



FRIENDS OF THE CHILDREN-BOSTON

How We Define & Measure Success

The children served by *Friends-Boston* typically face the realities of poverty, frequent mobility, homelessness, neglect, physical abuse, drug and alcohol abuse, parental incarceration, and domestic violence. Each of with on their own, let alone a confluence of factors all at once, has adverse effects on schooling and social emotional development. Therefore, it is imperative for us to know that Achievers are making progress in each of the 12-plus years we have with them.

At *Friends-Boston*, school success is defined not only as academic performance, but also as behavioral, emotional, and cognitive engagement in the classroom and in other school activities. There are a number of early warning signs, even at the elementary school level, that help us intervene before it becomes exceedingly difficult to keep a child on track for academic and life success.

Data is collected and analyzed for each child on a monthly, quarterly, and annual basis. We use the Efforts to Outcomes (ETO) database to track information, including quantity and content of service hours, school attendance, behavioral referrals, youth crises, and frequency of contact with caregivers, teachers, and caseworkers.

In order to better monitor youth progress in development of our nine core assets, youth participate in annual assessments to measure growth in each of the core assets. Each quarter, information is pulled from ETO to generate a robust program performance scorecard. The scorecard builds upon our existing systems for tracking academic data by incorporating that data with the social and emotional learning indicators described above. This allows for a more detailed set of intermediate-term outcomes to be tracked, enabling Friends and program managers to provide a more intentional service to each child, informed by that child's specific needs.

We monitor the following yearly outcomes:

- 90% of youth will advance to the next grade
- 85% will maintain regular school attendance: youth will miss 10 days or less
- 80% of Achievers make progress toward or meet their school success goals
- 90% of Achievers made progress toward or met their social/emotional skill goals
- 85% of youth will show social gains on 7 of 9 core assets
- 95% of youth will not be convicted of a crime
- 98% of youth will not become teen parents
- 90% of youth will graduate with a high school diploma or GED
- 100% of program alumni are enrolled in post-secondary education or earning a sustainable living wage

Intermediate Outcomes – Five Core Developmental Milestones:

The combination of removing barriers and building resilience has resulted in *Friends-Boston* having 100% of our Achievers stay in school. Within our long-term professional mentoring model, we provide programming that supports five (5) critical intermediate outcome areas proven to help youth over the long-term break the cycle of generational poverty, systemic oppression, and trauma:

1. **School Success** (Regular school attendance; Positive school behavior; Successful course performance)
2. **Social & Emotional Development** (Identifying relationships with peers and adults who provide social support and connections to resources)
3. **Improved Health** (Healthy nutrition; Regular physical activity; Understanding and using preventive physical and mental health resources)
4. **Making Good Choices** (Engaging in positive extra-curricular activities; Engaging in non-aggressive behavior; Making self-guided decisions to avoid risky behavior)
5. **Plans and Skills for the Future** (Attaining skills for safety and independence; Youth can set short- and long-term goals and monitor progress towards them)