

MY BROTHER'S KEEPER
Philadelphia



THANK YOU

Philadelphia's MBK Action plan could not have been completed without the input and dedication of the following organizations and city departments.

PHILADELPHIA MBK PARTICIPANTS

ActionAids

Administration for Children and Families, U.S.
Department of Health and Human Services

African American Chamber of Commerce

AmeriHealth Caritas Family of Companies

Asociación Puertorriqueños en Marcha (APM)

Attic Youth Center

Big Brothers Big Sisters of Southeastern
Pennsylvania (BBBS SEPA)

Boat People SOS, Inc.

Boys Latin of Philadelphia

BuildOn

Caribbean Festival Committee

Carson Valley Children's Aid

CeaseFirePA

Center for Nonviolence and Social Justice,
Drexel University

Children's Literacy Initiative (CLI)

Christian Fellowship Ministers Conference of
Philadelphia

Church of the Redeemer Baptist

City Year Philadelphia

Clear Channel Outdoor

Coalition of African Communities-Philadelphia
(AFRICOM)

COLOURS Organization, Inc.

Community College of Philadelphia (CCP)

Congregation Rodeph Shalom

Consulate of Mexico

CWB Consulting

Dominion Christian Fellowship Center

EducationWorks

Fathers Day Rally Committee, Inc.

Frontline Dads, Inc.

Graduate! Philadelphia

Greater Enon Missionary Baptist Church

Greater Philadelphia Chamber of Commerce

GreenLight Fund, Philadelphia

Healing Hurt People (HHP)

Impact Services Corporation

Indonesian Diaspora Foundation

Juvenile Justice Services Center (JJSC)

Liberian Ministers Association of
the Delaware Valley

Life Outside the Streets Initiative

Mastery Charter Schools

Men In Motion In the Community (MIMIC)

Mothers In Charge

Mt. Pisgah African Methodist Episcopal Church
(AMEC)

Multicultural Community Family Services
(MCFS)

New Covenant Church of Philadelphia

Norris Square Community Alliance

Norris Square Neighborhood Project

Office of Housing and Community
Development

Office of Human Resources, City of
Philadelphia

Office of the Attorney General

Office of the District Attorney

Old Ship of Zion Missionary Baptist Church

Palms Solutions

Patricia Kind Family Fund

Peace Islands Institute Pennsylvania

Peirce College

Pennsylvania Eastern Keystone Baptist
Association (PEKBA)

Philadelphia City Council

Philadelphia College Prep Roundtable

Philadelphia Freedom Valley YMCA

Philadelphia Housing Authority (PHA)

Philadelphia STEM Coalition

Philadelphia Works

Philadelphia Youth Network

Philanthropy Network Greater Philadelphia

Philatinos Radio

Project HOME

Project U-Turn

Prosperity Book Store

Public Citizens For Children and Youth (PCCY)

Sankofa Passages Program

School District of Philadelphia

Social Impact Inc.

Southeastern Pennsylvania Transportation
Authority (SEPTA)

Stepping Stone Scholars, Inc.

Stoneleigh Foundation

Strawberry Mansion Learning Center

Summer Search

Team Jamaica Bickle

Temple University

The Coalition of African Communities -
Philadelphia (AFRICOM)

The Food Trust

The Lincoln University

The Salvation Army

Transfiguration Baptist Church

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U.S. Department of Transportation,
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Universal Vare Charter School

University of Pennsylvania Graduate School of
Education

Urban Affairs Coalition (UAC)

Urban League of Philadelphia

West Chester University

West Philadelphia Community Center

Women's Opportunities Resource Center
(WORC)

Year Up, Philadelphia

YouthBuild Philadelphia Charter School

CITY OF PHILADELPHIA

Board of Pensions

Center of Excellence

Department of Behavioral Health and
Intellectual disAbility Services (DBHIDS)

Department of Public Property

Department of Records

Department of Revenue

Free Library of Philadelphia

Managing Director's Office (MDO)

Mayor's Commission on Literacy

Mayor's Office of Community Empowerment
and Opportunity (CEO)

Mayor's Office of Education (MOE)

Mayor's Office of Faith Based Initiatives

Mayor's Office of Grants

Mayor's Office of Policy, Planning,
and Coordination

Mayor's Commission on
African American Males

Mayor's Commission on African
and Caribbean Immigrant Affairs
 Mayor's Commission on Aging
 Mayor's Commission on
Asian American Affairs
 Mayor's Office of Civic Engagement
and Volunteer Service
 Mayor's Office of Immigrant and
Multicultural Affairs (MOIMA)
 Mayor's Office of New Urban Mechanics
 Mayor's Office of Public Safety
 Mayor's Office of Reintegration Services
(RISE)
 Mayor's Office of Stem Initiatives
 Mayor's Office of Transportation and Utilities
 Office of Fleet Management
 Office of Human Resources
 Office of Innovation and Technology
 Office of Supportive Housing (OSH)
 Office of the Director of Finance
 Philadelphia City Planning
Commission (PCPC)
 Philadelphia Commission on
Human Relations (PCHR)
 Philadelphia Department of Commerce
 Philadelphia Department of
Human Services (DHS)
 Philadelphia Department of Public Health
 Philadelphia Fire Department
 Philadelphia Historical Commission
 Philadelphia International Airport (PHL)
 Philadelphia Parks and Recreation (PPR)
 Philadelphia Police Department (PPD)
 Philadelphia Prison Systems
 Philadelphia Procurement Department
 Philadelphia Streets Department
 Philadelphia Water Department
 Philadelphia Youth Commission
 Philadelphia Youth Violence Reduction
Partnership (YVRP)
 Philly311
 PhillyRising
 PhillyStat
 PowerCorpsPHL
 22nd Police District Police Clergy
 Town Watch Integrated Services
 Youth Violence Prevention Collaborative
(YVPC)

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MY BROTHER'S KEEPER

It is my belief that my city and our country cannot move forward unless all of our residents are on a path to success. But to make that a reality, we all need to get involved.

We need the legislative power of elected officials, the fundraising and programmatic support of the non-profit and philanthropic communities and the commitment of the business, religious and social advocacy sectors to expand opportunity for young men of color.¹

Lila. He

My Brother's Keeper (MBK) is President Obama's signature initiative to build support to tackle the opportunity gaps for boys and young men of color, and to ensure that all young people reach their full potential. In September 2014, President Obama announced the MBK Challenge and charged communities to develop an action plan centered on six goals (hereafter *milestones*) that reflect the unique needs and challenges facing each community.

The six MBK milestones, as defined by the White House, are:



If current trends continue, people of color will constitute a majority of Americans under age 18 within three years. In less than three decades, they will represent a majority of the total population.² At present, these groups lag the rest of the general population in virtually every socioeconomic indicator of success, including life expectancy, educational attainment and employment.

These numbers make it clear that our cities, and our nation, will not continue to succeed unless we change these realities, and collectively ensure that all people in America have ladders of opportunity and the ability to reach their full potential.

SEVEN MONTHS OF MBK PHILLY CHALLENGE ACTIVITIES

SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	JANUARY	FEBRUARY	MARCH
<p>Philadelphia accepts the MBK Challenge</p> <p>MBK Philly Working Committee formed: more than 20 city staffers from various departments and offices within Mayor Michael A. Nutter's administration</p>	<p>Call for all City departments, agencies and key partners (e.g. the School District, Philadelphia Works, Philadelphia Youth Network) to participate in a policy review to inform the action plan</p>	<p>130 stakeholders participate in Philadelphia's local action summit with U.S. Transportation Secretary Anthony Foxx, Mayor Michael A. Nutter and local youth of color</p> <p>95 youth participate in Philadelphia's MBK Youth Hackathon, led by Qeyno Labs and #YesWeCode</p>	<p>Begin development of Philadelphia's MBK action plan</p>	<p>Additional stakeholder listening sessions held with Juvenile Justice Services Center youth, high school students, leaders in the Asian, Hispanic, LGBTQ, faith-based, and immigrant communities</p> <p>Publication of MBKPhilly website</p> <p>Mayor Michael A. Nutter addresses youth safety during speech at Temple University</p>	<p>Applying a Racial Equity Lens training provided by Cities United</p> <p>Public release of Philadelphia's MBK action plan</p>	

THE MY BROTHER’S KEEPER CHALLENGE

Seeking to improve outcomes for young people nationwide, particularly for boys and young men of color, President Obama established the My Brother’s Keeper (MBK) Challenge In September 2014. The challenge asks local leaders to implement a coherent “cradle-to-college-and-career strategy” for those individuals in their community who now lag behind their peers. It emphasizes using existing, evidence-based programs to develop a sustainable action plan. It calls upon community leaders to identify and partner with the people who run these programs in order to assess local needs and existing assets, determine collective priorities, and set common goals for improvement. Philadelphia accepted this challenge in September 2014 and presents this Action Plan as a framework for the city’s future work.

PHILADELPHIA’S CHALLENGE

Philadelphia is the fifth largest city in the United States, with an estimated population of 1.5 million residents as of July 1, 2013.³ While it is one of the oldest and most historic cities in the country, Philadelphia is a young city demographically. Fifteen to 34-year-olds represent the largest portion of the population, and birth rates have increased over the past decade.⁴ Philadelphia is also a racially and ethnically diverse city, with more than 42 percent of residents identifying as black, nearly 37 percent as non-Hispanic white, over 12 percent as Hispanic and over 6 percent as Asian. Nearly 20 percent of Philadelphia births in 2010 were to foreign-born women.⁵

Despite recent gains in health, education and general well-being outcomes among young Philadelphians, significant racial and ethnic disparities remain.

For example, while more than 62 percent of Asian youth and nearly 61 percent of White youth achieve advanced or proficient reading skills in 3rd grade, Black and Hispanic youth fare much worse, with only 33 percent and 34 percent proficiency achieved, respectively. Childhood obesity among males ages 5-18 indicates that Hispanic boys are most likely to be obese, at 25.6 percent, compared with White (20.7%), Black (19.1%) and Asian (18.1%) boys.⁶

These and many other racial and ethnic disparities among Philadelphia youth, particularly boys and young men of color, must be eliminated in order for all Philadelphia residents to succeed. For this reason, Philadelphia has developed a local “My Brother’s Keeper” Action Plan to highlight the important work local leaders are already doing to eliminate racial disparities, as well as to outline current and future challenges.

PHILADELPHIA’S MBK ACTION PLAN

President Obama’s My Brother’s Keeper Challenge charges communities to develop an action plan centered on six milestones. Philadelphia already has an existing strategy for systemic reform that is based on data driven solutions for most of these milestones. Each of these existing strategies has an established lead organization and a stakeholder base; clear objectives; target outcomes; and progress indicators. Therefore, Philadelphia’s MBK Action Plan identifies the local “lead” for each of these milestones, and highlights the programs and initiatives that are already being implemented to reach national objectives.⁷ Additional related local programs and policies that support each MBK milestone are listed on the MBK Philly website (mbkphilly.wordpress.com). Finally, each milestone provides a short list of action items for stakeholders, including steps that individuals can take as well as additional city-wide efforts that might require funding.

PHILADELPHIA’S LEAD ORGANIZATIONS IN ACHIEVING THE MBK MILESTONES

	 MBK MILESTONE 1 ALL CHILDREN ENTER SCHOOL READY	 MBK MILESTONE 2 ALL CHILDREN READ AT GRADE LEVEL BY 3RD GRADE	 MBK MILESTONE 3 ALL YOUTH GRADUATE FROM HIGH SCHOOL
LEAD	Mayor’s Office of Community and Economic Opportunity	Free Library of Philadelphia	Project U-Turn

THE SCHOOL DISTRICT OF PHILADELPHIA

Philadelphia has a broad array of effective programs and strategies already in place to improve outcomes for all youth, including boys and young men of color. This Action Plan seeks to align the work currently taking place under a common framework, with a particular goal of eliminating disparities for boys and young men of color. It is important to note that it is not designed to dismantle or cherry pick among the work happening across multiple sectors. Rather, its goal is to capitalize on and unify the existing strategies and objectives, and highlight the need to continuously evaluate outcomes through a disparity lens.

THE ROLE OF THE OFFICE OF THE MAYOR

The Mayor’s Office served as a convener and developer of Philadelphia’s local Action Plan and has created a MBK working committee to further align city efforts with White House goals. While the identified “lead” for each milestone will be responsible for directing progress toward goals and strategies for that area, an MBK working committee member will continue to support each milestone “lead” by participating in existing committee structures to: provide a racial equity lens; recommend additional partners; request funding by external stakeholders (as appropriate); and provide other related support to advance each strategy.

IMPORTANT INSIGHTS: Youth Engagement

During the policy review period, the MBK working committee sought the advice of nearly one hundred young people, soliciting their thoughts and ideas for each of the MBK milestones. These young people were very clear on two key points. First, they want to continue to be engaged in the conversation going forward. Second, they are focused on substantive deliverables, and are anxious to see and to hear about progress as it happens. Further, any communications strategy must be mindful of the need to share news of progress with all stakeholders on a regular basis, particularly young people.

LGBTQ and Immigrant Youth

The local policy review and stakeholder engagement process conducted thus far has made it clear that insufficient attention is being paid to LGBTQ and immigrant youth within the broader population of boys and young men of color. These youth are particularly vulnerable and often face poorer outcomes than their peers. Thus, in partnership with the Mayor’s Office of LGBT Affairs and the Mayor’s Office of Immigrant and Multicultural Affairs (members of the MBK working committee) specific strategies to advance the wellbeing of LGBTQ and immigrant youth will be identified.

MOVING FORWARD

This document is forward thinking, but is nevertheless a snapshot in time. In order to achieve progress toward eliminating racial and ethnic disparity among boys and young men of color, future mayoral administrations and city leaders must build upon the foundation established in this Action Plan and continue to refresh and review progress. Philadelphia is fortunate that the city has a wide array of institutions and organizations that have broad experience in the areas covered by the MBK milestones. In order to close the opportunity gap for our boys and young men of color, these organizations must continue to play a key role in achieving the goals of Philadelphia’s MBK Action Plan.



MBK MILESTONE 4
ALL YOUTH COMPLETE POST-SECONDARY
EDUCATION OR TRAINING

Community College
of Philadelphia



MBK MILESTONE 5
ALL YOUTH
ARE EMPLOYED

Philadelphia
Youth Network



MBK MILESTONE 6
ALL YOUTH REMAIN SAFE FROM VIOLENCE
AND HAVE A SECOND CHANCE

Philadelphia Youth Violence
Prevention Collaborative

YOUTH IN PHILADELPHIA *The Current Picture*

DEMOGRAPHICS

TOTAL POPULATION⁸

1,553,165

Approximately 35%
are ages 0-24⁹



ASIAN
HISPANIC
WHITE
BLACK

The gender split is
almost even between
males and females

YOUTH IN POVERTY

23.1%
National¹⁰

36.1%
Philadelphia¹¹

OF THIS GROUP

20.4%
ARE BLACK

9.4%
ARE HISPANIC

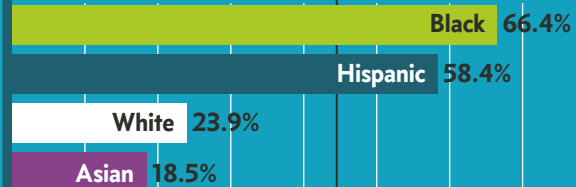
3.7%
ARE WHITE¹²

In one study, people who experienced poverty at any point during childhood were more than three times as likely to be poor at age 30 as those who were never poor as children.¹³

YOUTH IN SINGLE FEMALE-HEADED HOUSEHOLDS¹⁴



All children: 45.5%



YOUTH BIRTH RATE per 1,000 people, 10-19 years¹⁷

64.4%
BLACK

25.6%
HISPANIC

In 2013, a child living in a single female-headed family was nearly five times more likely to be poor than a child living in a married-couple family.¹⁵

Of the eleven largest U.S. counties, Philadelphia has the second highest percentage of children living in single-parent households.¹⁶

Only about 50% of teen mothers receive a high school diploma by 22 years of age, versus approximately 90% of women who had not given birth during adolescence.¹⁸

HOMELESSNESS

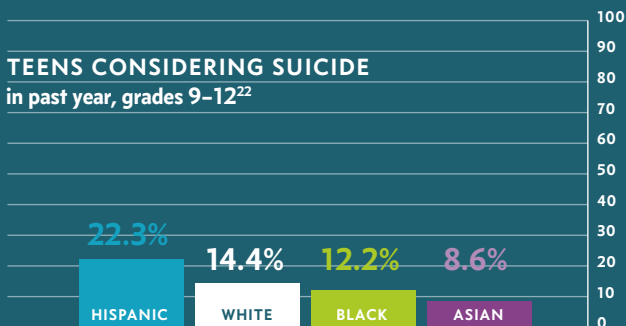
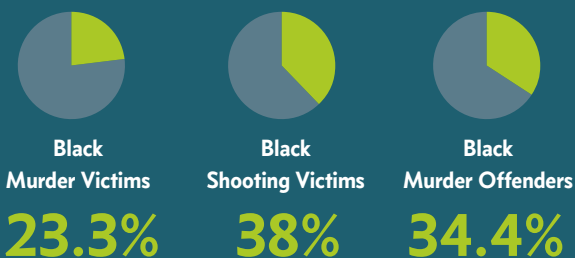
Children, age 0-18, in City-contracted Shelters, 2013¹⁹



YOUTH VIOLENCE

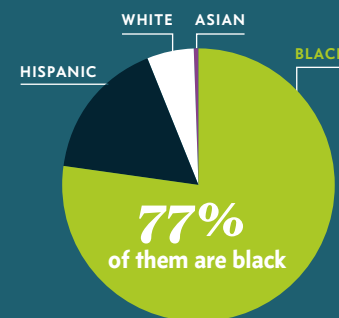
U.S. violent crimes including murders fell 4.4 percent in 2013 to their lowest number since the 1970s, continuing a decades-long downturn.²⁰ Indeed, homicides in Philadelphia were down by 36.6% from 2007 to 2013; the lowest since 1968.

YOUTH VIOLENCE IS OVERWHELMINGLY MALE, BLACK, AND YOUNG (AGE 0-24)²¹



INCARCERATION

32.4% of Philadelphia inmates are males age 15-25²³



72% of 10-18 year olds in the Juvenile Justice System are black.²⁴

At a moment in American history where violence is at historic lows in every community, we have the greatest number of people behind bars for violent crime than we have ever had in world history.²⁵

35.6% OF MEN 16-24 ARE UNEMPLOYED²⁶





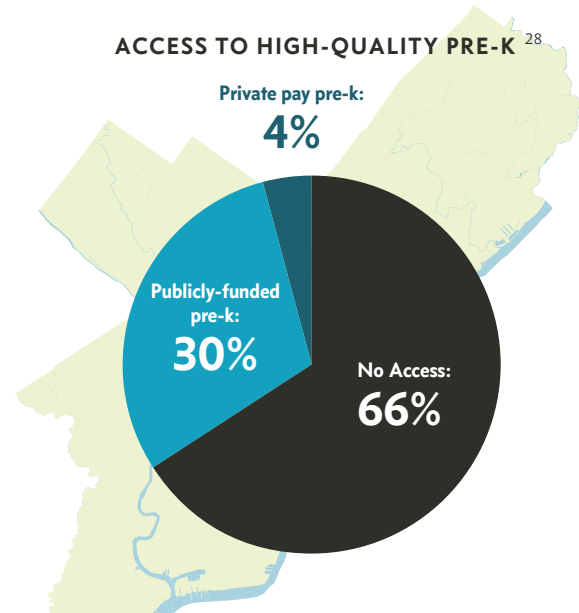
All children enter school cognitively, physically, socially and emotionally ready

THE CHALLENGE

In Philadelphia, 77% of children age 3 and 4 are living 300% below the poverty line. That's 29, 833 children and most of them do not have access to high-quality pre-kindergarten.²⁷

THE IMPORTANCE OF PRESCHOOL:

Kindergarteners are twice as likely to score proficient in initial literacy assessments if they have participated in formal preschool than if not.



MBK STRATEGIC OBJECTIVE

Early learning is a core concern for Philadelphia stakeholders as well as the White House MBK Challenge. High-quality early childhood education and early learning benefits youth by providing long-term improvements in educational success and social behavior.²⁹

The Mayor's Office of Community Empowerment and Opportunity (CEO) is leading the development of a strategic city-wide Early Learning plan to increase access to high quality early learning opportunities for children ages 0-5. The Early Learning plan is one of five central goals of Shared Prosperity (sharedprosperityphila.org), which is Philadelphia's plan to fight poverty.

Philadelphia's Early Learning plan aligns with MBK's strategic goals. It is funded by a nearly \$270,000 grant from the William Penn Foundation and has been developed in partnership with over 100 local stakeholders. The plan's overarching mission is to:

- Increase access to high quality child development and early learning opportunities for children from birth to five;
- Advance a strong birth to five system by creating inclusive, efficient and well-financed policies and programs; and
- Engage families and caregivers, who are children's most important educators, and are actively involved in childhood early learning and development.

THE LEAD:

Mayor's Office of Community Empowerment and Opportunity

CEO's mission is to provide leadership that strengthens and coordinates Philadelphia's anti-poverty efforts on behalf of its most vulnerable citizens and communities.



THE WHITE HOUSE'S MBK TASK REPORT FOCUS AREA RECOMMENDATIONS and Philadelphia Initiatives

Close the Word Gap and Support Enriching Home Environments

- The City of Philadelphia Department of Public Health's Healthy Start Program provides services to fathers and the partners of pregnant and parenting women to highlight the significance of paternal involvement on child development, education, and achievement. It also offers programs for pregnant and new mothers through the Maternity Care Coalition to ensure vigilant prenatal care for high-risk mothers as well as referrals to WIC and family planning programs.

Ensure Access to High Quality Early Care and Education

- The School District of Philadelphia is working to ensure that by 2016 at least 80 percent of Philadelphia kindergarteners are pre-registered by May of each year, in order to guarantee adequate staffing in the fall. Kindergarten enrollment is not mandated in Pennsylvania, which presents challenges each year for schools as they work to ensure that students and families are matched with their neighborhood schools.

- In Winter 2015, City Council passed and Mayor Michael A. Nutter signed a bill that created an independent Commission on Universal Pre-Kindergarten. The commission is charged with developing a plan for to provide pre-Kindergarten for all three- and four-year olds in Philadelphia, without removing funds for existing education.

Implement Universal Early Health and Developmental Screenings

- The Philadelphia Office of Supportive Housing, which provides housing for homeless Philadelphians, has implemented an "Ages and Stages" Questionnaire for families with children ages 0 to 5 to identify children who are at risk for developmental delays.

ACTION STEPS FOR MBK STAKEHOLDERS

- 1 Rally support for the Universal Pre-K charter amendment vote in May.
- 2 Join the conversation by connecting to CEO's Shared Prosperity stakeholder community:
<http://sharedprosperityphila.org/whats-your-role/>
- 3 Advocate for increasing access to high quality Pre-K for all Pennsylvania residents with Pre-K for PA:
www.prekforpa.org



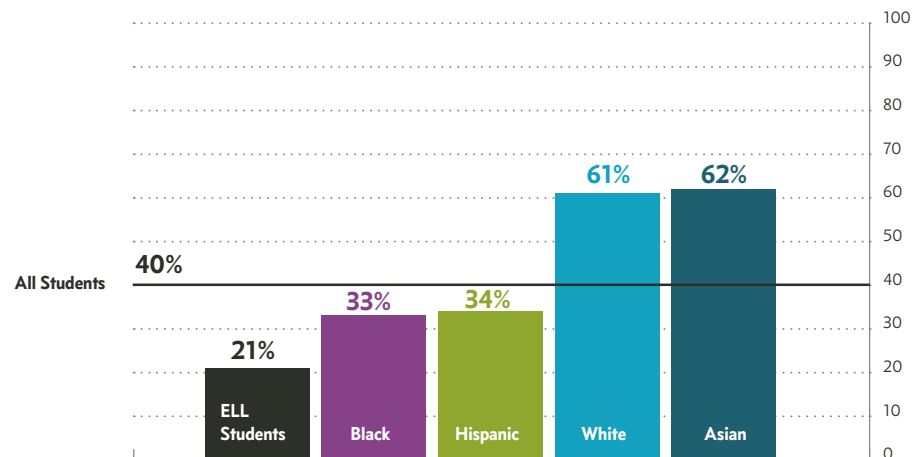
All children read at grade level by 3rd grade

THE CHALLENGE

Children who are able to read at grade level by 3rd grade are on a pathway toward greater academic success and positive life outcomes, following the cradle-to-college-to-career pathway that MBK seeks to establish.³⁰

More than half of our 13,855 public school third graders could not read on grade level in 2012.³²

3RD GRADE READING PSSAs | % advanced proficient 2013–2014³¹



MBK STRATEGIC OBJECTIVE

The *READ! By 4th* grade-level reading strategy is a city-wide plan developed in July 2014. The plan reflects a collective process and clear metrics to boost the share of students entering 4th grade who are reading at grade level. Public Citizens for Children and Youth (PCCY) and the Urban Affairs Coalition (UAC) led 50 of Philadelphia's most respected public and private organizations to draft *READ! By 4th*.³³

During 2015, *READ! By 4th* will define the implementation stages of the plan. In February various *READ! By 4th* coalition members detailed how they would support four central goals of the plan: engaging parents in their children's learning, improving school attendance, implementing evidence-based reading instruction, and eliminating summer learning loss.

The target outcome for *READ! By 4th* is to double the share of children in Philadelphia who are reading on grade level by the end of 3rd Grade by 2020.

THE LEAD:

The Free Library of Philadelphia

The Free Library of Philadelphia's mission is to advance literacy, guide learning, and inspire curiosity. The Free Library is a place for the people of Philadelphia to gain literacy in all its forms (functional, technological, career, financial, cultural, and civic), to receive guidance as they learn and to be inspired to pursue continuous learning.

—Free Library of Philadelphia, Strategic Plan, 2012–2017



THE WHITE HOUSE'S MBK TASK REPORT FOCUS AREA RECOMMENDATIONS and Philadelphia Initiatives

Support Joint Book Reading and In-Home Literacy through Parent and Family Engagement

- The School District of Philadelphia's (SDP) Action Plan 3.0 in coordination with the *READ! by 4th* strategic plan will engage parents to become key partners in advancing students' early literacy skills.³⁴

The SDP and the Free Library of Philadelphia will work with parents by sharing literacy tips and activities through multiple communication pathways such as social media, parent-teacher school conferences, and free online early literacy resources.

Bring Successful Evidence-Based Practices to Scale

- SDP teachers use a suite of early literacy assessments in the classroom. In addition, the Comprehensive Literacy Framework is being integrated into all Pre-K through Grade 3 schools. This framework supports literacy instruction based on the needs of the student and each child's progress is monitored to ensure they are receiving the appropriate interventions.³⁵
- The School District of Philadelphia will place 40 Literacy Specialists in the most high need schools to work with teachers and students by 2016.
- READ! by 4th* will implement research based assessments of literacy levels of children participating in summer camps in order to track the prevention of the summer slide in reading levels.

ACTION STEPS FOR MBK STAKEHOLDERS

- 1 Participate in planning efforts for community-wide mobilization and interventions to promote reading.
Contact: Hedra Packman, packmanh@freelibrary.org

- 2 Join the *READ! by 4th* Coalition to participate in committees and to help reach the goal of all children reading on grade level by 3rd grade.
Contact: Hedra Packman, packmanh@freelibrary.org



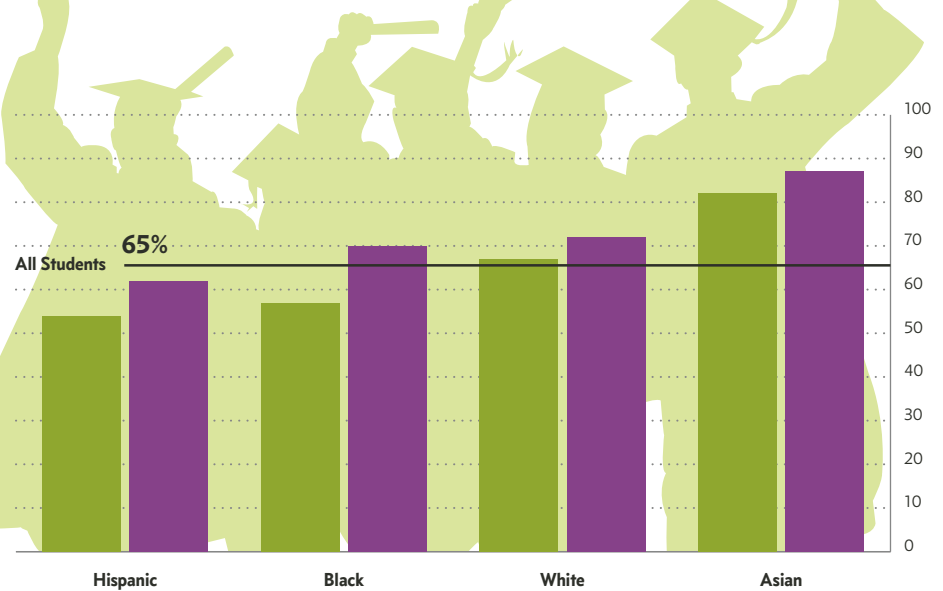
All youth graduate from high school

THE CHALLENGE

Under the current administration of Mayor Michael A. Nutter, Philadelphia has seen its on-time high school graduation rate increase by 12 percent. Despite these significant strides, the City still trails the national average (80%) by 15 percentage points.³⁶

While it's important for us to recognize Philadelphia's recent success in increasing on-time high school graduation rates, it is critical to ensure that all youth graduate from high school. We must also close the skills gap between high school, and even college graduates, and the demands of local and national employers.

GRADUATION RATES 2013-14 MEN WOMEN



MBK STRATEGIC OBJECTIVE

The campaign to reach this milestone will be led by Project U-Turn, Philadelphia's collaborative approach to dropout prevention, which is managed by the Philadelphia Youth Network.

Project U-Turn plays a critical role in advocating for the development and expansion of service offerings for Philadelphia's young people. Its objective is to provide high-quality education for Philadelphia youth and to keep them enrolled in high numbers.

THE LEAD:

Project U-Turn

Project U-Turn is led by a cross-sector collaborative whose members include leaders from the Philadelphia Youth Network: the Mayor's Office of Education; the School District of Philadelphia; the Department of Human Services; Community College of Philadelphia; the Office of the Administrative Judge for Family Court, as well as representatives from major philanthropies, youth advocacy organizations, researchers, literacy and other youth program providers.



THE WHITE HOUSE'S MBK TASK REPORT FOCUS AREA RECOMMENDATIONS

and Philadelphia Initiatives

Maintain Momentum in Turning Around the Lowest Performing Schools

- The School District of Philadelphia's (SDP) Action Plan 3.0 is focused on improving the lowest-performing schools by creating a Turnaround Network. This Network will include a combination of schools that are run by the district, evidence-based turnaround models; proven provider turnaround models; and Renaissance charter turnarounds. The Network will bring deep expertise, experience, and sustained focus on the lowest-performing schools. The schools in the Turnaround Network will be provided three years to allow the turnaround effort to take hold.³⁷

Encourage Use of Fair Discipline Practices

- To help address the disparity in the rates at which boys and girls of color are involved in the disciplinary system, the SDP has organized a cross functional team to examine real-time data from schools — with programs called Positive Behavioral Interventions and Supports (PBIS) and School-wide Information System (SWIS). The committee will monitor and address issues of disproportionality in discipline practices.

Develop sustained and direct mentoring relationships

- The US2020 Philadelphia Coalition is working to increase the number underrepresented youth who develop careers in science and technology by linking individual students to mentors in Science, Technology, Engineering and Math. (STEM). This mentoring is led by STEM professionals, includes hands-on experience, and produces sustained and measurable results. To become or find a mentor see <http://www.stemcityphl.org/>
- A pilot DHS program, the Public Safety Initiative, will provide mentoring to 160 youth in the child-welfare system for six months. This pilot started in September 2014. Youth will be referred to the program by the School District of Philadelphia and the Juvenile Probation Department. In addition to traditional mentoring, child-welfare involved youth will receive group instruction and mentoring from adults who have been involved in the criminal justice system and have been rehabilitated.

Help Schools and Families Recognize Early Warning Indicators and Take Action

- Since 2009, the Philadelphia Department of Human Services (DHS) and the School District of Philadelphia (SDP) have worked together to improve educational stability and outcomes for vulnerable youth across the city. DHS's Educational Support Center (ESC) works collaboratively with District personnel and within existing SDP programs to provide individualized support to students in Philadelphia's child welfare system. The partnership has also warranted the co-location of ESC Education Liaisons into SDP schools identified with the highest incidence of child abuse, neglect and truancy; and schools at greatest risk of student system involvement.
- The SDP Action Plan 3.0 also includes the new Opportunity Network, which will build on a successful portfolio of existing programs now clustered in the district's Alternative Education Network. The Opportunity Network will offer high-support, high-achievement academic programs for out-of-school youth as well as students who are significantly at risk of dropping out, subject to disciplinary transfer or expulsion, or are returning from adjudicated placements.³⁸

ACTION STEPS FOR MBK STAKEHOLDERS

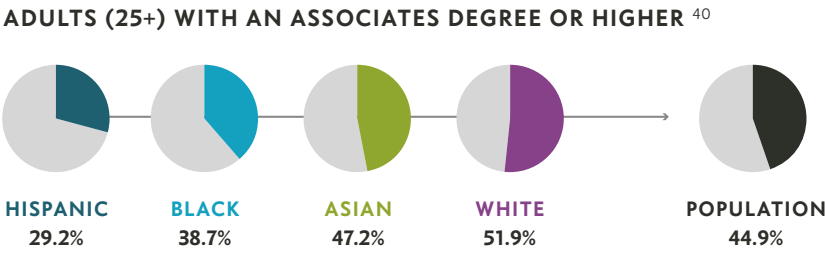
- 1** Advocate for expanding high-quality education to Philadelphia's youth by supporting the Campaign for Fair Education Funding.
<http://fairfundingpa.org>
- 2** Help high school students get ready for college with college tours, dual enrollment opportunities, Free Application for Federal Student Aid (FASFA) completion, post-secondary financial literacy programs, and peer-to-peer mentoring.
<http://phillygoestocollege.com/>
- 3** Become a Graduation Coach. Increase informal mentorship opportunities that support the academic and social-emotional needs of students with heightened risks of disconnection.
<http://www.phillygradcoach.org>



All youth complete post-secondary education or training

THE CHALLENGE

Current trends indicate that by the year 2020, the United States will have a shortage of up to 1.5 million workers for jobs that require a college degree or higher. Nearly six million Americans who lack a high school diploma will be unemployed.³⁹



Given the importance of a college education in today’s labor market, Philadelphia residents must pursue and complete post-secondary education or training at higher rates.

MBK PHILADELPHIA STRATEGIC OBJECTIVE

With its numerous degree and certificate programs; flexible part-time and evening classes; and affordability, the Community College of Philadelphia (the College) is the local college best positioned to increase post-secondary educational rates for all Philadelphians, including young people of color. The College is the largest single point of entry into higher education for students of color in the entire state of Pennsylvania.

Currently, the College is addressing this milestone in two ways. First, the College is better informing young men of color, as well as those organizations that serve this target population, about their educational and career options. Second, the College is increasing retention and graduation rates through intentional, coordinated and holistic support for the students who do enroll.

Going forward, the College will continue to develop a comprehensive strategy for this objective, which clearly aligns with its mission as well as its commitment to meeting the particular academic and social needs of its students. It will analyze current programs and enrollment trends, and further examine academic/vocational offerings in order to increase matriculation rates for young people of color.

THE LEAD:
Community College of Philadelphia

Community College of Philadelphia is an open-admission, associate-degree-granting institution which provides access to higher education for all who may benefit. Its programs of study in the liberal arts and sciences, career technologies, and basic academic skills provide a coherent foundation for college transfer, employment and lifelong learning.

A PHILADELPHIA MBK SUCCESS STORY

Through Philadelphia’s MBK summit, members from the College’s Center of Male Engagement (CME) worked with members from PowerCorpsPHL — a City program that provides opportunity youth from 18-26 with workforce development opportunities — to develop a pilot that connects PowerCorpsPHL alumni with the College. Young people who complete PowerCorpsPHL are now encouraged

to apply to the College and enroll in one of the CME’s free summer enrichment programs. After completing the summer enrichment program and enrolling in the fall semester, students will receive case management, academic support, leadership development, life skills training and cultural and social enrichment until their graduation and/or transfer to a four-year institution or full-time employment.

THE WHITE HOUSE'S MBK TASK REPORT FOCUS AREA RECOMMENDATIONS

and Philadelphia Initiatives

Expand Access to Advanced Placement/ International Baccalaureate Courses and Rigorous College Prep

- Dual enrollment programs, offered at a variety of local colleges and universities, offer 11th and 12th graders and students actively pursuing a GED the opportunity to take credit-bearing college courses during the school year.
- Gateway to College is a partnership between the College and the School District of Philadelphia's Office of Multiple Pathways. The program offers opportunity youth the ability to earn a high school diploma while concurrently achieving college credits towards their associates' degree.

Improve College Advising Services and Support Tools

- The College's enrollment and advising infrastructure assists students in navigating what may seem like a daunting array of educational choices, steering them to the best possible option based on their needs, skills and specific circumstances. The Center for Male Engagement (CME), which offers support for African American males to enhance students' skill sets, cultivate a sense of belonging and build resolve, is an essential part of this work.
- For applicants who do not meet the minimum placement score threshold, the College provides free accelerated reading and writing workshops as well as free Adult Basic Education (ABE) courses throughout the academic year. Upon completion of these free academic workshops and/or ABE courses, applicants can retake the placement assessment.

Aim High in High School by Encouraging FAFSA Completion and Postsecondary Applications

- The Mayor's Office of Education organizes key stakeholders to coordinate a citywide Financing College Campaign. The Campaign offers Financial Aid and FAFSA Completion Workshops in schools, community-based organizations and area colleges and universities. The workshops offer support in completing the form, and writing clinics to assist students in applying for scholarships and completing scholarship essays. www.collegepreproundtable.org
- The Free Library of Philadelphia, in partnership with other local agencies and non-profits, provides a college preparatory program for students at nine at-risk public schools. The program provides help with test preparation, college selection, the application process, how to get financial aid and making the transition to college life.

ACTION STEPS FOR MBK STAKEHOLDERS

- 1** Fund the citywide Financing College Campaign's scholarship essay writing clinics in order to increase the number of students who can afford their education.

Contact: Philadelphia Writing Project (www.gse.upenn.edu/philwp) and Mighty Writers (www.mightywriters.org/)
- 2** Advocate Harrisburg for the re-establishment of dual enrollment funding.

Contact: The Pennsylvania Association for College Admission Counseling (PACAC), Ian Harkness (iharknes@gettysburg.edu) or www.pacac.org/
- 3** Support the development and/or expansion of structured college advising services for students from the point of matriculation through college graduation.

Contact: Mayor's College Completion Committee, Terri White (terri.white@phila.gov) and Dr. Joan Bush (jbush@ccp.edu)

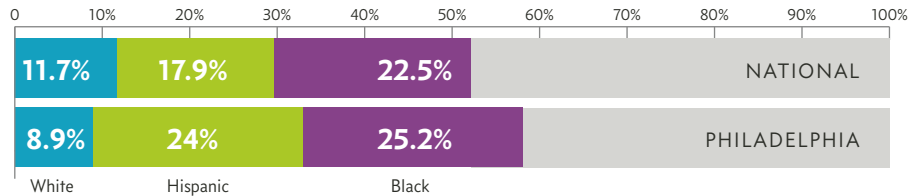


All youth are employed

THE CHALLENGE

Youth unemployment is at record levels, particularly for those who are considered opportunity youth. Opportunity youth, or disconnected youth, are young people aged 16-24 who are not in school or working. Philadelphia is among the cities with the highest rates of African-American and Latino opportunity youth in the country. 25% of Philadelphia's opportunity youth are African-American—a higher rate than in all other metro areas except Detroit. 24% of Latino youth are considered disconnected, the highest rate of any of the largest metro areas. For Philadelphia's young men of color, the rates are even higher.⁴¹

OPPORTUNITY YOUTH



The number of youth who are not in school or working has significant and long-lasting negative effects on broader society. Factoring in criminal justice system and corrections expenses; welfare and social service payments; and taxpayer-funded health care costs—as well as the lost tax revenue they would have generated if they were working—each disconnected young person costs taxpayers \$13,890 per year, and \$235,680 over a lifetime.

But the costs to society do not end there. Including other costs borne by citizens—such as the cost of lost gross earnings and lost productivity—the true lifetime cost is nearly \$1 million. The return on investment for implementing effective programs for opportunity youth is estimated to be at least 500 percent.⁴²

MBK PHILADELPHIA STRATEGIC OBJECTIVE

Philadelphia is committed to increasing opportunities for youth employment. The City's current strategy, WorkReady, is a campaign designed to coordinate year-round and summer work experiences for young people up to age 21. Managed by the Philadelphia Youth Network, WorkReady was highlighted as a 2010 best practice among the nation's large metro areas.⁴³ In 2014, nearly 10,000 young people participated.

In 2013, the Mayor's Office of Civic Engagement & Volunteer Service partnered with several organizations to create PowerCorpsPHL, a program that connects opportunity youth to employment, job training or college, or continuing national service.

In 2014, the City made a historic investment of more than \$7 million in summer youth and year-round workforce programs through WorkReady Philadelphia, including more than \$3.6 million in DHS funds. More than \$1 million of these funds target high priority populations (including youth in foster care and juvenile-system involved youth). Another portion goes to Philadelphia Parks and Recreation (PPR) for a pilot program that tests new employment pathways for young adults.

Additional pathways to employment are found in the business community, school-based internships, and union apprenticeship programs. Many of these organizations, which run their own internal internship programs, also participate in the WorkReady program.

THE LEAD:

Philadelphia Youth Network

The Philadelphia Youth Network (PYN) is an intermediary organization dedicated to connecting systems and leveraging resources. PYN works to equip young people for academic achievement, economic opportunity and personal success. To achieve this mission, PYN coordinates and supports large-scale, cross-sector initiatives while developing targeted programs to expand access to services for underserved youth.

THE WHITE HOUSE'S MBK TASK REPORT FOCUS AREA RECOMMENDATIONS

and Philadelphia Initiatives

Enact A Broad Growth and Opportunity Agenda

- Philadelphia has raised the minimum wage for contractors and sub-contractors who work with the City to at least \$12 per hour. In addition to an executive order signed by Mayor Michael A. Nutter, a ballot referendum approved by city voters also extended the increased compensation requirements.
- Currently, the City of Philadelphia provides 16 different internship, apprenticeship and training opportunities to young people. Building a citywide, transparent, and interconnected network of youth workforce opportunities—including City of Philadelphia and other organizational programs—is a long-term goal of Philadelphia's MBK Challenge Plan.

Increase Entry-Level Job, Mentorship and Apprenticeship Options

- The Philadelphia Council for College and Career Success is a standing committee of the Philadelphia Works board (Philadelphia's workforce investment board) and works in partnership with the Philadelphia Youth Network (Philadelphia's YouthWorks administrator) to ensure that young people are prepared to fully engage in the region's workforce. The Council works to develop citywide partnerships and strategies that help youth get through college and gain 21st century skills.
- In his 2015 budget address, Mayor Michael A. Nutter proposed enhancing the city's job portfolio for youth by launching a new office in Philadelphia Parks and Recreation. This will coordinate existing summer jobs programs, establish a year-round career development program, and create a transitional jobs program.

Help Grow and Improve Summer Jobs Initiative

- Mayor Michael A. Nutter is a strong advocate for youth summer jobs. He hosts an annual Teen Summer Job & Opportunities Fair and sets an ambitious goal of 10,000 summer jobs. He champions public, private and philanthropic investment in summer jobs and has invested an unprecedented \$7 million in FY2015 toward summer jobs. In addition, Mayor Michael A. Nutter champions WorkReady Philadelphia, which connects youth to employers who will provide six-week, paid internships to youth ages 14 to 21. Participants are placed in corporate or nonprofit settings and receive soft skills training in addition to work experience.

ACTION STEPS FOR MBK STAKEHOLDERS

- 1** Hire a youth this summer or provide funding for a non-profit organization to hire a youth at a subsidized rate. Summer and part-time jobs play an important role for teens and the broader labor market. They give teens experience, skills, and a sense of responsibility that will help them throughout their working lives.
www.workreadyphila.org
- 2** Partner with the Philadelphia Youth Network and the City of Philadelphia to produce a complete count and understanding of the types of privately funded workforce development opportunities already in existence, starting with summer youth employment.
Contact: MBKPhilly@phila.gov
- 3** Partner with the City of Philadelphia to create a comprehensive public database for the city's numerous youth workforce development opportunities.
Contact: MBKPhilly@phila.gov
- 4** Join the team working to develop a youth-oriented communications plan designed to inform youth about the range of summer workforce development opportunities.
Contact: MBKPhilly@phila.gov



All youth remain safe from violence and have a second chance

THE CHALLENGE

Last year, 248 Philadelphians were murdered on our streets. Forty percent of homicide victims are young people 24 years or less. So on average, about 100 of those 248 murder victims were young people. Further, about 75 percent of the homicide victims and 80 percent of the known perpetrators we arrest for violent crime in the City of Philadelphia are young, African-American men.⁴⁴

Homicides in Philadelphia have reduced by 36.6 percent from 2007 to 2014. Still, young African American men represent the vast majority of homicide victims and perpetrators in Philadelphia. Overall, boys and young men of color in Philadelphia are more likely to be involved in violent crime as a victim, perpetrator or witness than others groups.

This results in a cascade of negative effects on their well-being, and on the well-being of their families and communities.

These disparities in both the impact and use of violence present a clear challenge for Philadelphia: reduce violence throughout the city by focusing on reducing violence among boys and young men of color.

MBK PHILADELPHIA STRATEGIC OBJECTIVE

Youth violence has many root causes: among them, joblessness and poverty; poor educational opportunities; a lack of adult role models; barriers to reentry for those who have been incarcerated; and a cycle of trauma and violence.⁴⁵

In September 2013, the Youth Violence Prevention Collaborative (YVPC), a cross-sector coalition of more than 125 partners, issued the Youth Violence Prevention Strategic Plan. It addresses the persistently high rates of youth violence, and calls for wrap-around services for youth to help them deal with that violence, and to strengthen their communities' resolve to prevent it.

Funded in part by the Stoneleigh Foundation OJJDP and the City of Philadelphia, the YVPC is an initiative currently focused on the 22nd Police District, which has the highest incidence of shooting victims between the ages of 14 and 24 citywide.⁴⁶ YVPC concentrates on the drivers of violence by creating a structure that connects families who have experienced violence to the services that they need. YVPC seeks to demonstrate that this strategy can create positive change in a community that has experienced multiple generations of high rates of violence, and then scale up the effort to expand citywide.

THE LEAD:

Youth Violence Prevention Collaborative

The over 30 collaborative members represent the city's leadership across a wide cross-section of disciplines in recognition that many factors contribute to and can alleviate youth violence. The Collaborative's work is derived from Philadelphia's selection by the U.S. Department of Justice's Office of Juvenile Justice and Delinquency Prevention (OJJDP) as one of fifteen cities participating in the National Forum on Youth Violence Prevention.

THE WHITE HOUSE'S MBK TASK REPORT FOCUS AREA RECOMMENDATIONS and Philadelphia Initiatives

Reduce Violence in High-Risk Communities by Integrating Public Health Approaches

- The City of Philadelphia has sought opportunities to expand trauma-informed care programs such as Healing Hurt People, which links services and mentorship to youth who have been treated for violence-related injuries.
- Mental Health First Aid, a program that equips non-medical personnel with tools to respond to individuals during a mental health crisis, has created a youth certification for adults who regularly interact with young people. This will specifically address adolescents (ages 12-18) who are experiencing mental health or addiction challenges.

Encourage Law Enforcement and Neighborhood Residents to Work Hand-in-Hand

- The Philadelphia Police Department's Foot Patrol Program assigns all first year police officers to conduct foot patrol in targeted high-crime communities in the city. The program is proven to reduce crime by 23 percent in these areas, and also creates greater ties between police and the communities they serve.

- The Philadelphia Police Department is leading efforts at using technology to provide greater transparency. Through their website, the Department reports information about officer-involved shootings, which builds trust within the community. Additionally, the Department's social media outreach strategy better connects officers with the communities they serve.

Reform the Juvenile and Criminal Justice Systems to Keep Youth on Track

- During the 2013-2014 school year, 1,555 children aged 10 and over were arrested on the premises of the School District of Philadelphia. Of those students, 80 percent were African American boys. Through a grant from OJJDP, the First Judicial District, the Philadelphia School District, the Police Department, and the Department of Human Services seek to deliver a 50 percent reduction in the number of children arrested, and to eliminate the racial disparity in these arrests and other school-based disciplinary actions. Their plan, the School Diversion Program, allows students who have committed first time low-level delinquent acts on school premises to enter intensive prevention services rather than face arrest.

Eliminate Unnecessary Barriers to Reentry and Encourage Fair Chance Hiring Options

- In January 2012, Philadelphia's "Ban the Box" ordinance went into effect, prohibiting city employers from requiring job applicants to disclose their criminal history until after the first employment review. The ordinance prevents employers from discriminating against returning citizen job applicants without even meeting them first.
- In 2008, Mayor Michael A. Nutter created the Mayor's Office of Reintegration Services (RISE), which serves returning citizens in Philadelphia. RISE administers the Fatherhood Enrichment Program, which provides six weeks of case management and support services for returning citizens who are also fathers. The program helps fathers enrich their child's well-being, and promotes fully engaged fathers who contribute positively to their children's lives socially, emotionally, financially, and intellectually. Ninety-seven percent of program participants are men of color, and they average 2.5 children per father.

ACTION STEPS FOR MBK STAKEHOLDERS

- 1 Volunteer time or services at an organization that seeks to end youth violence. PhillyRising targets 19 Philadelphia neighborhoods that are plagued by chronic crime and quality of life concerns.

Contact: Davis Pierre-Louis,
davis.pierre-louis@phila.gov

- 2 Join the Philanthropy Network's youth violence affinity group, which is working to attract private funding for violence reduction efforts.

Contact: Maari Porter, maari@
philanthropynetwork.org

- 3 Join the Youth Violence Prevention Collaborative as a member.

Contact: Richard Greenwald,
Richard.greenwald@phila.gov

2015 MILESTONE CALENDAR

MILESTONE 2



READ! by 4th will create a website for the campaign with particular focus on parent users. The website will include information about and links to other City programs and projects focusing on early literacy and families. January – May

READ! by 4th will promote the summer reading infusion program to prevent summer reading loss with organizations, camps, and parents through outreach and media. January – May



MILESTONE 6

Mayor's Commission on African American Males' (MCAAM) and the Mayor's Office of Black Male Engagement:

Rebuilding The Village initiative

Starting February 28, 2015, every 4th Saturday through May 2016 from 9-11am, MCAAM will hold a series of monthly conversations focused on wellness and healing in the African-American community. Contact: BMEPhilly@gmail.com



MILESTONE 5

Live and Online Teen Summer Jobs & Opportunities Fair for Philadelphia youth, @PhillySummer April 1

GENERAL

Philadelphia Public Policy Case Competition: Focus on MBK Goals, April 17



MILESTONE 6

2015 cities united *convening*: A Convening for Mayors Committed to Eliminating Violence Related Deaths of African American Males, April 29-May 1

MILESTONE 2



READ! by 4th: parent engagement and in-home literacy through interactive games and learning at community festivals, block parties, etc. across the city May – October



MILESTONE 3

Release of the William Penn funded follow-up study to the 2006 Unfulfilled Promises report, Late Spring 2015



MILESTONE 1

Early Learning Plan release, late spring
Vote for the Universal Pre-K charter amendment, May 19

Jan

Feb

March

April

May

June

July

Aug

Sept

Oct

Nov

Dec

Every 4th Saturday through May 2016

MILESTONE 3



Philadelphia GradNation Summit
(www.gradnation.org)

MILESTONE 3



The Fun Safe Philly Summer initiative promotes free summer meals and free and low-cost summer programming for Philadelphia youth.
www.phila.gov/youthprograms Summer 2015

MILESTONE 5



Landscape survey of summer youth employment opportunities in Philadelphia

Comprehensive database of all City of Philadelphia youth employment opportunities

Youth-oriented communications plan designed and implemented to inform youth about range of summer employment opportunities

MILESTONE 4



CCP's Center for Male Engagement & PowerCorpsPHL pilot, Summer 2015

MILESTONE 2



READ! by 4th will evaluate awareness campaigns and committee activities and determine next steps and expansion (Ultimate Block Party, professional development for teachers, camp activities and training, parent engagement in literacy) October – December

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