



# Strategic Plan - Objectives Key Results End of Year 1 Report

**November 16, 2023**

**Andrea Flores Shelton, Deputy Director  
PRNS Community Services Division**

# Objectives Key Results - Year 1

4 OKRs Completed – 1.1, 2.4, 3.7, 3.9

6 OKRs In Progress – 1.2, 1.3, 3.8, 4.10, 4.11, 4.12

2 OKRs In Complete – 2.5, 2.6

## Lessons Learned:

- Building Capacity to Learn a New Accountability System
- New Collaborative Approach for Driving Key Results
- Change Initiatives in addition to Program Operations



## OBJECTIVE 1

### Increase knowledge and protective factors in young people

	1.1	1.2	1.3
	Develop a Youth Violence Prevention training plan for bullying prevention, substance use, mental health, and healthy relationships	Disseminate information in all City and County facilities on existing gun violence prevention and safety practices, ordinances	Implement a multilingual campaign to raise awareness of publicly funded youth violence reduction programs
	Lead: Nabil Shahin	Lead: Telina Martinez-Barientos	Lead: Telina
	Organization: SCC Office of Education	Organization: Public Health Department	Organization: Public Health Department
Key Results:	<p style="text-align: center;"><b><u>Status Update:</u></b></p> <p><b><u>Nov. 16, 2023 Update:</u></b>  <b>Training Plan Completed.</b></p> <p><u>August 24, 2023 Update:</u> County Office of Education provided an in-depth presentation on the scope of trainings available.</p>	<p style="text-align: center;"><b><u>Status Update:</u></b></p> <p><b><u>Nov. 16, 2023 Update:</u></b>                      Planning was completed this year with implementation scheduled for 2024. For Year 2, revising and combining 1.2 and 1.3 into new annual KR for 2024 as follows: <i>City and County violence prevention programs and partners to disseminate targeted violence prevention education and awareness serving most impacted communities.</i></p> <p><u>August 24, 2023 Update:</u>                      Discussed prioritization and scope needed to implement this KR with County, City, SJPD, and community partners. Tentative plan is to use a tiered approach by focusing on public facing facilities in SJ's Opportunity Neighborhoods and creating an inventory of gun violence prevention materials already created by local partners. Will incorporate 1.2 into 1.3 for Public Health's We All Play a Role Campaign, which is currently still in the planning phase.</p>	

## OBJECTIVE 2

### Reduce youth risk factors in priority neighborhoods and schools

	<p>2.4</p> <p>Deliver expanded BEST Eligible Services including youth-driven, whole family, place-based strategies</p>	<p>2.5</p> <p>Identify blocks with high rates of Youth Violence to pilot enhancements and focus on built environment</p>	<p>2.6</p> <p>Conduct at least 3 additional youth-led, school safety initiatives such as Sandy Hook Promise</p>
	<p>Lead: Petra Rigüero</p>	<p>Lead: Andrea Flores Shelton</p>	<p>Lead: Israel Canjura</p>
	<p>Organization: City of San Jose PRNS</p>	<p>Organization: City of San Jose PRNS</p>	<p>Organization: City of San Jose PRNS</p>
<p>Key Results:</p>	<p><u>Status</u></p> <p><b>Nov. 16, 2023 Update:</b> All 19 contract drafts are complete and in route for final execution. All are projected to be executed by November 30, 2023.</p> <p><b>Aug. 24, 2023 Update:</b> BEST RFQ 2023-2026 which was conducted in March 2023 was enhanced to incorporate youth-driven (youth-led) models, whole family supportive services, and Place-Based strategies.</p>	<p><u>Status</u></p> <p><b>Nov. 16, 2023 Update:</b> Due to competing priorities, this OKR will not be completed by end of 2023. Reconsideration of this OKR for 2024.</p> <p><b>Aug. 24, 2023 Update:</b> PRNS to compile data and meet with DOT by October 1, 2023.</p>	<p><u>Status</u></p> <p><b>Nov. 16, 2023 Update:</b> Explore opportunities with Public Health Dept/East San Jose PEACE Partnership on community collaboration and with DA's Office on the potential expansion of Gun Violence Restraining Order.</p> <p><b>Aug. 24, 2023 Update:</b> Will establish a group of key stakeholders to assist in developing action plan for this OKR.</p>

## OBJECTIVE 3

# Divert from incarceration and reduce recidivism among young people ages 12-24

Key Results:	3.7 House at least 6 young people (18-25) released from Department of Juvenile Justice or County Probation	3.8 Complete design of a community-level response for youth who have committed gun-related offenses	3.9 Convene employment sector experts to place at least 15 high risk youth
	Lead: Mariel Caballero	Lead: Chris Arriola	Lead: Monique Melchor
	Organization: Probation Department	Organization: District Attorney's Office	Organization: City of San Jose-Work2Future
	<u>Status</u>	<u>Status</u>	<u>Status</u>
	<p><b><u>Nov. 16, 2023 Update:</u></b> At this time, no youth released are unhoused. Four youth needed housing assistance. Two youth were housed using temporary housing vouchers obtained through the Office of Diversion and Reentry Services. One youth was offered similar housing, but it was in a rival gang territory, and he declined. Another youth was offered out of county housing through the Board of State and Community Corrections grant for DJJ returning youth, however, he also declined services.</p> <p><b><u>August 24, 2023:</u></b> The referral process is in development and appropriate housing options are being identified. Very few young adults have been released from this population. Housing has been obtained through other sources for young adults who have exited DJJ or Probation facilities.</p>	<p><b><u>Nov. 16, 2023 Update:</u></b> Identify middle school youth offenders, collaborate with school district, SJPD; diverted to Community Restorative Justice circles.</p> <p><b><u>August 24, 2023:</u></b> The District Attorney is currently working on an update to the SAVE program to provide diversionary programs for young offenders with weapons. Implement in East San Jose to start.</p>	<p><b><u>Nov. 16, 2023 Update: (SEE HAND OUT)</u></b> Includes number of young people employed and placed through SJ Works. Convening of stakeholders will be revisited for 2024.</p> <p><b><u>August 24, 2023:</u></b> City Manager's Office and Work2Future will be working together to convene stakeholders.</p>

## OBJECTIVE 4

### Advance Trauma-Informed, Healing-Centered Approaches

Key Results:	4.10	4.11	4.12
	Report annually to Policy Team & community on program and community outcomes with a racial equity lens	Increase the number of community voices, sectors and those with lived experience on the Policy Team	Implement a joint pilot with County & City for integrated service delivery in a Project Hope neighborhood
	Lead: Andrea Flores Shelton	Lead: Mayor Mahan	Lead: Laura Buzo
	Organization: City of San Jose PRNS	Organization: Mayor's Office	Organization: SJ City Manager's Office
<p style="text-align: center;"><u>Status</u></p> <p><b>Nov. 16, 2023 Update:</b> City, County &amp; community stakeholders are working together to finalize impact metrics for all 4 strategic pillars through research of different school-based surveys/platforms, and data sharing partnerships.</p> <p><b>August 24, 2023 Update:</b> The Data Outcomes Work Group met 3 times and continues to define and refine the key youth violence prevention community indicators. The work group is on pace to reporting back to the Policy Team in beginning of 2024 and will incorporate it into Neighborhood Services and Education Committee report in March 2024.</p>	<p style="text-align: center;"><u>Status</u></p> <p><b>Nov. 16, 2023 Update:</b> Youth voices, faith, community sector involvement to be finalized for 2024.</p> <p><b>August 24, 2023 Update:</b> Actively in the process of evaluating our current roster to determine which voices are missing. Key to this working with staff and our BEST partners to identify youth/young people involvement for Policy Team engagement.</p>	<p style="text-align: center;"><u>Status</u></p> <p><b>Nov. 16, 2023 Update:</b> Development of the integrated service delivery pilot with County and community partners will be completed in early 2024.</p> <p><b>August 24, 2023 Update:</b> Under the umbrella of the Children and Youth Services Master Plan, CMO is working collaboratively with Franklin-McKinley Children's Initiative, Si Se Puede Collective, Youth Empowerment Alliance, and other community stakeholders to begin designing an integrated service delivery (system of care) pilot in Poco Way/Mayfair and Seven Trees/Santee communities.</p>	

**Report from Work2Future to San Jose Youth Empowerment Alliance Policy Team - November 16, 2023 (OKR 3.9)**

<b>PY: 2022-2023   07/01/22 - 6/30/23</b>	
<b>PRNS/Justice Involved</b>	
Sub	68

<b>PY: 2023-2024   07/01/23 - 6/30/24</b>	
<b>Justice Engaged</b>	
Sub (will increase)	76*

Worksite	Position	#
Catholic Charities	Summer Program Support	8
Veggielution	Environmental Education Facilitator	3
Project Hope	Youth Ambassadors	3
Viva Park	Recreation Leader Aide	2
Action Sport Park	Community Service Aid	3
OYA	Work Study	10
Our City Forest	Plant Nursery Intern	2
Emma P. Park	Camp Counselor Support Staff	4
SJ Works	Program Assistant	3
ConXion	Program Assistant	3
City of SJ: ESD		1
Roosevelt Community Center	Recreation Leader Assistant	1
Seven Trees Community Center	Recreation Leader Assistant	1
Bascom Community Center	Recreation Leader Assistant	1
MLK Library	Library Aide	2
Seven Trees Library	Library Aide	1
Bascom Library	Library Aide	1
Southside Community Center	Recreation Leader Assistant	2
Mayfair Community Center	Recreation Leader Assistant	2
Aquatics	Youth in Training/Recreation Leader Assistant	2
Bascom Community Center	Recreation Leader Assistant	1
Biblioteca	Library Aide	1
Evergreen Library	Library Aide	1
Edenvale Library	Library Aide	1
City of SJ: DlgI	Program Aide	3
Total		62

Worksite	Position	#
Catholic Charities	Summer Program Support	12
Veggielution	Environmental Education Facilitator	4
San Jose Works	Program Assistant	2
Project Hope	Youth Ambassadors	2
Viva Parks	Recreation Leader Aide	4
Action Sport Park	Community Service Aid	3
OYA	Work Study	12
Emma P. Park	Camp Counselor Support Staff	2
Happy Hallow Park & Zoo	Various	3
ConXion	Program Assistant	2
Roosevelt Community Center	Recreation Leader Assistant	1
Seven Trees Community Center	Recreation Leader Assistant	1
MLK Library	Library Aide	2
Seven Trees Library	Library Aide	1
Bascom Community Center	Recreation Leader Assistant	1
Hillview Library	Library Aide	1
Alum Rock Library	Library Aide	1
Southside Community Center	Recreation Leader Assistant	1
Mayfair Community Center	Recreation Leader Assistant	1
Aquatics	Youth in Training/Recreation Leader Ass	3
Alma Commubity Center	Recreation Leader Assistant	1
Biblioteca Latino America	Library Aide	1
Village Square Library	Library Aide	1
Edenvale Library	Library Aide	1
City of SJ: DlgI	Program Aide	2
Hill's Training		1
Total		66