

**THE SALINAS YOUTH INITIATIVE**  
**SUPPORTED BY THE DAVID AND LUCILE PACKARD FOUNDATION**  
**in partnership with the Community Foundation for Monterey County**

**PROGRAM AND TECHNICAL ASSISTANCE GRANT APPLICATION FORM**  
**2019-2020**

Program and Small Capital Grant Request- \$ 55,000

Technical Assistance Grant Request-\$ 11,000

**Total Request: \$66,000**

**I. ORGANIZATION AND PROGRAM/PROJECT INFORMATION**

1. Organization's Name: Salinas Public Library

2. Tax status:

☐ 501 (c) (3) nonprofit

☐ 501 (c) (\_\_\_\_) Specify: \_\_\_\_\_

☒ Other status (e.g., under the fiscal sponsorship of another organization or a department of a public agency): Government Agency

3. Tax ID # (EIN): 94-6000412

(Please include a copy of your IRS letter or the letter of your fiscal sponsor.)NA

4. Organization's address:

Salinas Public Library  
350 Lincoln Ave.  
Salinas, CA 93901

5. Telephone: 831-758-7311

6. Fax: 831-758-7336

7. Organization's website: www.salinaspubliclibrary.org

8. Executive Director or principal leader (Name and Title):

Kristan Lundquist, Interim Director of Library and Community Services

9. Email: KristanL@ci.salinas.ca.us

10. Daytime telephone of the project's contact person: 831-758-7229

11. Summary of the organization's mission: To encourage reading, the appreciation of books, and to provide materials and services to help members of the community meet their personal, informational, educational and cultural needs.
12. Briefly describe your approach/philosophy to youth development and your overall goals towards engaging youth.

Our goal for the learning center is to provide a safe and inclusive space that motivates, inspires and nurtures academic and personal growth. Our tutors serve as mentors and role models that seek to improve student's reading, math, and language skills which will translate into greater self-confidence. Our overall mission is to support and inspire Salinas' current youth, and future community leaders.

13. Total organizational budget (current year): \$5,113,563.
14. Brief summary of the project or program for which funding is requested. Include any small capital requests: (no more than 3 pages)

**A. Brief Program Description and how children and youth benefit from the program's work.**

The Salinas Public Library provides daily after school homework assistance to approximately twenty (20) students from Los Padres Elementary School. The students from Los Padres are 98% Latino, of which 76% are English Language Learners. In addition, 87% of the students are considered low income. The majority of the students served are school-based referrals from the Student Success Team.

Bilingual tutoring and academic support is provided from local college students, retired teachers, and community educators, all who live alongside our youth. Students not only complete daily homework assignments from their individual schools, but also receive one-on-one reading and writing support. The Salinas Public Library recognizes many of these young students are hungry after school so we provide a healthy snack or meal to give them the energy needed to keep a healthy mind and body so children can concentrate on their afterschool learning.

Since early 2000, the Salinas Public Library has provided free, after-school tutoring support to local children and their families. Since the implementation of No Child Left Behind (NCLB) in 2001 and frequent changes thereafter, the shift in public education that gauges student success by standardized testing, many English Language Learner (ELL) students have struggled to meet the mandated levels of State proficiency, only to be exasperated by the fact that State required testing is delivered in English. Since 2001, there has been a dramatic increase in both students and families relying on the Salinas Public Library to provide the academic support and help with the literacy skills necessary for success in school. Our other Library programming, which includes story time, STEAM programs, author visits, and much more, further supports families and students. We recognize that a student's success

in life depends on strengths and skills that go beyond what is measured through homework assignments. Many of our programs are intended to feed and spur curiosity – whether it is a drawing program, learning a computer coding language, a visit from the Wheelie Mobile, or a field trip across town to a museum. The library also has become a safe and nurturing place for the entire family to learn and have fun.

Since 2008, the Salinas Public Library has partnered with CSUMB's Service Learning Department to provide bilingual college tutors for students in the Los Padres Homework Center. These CSUMB students have a particular interest in pursuing careers in education. Many students also have an investment in the community they are serving in East Salinas because the majority of our tutors come from, or live in the 93905 zip code. They are often the neighbors, family friends, and such for the young students they are helping. Recently we have also partnered with 4-H to offer leadership and instructional opportunities to Salinas youth by offering STEAM activities to our homework center students.

The site at Los Padres Elementary School will continue to offer children and families in the Alisal community extended support and services outside library walls in the proposed grant for the 2019-2020 academic year. As we enter the second half of the 2018-2019 school year, we continue to see success. The Los Padres Homework Centers are receiving visits from our STEAM providers and organizations like Hijos del Sol to provide other enrichment opportunities that go beyond completing homework successfully. Next year, we hope to increase our partnership with CSUMB Service Learning, 4-H, and other community organizations to increase and improve our complimentary enrichment opportunities.

## **B. Expected Results:**

- The program will support approximately 25-40 unique youth in their educational endeavors with bilingual, after-school academic support from trained community students at the community college and university level on a daily basis.
- The program will run the duration of the 2019-2020 school year on the campus of Los Padres Elementary School, and be open from 2:40-5:30 PM Monday to Friday.
- Students will receive healthy snacks in recognition that many will not have the time or resources to have a nutritional snack that is necessary after a 7-hour school day to sustain their energy.
- The program will continue to improve and refine our evaluation/tracking systems so that they are effective and appropriate.

- This program will provide all the resources needed for students to participate and engage in a quality-learning environment, including school supplies, supplemental reading materials, and access to educational digital resources.
- The program hopes to see increased confidence and communication from participating students.
- There should be an increase in parental satisfaction and confidence in the capabilities of their children, and a better understanding of their child's education and school environment.
- There will be deliberate outreach to local high schools and community colleges within the community to encourage mentorship opportunities and the completion of community service hours for community teens and young adults.
- We will continue strengthening our partnership with community and educational organizations for providing enrichment activities for our youth, and training opportunities for our tutors and staff.

### C. Key Goal(s):

- 1) Increased Literacy, Educational and Life Skills
- 2) Improved Communication and Relationship Building

Additional Goals may be added by expanding the number above and the tables below.

### Scope of Work

Goal 1	Activities	Timeframe	Funds Needed
Increased Literacy, Education and Life Skills	Recruit/secure tutors and mentors who are reflective of the community and are attending local high schools and colleges. <ul style="list-style-type: none"> <li>• Daily bilingual tutoring</li> <li>• Reading enrichment</li> <li>• Student assessment and progress tracking</li> <li>• Mentorship</li> <li>• Enrichment opportunities (physical fitness and arts programming)</li> </ul>	August 2019 - May 2020	Tutor/mentor Wages=\$40,300  Homework Center Assistant 620 hours @ \$14.50  Literacy Specialist 600 hours @ \$18.24  (3) Youth Assistants 620 hours @ \$11

Goal 2	Activities	Timeframe	Funds Needed
Improved Communication and Relationship Building	<p>Each participant interacts with a tutor on a daily basis:</p> <ul style="list-style-type: none"> <li>a) to increase reading and communication skills;</li> <li>b) to build relationships with young adult role models from their own community;</li> <li>c) to create a sense of community by connecting students and their families with other Library or Recreational services <ul style="list-style-type: none"> <li>• Small group tutoring</li> <li>• Healthy snacks and mealtime</li> <li>• Local tutor/mentor format</li> <li>• Family nights at the Library and/or Recreation Centers</li> </ul> </li> </ul>	August 2019 -May 2020	

**How will you know that you are achieving your goals? How will you measure your success?**

We will monitor attendance to ensure interest and engagement remains constant, in addition to regularly communicating needs and concerns with parents.

Using fluency tests, and other measures, staff will regularly assess student literacy levels and provide the appropriate intervention; staff will also complete training on literacy assessment tools.

All students participating in the Los Padres Homework Center must complete their daily assigned homework. Before leaving for the day, students review their work and discuss questions or areas of struggle with their tutors.

Each participant reads one-on-one with a tutor to not only increase reading skills, engagement, and communication skills, but also to build relationships with young adult role models from their own community.

Students, parents, and tutors involved with Los Padres Homework Center will be surveyed to ensure their satisfaction with the program, and to ensure an open line of communication exists, and the “needs and wants” of students and families are being met from an educational and social standpoint.

Fieldtrips and family nights will be offered to connect students and families to additional resources and learning opportunities within the community.

15. Detailed Program and Small Capital Budget:

<b>Funding/Revenue Sources:</b>	
• Packard Foundation Grant	\$ 55,000
• Other Sources:	
o School provides facilities and janitorial @ no cost	\$ 0
<b>Total Funding Available for Project/Program</b>	<b>\$ 55,000.00</b>
<b>Expenses:</b>	
Homework Center Staffing	\$ 40,300.00
Outside Services – Tutor Training & Student Enrichment Programs	\$ 7,000.00
Nutritional Food/Snacks	\$ 3,500.00
Stationary Materials/Craft Supplies/Equipment (books, board games, , playground balls & equipment, school supplies, etc.)	\$ 4,200.00
<b>Total Project Expenses</b>	<b>\$ 55,000.00</b>

**II. Technical Assistance Grant Application and Capacity Building Plan**  
**Period of: June 2019 – April 2020**

**Organization:** Salinas Public Library

**Contact Person:** Ernesto Lizaola

**E-mail:** Ernestol@ci.salinas.ca.us

**Phone number:** 831-758-7229

**Attach a List of Board Members or members of your leadership team with this Plan and Application**

Ernesto Lizaola, Community Education Manager  
Eric Howard, Deputy Librarian



**Focus Area(s):** Findings from our theory of change research have validated the fact that in order to make a lasting change in our youth's academic and personal futures, we need to heavily invest in our tutors as well as build stronger connections with the parents. Our focus for the upcoming year is to develop institutional tools and plans for a comprehensive tutor training manual as well as a developing a culturally-relevant parent engagement manual. We feel that by better preparing our tutors and parents for their interactions with students, we will be able to reap better outcomes.

**Why is this a priority for your organization?** Tutor training and increased parent engagement are important to our program because they can directly affect the quality and impact of our programs. Our tutors are the persons engaging with students on a daily basis; their ability to help, influence, and mentor students while they are together can benefit their academic achievement as well as their social and personal growth. The development of these research-based training manuals will build capacity for nearly 20 tutors, over 120 students, up to 200 parents each school year.

### **CAPACITY BUILDING PLAN/SCOPE OF WORK 2019 - 2020**

**Goal 1:** Improve, expand, and standardize our tutor training process and develop a training manual.

<b>Activities – Specific Actions Necessary to Meet your Goals</b>	<b>Proposed Date for Completion</b>	<b>Responsible Party(ies) and Resources/Funding Needed -If using consultant(s) indicate name(s)</b>
Assess existing tutor trainings and procedures	September 2019	Ernesto Lizaola & Karina Lehrner
Research best practices for tutor training programs	December 2019	Karina Lehrner
Identify, recommend, and implement additional tutor curriculum and training	February 2020	Ernesto Lizaola & Karina Lehrner
Create Tutor Training Manual	May 2020	Ernesto Lizaola & Karina Lehrner

**Goal 2:** Develop a parent engagement plan that focuses on increasing parent involvement, learning and overall engagement.

<b>Activities – Specific Actions Necessary to Meet your Goals</b>	<b>Proposed Date for Completion</b>	<b>Responsible Party(ies) and Resources/Funding Needed -If using consultant(s) indicate name(s)</b>
Evaluate existing parent engagement strategies	October 2019	Ernesto Lizaola & Karina Lehrner

Research best practices for parent engagement models	December 2019	Karina Lehrner
Identify, recommend, and implement additional curriculum and parent engagement activities	December 2019	Ernesto Lizaola & Karina Lehrner
Create Parent Engagement Manual (strategic plan)	May 2020	Ernesto Lizaola & Karina Lehrner

## BUDGET

Detailed Technical Assistance Budget:

Funding/Revenue Sources:	
• Packard Foundation Grant	\$ 11,000
• Other Sources:	
○	\$
○	\$
○	\$
<b>Total Funding Available for Project/Program</b>	<b>\$11,000</b>
Expenses:	
Capacity Consulting (60 hours @ \$125/hour)	\$7,500
Educators, trainers, or other academic consultants (TBD)	\$3,500
	\$
	\$
	\$
	\$
<b>Total Project Expenses</b>	<b>\$11,000</b>

**SIGNATURE OF CONSULTANT(S) COMPLETING THE SCOPE OF WORK AND BUDGET:**

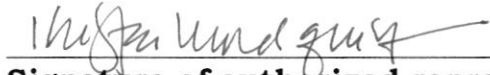


\_\_\_\_\_  
Signature of consultant



## ORGANIZATION AGREEMENT and SIGNATURE

The organization hereby agrees that funds, if granted, will be used only for the purpose described above unless written approval from the David and Lucile Packard Foundation is received.



**Signature of authorized representative (INCLUDE SIGNATURE OF AUTHORIZED REPRESENTATIVE IF UNDER FISCAL SPONSORSHIP)**

Kristan Lundquist, Interim Director of Library and Community Services

**Print Name and Title**

3/15/2019

**Date Application Submitted**

### TO BE COMPLETED BY PACKARD FOUNDATION STAFF:

1. Amount allocated for this grant: \$ \_\_\_\_\_
2. Period grant will cover: \_\_\_\_\_
3. Type of support to be funded by this grant:
  - ☐ Program/project support
  - ☐ Capital Project
  - ☐ Organizational Development
4. Program/Project Title: \_\_\_\_\_