

05

FAMILY SUPPORT

Supporting families so that scholars can show up ready to learn.

What will improve?

RESULT

A population condition of well being.

- Overall: Households will become more stable; quality of life will increase
 - Career & Finance: Parents will have the economic ability to provide a healthy and financially stable environment at home, so children can succeed academically.
 - Housing: Parents will have stable, affordable, healthy housing so their children will succeed academically.
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Is anybody better off?

OUTCOMES

Performance Measure: Shows whether or not results are achieved.

- Families experience increased housing stability
 - Scholars experience greater stability in academic settings.
 - Parents achieve greater financial stability.
 - Protective factors outcomes (crosswalk with Parent Engagement plan)
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How much did we do?

OUTPUTS

Performance Measure: Shows the quantity of solutions utilized.

- # of families participating in the Housing Strategy
 - # and % of families with in-process (active) and completing housing goals and goal steps
 - # and % of families & children experiencing housing stability event
 - # of parents who participate in the Career & Finance Strategy
 - # & % of parents with in-process (active) and completing Career & Finance goals/steps
 - # & % of parents who make progress on goals and secure or improve employment
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How well did we do it?

INPUTS

Performance Measure: Shows the fidelity of implementation.

Metrics under development

COLLABORATION PROCESS

Overview of strategies. To see Key Elements, please refer to 00 Collaboration document.

STRATEGY 1 | NAZ and partners will co-create an annual site-based implementation plan based on the related elements in the NAZ Collaborative Results Plan to define and support implementation

STRATEGY 2 | NAZ and partner staff participate in specified meetings together to address technical, adaptive, relationship and resource work to support outcomes across the collaborative

STRATEGY 3 | Contribute organizational data to collaborative database

STRATEGY 4 | Use data and learnings for continuous improvement

STRATEGY 5 | Intentional practice of effective results-focused conversations to drive action across meetings and interactions

STRATEGY 6 | NAZ organization and partners will share in developing and communicating collaborative results and other PR stories relevant building a college-culture in North Minneapolis

STRATEGY 7 | Participate in building a “College-Going Culture” in North Minneapolis

STRATEGY 8 | Develop, identify and report on budget for NAZ organization and full collaborative work to reach goals

STRATEGY 9 | Identify opportunities for shared funding proposals aligned with business plan goals

STRATEGY 10 | NAZ organization and partners will work together to shift the culture of resource investment toward less siloed funding

STRATEGY 11 | Use learnings, opportunities, and barriers identified through results plan and shared work with families to established systems change and policy agenda

STRATEGY AREAS

Grouping of strategies.

Building the Foundation: On-Ramp to Career Success & Housing Stability

STRATEGIES AND KEY ELEMENTS

STRATEGY 1 | Empowering parents as individuals with control of their own career/finance/Housing plans

KEY ELEMENTS

- Parents enroll in empowerment training
- Staff (NAZ or partner) integrate Empowerment Principles, training and strategies into their work with families
- Ongoing parent coaching utilizing empowerment principles

STRATEGY 2 | Start the career/finance/housing plan, identify the support team, and build relationships

KEY ELEMENTS

- Provide inspiration for parent to see opportunities for themselves
 - Parent expresses goals for career, finance, adult education, or housing stability; Specialist/Partner uses NAZ Connect data and assessments to identify appropriate resources and level of support
 - Identify existing or high-touch coaching to parents to ensure follow-through and ultimate success
 - Support and track goal development in NAZ Connect
 - Staff (NAZ and partner) support parents in understanding the level of education and steps required for identified career
 - Bring in other team members through partner services to support plan (ie- housing support, career training staff, financial coaching staff); track in NAZ Connect
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Support Career Entry & Success

STRATEGY 3 | Implement career training and adult education

KEY ELEMENTS

- Based on selected career plan, support entry into necessary training or adult education opportunities; prioritize employer-partnered pathways when possible
- Provide parents with access to necessary support services and financial resources to enable access to educational opportunities such as:
 - ◆ Adult education programs/resources (GED, Literacy, ELL and citizenship classes; adult tutoring and homework help
 - ◆ Workplace literacy
 - ◆ Post-secondary options
 - ◆ Bridge programs
- Provide support to ensure parents' ongoing success in reaching career goals:
 - ◆ Help addressing barriers, such as transportation, tuition, fees, etc.
 - ◆ Continued support in setting and meeting education goals
 - ◆ Behavioral health and social/emotional support identified as needed
- Make the training or career pathway work for parents most left behind
 - ◆ Provide training as close to community as possible
 - ◆ Build cohort
 - ◆ Provide effective online tools to ensure access
 - ◆ Support language, culture, or social-emotional barriers to success
- Celebrate milestone successes and goal completion along the way

STRATEGY 4 | Implement job search

KEY ELEMENTS

- Partner agencies provide parents with access to necessary resources such as resume assistance, career prep workshops and training, job search assistance, workforce coaching, etc.

STRATEGY 5 | Supporting parents on MFIP to use resources effectively

KEY ELEMENTS

- Parents' achievement plans are aligned between MFIP employment service provider and NAZ
- Staff (NAZ or partner) collaborate to provide support to troubleshoot MFIP barriers

STRATEGY 6 | Use collaborative model to foster innovation and effectiveness in the MFIP system

KEY ELEMENTS

- Layer in customized resources and incentives beyond what is provided through MFIP employment counselors, such as shared training or additional tuition assistance
- Improve collaboration between County and partners to increase flexibility and support for NAZ families to use MFIP as a transformational tool for career entry and success

STRATEGY 7 | Retention: Staff provide support to ensure ongoing employment success

KEY ELEMENTS

- Provide consultation on career laddering
- Support parent's connection with professional development opportunities to foster lifelong success
- Partners staff support development of beliefs and skills for job retention
- Re-employment assistance as needed

Develop the System to Ensure Career Success at Scale

STRATEGY 8 | Advocate to expand access to employment

KEY ELEMENTS

- Support efforts to secure sufficient resources to ensure all parents in NAZ have access to jobs, including pre- and post-employment resources and opportunities
- Use data and analysis of outcomes to support continuous improvement towards accessing pathways and identifying

opportunities for systems and policy change

STRATEGY 9 | Partner with regional efforts to attract employer partners

KEY ELEMENTS

- None identified
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Financial Education and Coaching

STRATEGY 10 | Building financial stability and well being

KEY ELEMENTS

- Staff (NAZ or partner) use assessment tools and processes to provide individualized financial education & coaching
- Staff (NAZ or partner) assist families with financial coaching on credit and asset building, budgeting and building savings, down payment assistance and other supports for rental- and mortgage-readiness, etc.
- Provide ongoing support and follow-up such as training on maintaining credit and budgets, proactively identifying and addressing financial challenges, post-purchase coaching and supports for homeowners, etc.

STRATEGY 11 | Advocate to create new financial resources and opportunities

KEY ELEMENTS

- Support efforts to secure resources to ensure all parents in NAZ can build financial stability
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Support Housing Stability & Ongoing Success

STRATEGY 12 | Family obtains appropriate housing

KEY ELEMENTS

- When families need emergency housing, support families to access shelter
- Support family's transition out of shelter
- Provide support to protect families against predatory or substandard housing practices
- Leverage financial resources to make stable housing affordable
- Support parents to utilize partners and programs that equip families to progress through the housing continuum (ie., become a homeowner)

STRATEGY 13 | Family maintains stable housing

KEY ELEMENTS

- Support families to set and support stability goals to ensure proactive steps are taken to maintain housing such as:
 - ◆ tenant education,
 - ◆ career goal planning
 - ◆ financial education/coaching and resources, including foreclosure counseling
 - ◆ timely communication and problem-solving (for example: lease violations, neighbor relations, etc.)
 - Provide families with supports to create and maintain a healthy home environment, including removal of lead paint and pests, furnishing, home maintenance and improvement
 - Support in building and sustaining positive community relationships, including neighbors and landlord
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Develop the System to Ensure Housing Success at Scale

STRATEGY 14 | Advocate to expand access to housing stock & resources

KEY ELEMENTS

- Collaborate to create opportunities for additional housing units, either through new construction or renovation
- Build network of private landlords accountable for fair housing practices and willing to rent to NAZ families, including those with previous housing challenges
- Advocate for resources for diversity of family situations and financial needs
- Seek out longer term solutions for families needing longer term supports (ie Section 8 that follows a short-term subsidy)
- Use data and analysis of outcomes to support continuous improvement towards accessing housing and identifying opportunities for systems and policy change