



**Title: 9th Grade-on-Track Program Coordinator (VISTA), Milwaukee Succeeds**

**Project Start/End:** August 2020 – August 2021

**Goal of the Project:** Milwaukee Succeeds (MKE-S) is a community-wide partnership, grounded in collective impact, whose aim is to ensure success for every child, in every Milwaukee School, cradle to career. Our partnership consists of representatives from over 300 local organizations, working in networks to identify, align, and scale strategies that will change the system of education in Milwaukee to work for all students. This includes ensuring that incoming 9th graders are prepared for the opportunities and responsibilities high school will present to them. Through our new strategic plan, the scope of our goals has been focused to develop and implement a citywide strategy to support incoming Black and Latinx male freshmen. At the beginning of 2020, before the COVID-19 Outbreak, there was a reported chronic absenteeism rate among Black and Latinx males in Milwaukee, 48%, and 32% respectively. Furthermore, the 4-year high school completion rate for Black males was reported as 52% and for Latinx males, 65%. Studies have long shown that racial/ethnic disparities in educational achievement and attainment are partially explained by the effects of race-based stressors, such as stereotype threat and perceived discrimination, on psychological and biological responses to stress, which, in turn, negatively impacts cognitive functioning and academic performance. With such persistent prejudice and violence within Milwaukee schools, this can negatively impact a Black and Latinx student's mental health, esteem, and academic performance.

As a part of this initiative, an AmeriCorps VISTA member will work closely with goal managers, network partners, and local experts on researching effective interventions, organizing and deploying pilot projects, measuring impact, and developing strategies with local institutions and organizations to improve the educational wellbeing of Black and Latinx male freshmen.

**Project Objectives include:**

- Complete Milwaukee Succeeds and VISTA on-boarding.
- Research the community context related to racial equity in Milwaukee, review the collaborative process up to this point, and explore the next steps for the partnership.
- Organize and convene community partners in a collaborative process to develop a shared vision for engagement so our community can implement strategies to better understand the needs and experiences of Black and Latinx male freshmen.
- Develop, implement, scale new innovative strategies through new and existing pilots that help Black and Latinx male freshmen better engage with educational opportunities at their school and within the community.



**Project Objective #1 (June 2019 – Sept 2019)**

Complete Milwaukee Succeeds and VISTA onboarding.

**Member Activities:**

- Attend Pre-service Orientation or PSO Blend
- Complete Milwaukee Succeeds onboarding plan, which will include meeting key stakeholders associated with this position, attending network and enterprise-wide meetings, and one-on-one meetings with supervisors focused on onboarding.
- Complete Greater Milwaukee Foundation onboarding meetings in order to better understand GMF's mission, its place in the community, and how community foundations operate.

**Project Objective #2 (September 2020 – August 2021)**

Research the community context related to racial equity in Milwaukee, review the collaborative process up to this point, and explore the next steps for the partnership.

**Member Activities:**

- Research the current Milwaukee landscape, including partners, history, and best practice, for developing and implementing effective strategies related to supporting people of color.
- Research national trends and best practices for collective impact initiatives focused on Black and Latinx male youth.
  - Communicate with national partners to provide updates on the work in Milwaukee and to learn about what's working around the country.
- Within the research, identify the strengths and weaknesses of the city's current programming and create a possible direction to address weaknesses. Including researching benchmarks for replication.

**Project Objective #3 (September 2020 – August 2021)**

Organize and convene community partners in a collaborative process to develop a shared vision for engagement so our community can implement strategies to better understand the needs and experiences of Black and Latinx male freshmen.

**Member Activities:**

- Maintain, revise, and communicate the vision for improved engagement in our city.
  - Collaborate with the Goal Manager to strengthen the three focus areas of comprehensive engagement, improving service quality, and youth voice.
  - Host Network meetings when appropriate. Network meetings can be used to crowdsource ideas for particular workgroups; host presentations by practitioners working with black and Latinx youth; or to build consensus on a strategy and/or issue.
- Maintain existing and build new partnerships with agencies, institutions, and CBOs that work with students of color.
  - Conduct targeted outreach to convey the urgent need for collaboration and to identify partners' needs, considering how collaborative efforts could provide needed support.



- Include grassroots and faith-based organizations with strong ties to specific communities of color.
- Actively organize and participate in efforts with community partners to comprehensively engage Black and Latinx male freshmen AND improve the quality of services as a whole.
- Explore new ways to involve current Black and Latinx male high school students in the collaborative process.

**Project Objective #4 (August 2019 – June 2020)**

Develop, implement, scale new innovative strategies through new and existing pilots that help Black and Latinx male freshmen better engage with educational opportunities at their school and within the community.

**Member Activities:**

- Create/obtain community-wide indicators that monitor the state of Black and Latinx males.
  - Work in partnership with programs to identify key community-wide outcomes/core indicators.
  - Identify the data needed to monitor outcomes/core indicators.
- Develop pilot projects that test best practices.
  - Work with networks, Milwaukee Succeeds staff, and the Data Council to identify best practices.
  - Develop project plans with community partners.
  - Identify and help secure resources for pilot projects through the Milwaukee Succeeds Funders Collaborative or third party funding.
  - Coordinate pilot projects and ensure evaluation for effectiveness.
- Identify and deploy strategies for scaling best practices.
  - In partnership with networks, community partners, and Milwaukee Succeeds staff, identify best practices that are well-positioned for scaling.
  - Develop relationships with key partners needed to facilitate the work of scaling.
  - Help to identify permanent funding to support scaling and strategies for integrating the new practice with existing operations.

Click on [Application Instructions](#) to apply.

**Program Benefits:** Living Allowance, Choice of End of Service Award\*, Relocation Allowance, Health Coverage\*, Onsite Fitness Center, Child Care assistance (if eligible), Professional Development Training, Non-competitive Eligibility

**Terms:** Permits working at another job during off hours, Permits attendance at school during off hours, Car recommended

\* Visit <http://www.vistacampus.gov/healthcare> for details about AmeriCorps VISTA healthcare benefits

\* Visit <https://www.vistacampus.gov/members/benefits-of-service/end-of-service> for details about End of Service Award

**About AmeriCorps VISTA:** AmeriCorps VISTA is a National Service Program operated by the Corporation for National and Community Service. VISTA's mission is to bring individuals and communities out of poverty. Members make a year-long, full-time commitment to serve on a specific project at a nonprofit organization or public agency. They focus their efforts to build the organizational, administrative, and financial capacity of organizations. Click [HERE](#) to learn more about the AmeriCorps VISTA Program.