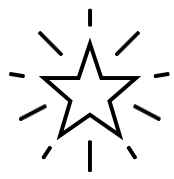


- Defined their outcomes (Q1)
- Wrote about their outcomes (Q2 & Q4)
- Wrote about their challenges and successes (Q1-Q4)

HOW DO WE TELL THE *COLLECTIVE*
STORY ABOUT OFCY?

Collective Storytelling Framework





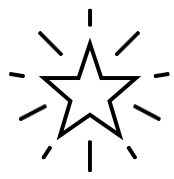
Program Successes Across OFCY

Finding #1: Strengths-Based and Culturally Responsive Services



*OFCY programs **integrate values and experiences of participants** into program development and implementation.*

Ex. A leadership pipeline was developed for Spanish and Mam-speaking newcomer students.



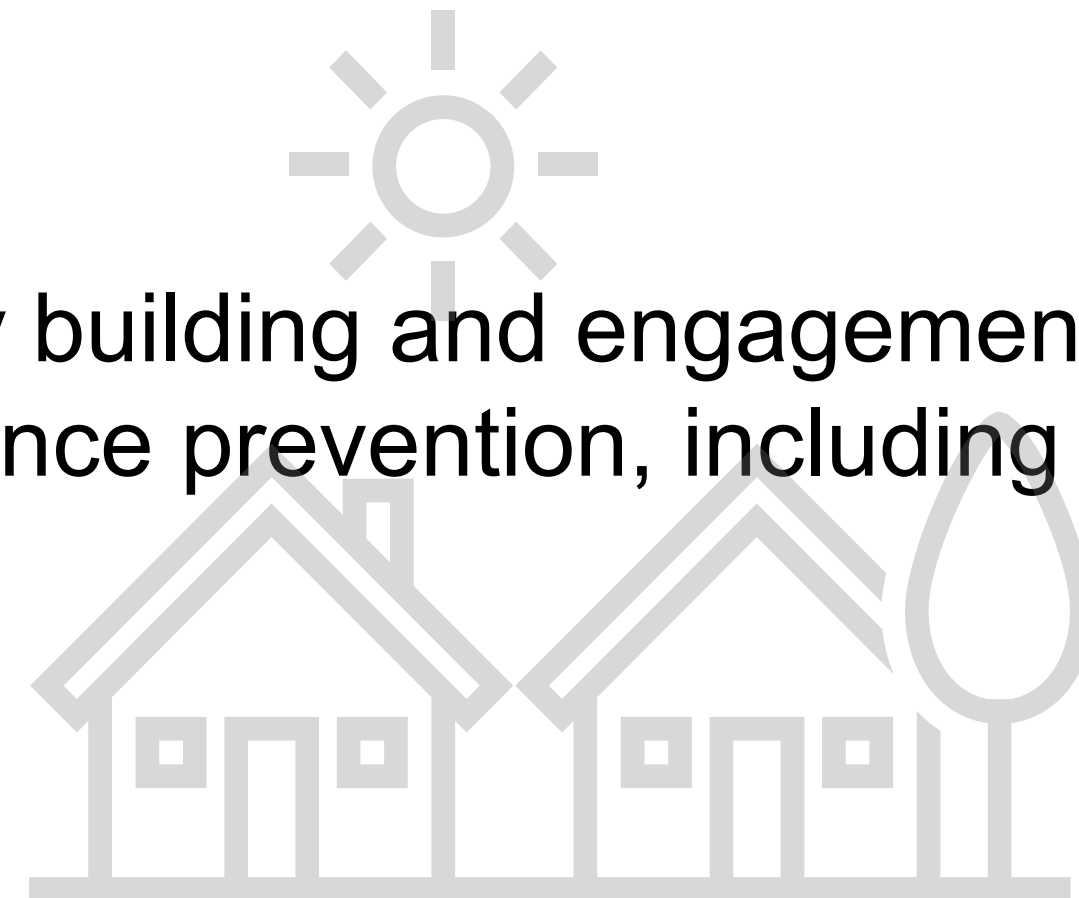
Program Successes Across OFCY

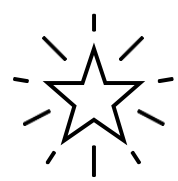
Finding #2: Community Building and Engagement

*OFCY programs foster **strong relationships, trust, collaboration** with **participants** and the **wider community**.*

Ex. Youth leaders organized an annual Earth Day Neighborhood clean-up, demonstrating their dedication to the environment and leadership skills.

Ex. Youth participated in community building and engagement events with a specific focus on violence prevention, including Town Nights.





Program Successes Across OFCY

Finding #3: Partnerships and Collaboration

Partnerships support enrollment among OFCY programs and extend the range of services.

Ex. Community-based organizations partnered to bring mental health consultation services to participants.



Program Challenges Across Strategies

Finding #1: Administrative Delays or Disruptions

OFCY programs adjusted to accommodate interruptions in their usual operations and activities.

Ex. Oakland Unified School District (OUSD) Teachers' Strike impacted program delivery, requiring programs to pivot and reschedule year end events.



Program Challenges Across Strategies

Finding #2: Impacts of COVID-19

COVID-19 led to staffing challenges and service disruptions among OFCY programs and increased isolation for participants.

Ex. For a small program team, staff illness can make it challenging to provide quality programming.





Program Challenges Across Strategies

Finding #3: Staffing Challenges

OFCY programs experienced difficulties related to staff recruitment, hiring, and turnover.

Ex. Hiring deadlines were extended due to a low applicant pool, which delayed filling certain program positions.



So What Happened? (Outcomes)

- Accessibility Enhancement
- Benefits Enrollment
- **Career Development**
- Case Management Goals
- Community Connection
- Community Engagement
- Community Events
- **Community Inclusion**
- Cultural Appreciation
- Cultural Sensitivity
- Data Management
- **Diversity and Equity**
- Educational Achievement
- Employment Certification
- Employment Placement
- **Employment Retention**
- Enrichment Activity
- Family Reunification
- High School Graduation
- Housing Resources
- Infrastructure Improvement
- Leadership Development
- Literacy in Early Childhood
- Mentorship
- Parenting Skill Development
- **Participant Safety**
- Participant Satisfaction
- Partnership Development
- **Personal Development**
- Physical Activity
- Post-Secondary Readiness
- Program Attendance
- Program Completion
- Program Enrollment
- Program Events
- **Program Implementation**
- Program Participation
- Relationship Building
- Resource Navigation
- Secondary Readiness
- Skill Development
- **Socioemotional Learning**
- Staff Recruitment
- Staff Satisfaction
- Staff Training
- Systems Involvement Prevention
- Technology Integration
- Trauma-Informed Approaches
- Violence Prevention
- Vocational Training
- Volunteer Recruitment



**OPEN - OUTCOMES
DEFINITION REPORTING**

Outcomes FY 23-24

Career Access and Employment for Opportunity Youth

Top Outcome Categories Reported:

- **Career Development**
- **Employment Placement**

Career Access and Employment for Youth in School

Top Outcome Categories Reported:

- **Participant Satisfaction**
- **Career Development**

Outcomes FY 23-24

Comprehensive School-Based Afterschool at Elementary Schools

Top Outcome Categories Reported:

- **Participant Satisfaction**
- **Educational Achievement**

Comprehensive School-Based Afterschool at Middle Schools

Top Outcome Categories Reported:

- **Participant Satisfaction**
- Program Attendance
- **Educational Achievement**

Outcomes FY 23-24

Family Resource Centers and Parent Engagement

Top Outcome Categories Reported:

- **Participant Satisfaction**
- **Parenting Skill Development**
- **Resource Navigation**

Social-Emotional Well-Being in Early Childhood

Top Outcome Categories Reported:

- Staff Training
- **Participant Satisfaction**
- Personal Development and Socioemotional Learning

Outcomes FY 23-24

Middle School Engagement, Wellness, and Transitions

Top Outcome Categories Reported:

- Participant Satisfaction
- **Educational Achievement**

High School and Post-Secondary Student Success

Top Outcome Categories Reported:

- Personal Development and Socioemotional Learning
- **Educational Achievement**
- Secondary Readiness

Outcomes FY 23-24

Youth Leadership & Development

Top Outcome Categories Reported:

- **Skill Development**
- **Personal Development and Socioemotional Learning**
- Participant Satisfaction

Violence Prevention

Top Outcome Categories Reported:

- **Personal Development and Socioemotional Learning**
- **Violence Prevention**
- Secondary Readiness

THANK YOU.

