



Barriers to Childhood Success

What's the story behind the curve?

Using Turn the Curve Thinking to Examine Negative Contributing Factors

Goal One

- Youth Mental Health
- Substance Use
- Health Care
- Physical Fitness

Goal Two

- Educational Equity

Goal Three

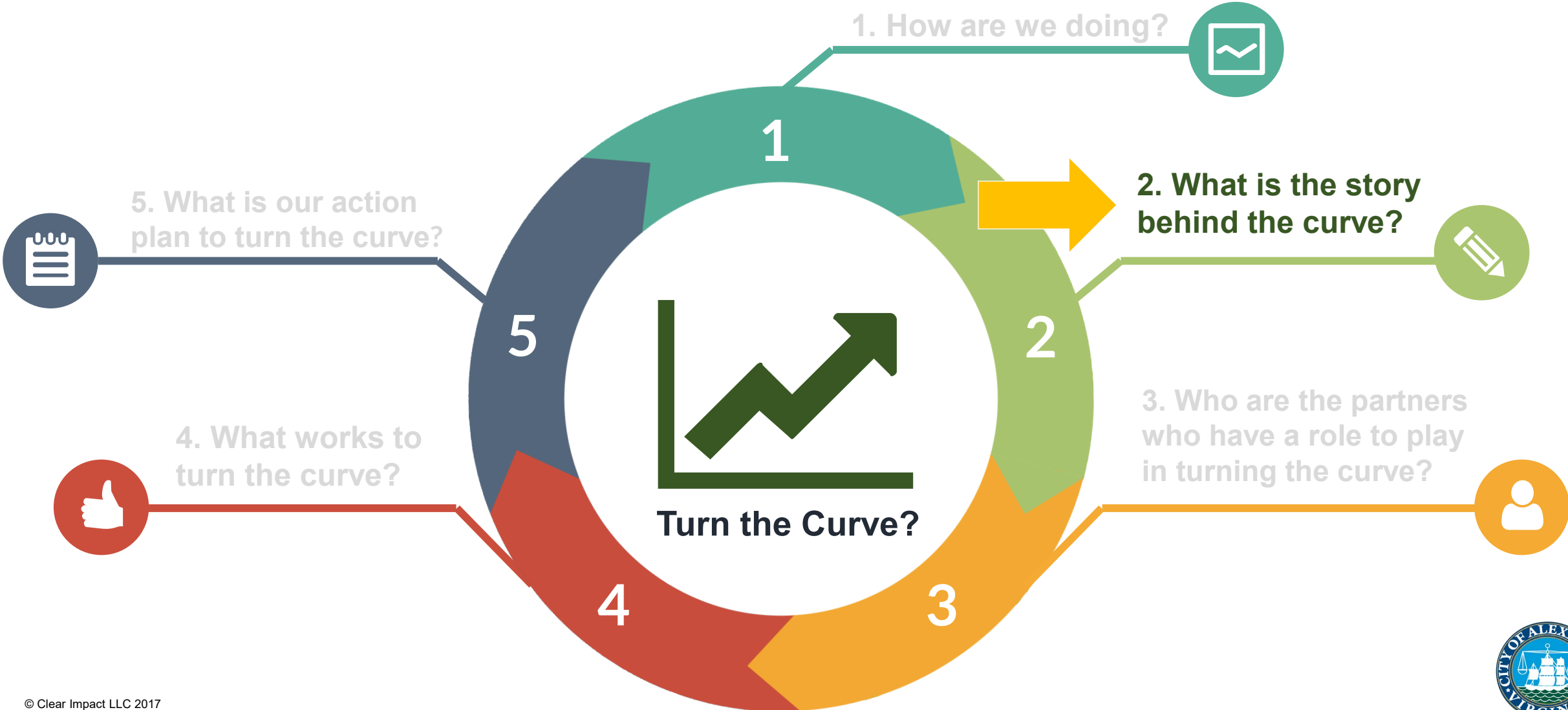
- Social Connectedness
- Service to Others
- Youth Empowerment
- Caring Adults

Overarching Strategies

- Organizational Capacity
- Equity



Turn the Curve Thinking: Five Core Questions



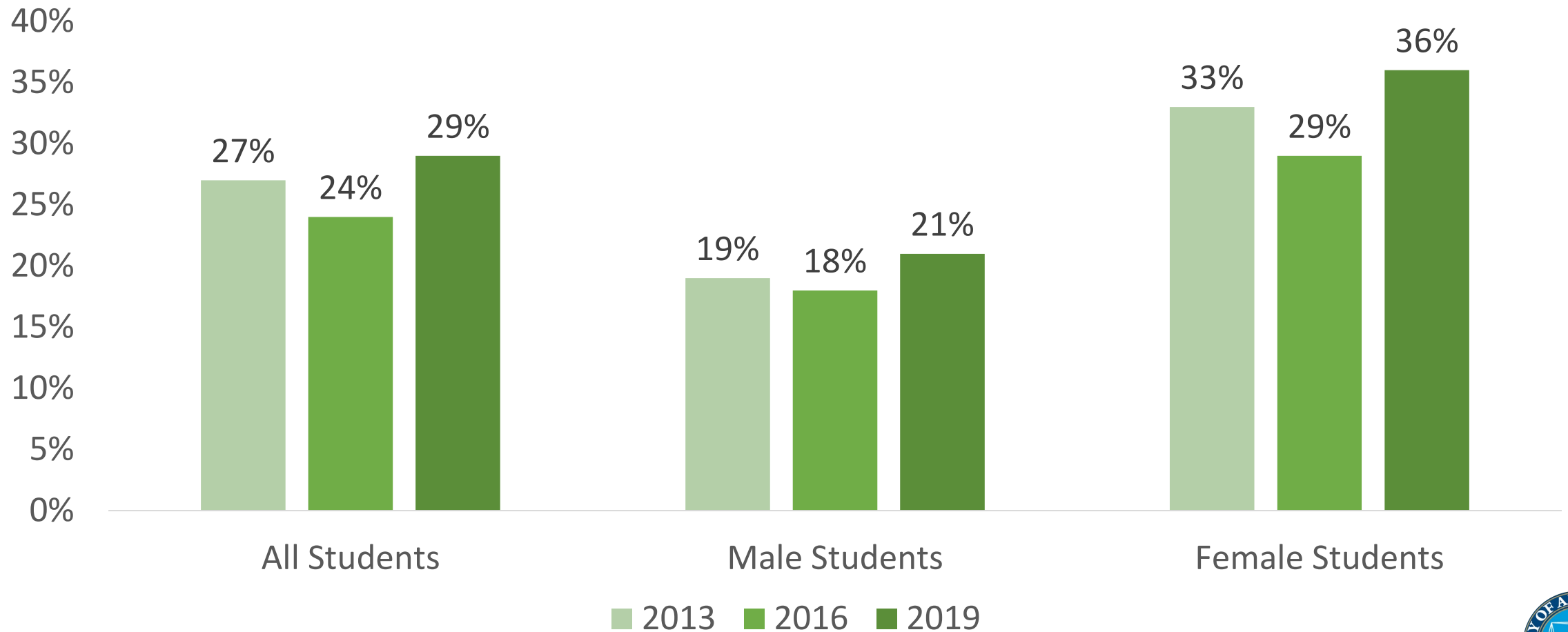
Result: All children, youth, and families are physically safe and healthy



Youth Mental Health











How are we doing?

Depression/Attempted Suicide



What's the story behind youth depression?

Negative Factors

ABUSE	NEGLECT	HOUSEHOLD DYSFUNCTION	
 Physical	 Physical	 Mental Illness	 Incarcerated Relative
 Emotional	 Emotional	 Mother treated violently	 Substance Abuse
 Sexual		 Divorce	



Social Isolation & Loneliness

Early Adversity

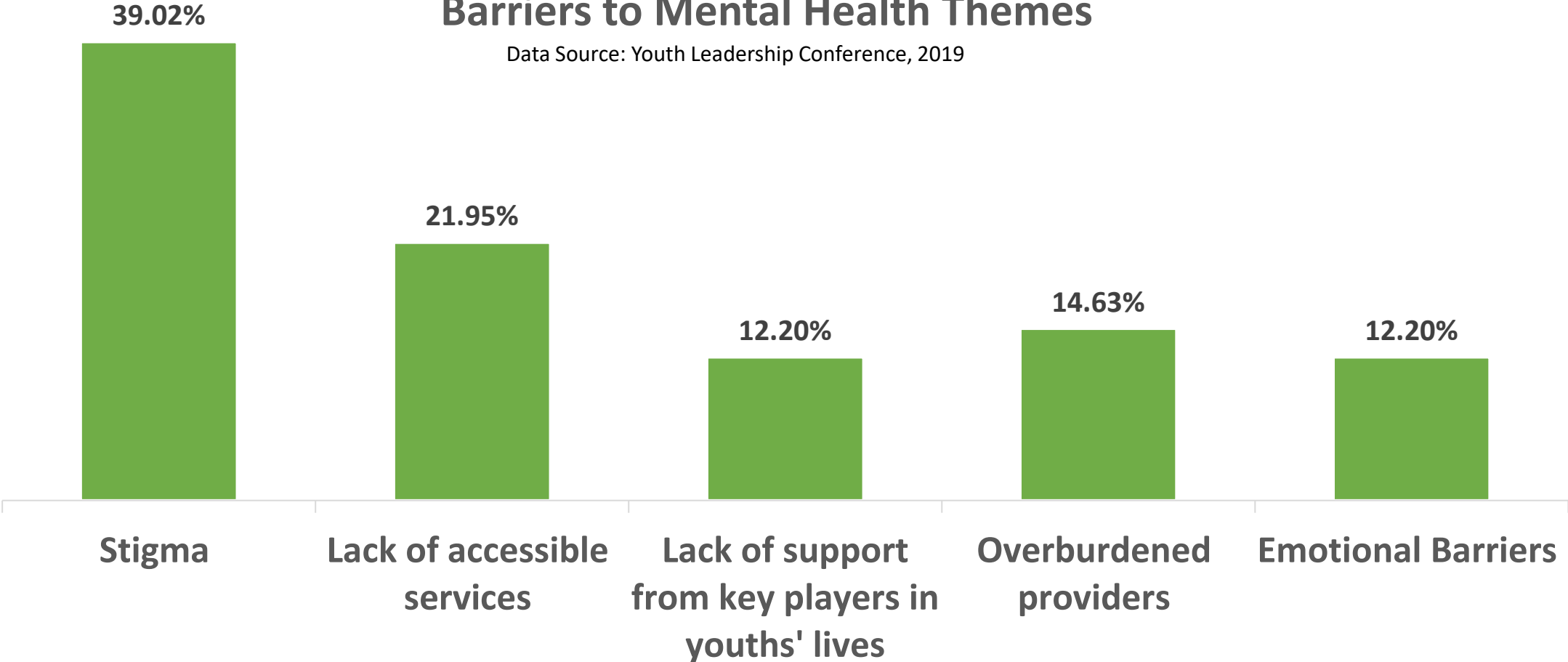
School Stress



What's the story behind youth depression?

Barriers to Mental Health Themes

Data Source: Youth Leadership Conference, 2019

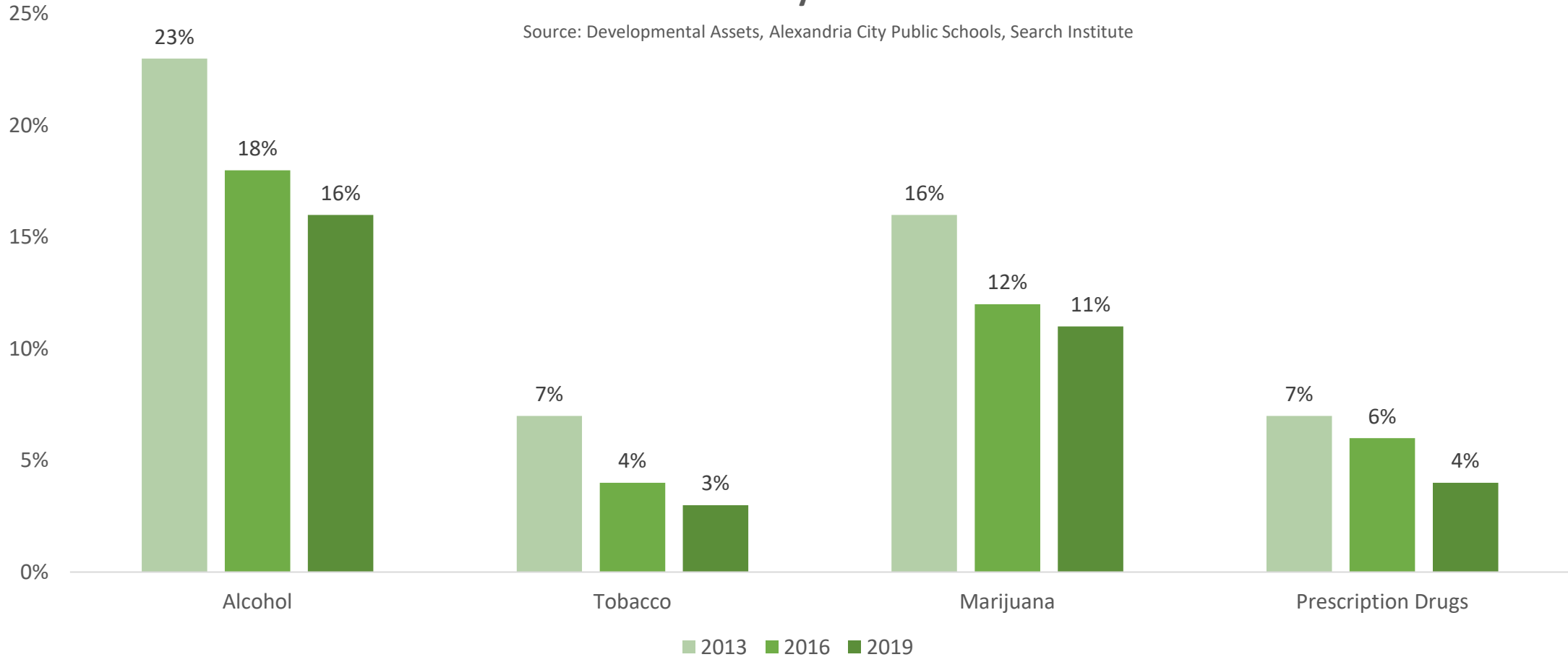


Youth Substance Use

How are we doing?

Past 30-Day Substance Use

Source: Developmental Assets, Alexandria City Public Schools, Search Institute



What's the story behind youth substance use?

Contributing Factors

(themes from Youth Leadership Conference, 2019)

ABUSE



Physical



Emotional



Sexual

NEGLECT



Physical



Emotional

HOUSEHOLD DYSFUNCTION



Mental Illness



Incarcerated Relative



Mother treated violently



Substance Abuse



Divorce

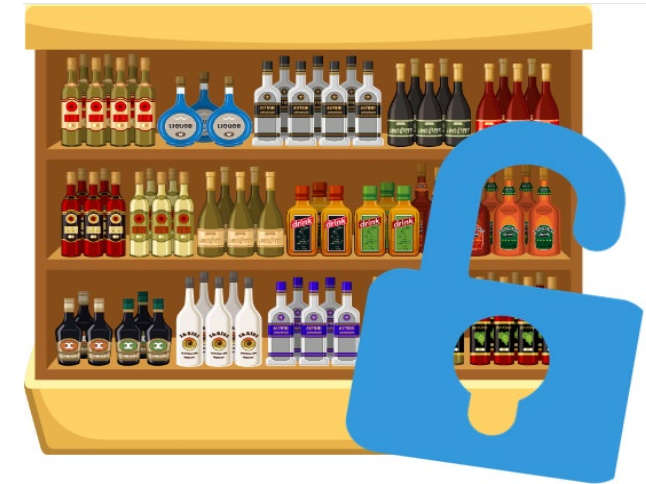
Early Adversity



Lack of Coping Skills

Social Norms & Attitudes

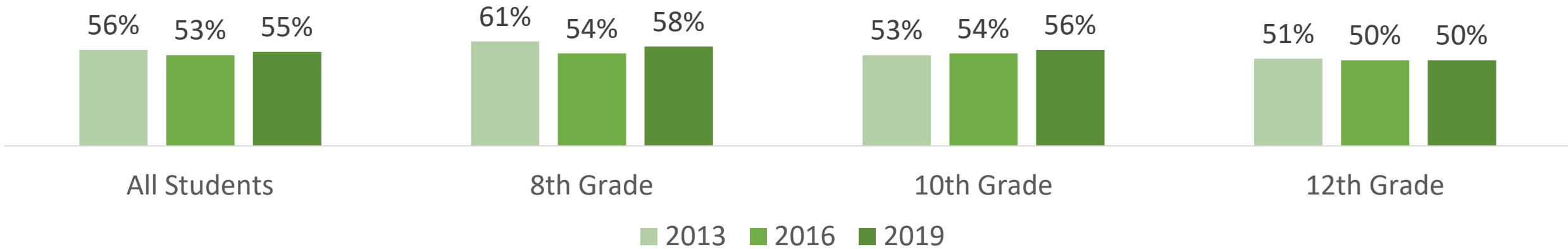
Substances are Accessible



Health and Access to Care

How are we doing?

Maintains Good Health



Source: Developmental Assets: A Profile of Your Youth for Alexandria City Public Schools, Search Institute

STUDENTS WITH A MEDICAL HOME OR A USUAL DOCTOR OR HEALTH CENTER THEY GO TO WHEN THEY ARE SICK, 2017



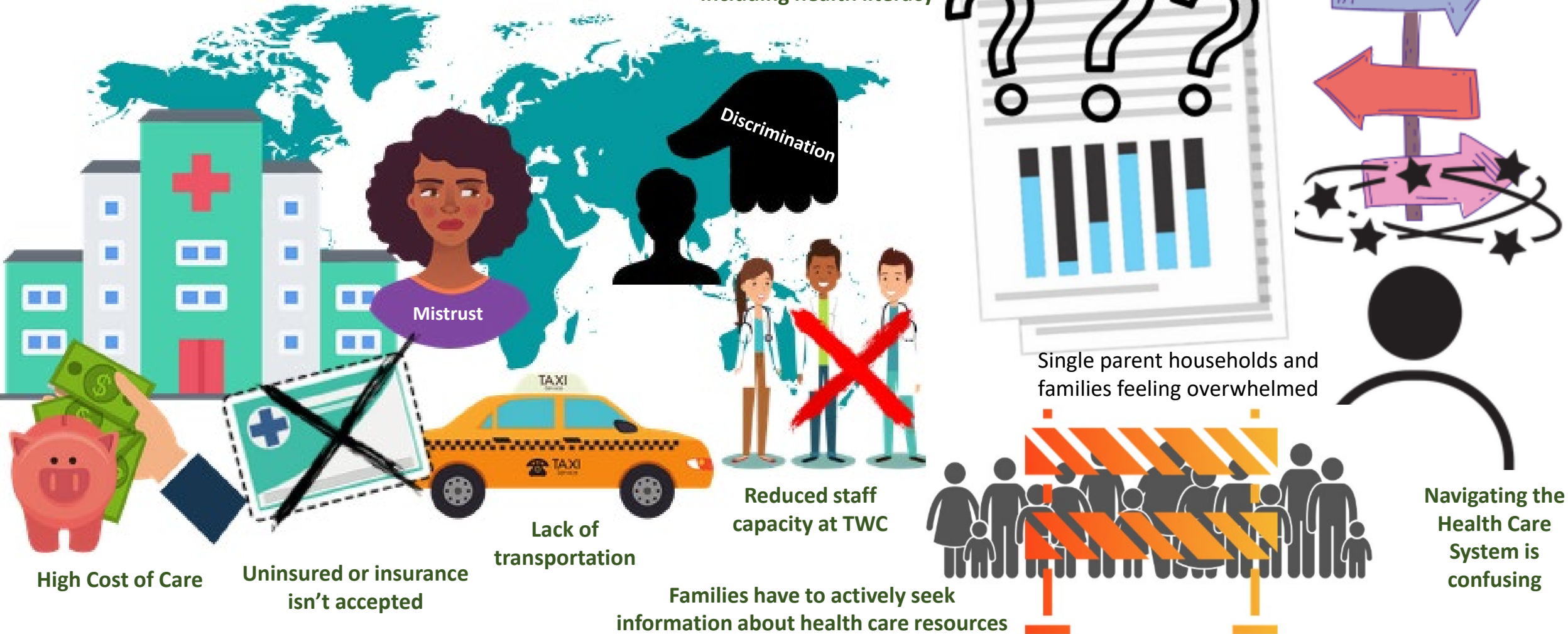
Source: Virginia Department of Health, Division of Health Statistics





What's the story behind access to health care?

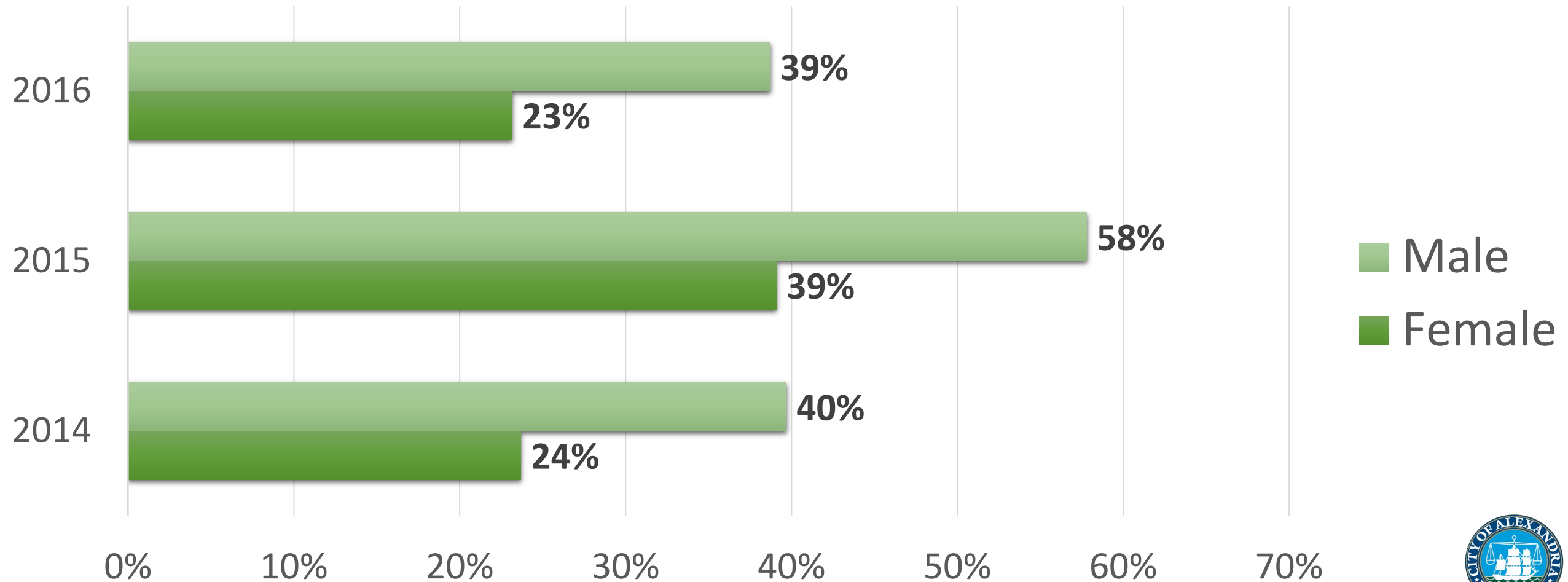
Negative Factors



Youth Physical Fitness

How are we doing?

5+ days of 60 min of exercise/week



What's the story behind physical fitness?

Negative Factors

Negative Perceptions, dislike of structured activities or those organized by adults, not feeling competent enough, feeling judged by peers, cultural restrictions and family traditions, not having appropriate attire to participate

Inequitable investment in male and female sports



Safety Concerns



Middle School Sports not widely known & limited

Associated Costs & fees with OSTPs

Limited options for girls; not considering dance, yoga, movement, etc. as a sport/ physical fitness

Stress



Self-Consciousness of Body; not wanting to be objectified. Lack of awareness of body image, self esteem, & how body works/ develops; lack of acceptance in our culture of all bodies

Lack of Facilities



Too Tired, lack of motivation



Time & Competing Interests & Screen Time



Result: All children and youth
are academically successful
and career ready

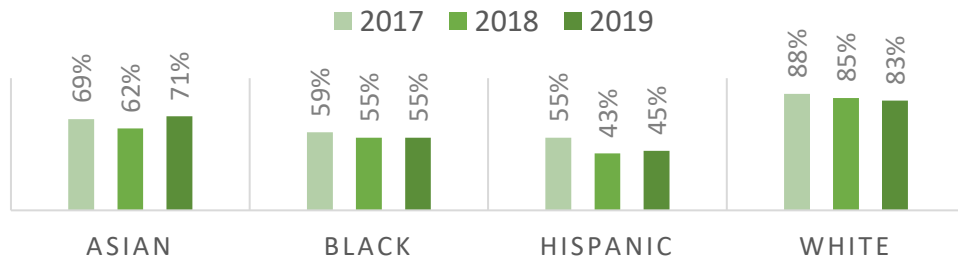




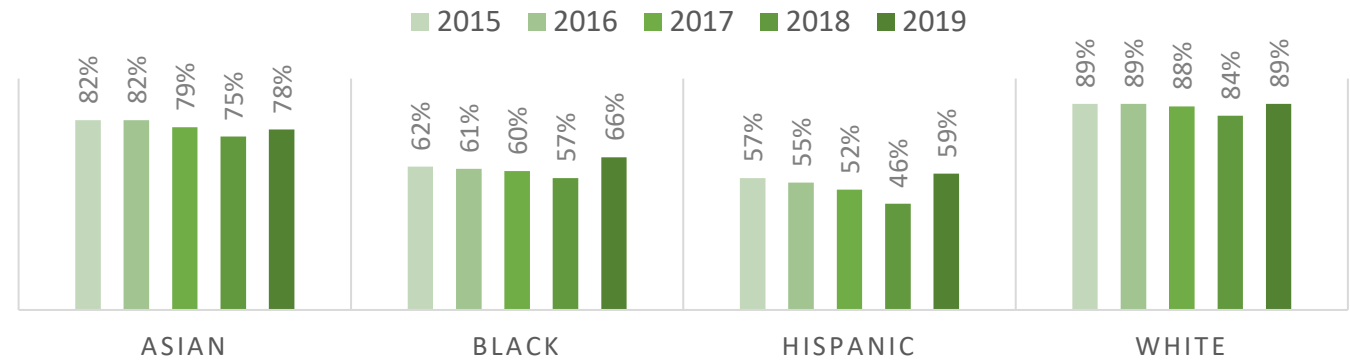
Educational Success

How are we doing?

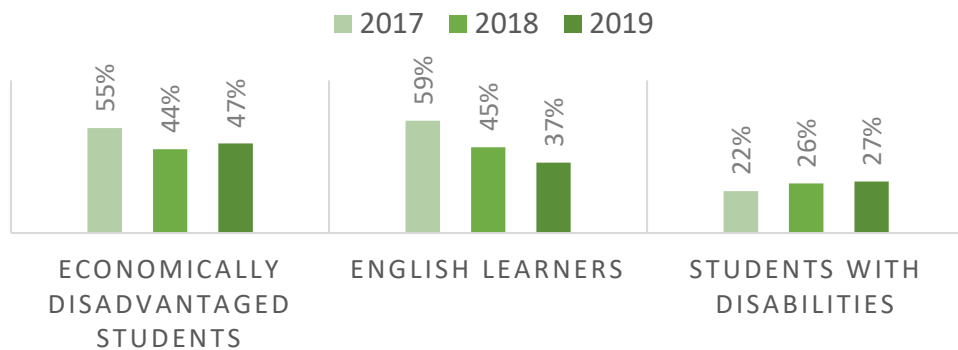
3RD GRADE READING BY RACE/ETHNICITY



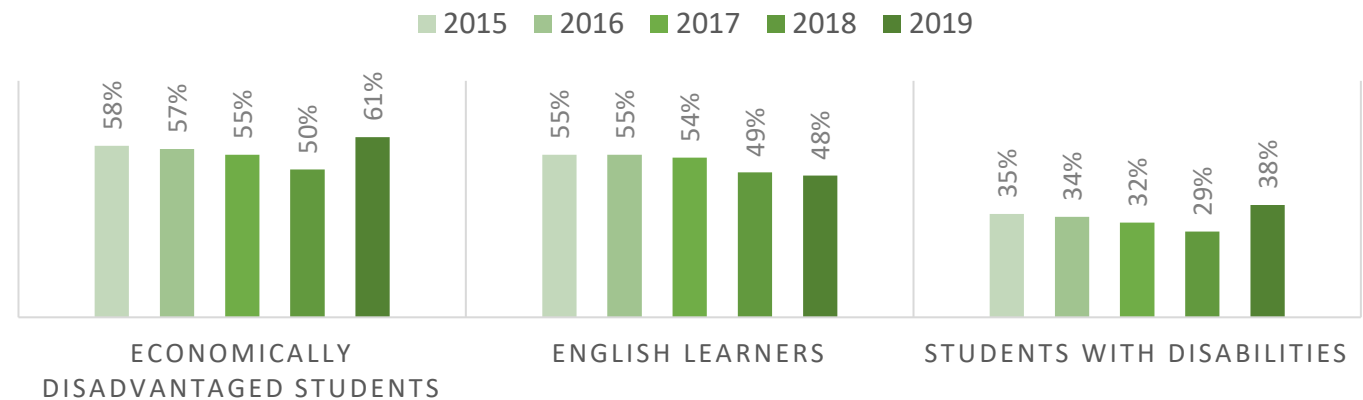
MATH PROFICIENCY BY RACE/ETHNICITY



3RD GRADE READING BY SUB-GROUP



MATH PROFICIENCY BY SUB-GROUP



What's the story behind educational disparities?

Barriers to Educational Success

Data Source: Youth Leadership Conference, 2019

Lack of Support from Key Players in Youths' Lives



Lack of Norms/Resources that Facilitate Student Success



Discriminatory Forces



Unmet Needs of Students



Lack of support from key players in youths' lives

- Teachers don't care about students' lives
- Teachers not being there for youth
- Fellow students can be rude, un-kind
- Teachers want it their way/stuck in their ways
- Parents/teachers not speaking with youth
- Judgement
- No parent support

Lack of norms/resources that facilitate student success

- Students not knowing of or how to access resources/opportunities
- No support system for students
- Need to improve IA/Ell Department
- Classes don't cater enough to disabled students
- Difficult and competitive classes stress out students
- Schools rush college onto students
- Students don't have a voice in the classroom

Discriminatory Forces

- ICE
- Discrimination
- Treatment of students

Unmet Needs of Students

- Teachers not knowing what the problem is
- Life challenges/Traumas



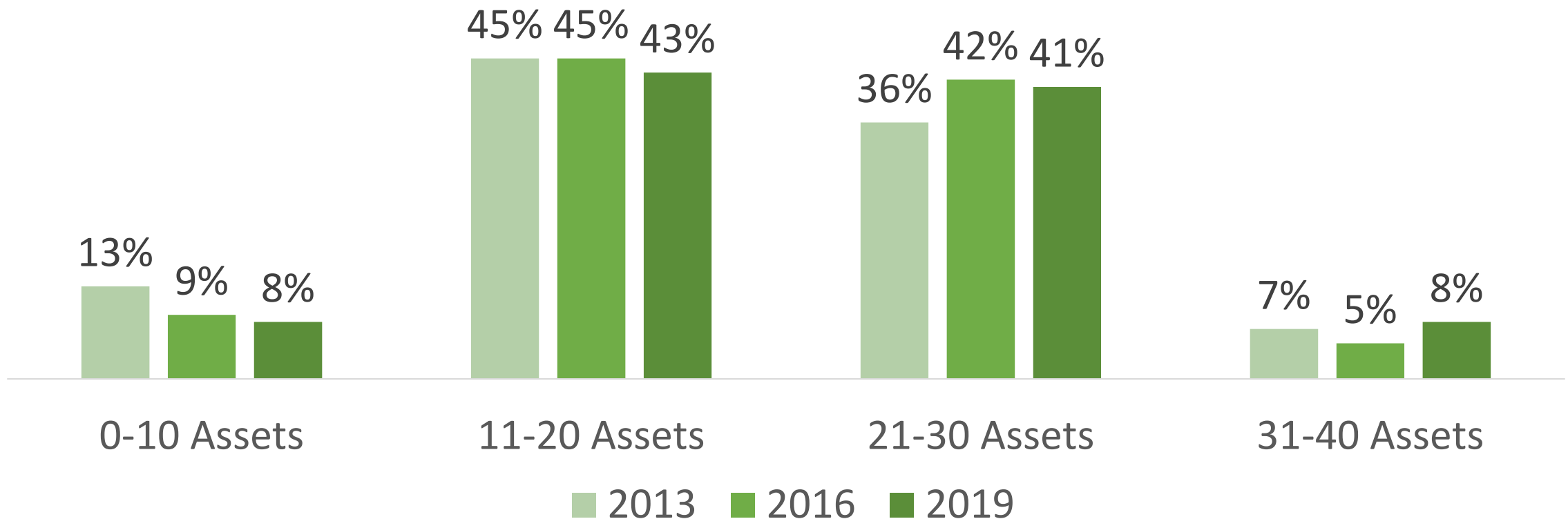
Result: All children, youth, and families have positive experiences



Social Connectedness

How are we doing?

Students who Report Having the Ideal Number of Assets
(31+ Assets)



Source: Developmental Assets, Alexandria City Public Schools, Search Institute





What's the story behind social isolation?

Possible Negative Factors



Adult fear of becoming involved; disengagement from building meaningful relationships with youth



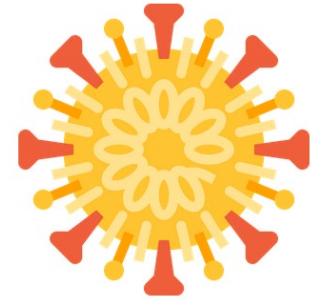
Higher levels of leisure-time screen use among youth are associated with higher depressive symptoms



Poverty and lack of access to supportive programs & services



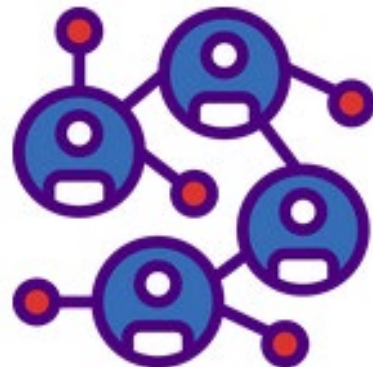
Lack of transportation



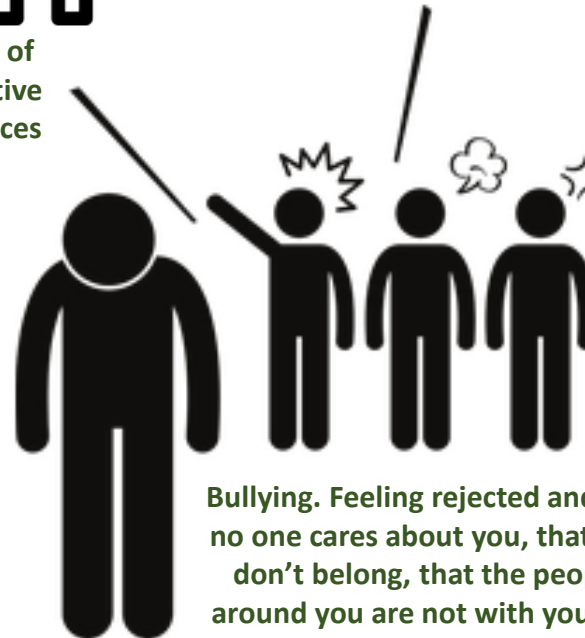
COVID-19; Physical Distancing. Fear of leaving home due to crime or gang activity



Little to no time spent interacting with parents; fragmented family system



Parental isolation from supportive networks



Bullying. Feeling rejected and like no one cares about you, that you don't belong, that the people around you are not with you; No one to turn to for emotional support or help

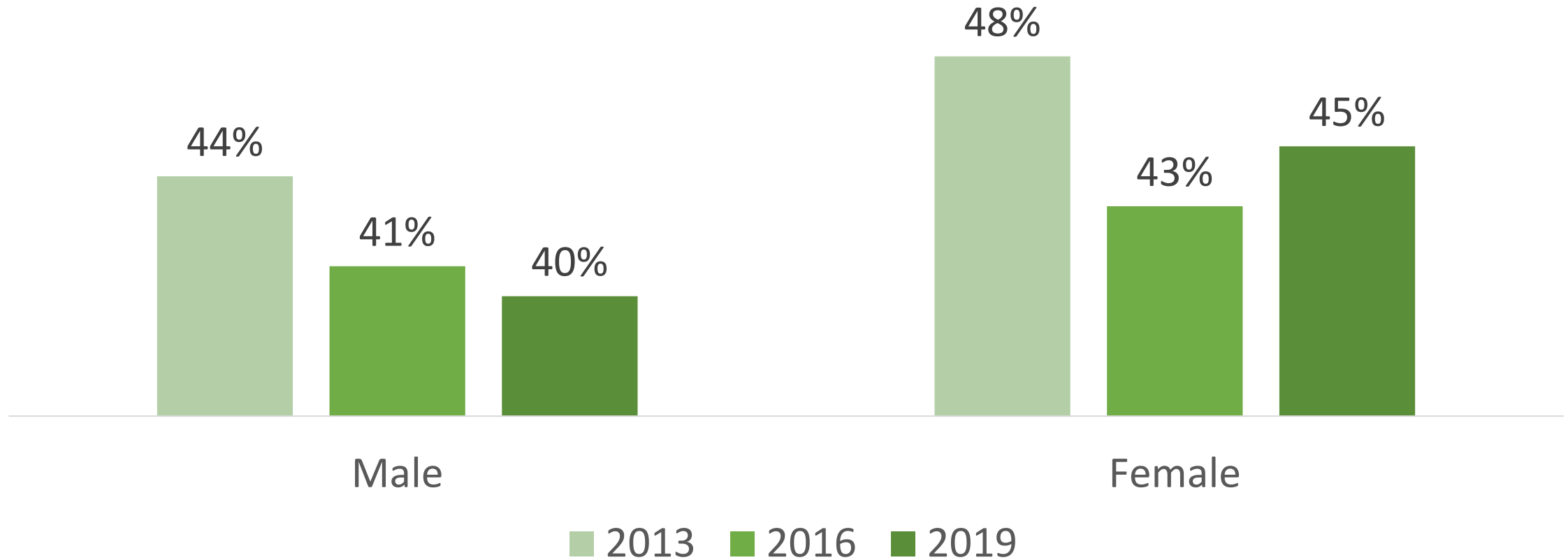


Schools, religious institutions, and other youth-serving orgs not equipped to be supportive

Other Adult Relationships

How are we doing?

Caring Adults by Gender






Source: Developmental Assets, Alexandria City Public Schools, Search Institute









What's the story behind Other Adult Relationships?

Negative Factors













Barriers for young people

-  • Difficult to trust adults
-  • Constant changes of youth worker, social worker, counselor, mentor, etc.
-  • Fear of rejection

Barriers for Adults

-  • Lack of time to form relationships
-  • Lack of training, tools, and know-how;
-  • Caseloads that are too high or class sizes too large;
-  • Too much emphasis on the bureaucratic, form filling aspects of the job;
-  • Professional Pride (professionals who feel threatened)
-  • Adults with limited incomes can't financially afford to be a mentor

Barriers for AMP Expansion

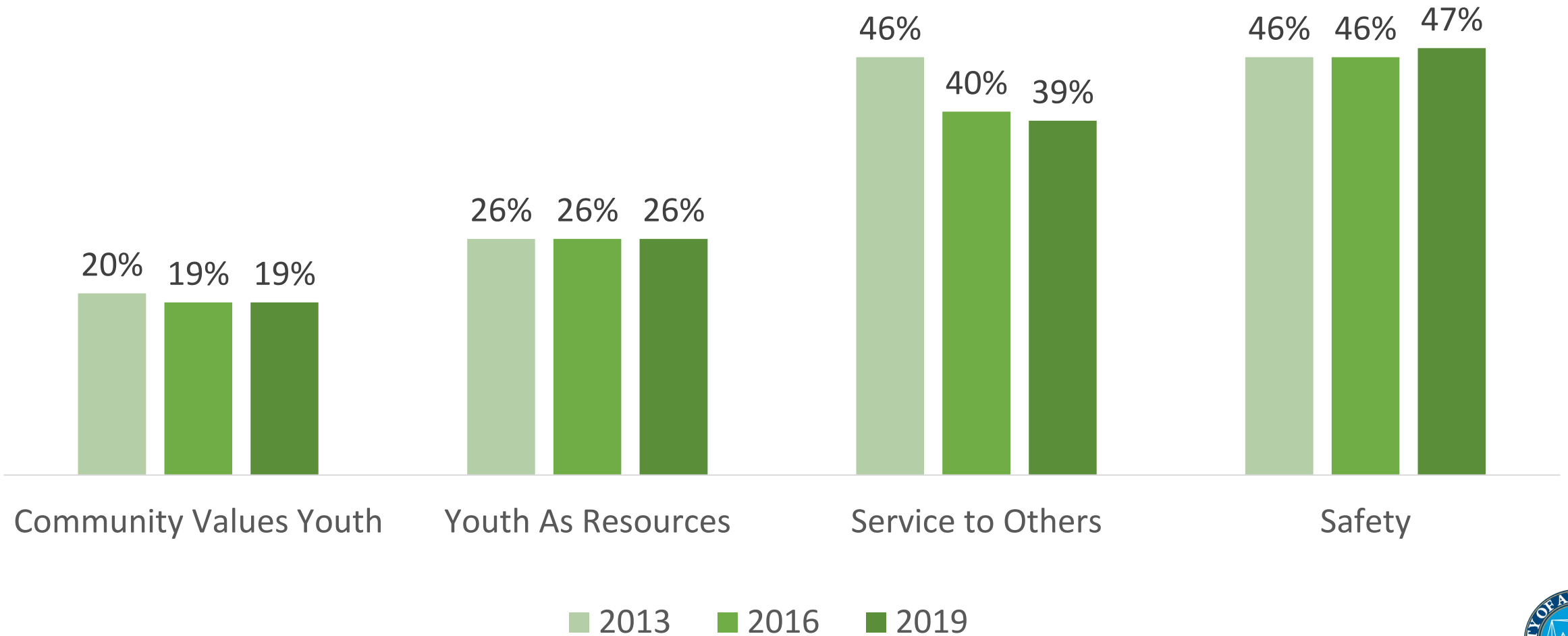
-  • Mentor Recruitment and Retention
 - Need for system/ infrastructure for recruitment, placement, and monitoring of mentors
 - Long term mentor retention
-  • Mentee Engagement after leaving program
-  • No centralized place for info/resources
-  • No clear objective for overall AMP/ goal-setting
-  • Long-term AMP coordinator position needed
-  • All programs committed to National Quality Mentoring System but few have capacity to implement
-  • Partner Engagement
-  • Limited staff capacity
-  • No funding for AMP, other than \$500 from one donor
-  • Not all programs have funds to implement developmental assets survey
-  • Mentor programs are underfunded and understaffed
-  • No strategies on helping to build new mentoring programs
- Time constraints when running program and recruiting mentors at same time



Youth Empowerment

How are we doing?

Empowerment Assets



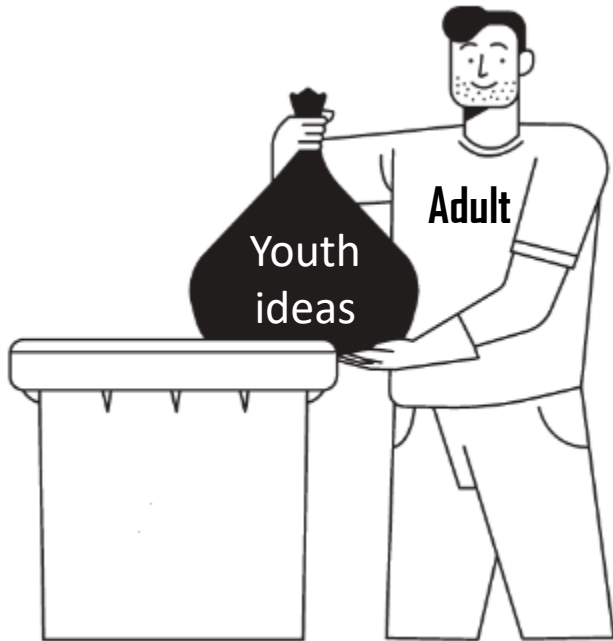
Source: Developmental Assets, Alexandria City Public Schools, Search Institute



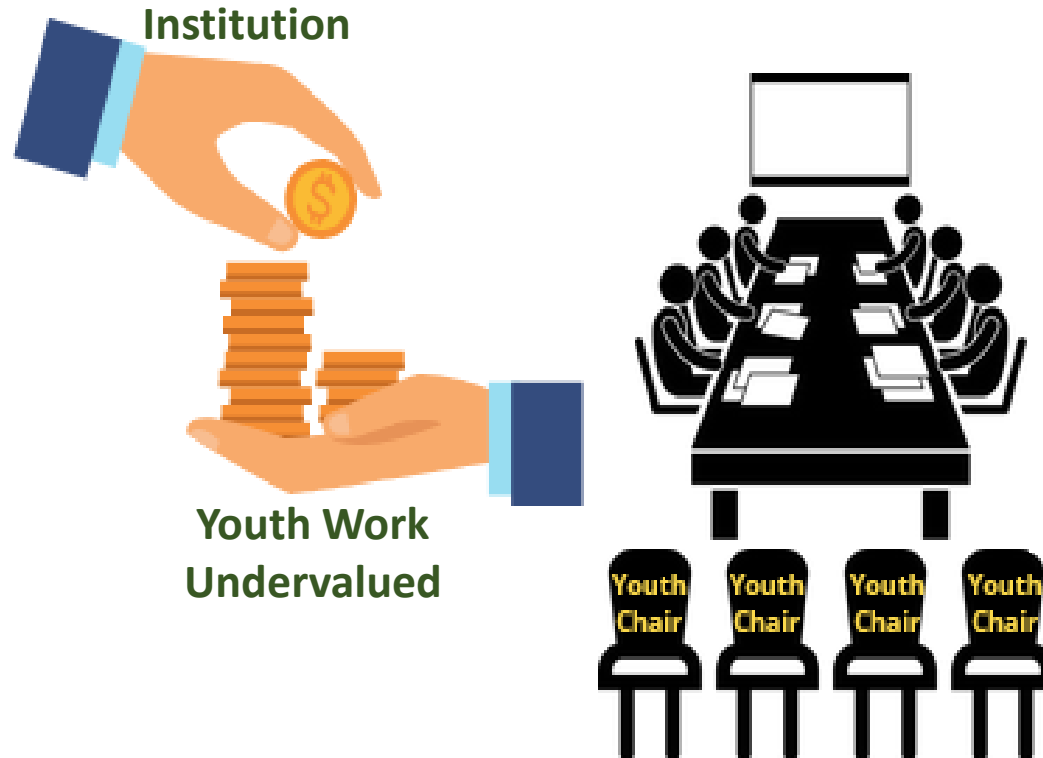
What's the story behind Youth Empowerment?

Negative Factors

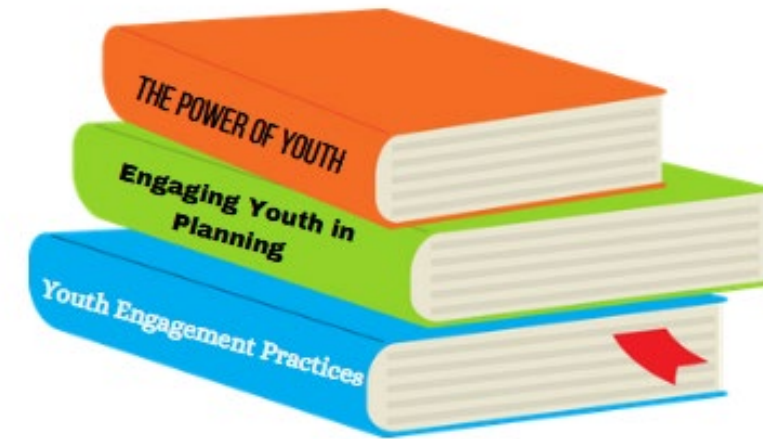
Individual Level:
Adult Behavior



Institutional Level:
Lack of Support, Policies and Laws



Systemic Level:
Education, Policies and Laws,
Forms of Oppression



What's the story behind lack of volunteerism?

Possible Negative Factors

Time/Schedule.



Lack of Confidence



Access to Information



Lack of institutional support



Not being Socialized into volunteering



Negative perceptions of volunteering.



Gender Differences



Lack of Inclusive Practices.



Competition with Other Organizations and Clubs



A Poor Location and Lack of Space



Age Discrimination



Ambiguity of Role &/or Organization



Lack of Resources on behalf of the Organization or the Volunteer



Power Imbalances.



Complexity of the Work



Difficulty Connecting with Potential Volunteers, Clients, & the Community



Result: Effective, Equitable, and
Respectful Quality Care,
Services, and Personnel



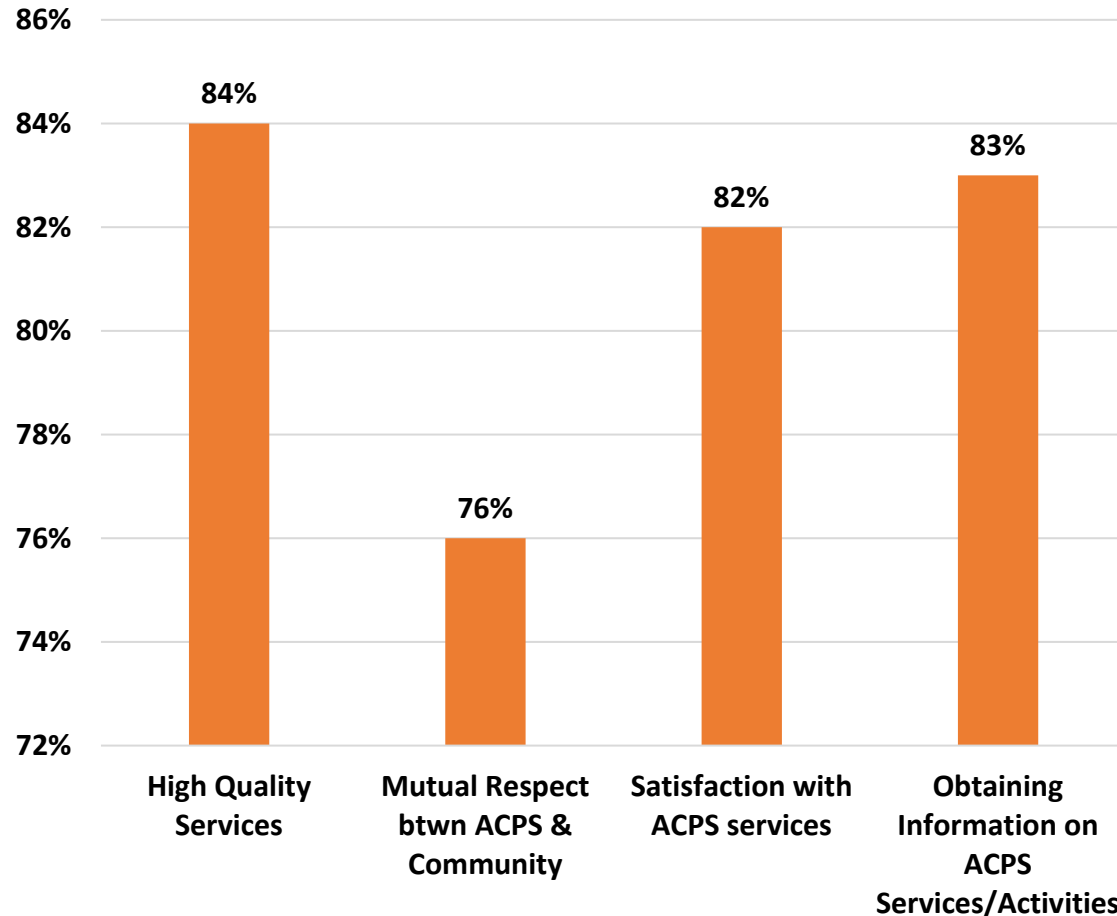
Organizational Capacity → Customer Satisfaction



How are doing?

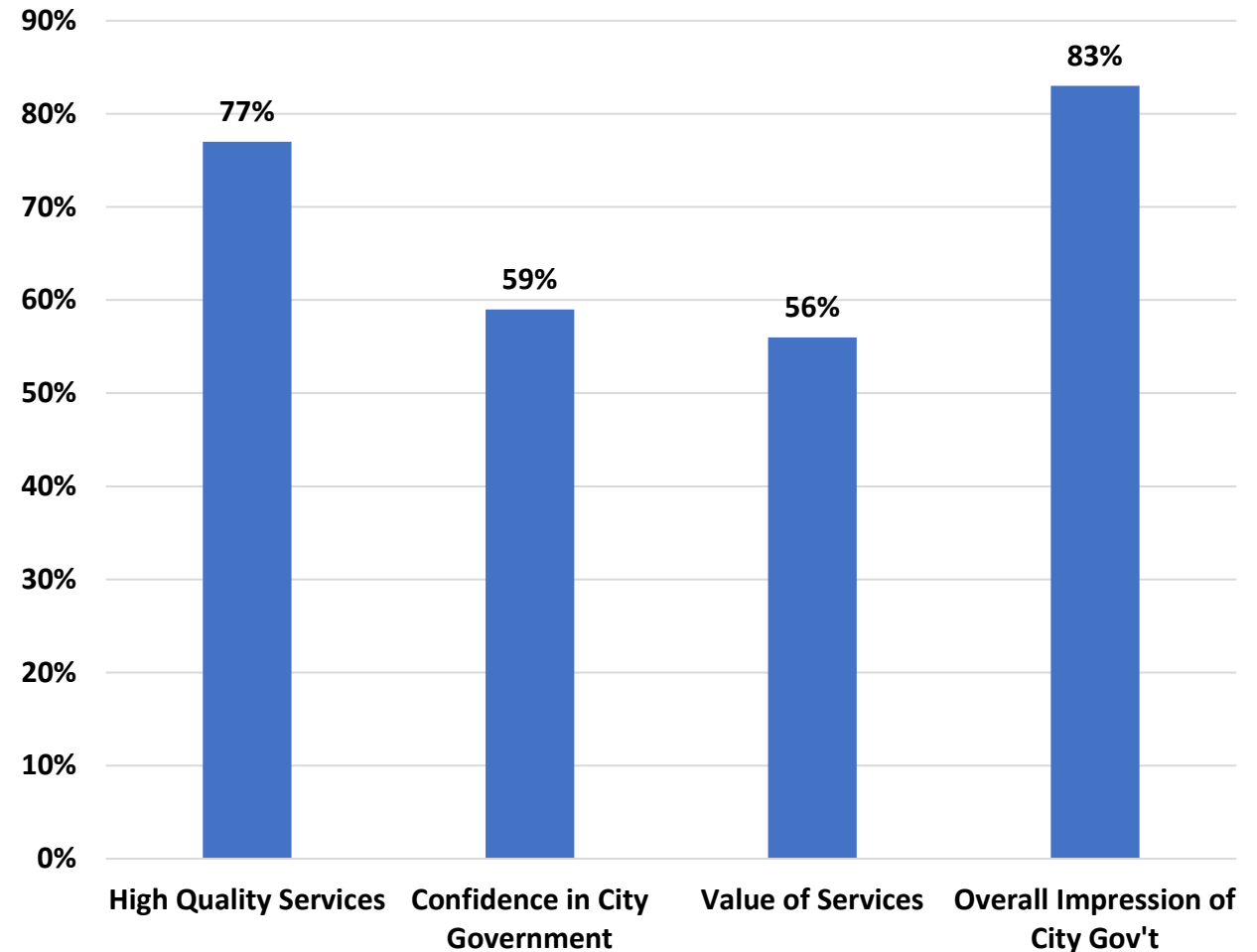
ACPS

Source: ACPS Community Survey



City Government

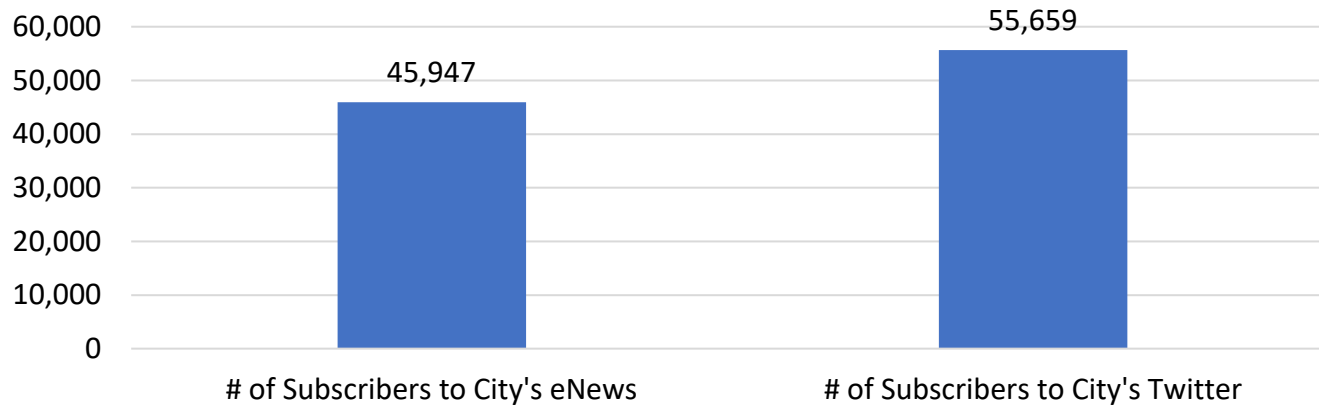
Source: Alexandria Resident Survey, 2019



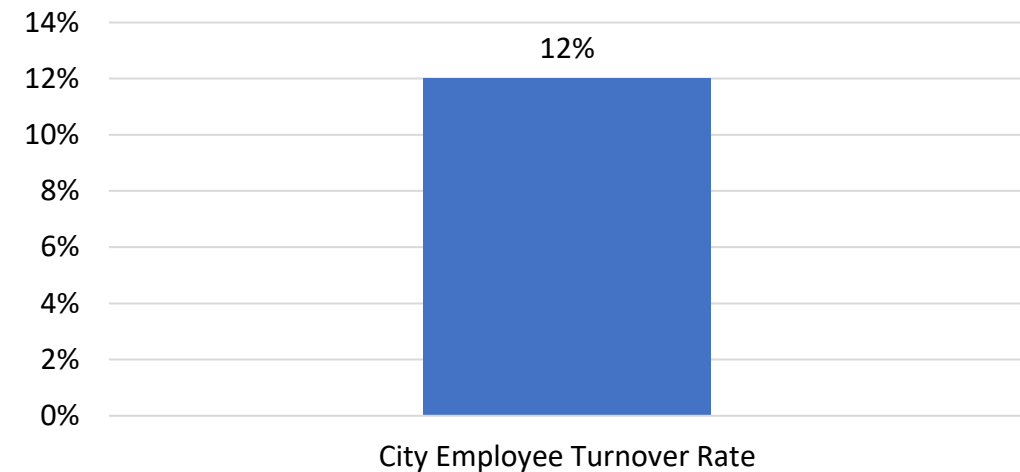
City Organizational Capacity → Communication & Staff Turnover

How are doing?

City Communication



Staff Turnover Rate



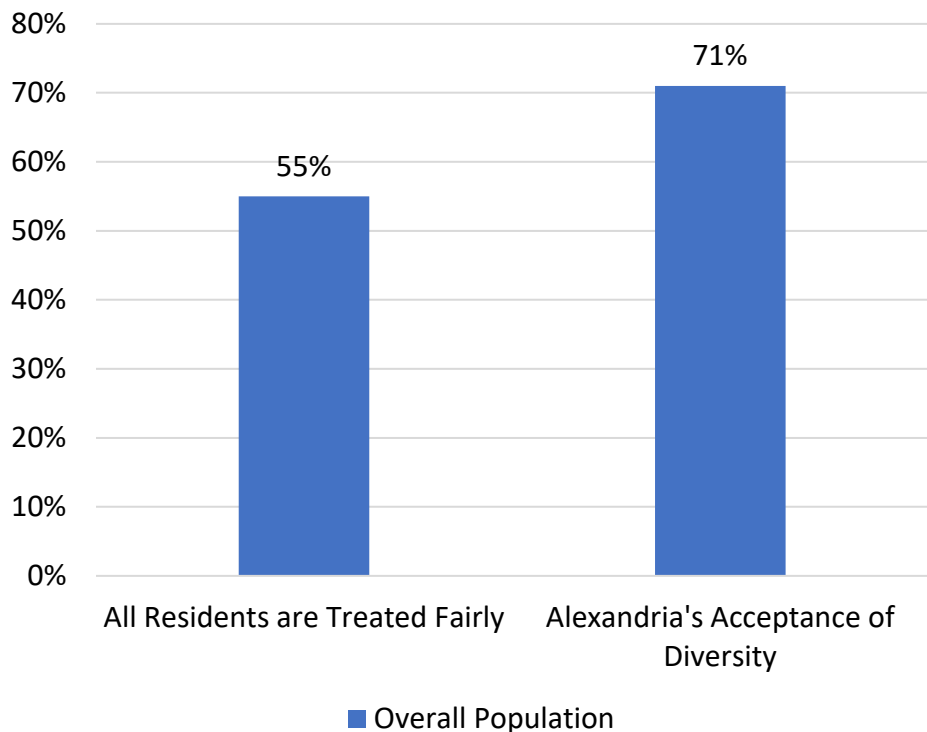
Source: City Performance Dashboard



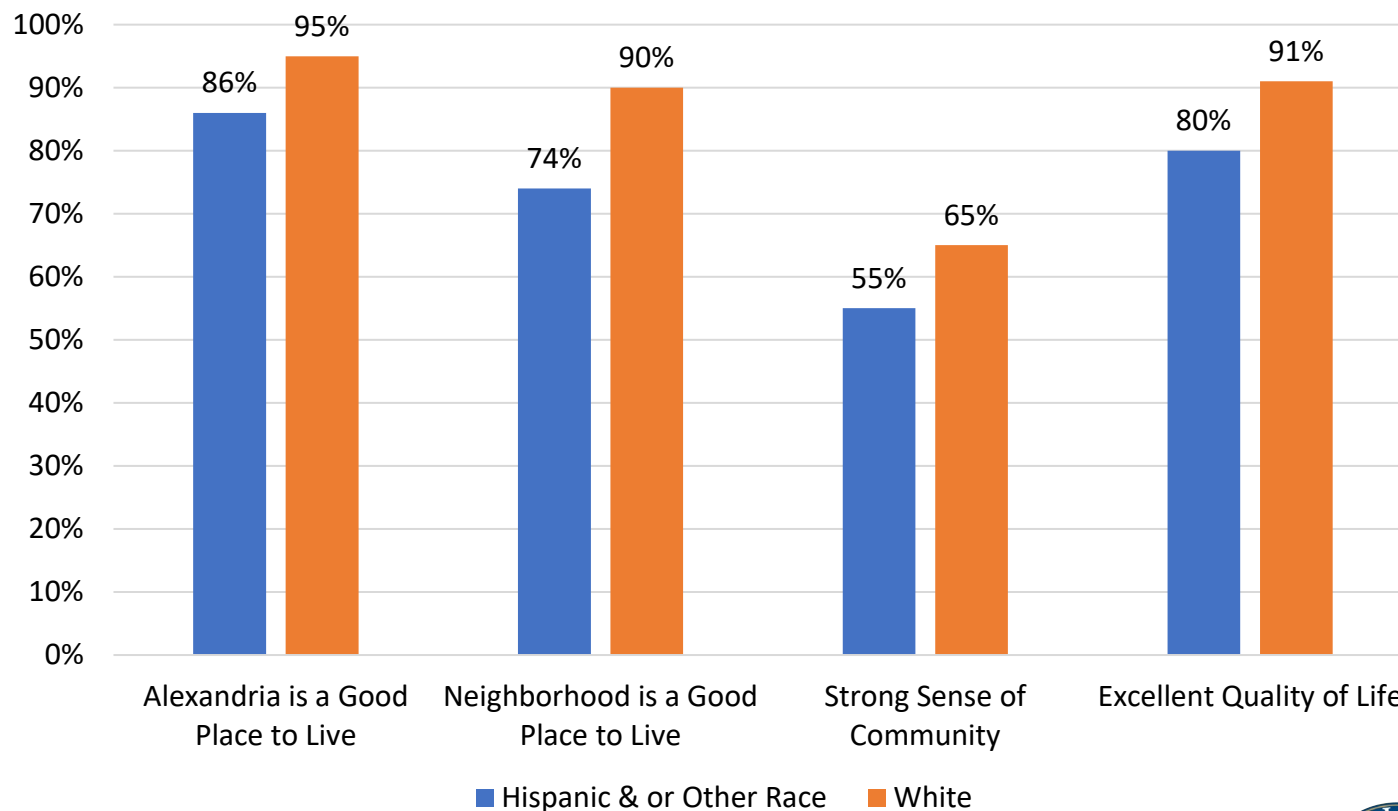
Equity → Governance and Place to Live

How are doing?

Governance



Alexandria as a Place to Live



Source: Alexandria Resident Survey, 2019



What's the story behind the curve?

Negative Factors

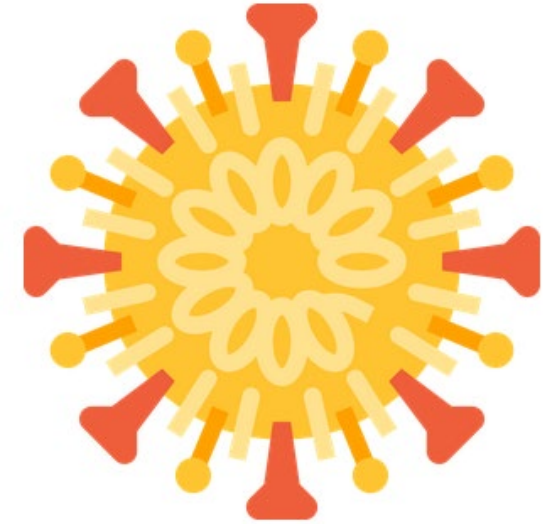


Structural,
Institutional, &
Interpersonal
Racism

Trauma



COVID-19



Working in Siloes



Doing more with Less



Caregiver
Burnout

