

FUNDING APPLICATION

GENERAL INFORMATION

Organization Information

Legal Name: P16Plus Council of Greater Bexar County Foundation Inc.		Federal Tax ID#: 80-174484		501(c)(3) Public Charity 509 (a)(1)	
Address: 454 Soledad Street, Suite 101		City: San Antonio		State: Texas	
				Zip Code: 78205	
Website: https://uppartnership.org/		Fax: (210) 417-8854		United Way Funded: No	

Fiscal Year:

January 01 to December 31

Head Of Organization

Name: Ryan Lugalía-Hollon		Title: Executive Director	
E-Mail Address: ryan@uppartnership.org		Phone: (210) 853-5271	

Application Contact

Name: Chellie Fernandez	Title: Director of High School Pathways	E-Mail Address: ryan.lugalía-hollon@p16 plus.org	Phone: (210) 417-8854
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Previous Najim Funding

Year	Funding \$
2012	\$75,000
Total	\$75,000

Has the organization applied to the Najim Family Foundation in the past and been declined?

No

Grant Amount Requested \$:	Total Project Budget \$:	Organization's Annual budget \$:
\$70,000	\$230,000	\$1,804,008

Mission Statement:

To ensure all young people in Bexar County are ready for the future.

PROJECT INFORMATION

Program / Project Title:

Rethinking Discipline Community of Practice

PROJECT TIMELINE

Start Date	End Date
08/03/2020	06/30/2021

Harvey E. Najim Family Foundation Priorities:

Education Priorities:

Elementary to High School

Program / Project Description:

My Brother's Keeper San Antonio Network (MBKSA) was formed in 2014 to deepen our community's response to the challenges facing boys and young men of color across Bexar County, in regards to educational milestones. The network's focus is to identify places where our systems are failing boys and young men of color and to create equitable solutions through data informed systems change. When looking across cradle-to-career milestones, this sub population often experience the educational system differently than their peers. For example, although San Antonio's high school graduation rate has increased overall in recent years, racial disparities in high school completion persist, and San Antonio has the largest percentage of "opportunity youth" - youth age 16 to 24 who are not in school or working - of any major city in Texas. One major driver of the city's dropout rate, and especially racial inequality in the likelihood of dropping out, is exclusionary school discipline practices such as in- and out of-school-suspensions. Black students and, often, Latino students are over-represented in exclusionary discipline, even across grade levels. We have been building a solution to these connected problems and are seeking support to scale a data informed strategy known as trauma-informed Restorative Justice (RJ).

Our My Brother's Keeper network, which is supported by UP Partnership operating as the backbone organization, comprises 31 cross sector partners which include 5 school district partners, out of school time providers, city and county representatives. Each of these partners is committed to creating more equitable systems in order to improve outcomes for boys and young men of color across Bexar County. To end the school-to-prison pipeline and grow the post secondary success of these young men, there are three key barriers we must uproot. These barriers are: 1) exclusionary discipline practices in the K-12 sector 2) young men of color not seeing themselves in higher education, and 3) those who become justice involved being written off by their school and community. We strongly believe that college success is attainable for everyone, especially for boys and young men of color. All 31 of the network's institutional partner's, have committed a two year plan that will end exclusionary discipline practices and expand near peer mentorship opportunities to explicitly support boys and young men of color in our city.

The Rethinking Discipline Community of Practice (RDCP) is a central strategy in our MBKSA impact portfolio. It is evidence-based and ready for growth. This initiative introduces and scales Restorative Justice practices in San Antonio schools to increase students' sense of belonging and connection to school, ultimately resulting in increased graduation and decreased drop-out rates. The verified benefits of school-based restorative justice are substantial and wide-ranging. They include lowering the incidence of suspensions and expulsions, preserving educational participation, and blocking the school-to-prison pipeline through which too many expelled students travel. RJ and the social support it encompasses also has been used to successfully reintegrate students who have been suspended or detained, diminishing re-offending or inappropriate behavior.

By understanding this research MBKSA used suspension data to identify target areas across three school districts. In the first year through this 9-campus pilot, 80 educators were trained in the purpose and practice of RJ with an intentional focus on creating a culture and climate that would prevent harm from happening in schools and also if harm did happen the staff had created space to repair harm with one another and with students. This coming school year the RDCP will grow to nineteen participating school campuses.

At each of these campuses, the RDCP pulls together a diverse school team of eight individuals who act as that school's restorative justice implementation team. Principals, district leads, and the superintendent buy-in is secured for each campus to ensure the work doesn't stall. We also have signed commitments from districts to support in-kind resource contributions and a larger commitment to shifting resources and policy from punitive to restorative approaches. As part of the learning experience this team goes through an intense three day training followed by monthly ongoing development that allows for them to reflect on practice and data, build essential skills, and plan together. We also orchestrated site visits to best practice models in Chicago, which was a vital learning experience for participants. An evaluation conducted by UTSA this past year found that each of these elements helped to accelerate high-fidelity learning and implementation. Moving forward, we also aim to strengthen on the ground coaching to ensure campuses are supported with real time feedback.

All of these components are backed by evidence locally and nationally as essential pieces to successfully adopting restorative justice in their schools. Data from year one showed promising returns through less referrals from last year to this year, reports of a better school culture and climate, deeper connections with students and families, and high staff satisfaction. Additionally during COVID-19 we anticipated seeing a drop in engagement from our RDCP community, however this did not happen. In fact restorative justice communities went virtual and they saw an increase in student and family participation now that schooling is being done as home.

Evaluation Plan:

Though we say some very promising shifts in year one of implementation, including a 70% drop in suspensions at one participating campus, schools generally need 3-5 years to make the transition to a whole school Restorative Justice model. To support this long-term change, at scale, UTSA and UP Partnership built an evaluation framework focused on two areas: 1) the process of implementing the community of practice (do participants report being changed) and 2) the process of implementing school-based restorative justice in each of the schools that had volunteered to participate in the community of practice (resources, practices, and process RJ capacity shifts). This approach positions us to support both new campuses that are buying-in and expanding their knowledge of RJ, and continuing campuses who need a stronger emphasis on necessary shifts in systems and structures that create more restorative policies.

Plans to sustain project beyond the term of this request:

Advancing Restorative Justice is a core priority in UP Partnership's 2020-2022 strategic plan. Not only are we committed, so are our partnering districts. Harlandale ISD, San Antonio ISD, and Judson ISD are all dedicated to growing their staffing and planning capacity for this work over the next three years. They are each building a district-wide scaling plan to roll out new staffing and peace room models. Further, all three district superintendents have committed to championing the MBKSA policy agenda, which incorporates key policy changes at local, county, and state level that explicitly support equitable outcomes for boys and young men of color. We have also seen serious and concrete support from community and juvenile justice organizations to support schools in their restorative shifts. Those organizations include American Indians in Texas, Martinez Street Women's Center, City Year, Communities in School, Bexar County Judicial services and Juvenile Probation.

Children Impacted:

How many unduplicated children will the TOTAL PROJECT INITIATIVE impact?	How many unduplicated children will NFF REQUESTED FUNDS impact?
90,382	90,382

Please provide the percentage of each group below that will be served by the project in which funds are being requested. Do not leave any area blank. If that specific group will not be served, include zero. The percentage should total 100%.

A. Population Served Age		B. Population Served Ethnicity	
Infants (0-5)	0%	African American	7%
Children (6-13)	30%	Asian American	3%

Young Adults (14-18)	70%	Caucasian	16%
TOTAL:	100%	Hispanic/Latino	71%
		Native American	0%
		Other and Define	3%
		TOTAL:	100%

City Council District for Which Children are Being Served:

District1, District2, District3, District4, District5, District6, District7, District8, District9, District10

Line item Budget:

Line Item Description	Total Project Funds Allocation	Najim Funds Allocation
Network Manager	\$54,000	\$50,000
Monthly Convening Support	\$5,000	\$5,000
P16Plus Leadership	\$0	\$0
Program Evaluation	\$20,000	\$10,000
Technology	\$10,000	\$5,000
Technical Assistance	\$97,000	\$0
Senior Director of Data Research and Analytics	\$17,500	\$0
Director of High School Pathways	\$13,500	\$0
Communications Manager	\$5,000	\$0
Executive Director	\$8,000	\$0
TOTAL:	\$230,000	\$70,000

OTHER FUNDING RESOURCES

For Project being Requested: Funding sources and amounts, pending and committed.

PROJECT - PENDING

Funder Name	Amount Requested
N/A	\$0
TOTAL:	\$0

PROJECT - COMMITTED

Funder Name	Amount Requested
StriveTogther	\$100,000
Bexar County Juvenile Probation	\$25,000
District Commitments	\$35,000
TOTAL:	\$160,000

Other funding sources and amounts, pending and committed not specific to this request.

ALL OTHER ORGANIZATION REQUESTS - PENDING

Funder Name	Amount Requested
Woodrow Wilson	\$100,000
Booz Allen	\$100,000
TOTAL:	\$200,000

ALL OTHER ORGANIZATION REQUESTS - COMMITTED

Funder Name	Amount Requested
USAA	\$100,000
StriveTogether	\$571,000
SAAFdn	\$250,000
COSA	\$278,000
Greater Texas Foundation	\$350,000
Charles Butt Foundation	\$100,000
Toyota	\$10,000
Bexar County Judicial Services	\$25,000
NPSI	\$25,000
TOTAL:	\$1,709,000

BOARD OF DIRECTORS

What percentage of your board contributes financially to the organization?

100%

If Board giving is not at 100%, please explain why?

How are board members expected to participate in your organization?

In addition to Board Contributions, Board Directors set the strategic direction of the organization. From the strategic planning, to rebranding, to policy setting, they are involved in shaping our outgoing trajectory.

LIST OF BOARD DIRECTORS

Name & Office Held	Corporate Affiliation
Elaine Mendoza, Chair	Conceptual Mindworks
Brian Woods	NISD
Pedro Martinez	SAISD
Charlie Amato, Immediate Past Chair	SWBC
Bobby Blount, Secretary	Bexar County School Board Coalition
Lloyd Verstufyt	SWISD
Danny Anderson	Trinity University
Jeff Goldhorn	ESC - Region 20
Ed Rice	United Way
Jorge Elizondo	HEB
Vanessa Hurd	Community Member
Sarah Baray	PreK4SA
Simon Salas	Good Samaritan Community Service
Dean Alexander	Christus Santa Rosa
Felicia Ethridge	CPS Energy
Jeannette Ball	Judson ISD
Taylor Eighmy	UTSA
Mike Flores	Alamo Colleges

Marjie French	San Antonio Area Foundation
Jenna Saucedo-Herrera	San Antonio Economic Development Foundation
Angie Mock	Boys and Girls Club San Antonio
Kate Rogers	Charles Butt Foundation
Nathanael Tarwasokono, Treasurer	Firstmark Credit Union
Roland Toscano	East Central ISD
Signature	
Ryan Lugalía-Hollon	