

Steps to Success Framework

Priority Statements, Expected Results, Example Proposal Services & Programs, Aligned Indicators, and Community Outcomes

1. Basic Needs: Food, Safety, and Housing

Priority Statement/Goal: *Families and individuals must have a safe home with healthy food for everyone who lives there in order to work toward a higher degree of prosperity.*

Expected Result: *A greater proportion of families will have the resources necessary to move towards educational, financial, and health stability.*

Examples of programs that could align in this strategy area:

- *Those that help provide access to food*
- *Those that prevent eviction or provide shelter strategies after eviction*
- *Those that provide emergency shelter for families seeking safe housing*

ALIGNED INDICATORS:

1. Number of households who received transitional housing services
2. Number of households who received emergency shelter stay or transitional housing services who transitioned to Permanent Supportive Housing or to their own housing
3. Number of households who maintained permanent supportive housing or their own housing for 3 months after exiting your emergency shelter stay or transitional housing program
4. Number of clients who received prepared meals
5. Total number of prepared meals provided
6. Number of households who received food pantry services
7. Number of clients who received Information & Referrals
8. Number of individuals who receive any family violence services
9. Number of individuals who receive transportation to medical appointments, as a result of the work of the program/agency staff or a result of program

Community Outcomes:

1. More families and individuals have access to emergency services.
2. Families and caregivers increase their ability to prevent and/or take appropriate action in emergency/disaster/violent situations.
3. An increased number of families at risk of becoming homeless retain stable housing.

2. Born Healthy

Priority Statement/Goal: *Children must be born into safe homes with families who are socially, emotionally, and financially prepared to care for them.*

Expected Result: *More parents will be provided the resources for parenting and more children will have access to necessary health care to increase their chances for healthy developmental progress.*

Examples of programs that could align in this strategy area:

- *Those that provide access to prenatal care and women's health check-ups*
- *Those that provide educational pathways for parents to find resources and services to increase birth weight*
- *Those that provide preventive health screenings or services for families*
- *Those that provide teenage mothers and single mothers early and adequate resources*

ALIGNED INDICATORS:

1. Number of children, who are 5 years old or younger, who receive a well-child/baby exam
2. Number of pregnant women who start prenatal care in the first trimester
3. Number of pregnant women who receive prenatal care based on the standard prenatal care schedule and/or their medical provider's recommendations
4. Number of infants born at healthy/normal birth weight, between 2500 grams (5.5lbs) and <4000 grams (8.8lbs)
5. Number of individuals enrolled or renewed for health coverage as a result of program
6. Number of individuals with an ongoing medical care provider
7. Number of individuals who receive transportation to medical appointments, as a result of the work of the program/agency staff or a result of program

Community Outcomes:

1. More parents will have access to education, information, and opportunities to learn preventative and preparatory behaviors for taking care of the health and safety of their children.
2. More infants are born at a healthy weight and receive proper medical care at the correct milestones.
3. More children have access to and/or are provided needed physical, mental, and emotional health support services.

3. Kindergarten Ready

Priority Statement/Goal: *In order to be kindergarten-ready, young children need quality early education, strong relationships with families, a safe and secure home environment and regular health and developmental screenings and support.*

Expected Result: *A greater proportion of pre-school children will be better prepared for educational opportunities, kindergarten, and school; Children identified with potential disabilities will be provided the necessary supports to help them achieve their fullest potential.*

Examples of programs that could align in this strategy area:

- *Those that help students be ready for kindergarten*
- *Those that help parents receive the tools and resources to lead engagement activities with their children*
- *Those that provide children access to annual wellness visits and check-ups*
- *Those who provide affordable, high-quality childcare for working families*

ALIGNED INDICATORS

1. Number of children that will transition to Pre-Kindergarten/Kindergarten
2. Number of children attending the program at least 85% or more during the program year who demonstrate progress toward developmental milestones
3. Number of children attending the program at least 85% or more during the program year who meet or exceed their individual developmental milestones
4. Number of parents/caregivers who demonstrate growth in parenting practices.
5. Number of children, who are 5 years old or younger, who receive a well-child/baby exam
6. Number of children, who are 5 years old or younger, who receive an immunization
7. Number of children, who are 5 years old or younger, who receive a preventative health service or screening
8. Number of families with an ongoing medical care provider
9. Number of families who receive transportation to medical appointments, as a result of the work of the program/agency staff or a result of program

Community Outcomes:

1. An increased number/percentage of children with disabilities or potential disabilities will be identified early and referred for appropriate services.
2. More children who are progressing at developmentally appropriate levels will enter public school or an inclusion setting which best fits their needs.
3. More parents/caregivers will receive early childhood resources that will help prepare their children to succeed in school.

4. Third Grade Reading

Priority Statement/Goal: *Kids who are reading proficiently by third grade are four times more likely to graduate high school on time.*

Expected Result: *A greater proportion of children will be confident in their reading skills and be ready to learn.*

Examples of programs that could align in this strategy area:

- *Those that help parents receive the tools and resources to lead engagement activities with their children*
- *Those that help elementary students maintain or improve grade-level reading through targeted literacy interventions and tutoring*
- *Those where students participate in out-of-school time programming*
- *Those where students are connected with a caring mentor*

ALIGNED INDICATORS:

1. Number of children attending the program at least 85% or more during the program year who demonstrate progress toward developmental milestones
2. Number of children attending the program at least 85% or more during the program year who meet or exceed their individual developmental milestones
3. Number of students that demonstrate an increase in core subject test scores
4. Number of students that demonstrate an increase in grades
5. Number of students that show maintaining and/or improvement in reading level
6. Number of students demonstrating improvement in school attendance
7. Number of students promoted to the next grade level on time
8. Number of parents reporting an increase in school-based engagement participation
9. Number of students participating in out-of-school time programs
10. Number of individuals who receive mental health crisis intervention
11. Number of individuals who show a positive increase on an evidence-based functionality scale delivered by a licensed counselor

Community Outcomes:

1. More children will meet the appropriate curriculum/learning levels and will be promoted to higher grade levels.
2. An increased number of children/students will develop better academic and problem-solving skills as a result of positive adult relationships.
3. More students demonstrate increased leadership skills and/or self-reliance skills.

5. Middle School Engagement

Priority Statement/Goal: *Attendance and success in middle school are critical in keeping students on track for on-time graduation and preparing them to continue their education after high school or secure a self-sustaining job.*

Expected Result: *A greater proportion of middle school students will have caring adults in their lives and be better prepared for educational opportunities.*

Examples of programs that could align in this strategy area:

- *Those that provide mental health counseling services*
- *Those that provide family violence prevention, treatment, and support services*
- *Those that provide ACEs & trauma-informed support & counseling services*
- *Those where students participate in out-of-school time programming*
- *Those where students are connected with a caring mentor*

ALIGNED INDICATORS:

1. Number of students that show maintaining and/or improvement in reading level
2. Number of students that show maintaining and/or improvement in 8th grade Algebra
3. Number of students demonstrating improvement in school attendance
4. Number of students promoted to the next grade level on time
5. Number of parents reporting an increase in school-based engagement participation
6. Number of students participating in out-of-school time programs
7. Number of students that demonstrate an increase in core subject test scores
8. Number of students that demonstrate an increase in grades
9. Number of individuals who receive mental health crisis intervention
10. Number of individuals who show a positive increase on an evidence-based functionality scale delivered by a licensed counselor

Community Outcomes:

1. More children will meet the appropriate curriculum/learning levels and will be promoted to higher grade levels.
2. An increased number of children/students will develop better academic and problem-solving skills as a result of positive adult relationships.
3. More children/students will move onto high school ready to learn and prepared for the future.

6. High School Graduation

Priority Statement/Goal: *A high school diploma is a critical milestone on the path to a post-secondary degree and/or a self-sustaining career.*

Expected Result: *A greater proportion students will graduate from high school ready for higher education and/or the workplace.*

Examples of programs that could align in this strategy area:

- *Those that provide mental health counseling services*
- *Those that provide family violence prevention, treatment, and support services*
- *Those that provide ACEs & trauma-informed support & counseling services*
- *Those where students participate in out-of-school time programming*
- *Those where students are connected with a caring mentor*
- *Those who access a college or career advisor*
- *Those who provide ACT/SAT participation and performance support*

ALIGNED INDICATORS:

1. Number of students demonstrating an increased understanding of high school choices
2. Number of high school seniors graduating on time
3. Number of students demonstrating an increased knowledge of college choices
4. Number of students that graduate college ready
5. Number of students that enroll in post-secondary education
6. Number of students that complete postsecondary degree or credential within 6 years of enrolling
7. Number of parents reporting an increase in school-based engagement participation
8. Number of students participating in out-of-school time programs
9. Number of students that demonstrate an increase in core subject test scores
10. Number of students that demonstrate an increase in grades
11. Number of students demonstrating improvement in school attendance
12. Number of students demonstrating increase in job readiness skills
13. Number of individuals who receive mental health crisis intervention
14. Number of individuals who show a positive increase on an evidence-based functionality scale delivered by a licensed counselor

Community Outcomes:

1. More students and adults will graduate from high school, receive additional vocational training, or obtain their GED prepared to enter college or the workplace.
2. More youth involved with the juvenile court system and/or not living at home, when necessary, will receive specialized, appropriate educational and/or skill training that prepares them for stable employment.

7. College- Or Career- Readiness

Priority Statement/Goal: *As they continue their education or enter the workforce, young people need access to skills and training that enable them to secure and maintain gainful employment with a thriving wage.*

Expected Result: *A greater proportion of individuals will be better prepared to face challenges when pursuing higher education or career opportunities.*

Examples of programs that could align in this strategy area:

- *Those that help build new savings for adults and children*
- *Those that help build new assets through tax savings and credits, access to education, entrepreneurship, transportation, and homeownership*
- *Those that provide career development and job training opportunities*
- *Those that provide supportive services to those participating in career development or job training*
- *Those that help students increase college and career readiness knowledge*
- *Those where students receive individualized support for post-secondary planning*
- *Those that help students enroll and finish post-secondary education opportunities*

ALIGNED INDICATORS:

1. Number of students that enroll in post-secondary education
2. Number of students that demonstrate postsecondary persistence
3. Number of students demonstrating increased awareness of an interest in careers and employment pathways
4. Number of students demonstrating increase in job readiness skills
5. Number of unduplicated individuals who accessed adult basic education services who improved by at least one level in the areas of either writing, reading, or math during the reporting period
6. Number of individuals who accessed a vocational training course provided through your organization in order to earn an industry-relevant credential, certificate, or skill
7. Number of individuals who accessed vocational training services who completed the vocational training program
8. Number of students demonstrating an increased knowledge of college choices
9. Number of students that graduate college ready
10. Number of individuals who secured employment during the current reporting period or past reporting period who achieved one of the following indicators of advancement:
 - a. Promotion along an identified career path at a business
 - b. Increase in hourly wage or salary

Community Outcomes:

1. More students and adults with challenges have access to necessary work adjustment training and/or retain stable, full-time employment.
2. More individuals will increase and strengthen their employment skills and/or are able to obtain and retain employment that allows them to care appropriately for their themselves and their families.

8. Financial Well-Being

Priority Statement/Goal: *In addition to covering basic expenses, families and individuals need financial stability to avoid debt, build savings and prepare for unanticipated expenses with a thriving wage.*

Expected Result: *A greater proportion of families will have income independence as a result of increased quality education, training, and employment.*

Examples of programs that could align in this strategy area:

- *Those that help build new savings for adults and children*
- *Those that help build new assets through tax savings and credits, access to education, entrepreneurship, transportation, and homeownership*
- *Those that provide low-cost loans to help individuals avoid payday and car title loans*
- *Those that help individuals improve their credit*
- *Those that connect individuals to career pathways that lead to good jobs*
- *Those that provide adult literacy and ESL courses*
- *Those that provide career development and job training opportunities*
- *Those that provide supportive services to those participating in career development or job training*
- *Those that help provide housing stability*

ALIGNED INDICATORS:

1. Number of unduplicated individuals who accessed a financial education course offered through your organization in order to increase financial literacy
2. Number of unduplicated individuals who report increased savings
3. Number of unduplicated individuals who report an improvement in their credit score
4. Number of unduplicated individuals who reduce nonmortgage debt
5. Number of individuals who accessed a benefits screening service provided through your organization that helps a person identify and apply for public benefits
6. Number of individuals who accessed free tax preparation services through your organization
7. Number of individuals who satisfy both conditions:
 - a. Secured employment during the current reporting period OR secured employment during the last 180 days of the previous reporting period
 - b. Remained employed 180 days post-job placement with the same employer
8. Number of individuals who accessed a vocational training course provided through your organization in order to earn an industry-relevant credential, certificate, or skill
9. Number of individuals who accessed vocational training services who completed the vocational training program
10. Number of individuals who secured employment during the current reporting period or past reporting period who achieved one of the following indicators of advancement:
 - a. Promotion along an identified career path at a business
 - b. Increase in hourly wage or salary
11. Number of unbanked individuals who open an FDIC insured account to become banked
12. Number of individuals who accessed a benefits screening service provided through your organization that helps a person identify and apply for public benefits

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of Greater Chattanooga**

Community Outcomes:

1. More families and individuals will gain financial tools for debt management and reduction, and increase their savings and investments.
2. More individuals will increase and strengthen their employment skills and/or are able to obtain and retain employment that allows them to care appropriately for their themselves and their families.
3. More households develop tools for security during crisis.
4. More families and individuals gain and maintain access to employment with benefits (childcare, health care, etc.)

9. Healthy & Connected Older Adults

Priority Statement/Goal: *Older adults and persons with disabilities must be emotionally and physically healthy, financially secure and socially connected.*

Expected Result: *A greater proportion of the elderly will be connected to resources for independency and security.*

Examples of programs that could align in this strategy area:

- *Healthy weight management programs*
- *Those that address systemic issues tied to health conditions (ex. indoor air quality for asthma prevention or healthy food access for obesity prevention)*
- *Those that increase knowledge around healthy behavior or lifestyle*
- *Those that provide on-going medical care related to chronic disease management or medical home care*
- *Those that provide preventive health screenings or services*

ALIGNED INDICATORS:

1. Number of individuals enrolled or renewed for health coverage as a result of program
2. Number of individuals with an ongoing medical care provider
3. Number of individuals who receive transportation to medical appointments, as a result of the work of the program/agency staff or a result of program
4. Number of individuals who accessed a benefits screening service provided through your organization that helps a person identify and apply for public benefits
5. Number of individuals who report a behavior change related to diet or exercise post intervention
6. Number of individuals who receive mental health crisis intervention
7. Number of individuals who show a positive increase on an evidence-based functionality scale delivered by a licensed counselor

Community Outcomes:

1. An increased percentage of elderly and older adults are engaged in and assisted by community services/resources in order to remain more independent in the community.
2. An increased percentage of elderly or older adults remain active and independent through access to proper health care and connected community.