



Fork in the Road: Pathways to Post-Secondary Success in Martin County

Boys & Girls Clubs of Martin County

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Application Form

SECTION 1: ORGANIZATION PROFILE & INFORMATION

Primary Organization Name*

Boys & Girls Clubs of Martin County

Name of Program / Project*

Fork in the Road: Pathways to Post-Secondary Success in Martin County

Program / Project Description

Please select one:

New Program or Project

Organization History*

- Provide a brief overview of the organization and its unique role in meeting the needs of the population served.
- List the organization's current key projects and activities.

As the premier youth development organization in Martin County, BGCMC has 25+ years of experience carrying out our mission by facilitating comprehensive programs designed to prepare young people in our community for the next stage in their lives. Annually, we partner with schools and a network of volunteers and partners to serve over 4,500 youth (age 5-18) and young adults (AmeriCorps Members) in 4 stand-alone Clubs after school, on non-school days and during the summer (Hobe Sound, Port Salerno, Palm City/Stuart, and Indiantown); 8 AmeriCorps sites that provide mentoring & academic intervention to K-8 students at risk of poor educational outcomes; and through outreach.

Daily, youth development professionals, AmeriCorps Members, and teachers provide a safe, positive environment; fun & a sense of belonging; supportive relationships; opportunities & expectations; and recognition. Programs encompass 3 outcome areas: Academic Success, Good Character & Citizenship, and Healthy Lifestyles.

BGCMC positively affects the lives of young people by emphasizing outcomes that ensure school and life success. By holistically serving students at school, during non-school hours, and after high school graduation, we are improving outcomes for our county's most vulnerable youth.

What percentage of the Board contributed financially in the most recent fiscal year?*

100

If the Board does not have 100% participation, please explain why.

Please select the skill sets or attributes represented on the organization's Board.*

Business Development

Compliance
Computers & IT
Engineering
Finance & Accounting
Fundraising
Governance & Bylaws
Grantwriting
Graphic Design
Human Resources
Insurance
Investment
Legal
Marketing & PR
Medical
Policies & Procedures
Social Work
Web Design & Social Media

SECTION 2: INFORMATION ON PROPOSED PROGRAM / PROJECT

Overview of Request

Overview should be one to two sentences.

For BGC MC teens, the road they choose WILL make all the difference. Post-COVID, the path to a bright future is fraught with challenges. Fork in the Road is a new, innovative, county-wide initiative that will bring scalable & sustainable, best in class solutions to the post-secondary challenges faced by Martin County teens and their families. Targeting 8th - 12th graders evidence-based components will guide & support post-secondary planning during 2 key milestones: high school transition (8th to 9th grade) and post-graduation.

Professional staff trained in evidence-based practices will deliver program components:

* 8th Graders will create a personal High School Success Plan. This includes guidance/support on school selection; programs like International Baccalaureate, Advanced Placement, & Career and Technical Education (CTE); and the importance of/plans for community service, extracurriculars, course selection, attendance, & grades. Members will then select either a CTE (includes military) or College Access Track.

*9th – 12th Graders will follow their Plan and, based on track receive:

- o Best-in-class College Advising in partnership with International College Counselors OR
- o CTE training from BGC MC and partners designed to lead to certifications needed for employment.

All teens will receive SAT/ACT prep, family guidance, tutoring, mental/behavioral health support, and mentoring.

Fork in the Road differs from other local programs: 1) ability to scale; 2) free.

Detail Regarding the Proposed Program / Project*

Please refer to the proposed program / project description above. Please provide any relevant additional information or detail related to the proposed program / project that was not stated in the Letter of Intent.

The teens served by the Boys & Girls Club have big dreams for their futures. And they deserve access to a full range of post-secondary options. Obtaining a four-year college degree is more important than ever. Yet, research shows that growing up in poverty (87% of our members are low-income) is associated with conditions and obstacles that affect their educational attainment. For example, students' aspirations and opportunities may be impacted by lowered expectations, limited access to rigorous high school curricula, negative relationships with school personnel, limited access to resources via their peer and family networks, and a range of other stressors (Ashtiani & Feliciano). As a result, fewer students who grow up in poverty graduate from four-year colleges.

While affluent families can streamline the college enrollment process – they know what to do and have the financial resources to obtain support – the families served by our Clubs face immense challenges – language barriers, financial constraints, limited time and resources, and perhaps the greatest impediment – preconceived notions that college is out of reach and unattainable for a family and child like theirs.

A common assumption is that a teen gets 1:1 support in high school navigating through any and all challenges to post-secondary enrollment. And, in an ideal world, this would be the case because research shows that guidance and consistent support in the years and months leading up to the first day of college have the greatest impact on college access and retention.

However, despite our School District's standing as a top performer in the state, the level of college support and advising that our Club teens need is not available in our public schools. In Martin County, the guidance counselor to student ratio is 1:286 at Jensen Beach H.S., 1:362 at Martin County H.S. and 1:280 at South Fork H.S. These are general purpose guidance counselors, not post-secondary specific.

Since 1991, we have been serving the children, teens and families in Martin County who need us the most. Through decades of experience and countless stories, we have a clear vision for the future of our teen programming. With Impact 100's support, we will launch Fork in the Road: Pathways to Post-Secondary Success. It won't be easy, but we know what we have to do to truly change the life trajectory of a child, a family, a community. And, with YOUR support, that's exactly what we will do together.

Impact 100 funds will be used to launch a stand-alone component - the program's college/university-access strand of offerings for our 11th and 12th grade Club members who are getting ready to apply for college. To launch this program, Impact 100 funds will be used to support a new, full-time position - a Post-Secondary Success Manager - and a new partnership with Forward Thought/Peer Forward.

The Post-Secondary Success Manager will work year-round with our teens to implement new teen activities, workshops, and to guide teens in developing and following a post-secondary plan.

To provide an evidence-based framework, we will work with Forward Thought (the community-based version of Peer Forward), a non-profit organization based in Miami, Florida. Their work empowers youth with the tools and knowledge needed to explore and create possibilities for themselves and their future after high school and beyond; and take ownership of their high school & college experience. They do this in a unique way – by using the power of positive peer influence. The method taps into a resource found in every school in the nation: influential students. It is informed and validated by research on the key actions essential for postsecondary degree attainment. Forward Thought/Peer Forward trains, deploys, and coaches a team of Peer Leaders who are charged with boosting college preparation and enrollment across their entire school (in this case, our Clubs!). They mobilize friends and classmates to realize their true college and career potential.

Our first cohort of peer leaders (rising 11th and 12th grade students) will, over the course of the year, go on an incredible, life changing journey.

In the summer 2021, they will participate in a 3-day College Readiness Bootcamp. Topics include: Leadership Development, Perspective and Outlook, The Inward Journey/Story of Me, Decoding the College Application Process, and Advocacy and Influence. In the bootcamp, students will realize their talents, learn the ins-and-outs of the college admissions process, and master leadership skills and community organizing techniques. Newly inspired, confident, and knowledgeable, they will move from a place of self to service – discovering who they are while becoming empowered and supported to become change agents in the Club and in their community. During the year, their mission as peer leaders will be to guide their fellow Club members (and classmates) to higher education.

Throughout the school year, teens will develop and follow a post-secondary plan containing goals and benchmarks. They will also participate in College Access/Readiness & Leadership Lessons. A framework developed by Forward Thought/Peer Forward, topics include: My Why My Vision, Goal Setting, What's Next: Action Planning for College/Career, High School Success, College Admissions 101, Building Your Brand, Resume Building, Why College?, Personal Statement, Financial Aid, Test Taking Essentials, and Career Exploration.

Throughout the year, Forward Thought/Peer Forward will support BGCNC staff, including the Post-Secondary Success Manager, through 1:1 and small group sessions - Coaching for College & Career Success. Topics will include: The College Application Process; Building rapport to build a College List; College Fit, Persistence and Success; Financial Aid Components; Financial Aid Award Letters; and College Success Tools.

How does the program / project support and align with the organization's mission or strategic plan?*

Alignment to our mission: True to our mission, we recognize that a Great Future means different things to different people. For Sam, it's graduating high school prepared to pursue a career in HVAC. For Amy, it's joining the Army. And, for Noah, it's being the first person in his family to go to college. Yet, available data tells us that an alarming number of teens are leaving high school unprepared for their future.

As the largest youth development organization in Martin County, it is incumbent upon us to build scalable solutions that innovatively provide best-in-class programs and services to youth and families in our communities - especially those who need us most. To that affect, we see high school graduation, not as the destination, but as the launchpad to a bright future. Fork in the Road represents our commitment to holistically supporting teens and empowering them, absent community, family & peer support - to follow their dreams and reach for the stars.

What other organization(s) is(are) working to address or have(has) worked to address a similar need?*

How is the proposed program / project unique or different?

Our program is unique to Martin County. We are the only out of school provider offering this level of post-secondary support to the teens in Martin County who need us the most at no cost to families.

What key factors or ingredients are in place now to make the program / project a success?*

Research shows that the 8th to 9th grade transition is critically important, and while we are not requesting that Impact 100 support this age group, serving teens in this key milestone is central to the overall and long-term success of this initiative. Each of our Clubs receive significant grant funding from the Florida Department of Education to serve 8th graders, thus, many of the components of the total program budget are covered by grants that are renewable annually. In addition, we continue to seek and secure funding to support the workforce development components of the overall program, and while again, we are not requesting Impact 100 to support this component, it is critical to the overall success of this initiative.

To support our 11th and 12th graders in their path to college – the portion of the program we will launch with Impact 100's support – we have secured a partnership with one of the state's leaders in post-secondary success, bringing new a level of expertise and knowledge to our program that is unparalleled. For over 20 years, Forward Thought/Peer Forward has guided over 350,000 students nationwide to higher education. Supported by the Bill & Melinda Gates Foundation, Peer Forward's nationally acclaimed model helps low-income and minority students access, enroll, transition successfully and complete post-secondary programs. Having served in over 500 schools across the country, results show that their approach increases postsecondary enrollment by 20%, leads to a 26% higher rate of financial aid applications, and has unlocked over \$13 million in additional financial.

Members of our team have long-standing professional relationships with Forward Thought that has allowed us to innovate and create a customized program to meet the unique needs and challenges of the teens and families we typically serve.

What challenges may the proposed program / project face?*

1) COVID-Slide: Many Martin County teens have participated in school virtually since March 2020. National, preliminary data predicts learning loss and declines in school engagement among students who, for an extended period, did not attend brick and mortar school. These negative outcomes are predicted to be most profound among the low-income and minority teens that we typically serve in our Clubs. While many of the teens we currently serve are attending school in-person and we have access to their course grades and performance; as COVID protocols loosen and we can increase enrollment, we predict an influx of teens. We are unable to predict the full impact of virtual schooling and the broader effects of COVID on these young people. We may find that they require more intervention to catch up and perform on grade level in core subjects.

2) Enrollment Restrictions Due to COVID: If COVID continues to impact us going into the summer and fall, and we must continue to limit enrollment, following CDC guidelines, we will have to create additional programming space to meet our target enrollment numbers.

3) In-Person Service Restrictions Due to COVID: While we plan to offer all proposed services and activities in-person, COVID restrictions could limit our ability to hold all events and activities in our Clubs.

How will the organization work to overcome those challenges?*

1) COVID-Slide: BGCMC has an extensive partnership and data-sharing agreement with the School District. This allows us to access, in real-time, student data including grades, attendance, standardized test scores, disciplinary referrals, and diagnostic results (i-Ready). Each of our Clubs employs a School District Liaison, who is also an employee of the School District. This position ensures that our Club programs align to the school-day curriculum, and that our members are staying on track academically, bridging the gap between the school day and our Clubs. This infrastructure is a key component of our academic programming

and allows us to identify, in-real time, students who are struggling. Additionally, we employ certified teachers, who also work at the schools attended by our members, who deliver all academic programs in our Clubs. And, we provide differentiated instruction to students depending on his/her needs. We will leverage this infrastructure to combat COVID-slide.

2) Enrollment Restrictions Due to COVID: Our Palm City Club has an incredible asset – a teen house that we intend to use as an additional location to host program activities and events. This building is adjacent to our Palm City Club (that is currently serving students in grades K-5) and has historically been used to provide teens with their own space. Leveraging this building, in addition to our Clubs, will help alleviate any capacity issues that may exist this year due to COVID.

3) In-Person Service Restrictions Due to COVID: Last spring, between March and June, all of our Clubs closed due to COVID. During this time, we operated virtually via Club Connect. Even when our Clubs opened, we continued to use a combination of in-person and virtual platforms to serve our members and their families. For example, many of our family events are occurring virtually. Thus, we have the experience and infrastructure needed to move services and events virtually if needed.

Key Staff & Job Descriptions Related to Program / Project*

Please provide the title and minimum qualifications for the key positions that will be responsible for the successful implementation of the program / project.

If these key staff are already part of your organization, please state as such.

Example:

Social Worker - MSW required with a minimum 5 years of work experience in a social or human service organization.

Post-Secondary Success Manager – Reporting to the Area Director, this position will require a Bachelor's Degree and a minimum 5-years of experience working with teens, preferably in a college advising or career counseling role.

SECTION 3: OUTCOMES

Measurement*

In the LOI, there were proposed outcomes stated. Please answer the following specific to the proposed outcomes.

- How will the impact of the proposed program / project be measured?
- What tool(s) will be used to measure the success?
- Include frequency of measurement, who will be responsible for measuring, and how information will be used and shared.
- If the outcomes are experiential, please indicate how the organization will capture and share that information.

Impact 100 will support the launch of this program for members who will be in 11th and 12th grade during the 2021-22 school year. Your impact on our teens will be measured by the following metrics:

100% of members will submit at least 3 complete college applications;
100% of members will complete and submit the Free Application for Federal Student Aid (FAFSA);

The Chief Outcomes and Club Experience Officer will oversee the data collection and evaluation process. Outcomes Administrators (4 – one in each Club) will be responsible for collecting and recording daily attendance and participation data for each teen enrolled in the program. The Program Manager will oversee this daily data collection, and ensure the validity and reliability of all other data collected by program staff (e.g. pre-post assessments, surveys, focus groups).

Each teen enrolled in the program will work with the Post-Secondary Success Manager to complete a High School/Post-Secondary Success Plan documenting short and long-term goals for the year. Once developed, teens will follow this plan, and the Post-Secondary Success Manager will meet 1:1 with teens regularly to document progress toward goal completion. Among the milestones and goals on this plan will be: completing 3 college applications and completing the FAFSA. All of this information will be documented in each teen's individual case file.

All program evaluation data will be collected and maintained in our case management system. In this system, each teen will have an individual record containing all information and data collected for that member. This includes daily attendance (at the Club overall, and the time spent in each program/activity/event offered), pre-post assessments, survey data, observational data, school data, demographic information, etc.

Program data and metrics will be shared with all relevant stakeholders including but not limited to organizational leadership, funders, board of directors and partners. We will also maintain regular communication with our teen's families to update them on their teens progress in the program.

SECTION 4: ORGANIZATION'S QUESTIONS & SITE VISIT INFO

Questions specific to the organization's proposed program / project.

1. The budget presented is over \$700,000. Have the other funders needed to ensure this program is successful committed to this effort?
2. Can any of the programs be segmented out so one educational program can solely be supported by an Impact grant for \$100,000? Is there a portion of the program that can be carved out for \$100,000 and be sustained that can be considered an Impact project even if balance not funded?
3. Is this program currently implemented by Boys & Girls Clubs in other areas of the country?
4. If not, is this program being created after a best practice at another organization?
5. What is the goal specific to the number of students each year?
6. Is the Palm City club open and being utilized?
7. Who will be responsible for advising the students? Is it Club Staff or individuals from other organizations?

Please answer these questions specific to the proposed program / project in detail.*

1. The total cost of Fork in the Road is \$700,000. This includes CTE and college access programming for teens beginning in 8th grade. Thus, the \$700,000 encompasses our entire, organizational teen program. Grants from the Florida Department of Education and other institutional funders who support our teen programming will support Fork in the Road going into FY2021-22. We have a roadmap to raising the funds needed to support our teen program through public and private philanthropy.
2. Yes. The total cost of Fork in the Road is \$700,000. This includes CTE and college access programming for teens beginning in 8th grade. In this proposal we are asking Impact 100 to launch a stand-alone

component – supporting rising 11th and 12th graders who are on a college access track. This costs \$100,000 (budget attached).

3. Other Clubs in Florida/US implement post-secondary planning programs; however, we will be the only Boys & Girls Club in Florida using the power of peer influence through Forward Thought/Peer Forward – setting us apart nationally and continuing our reputation with Boys & Girls Clubs of America as a trailblazer in the “movement.”

4. Forward Thought is the community-based version of Peer Forward, a nationally acclaimed, evidence-based model. More information can be found here: <https://www.peerforward.org>.

5. In year 1, to maximize impact, we plan to serve a cohort of 10-20 11th and 12th graders.

6. Yes. Our Palm City Club is open and serving students in grades K-5 every day after school and on non-school days. It will be open for summer.

7. We will be hiring a full-time Post-Secondary Success Manager who will receive the ongoing training and coaching (from Forward Thought/Peer Forward) needed to deliver the program and advise our teens under the supervision of our Area Director.

New (2/25/2021):

1. The component that Impact 100 dollars will fund is designed to stand on its own and will launch in July 2021. The other program components have multiple funders in the pipeline.

2. Portions of the 8th grade program is partially funded by existing FL Dept of Education grants. Significant commitments from Bank of America are also in place.

3. As requested, we have assigned a specific program component to Impact 100. This component will launch in July 2021 and will provide services to 11th-12th grade students as described.

SECTION 5: REQUIRED FINANCIAL INFORMATION

How will the \$100,000 be used?*

Even though a program / project budget will be uploaded, please state specifically as to how this \$100,000 grant will be used and over what time period.

For example, "We will use this grant to support salaries for therapists who will manage this program's pilot and implementation for the next 12 months."

This grant will be used to launch a stand-alone component of Fork in the Road - the program's college and university access strand of offerings for rising 11th and 12th grade students. The total cost is \$100,000 and will be fully supported by Impact 100. The program budget includes:

(1) \$35,000. A partnership with Forward Thought/Peer Forward to provide: a 3-day College Readiness & Leadership Bootcamp for teens enrolled in the program; year-round training and consultation for staff: Coaching for College & Career Success (minimum monthly, on-site); and an evidence-based curriculum for the Post-Secondary Success Manager to implement in our Clubs with the teens enrolled in the program.

(2) \$63,000 for one full-time Post-Secondary Success Manager (salaries & benefits). This position will implement the Forward Thought/Peer Forward curriculum; and guide teens in developing and following their High School/Post-Secondary Success Plan.

(3) \$2,000. Program supplies and disposables.

Proposed Program / Project Operating Budget*

BGCMC Program_Project Budget_revised.xlsx

Sustainability

If needed, please provide a further or more detailed explanation regarding sustainability than what was mentioned in the LOI.

Alignment to our strategic plan: BGCMC's Corporate Board is following a new strategic plan that includes building a state of the art Club and community facility in Stuart on land leased for \$1 a year from the Martin County School District. Included in the plan is the Board's commitment to grow and support our post-secondary access program (Fork in the Road). The Campaign for Martin County's Youth will launch in the first quarter of 2021 and pledges to support the programming proposed in this application.

This Impact 100 grant will provide the funding needed to launch the specific program component for 11th and 12th graders. At the end of year 1, we will be able to measure the program's impact and success opening pathways to college for our teens. These stories - made possible with YOUR Impact - will allow us to grow this program in future years and build sustainable funding streams to support it well into the future.

Key Sources of Funding for the Organization*

Identify the key courses of funding for the organization. Include the percentage for each (i.e., government grants, individual donors, special events, etc.).

Individuals - 26%
Local Corporations - 1%
Government - 46%
Foundations/other - 9%
Fundraising Events - 14%
Investment Income - 4%

SECTION 6: CONSENT

Consent*

By clicking yes, I attest that the contents of this grant application are true and accurate. If our organization receives an Impact100 Martin grant, I give Impact100 Martin and The Community Foundation Martin - St. Lucie permission to publish our organization's name, photograph(s), and applicable correspondence in professional, news release, or other media. All grant award recipients must use the Impact100 Martin name / logo on all program materials and / or media releases as well as on any community outreach efforts.

Yes

Boys & Girls Club of Martin County
Fork In the road: Post Secondary Success
Program / Project Expenses

	<u>Impact 100</u>	<u>Other Funds</u>	<u>Total</u>	<u>Notes</u>
Program Staff	\$65,000	\$205,000	\$270,000	One manager for 11-12th grade program funded by Impact 100 @\$65,000 2 staff funded by other sources - Bank of America and 21st Century Community Learning Centers @\$100,000 - secured \$105,000 pending private philanthropy and grants pending Private philanthropy @\$100,000 - secured Bank of America @\$6,000 - secured
Program Consultants		\$135,000	\$135,000	Balance private and foundation - pending
Curriculum		\$150,000	\$150,000	Virtual Reality Platform Partially covered by Bank of America @\$32,000 Balance will be covered by private philanthropy and additional foundation requests pending Impact 100 @\$34,000 Balance is for Fall program - partially covered by DOE - 21st Century Community Learning Centers grant Bank of America \$6,000 - secured
Consultants & 3rd Party	\$34,000	\$115,000	\$149,000	Additional covered by private philanthropy and foundation requests pending Impact 100 @\$1,000
Supplies	\$1,000	\$14,000	\$15,000	Best Buy \$14,000 - secured
Training & Related Costs Staff				NOTE included in 3rd party contracts above SAT/ACT Prep @\$25,000- funding requested from a private foundation Assessments and evaluation software @\$10,000 - funding requests out and pending Additional tutoring and coursework as needed @\$65,000 - covered by DOE 21st Century Community Learning Centers grants
Program Participants		\$100,000	\$100,000	
Total	\$100,000	\$719,000	\$819,000	

BUDGET NOTE: Fork in the Road is a multi-component program. The 11-12th grade component will launch 7/2021 and will be funded by this grant. It will be implemented as a free-standing program. The other program components, while important, are not dependent on Impact 100's commitment. Therefore, the "other funds", while in our fundraising pipeline, will not be needed to launch Impact 100's piece. Programs funded by the "other funds" will commence mid August, 2021