MIDDLE SCHOOL ACADEMY RFP
TOP PROPOSER INTERVIEW-
BOYS & GIRLS CLUBS OF THE SUNCOAST
FRIDAY MAY 22, 2020 AT 9:30 AM
ZOOM WEBINAR
REVISED AGENDA

I. WELCOME AND INTRODUCTIONS
   Lorrayne Hayes

II. PROPOSER PRESENTATION
   Boys & Girls Clubs of the Suncoast-Presentation added May 15, 2020

III. QUESTIONS FROM THE EVALUATION COMMITTEE

IV. ADJOURN

MEETING SCHEDULE
- Friday, May 22, 2020, Evaluation Committee Meeting at 1:00 PM
- Wednesday, June 3, 2020, Present Recommendations to the JWB Executive Team at 3:00 PM
- Thursday, June 25, 2020, Present Recommendations to the JWB Finance Committee at 1:30 PM
- Thursday, July 9, 2020, Board Action to Award at 9:00 AM

Updated 5/15/2020-LH
Juvenile Welfare Board of Pinellas County
Middle School Academy RFP-Azalea Middle School Demonstration
Staff

• Freddy Williams, President & CEO
• Mandy Burnette, COO
• Jennifer Reed, Director of Grants
• Dr. Kelly Obarski, Director of Program Services
• Roseleni Ortiz, Data & Outcomes Analyst
• Azalea Middle School Site Director, TBD
• Collaboration & Family Liaison, TBD
• Youth Development Specialist, (1) Character, Leadership & Career
  (1) Healthy & Life Skills
• Certified Teachers, (1) STEAM, (1) Literacy
Organization History

• Boys & Girls Clubs began in 1860 in Hartford, CT
• Established in Pinellas County in 1959
Mission and Vision

• **Mission**: To provide high-quality, out-of-school-time Club experiences proven to ensure our young people, especially those who needs us most, are on track to graduate from high school with a plan for the future, demonstrate good character and citizenship and live a healthy lifestyle.

• **Vision**: A Pinellas County community where all youth have access to quality out of school time programs that enable them to become productive, caring and responsible citizens.
Values

• **Innovation** - we encourage new ideas, perspectives and processes with the goal toward efficiency, productivity and effectiveness.

• **Excellence** - we strive to deliver quality programs and services, rigorously measure impact, and seek continuous improvement.

• **Fun** - we foster a work environment which establishes universal enjoyment; we also seek to ensure our youth are having engaging and entertaining experiences while at our facilities.

• **Family** - we encourage, support and celebrate each other’s successes while promoting a healthy work-life balance.

• **Integrity** - we are authentic, respectful, honest, transparent, and always strive to do the right thing every day, every time.
Board Approved Strategic Alignment
LOOK at our 2019 IMPACT in PINELLAS COUNTY

11,069 total youth served

52% male  48% female

64% in Elementary School

36% in Middle & High School

64% come from a single-parent homes

99% of youth missed less than 10% of school

89% of Club Members improved Reading scores in Florida Standardized Testing

88% of Club Members improved Math scores in Florida Standardized Testing

Zero teen Club Member arrests, compared to 4,133 Teen Arrests in Pinellas County

100% of Club Members reported abstaining from drugs and cigarettes

84,000 nutritious meals and snacks served to youth in Clubs

Connect With Us
www.bgcsun.org  |  727-524-2427
# SuncoastStandard

**Phases of COVID-19 Relief Strategy**

**Phase 1: Response**
March 15 – May 31
- Expanded Feeding Program
- Distance Learning (virtual Club, tele-tutoring, and case management)
- Train all staff against competency gaps
- Hire and onboard for reopening
- Sanitize and complete safety repairs

**Phase 2: Recovery**
June 1 - October 31
- Reopen Clubs
- Create normalcy and address trauma and academic backslide
- Eliminate debt and develop reserve strategies
- Leverage lessons learned to create operational efficiencies and scale
- Design sustainable structure to streamline IOM
- Pilot blended F2F Club programs with Distance Learning platform

**Phase 3: Reimagine & Resilience**
November 1- June 30, 2021+
- Increase digital operations and digital programs
- Market/position for IOM
- Build for future preparedness
- Aggressively build reserves
- Skill building and workforce readiness programs to scale
- Reshape and transform sector and system-wide strategies
- Position as #1 Youth Advocate

**SAFETY**
Middle School Academy Timeline

• Recruit & hire full-time staff members and certified teachers in August 2020
• Identify & engage high-risk students with Virtual Club Hub experiences Aug & Sept 2020
• Participant recruitment, discussions regarding school, student and family needs August 2020-November 2020
• Technical logistics for start-up, August 2020-November 2020
• Evaluation logistics for baseline data collection, Aug 2020-Nov 2020
• Recruit & hire part-time staff members in November 2020 for a start date of December 1, 2020
• Program will kick off in January of 2021 (with students)
Building Collaborative Relationships

• Building relationships and rapport with teachers, students, parents
• Understanding and addressing needs (formal and informal)
• Training for staff as needed throughout the duration of the program
• Open and honest communication with school, teachers, students and parents
• COVID-19 recovery issues-addressing academic backslide and/or new safety logistics
Training

• Strategic individualized goal setting
• Individualized training plan for staff
• Cultural Competence Training (BGCA Cultural Responsiveness)
• Fidelity and Evaluation Training to ensure implementation is effective
• COVID-19 Health & Safety Guidelines
• Licensing, ELC & BGCA Guidelines
Professional Development

- 70% Informal, on the job, experience-based and practice
- 20% Coaching, mentoring and development through others
- 10% Formal learning interventions and structured workshops
Staffing Plan

- Site Director and Family Liaison are full-time positions and will work 40 hours a week - hours will vary depending on student needs.

- Certified Teachers – 15 hours per week during the school year, 25 hours per week during the summer, always one present during program hours.

- Youth Success Specialist – 20 hours per week during the school year, 25 hours per week during the summer, always present during program hours.
Evaluation

• Observational tools will be utilized at random 3-5 times during the quarter in order to ensure that activities are being implemented with fidelity and students are engaged. This will consist of checklists, rubrics, and anecdotal observation administered by supervisory staff.

• Activity attendance will be monitored weekly using our Member Tracking System (MTS). Training will also be evaluated based on engagement of staff, quality of training and participant interaction.

• Youth Voice-surveys, Torch Club, Keystone Club (FAN)

• Parent assessment and feedback tools

• Interviews and additional surveys as needed
Evaluation Examples

• National Youth Outcome Initiative (NYOI) – annual participant survey helps inform all of our decisions with respect to Club operations

• Youth Program Quality Assessment (YPQA) – research-based improvement system from the David P. Weikart Center for Youth Program Quality

• Internal membership tracking database—measures ADA rates
Program Space

• BGCS is adaptable to any space provided by the school
• Preferred resources include computer labs, science labs and other space where we can employ innovation and creativity
Challenges with Recruitment/Retention

- Parent Engagement
- Student Engagement: Program needs to be relevant and enticing for the most at-risk students
- Communication with Parents, School Faculty & Students
- On-going positive reinforcement that will ensure ongoing engagement
- Issues arising from COVID-19 global pandemic
## Program Schedule for Middle School Students

<table>
<thead>
<tr>
<th>Recruitmet</th>
<th>Quarter 8/31/20 - 12/18/20</th>
<th>Optional Activities</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>08/12/20 - 08/28/20</td>
<td>Fliers, lunch activities, Staff meeting, PTO</td>
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<tr>
<td>BGCS Start</td>
<td>9/8/2020 - 10/09/20</td>
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</tr>
<tr>
<td>7:00 am - 9:40 a.m</td>
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</tr>
<tr>
<td>7:00 - 7:10</td>
<td>Check In</td>
<td></td>
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<tr>
<td>7:10 - 7:30</td>
<td>Character Building</td>
<td></td>
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<tr>
<td>7:30 - 8:00</td>
<td>Team Building</td>
<td></td>
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<tr>
<td>8:00 - 8:30</td>
<td>Study Skills/Homework</td>
<td></td>
</tr>
<tr>
<td>8:30 - 9:00</td>
<td>Breakfast/Nutrition</td>
<td></td>
</tr>
<tr>
<td>9:00 - 9:35</td>
<td>Homework/Prep</td>
<td></td>
</tr>
<tr>
<td>9:35 - 9:40</td>
<td>Clean Up/Gather Materials</td>
<td></td>
</tr>
<tr>
<td>10/9/20 - 12/8/20</td>
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<td></td>
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<tr>
<td>9:00 - 9:35</td>
<td>Fitness Challenge</td>
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</tr>
<tr>
<td>9:35 - 9:40</td>
<td>Clean Up/Gather Materials</td>
<td></td>
</tr>
<tr>
<td>10/9/20 - 12/8/20</td>
<td></td>
<td>Guardians of the Gulf</td>
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<tr>
<td>4:10 pm - 6:00 pm</td>
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<td></td>
</tr>
<tr>
<td>4:10 - 4:15</td>
<td>Groups: Check In</td>
<td>Diploma 2 Degree</td>
</tr>
<tr>
<td>4:15 - 4:45</td>
<td>Fitness Challenge/Sports Game</td>
<td>Career Exploration</td>
</tr>
<tr>
<td>4:45 - 5:55</td>
<td>Power Hour: Study</td>
<td>STEM/Robotics</td>
</tr>
<tr>
<td>5:55 - 6:00</td>
<td>Clean Up/Load Bus</td>
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</tr>
<tr>
<td>10/9/20 - 12/8/20</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4:10 - 4:15</td>
<td>Groups: Check In</td>
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<tr>
<td>4:15 - 4:45</td>
<td>Fitness Challenge/Sports Game</td>
<td>Passport to Adulthood</td>
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<tr>
<td>4:45 - 5:55</td>
<td>Power Hour: Study</td>
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<tr>
<td>5:55 - 6:00</td>
<td>Clean Up/Load Bus</td>
<td></td>
</tr>
</tbody>
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Transportation

• BGCS will be utilizing contracted transportation for both morning and afternoon programs as well as summer
Staff Recruitment & Retention

• High turnover of school teachers and administration
• Current relationship with school district
• Experience with recruitment of teachers for literacy initiative and COST program
• Rigorous criteria for staffing will ensure qualified candidates and high fidelity of program implementation
Communication with School

• Purpose for hiring of a collaboration & family liaison – Role will be to interact with school and participant’s family on a regular basis

• Site Director will also have these responsibilities in their job description-site proximity to school will aid in this endeavor
Certified Teachers

• Power Hour/Tutoring
• Summer Brain Gain
• STEAM & Literacy Project Based Learning Activities
BGCA Programs

• Research-informed
• Have already gone through a rigorous evaluation process
• Include field trips and outside experiences
• Include partnerships with organizations to provide workforce readiness opportunities
• We already successfully run these programs at our other sites
Family Engagement Liaison

• This individual ensures active collaboration occurs between Azalea Middle School and BGCS with respect to program planning and implementation. The position will monitor students with poor academic performance and assist with prescriptive academic program development for students who are not showing improvement. The candidate will administer and evaluate teacher and parent surveys, and attend all advisory board and PTA meetings to ensure adequate communication with program site. This individual will also serve as a case manager for each family and will ensure ongoing and consistent communication.
Budget - Start Up

<table>
<thead>
<tr>
<th>Category</th>
<th>Type</th>
<th>Date of Execution</th>
<th>Budget</th>
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</thead>
<tbody>
<tr>
<td>Education</td>
<td>Full Year</td>
<td>1/1/2023</td>
<td>$1,234,567</td>
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<tr>
<td>Travel</td>
<td>Full Year</td>
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<td>Equipment</td>
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<td>Supplies</td>
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<td>Software</td>
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<td>$678,901</td>
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</table>

Total Budget: $1,234,567

Notes:
- All dates are estimated and subject to change.
- Budget amounts are preliminary and subject to review.

Signatures:
- [Signature 1]
- [Signature 2]
- [Signature 3]
Budget-20-21
QUESTIONS?
THANK YOU!