

MY BROTHER'S KEEPER

TEMPE, ARIZONA



CREATING OPPORTUNITY FOR BOYS AND YOUNG MEN OF COLOR IN THE CITY OF TEMPE

RECOMMENDATIONS FOR ACTION



A Letter from the Mayor



City of Tempe
P.O. Box 5002
31 East Fifth Street
Tempe, AZ 85280
480-350-8225

Mark W. Mitchell
Mayor

Robin Arredondo-Savage
Vice-Mayor

Kolby Granville
Councilmember

Randy Keating
Councilmember

Lauren Kuby
Councilmember

Joel Navarro
Councilmember

David Schapira
Councilmember

March 16, 2018

Dear Community Member,

In 2014, then President Obama announced that more than 100 mayors, county officials and tribal nations had accepted the MBK Community Challenge, an initiative to encourage community leaders across the country to develop plans to improve life outcomes and open up opportunities for all youth in our neighborhoods.

Tempe was one of the cities that accepted this challenge.

Since then, community members and city staff have been working to create and implement a plan to meet the “My Brother’s Keeper Community Challenge” and improve the lives of young people of color, including Native American and Latino youth. The Local Action Team chose to focus on three “My Brother’s Keeper” community pillars:

1. Entering school ready to learn;
2. Reading at grade level by third grade;
3. Safe from violence and provided second chances.

Tempe is one of the youngest cities in the Valley. The average age of our residents is only 28 years old. We need to engage the youth of our community because our future depends on their success. In the City of Tempe, we have a saying, “Together, we are Better.” This initiative is a way of showing that this is a motto that we live by.

Sincerely,

A handwritten signature in black ink that reads 'Mark W. Mitchell'.

Mark W. Mitchell, Mayor

Tempe MBK Leadership Council



Mark Mitchell
Mayor



Randy Keating
Councilmember

City of Tempe

Marie Raymond
Education Manager

Keith Burke,
Community Services Director

Naomi Farrell
Human Services Director

Angel Carbajal
Assistant Police Chief

Rosa Inchausti
Strategic Management Director

Kevin Kane
Judge

Kristen Scharlau
Care7

Elizabeth Higgins
Mayor and Council Chief of Staff

Community Partners

Tempe Elementary School District

Tempe Union High School District

Kyrene School District

Rio Salado College

Arizona State University

Big Brother Big Sister

Tempe Diablos

First Things First

Valley of the Sun United Way

Tempe St. Luke's Hospital

Expect More Arizona

Helios Foundation

Tempe Coalition

Chicanos Por La Causa

Valley Gate Church

About the My Brother's Keeper Initiative

Persistent opportunity and achievement gaps exist among boys and young men of color across the country. In February 2014, President Barack Obama launched the My Brother's Keeper (MBK) initiative to identify the challenges and barriers boys and young men of color experience, and develop recommendations and action steps to ensure all young people can reach their full potential.

Following the launch of this national initiative, the White House released the "My Brother's Keeper Task Force Report to the President" in May 2014. The report identified six areas of focus that are critical to ensuring youth can succeed from preschool all the way up through college and their careers- regardless of who they are, where they come from, or the circumstances into which they are born.

The overarching goals recommended by that White House report are to ensure our young people are:

1. Entering school ready to learn;
2. Reading at grade level by third grade;
3. Graduating from high school ready for college and career;
4. Completing post-secondary education or training;
5. Successfully entering the workforce;
6. Safe from violence and provided second chances.

"That's what 'My Brother's Keeper' is all about: helping more of our young people stay on track. Providing the support they need to think more broadly about their future. Building on what works - when it works, in those critical life-changing moments."

- President Barack Obama



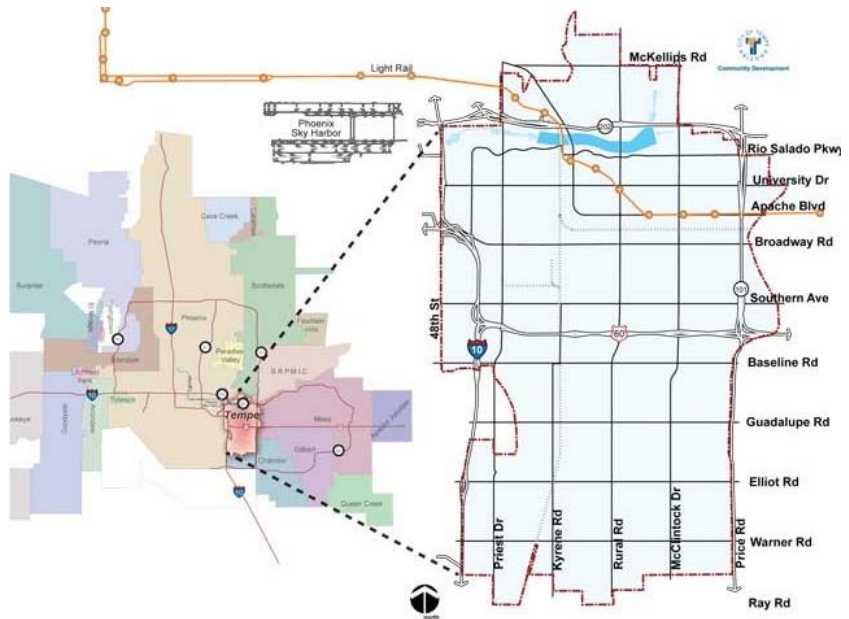
In September 2014, President Obama created the MBK Community Challenge calling upon municipalities and community leaders to improve positive outcomes for all youth, including boys and young men of color. More than 100 mayors, county officials and tribal nations have accepted the MBK Community Challenge, including the City of Tempe.

Tempe was recognized as a My Brother's Keeper Community by the White House in September 2014.

A Snapshot of Tempe

Tempe, Arizona is located in the center of the Greater Phoenix Metropolitan Area in Maricopa County, the largest of Arizona's fifteen counties. Tempe is the most densely populated city in Arizona; bordered by Phoenix on the west and Mesa on the east. Tempe is home of Arizona State University, Tempe Town Lake and Mill Avenue.

Tempe is among Arizona's most educated cities with approximately 52% of residents over the age of 25 having Associates degrees or better. In addition to ASU, Tempe is served by three public school districts, is home to the headquarters of the Maricopa Community College District and Rio Salado Community College, and is served by numerous charter, private and parochial schools.



Tempe by the Numbers	
Total Population	161,719
Children under the age of 18	27,985
Children under 18- Hispanic or Latino	37.7%
Children under 18- Black or African American	5.9%
Children under 18- American Indian	4.2%
Children under 18- Two or More Races	7.2%
Residents living below the Federal Poverty Level	21.6%
Children 0-5 living in poverty	33%
Children who qualify for free/reduced lunch- Tempe Elementary School District	75%
Children living in households with income from Supplemental Security, Cash Public Assistance, or Food Stamps/SNAP benefits	30.6%
Households with no vehicle available	22%

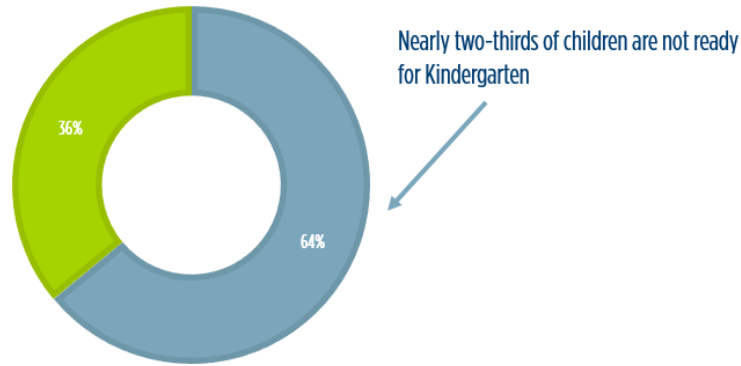
2010 US Census

A Snapshot of Tempe

How are Tempe Kindergarteners Doing?

KINDERGARTEN READINESS

■ Below Benchmark ■ Above Benchmark



Tempe School District, Fall 2016 Kindergarten, DIBELS Next Composite Scores

Tempe Elementary District - 3rd Grade 2016 AZ Merit % Passing

Elementary School	English/Language Arts	Math	
85281			
Flora Thew	23	17	} AVERAGE: L.A: 25 Math: 25
Holdeman	24	25	
Laird	27	31	
Scales Technology	26	27	
85282			
Arredondo	33	40	} AVERAGE: L.A: 48.3 Math: 52.7
Broadmor	73	62	
Carminati	31	50	
Curry	31	27	
Hudson	62	57	
Ward Traditional Academy	60	80	
85283			
Aguilar	24	22	} AVERAGE: L.A: 46 Math: 41.2
Frank	33	17	
Fuller	68	66	
Rover	62	69	
Wood	43	32	

Reported Part I Crime in Tempe: 2006-2015

Type of Crime	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Homicide	6	10	6	2	12	7	11	3	5	7
Rape	71	63	34	64	43	45	47	62	103	101
Robbery	426	330	323	306	268	237	253	224	193	183
Aggravated Assault	592	513	505	548	460	500	576	542	498	430
Burglary	1,795	1,866	1,534	1,478	1,416	1,579	1,251	1,271	1,177	1,108
Larceny	8,374	7,958	7,562	6,692	6,412	6,804	6,099	6,115	6,406	6,175
Motor Vehicle Theft	2,420	1,599	1,116	816	650	550	497	487	461	359
Arson	74	69	54	68	42	28	27	50	43	66
Total	13,758	12,408	11,134	9,974	9,303	9,750	8,761	8,754	8,886	8,429
Violent Crime	1,095	916	868	920	783	789	887	831	799	721

Tempe's MBK Goals and Strategies

Designated as a My Brother's Keeper Community, Mayor Mitchell and then Vice Mayor Corey Woods convened a MBK Local Action Summit in December 2015. The Summit brought together a diverse group of more than 20 leaders from Tempe's education, philanthropic and business communities in order to prioritize goals and build Tempe's MBK Action Plan. See page two for a list of participants.



Through a rigorous strategic planning process, including reviewing the national initiative goal areas, local data, and stakeholder input, three My Brother's Keeper pillars were selected to serve as the focus of Tempe's MBK Initiative.



Tempe's My Brother's Keeper Goals

1. All of our children enter school cognitively, physically, socially and emotionally prepared.
2. All of our children read at a grade level by third.
3. All of our young people are safe from violent crime and receive the second chances they deserve.

Work Groups around each pillar further developed strategies to drive action, assess assets, needs and gaps in each area, and highlight current efforts and best practices to explore.

All of our children enter school cognitively, physically, social, and emotionally prepared.

OBJECTIVE

To support our families in preparing Tempe's youngest citizens for school through augmenting Parent and Family Support Strategies and through increasing access to Mental Health Supports as a priority for achieving the School Readiness Pillar.

STRATEGIES

1. Develop an "Action Campaign" to reach families who do not currently participate in early literacy or parenting classes, including sharing messaging through social media, text and in locations throughout the community.
2. Offer incentives for participation in parenting classes or early childhood programs.



All of our children read at grade level by third grade.

OBJECTIVE

To increase academic outcomes, particularly surrounding early literacy, by providing Community Awareness, Family Support and Academic Mentoring.

STRATEGIES

1. Develop and implement a city wide marketing campaign with early literacy messages that can be integrated in the overall effort with Read On Tempe. Leverage partnerships with community organizations to increase engagement with families.
2. Create little free libraries with programs in neighborhoods to increase access to books.
3. Collaborate with community organizations, community volunteers and schools to provide community literacy nights at schools.
4. Work with schools with the highest percentage of struggling readers to assess needs and partner with community organizations to meet those needs.
5. Provide outreach programs in neighborhoods in order to bring resources to families and ensure they receive appropriate resources.
6. Embed literacy activities in after school programs.
7. Partner with expert organizations and initiatives to increase quality and availability of early literacy supports.
8. Provide academic mentoring for young boys of color through the AARP Tempe Experience Corps Program in order to reduce incidents of "high-risk behavior" in school and increase academic outcomes among participating students.
9. Expand and enhance current Experience Corps mentoring program through mentor training and support.

All of our young people are safe from violent crime and receive the second chances they deserve.

OBJECTIVE

To reduce crimes of violence committed by young people ages 14 to 21 and provide them with a second chance to successfully complete their education and secure meaningful employment.

STRATEGIES

1. Train all City of Tempe Police Department School Resources Officers to evaluate each investigation on a case-by-case basis where creative options for addressing the offender are explored. This would include training all School Resources Officers in the concepts of “Trauma-Informed Care”, “Restorative Justice” and “Victim-Centered Approach”.
2. Continue the robust Diversion Programs already in place within the City.
3. Brief all City Prosecutors on the concepts of “Restorative Justice” and “Trauma-Informed Care”.
4. Brief all City of Tempe Judges on the concepts of My Brother’s Keeper, Trauma-informed Care and Restorative Justice.
5. Continue to support Challenge Day activities in Tempe schools.
6. Partner with City of Phoenix to meet with Maricopa County Superior Court Presiding Judges to discuss the concepts of My Brother’s Keeper.
7. Create/Continue programs designed to interact/engage youth in numerous relationship building activities.
8. Partner with Tempe Unified High School District and Tempe’s CARE 7 to conduct a pilot program where Tempe High School Counselors, CARE 7 Crisis Counselors and Tempe Police School Resource Officers work together to respond to and address student behavior issues.

Tempe Programs and Initiatives

The City of Tempe is making progress in supporting boys and young men of color. Moving forward, the City is committed to building on the impact of these initiatives.

Tempe PRE

Tempe PRE is a two-year pilot program launched by the Tempe City Council in 2017 to increase access to high-quality preschool at no cost for qualifying families in Tempe who earn at or below 200% of the Federal Poverty Level. Children ages 3 and 4 attend full day preschool guided by certified teachers in classrooms located in the local school districts. Tempe PRE implements the child-centered and play-based HighScope curriculum in all its classrooms. Parents can participate in parenting support classes. In order to best serve working families, optional before and after school extended learning is offered at several locations. www.tempe.gov/TempePRE



AARP Experience Corps



The City of Tempe's AARP Experience Corps is a local affiliate of the national AARP Experience Corps. Tempe's AARP Experience Corps is an early literacy skills tutoring program designed to provide support to struggling students in kindergarten through third grade by placing trained volunteer tutors in high need schools in the Tempe Elementary District. Experience Corps specifically engages adults 50+ in the community to help children become proficient readers by the time they finish third grade. Through this generational exchange, children succeed, 50+ adults thrive and communities are made stronger. With the

My Brother's Keeper Initiative, the program has locations focused on pairing men of color mentors with young boys of color.

Students recommended for the Experience Corps program are considered to be at risk and have tested below benchmark standards in reading for their grade level. In addition to strengthening academic skills, the tutors work on motivating and encouraging students through the positive relationship they build together. Teachers report that, in addition to the obvious benefit of boosting students' reading skills through the program, students also show increased self-confidence. The effectiveness of the program is measured by student reading scores, surveys of teachers, principals, and volunteers.

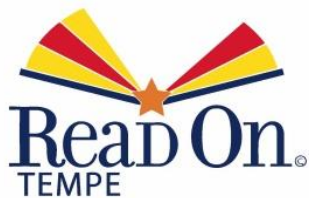
Experience Corps currently operates in 10 Tempe Elementary District schools.

www.tempe.gov/experiencecorps



Tempe Programs and Initiatives

Read On Tempe



When Tempe Reads, Tempe Thrives

Early literacy achievement is a priority for the City of Tempe. Tempe has long recognized that our children are our future and the economic and social vibrancy of our community is dependent upon their academic achievement. Read On Tempe is a collaborative effort to improve reading achievement in our city – particularly with our most vulnerable children. Read On Tempe’s vision is that all children will have access to quality early literacy experiences and environments. A broad base of public, private, civic, philanthropic and education partners are working together to ensure all children have the opportunity to become proficient readers. Through a shared vision, partners are implementing multi-strategy approaches that focus on school readiness, early grade success, family engagement, professional development, chronic absence and summer learning loss. <http://readonarizona.org/read-on-communities/tempe>

We Want You Back

In partnership with Tempe Mayor Mark Mitchell, Tempe City Council and the City Human Services Department, as well as the Mayor of the nearby Town of Guadalupe, the Tempe Union High School District launched the We Want You Back initiative in January 2017. The goal is to reconnect with youth who have left the District and stopped attending school. The outreach events are held before the start of the Fall and Spring semesters. Teams comprised of District leadership, school principals, dropout prevention staff, elected city officials, counselors, city staff and community volunteers visit the homes of identified youth with the message that “we care about you, we want you to come back, we want you to graduate and we are here to help you do that.” Students are not only encouraged to attend school again, but are connected with services at their school and within the City to ensure the student is surrounded with support.



Arizona@Work Youth Workforce Program

Tempe partners with the Maricopa County Arizona @ Work - Youth Workforce program to assist young people who are out of school in furthering their education or finding employment. The program helps youth and young adults ages 16 to 24 who are low income and under-served to gain skills through education, employment, and leadership activities. Located in the City’s Escalante Community Center, the program provides access to computers, homework assistance, workshops and the opportunity to enroll in the Youth Workforce Program if they are eligible. A Youth Career Guidance Specialist works with a potential participant to do an initial intake and eligibility assessment. Once enrolled, the specialist then works with the participant on objective assessments, case management and individual service strategies. For more information, visit <http://www.arizonaatwork.com>



Innovative Workforce Solutions

Tempe Programs and Initiatives

CARE 7

High School Prevention Counselors

As part of an ongoing partnership and commitment to service with the Tempe Union High School District, CARE 7 offers High School Prevention Counseling in each of the seven TUHSD schools. High School Prevention Counselors provide services to at-risk students in the school and at no cost, while extending services to the entire family when needed. These counselors target issues like drug and alcohol use, violence, and other health risk behaviors by facilitating weekly skill-building groups, providing continuing education for teachers and staff, and engaging parents in outside services and support. High School Prevention Counseling allows students to receive valuable services that they may not have access to outside of school that improve their social-emotional wellbeing.



Additionally, CARE 7's counseling program provides suspension alternatives to students who are caught with drugs or alcohol for the first time. The Substance Abuse Program (SAP) allows students to attend three sessions with a Licensed Professional Counselor to assess issues relating to substance use, develop healthy coping skills, and connect students and families to ongoing support services from CARE 7 and the High School Prevention Counselors. Students are able to return to school, rather than face expulsion and possible further criminal justice involvement by participating in the program. The SAP offers students a second chance, with ongoing support to encourage sustainable success and sobriety. <http://www.tempe.gov/care7>

Trauma Informed Care Initiative

The long term goal of CARE 7's Trauma Informed Care initiative is to create a resilient Tempe that recognizes the biological, physiological and social impacts of trauma as a serious threat to the safety and wellbeing of our entire community. The developing brains and bodies of children are particularly vulnerable to stress and trauma exposure leads to issues with focus, problem solving, perspective, and memory. Additionally, the ongoing challenges associated with trauma contribute to a myriad of risk factors including poor relationships, chronic absenteeism, mental health issues, substance dependence, suspension and school drop-out.

In an effort to be responsive to the needs of trauma survivors and to provide second chances, CARE 7 has trained close to 400 City of Tempe staff, first responders and community partners about the impact of trauma on healthy functioning. The program will continue trainings throughout the city with the hope that one day all of Tempe's children are given the opportunities, resources and supports they need to be healthy and successful in school and in life. <http://www.tempe.gov/care7>



Tempe Programs and Initiatives

Community Supervision Programs

Youth Diversion



The Tempe Youth Diversion Program is an option for youth cited in the City of Tempe for curfew or alcohol violation to have their first offense dismissed upon successful completion of the diversion program. The program directs youth toward more positive and responsible behavior through intervention at an early stage to avoid the possibility of further progression to more serious offenses. Prosecution is suspended until the youth completes the diversion requirements including a four hour educational program provided by Tempe Human Services staff that addresses substance abuse, communication skills, conflict resolution, goal-setting, and community referral resources. Successful completion of the

program dismisses the designated criminal charge(s), and the youth participant avoids the repercussions of a criminal conviction. <http://www.tempe.gov/city-hall/human-services/community-supervision/youth-diversion-program>

Minor In Possession Program

The Minor in Possession (MIP) Program is for youth between the ages of 18-20 who have no prior criminal offenses in any jurisdiction. Participants complete an 8-hour substance abuse educational program provided by Tempe Human Services staff. Successful completion dismisses the MIP charge, allowing the youth to move forward without the connected charge. <http://www.tempe.gov/city-hall/human-services/community-supervision/minor-in-possession-program-mip>

Substance Abuse Screening Program

The Tempe Substance Abuse Screening Service (TSASS) conducts screening interviews and assigns appropriate treatment programs for individuals referred by Tempe Municipal Court including youth and young adults. Through appropriate screening and connection to treatment services, young people can address unhealthy behaviors in a supportive environment and make healthy life decisions in the future. <http://www.tempe.gov/city-hall/human-services/community-supervision/tempe-substance-abuse-screening-program>



Join our Effort!

Interested in helping to make a difference in lives of boys and young men of color in Tempe?

Join us!

There are opportunities to volunteer for our MBK initiatives and to be involved with the MBK Pillar Work Groups.

For more information, please contact:

**City of Tempe
Education, Families and Youth Development
www.tempe.gov/education
(480) 350-5414**

