

Appendix F

Provider Survey Results

One form of the Provider Survey was developed and administered. A total of 75 valid responses were received.

Your Organization and Community

1. What portion of the community does your organization serve? Check all that apply.

Response	#	%
Adults in families with children	25	34%
Children birth to 5 years of age	27	37%
Children in elementary school	45	62%
Children in middle or high school	58	79%
Pregnant persons or new parents	11	15%
Professionals who provide services for children	14	19%
Other (please specify)	7	10%
Total	73	

Other:

- ◆ *High School Bright Futures Community Service hours and internships*
- ◆ *Girls only*
- ◆ *College students*
- ◆ *We serve all ages - infants to 100 years old*
- ◆ *College students*
- ◆ *Seniors*
- ◆ *Adults*

2. What are the strengths or assets of the local community you serve? (58 providers responded to this question)

- ◆ *Supportive organizations that partner with us to provide services and offer shared resources*
- ◆ *Parents are very educated.*
- ◆ *Parents and caregivers devotion to their children*
- ◆ *ACPS, Library Partnership*
- ◆ *The strengths of the community we serve include young people who are interested in participating in programs that are fun, educational, and offered in a safe place. The fact that the young people want to be here is, in my opinion, a strength.*
- ◆ *We have gathered a large and wonderful group of volunteers who deliver our program well.*
- ◆ *Our local community has several family service organizations located in our same parking lot. The Library Partnership and Alachua County Family Services are two located*

on 9th Street & 16th Ave. Some of our parents/guardians are wonderful volunteers with special skills that they share with our children during summer camp. For example, one of our parents is a very skilled painter. She volunteered to host master painting classes with small groups and one on one young artist. Our young artists felt much more confident in their craft after taking her master class. They were beaming with pride. This parent was such a wonderful asset last summer that she will be our new paid master instructor for next summer. We have other family members of our young artists who offer similar gifts. We have found that the families in our community are very connected. Word of mouth works better than mail outs. There is a feeling of pride from families connecting other families to a safe and fun summer program. This is the feedback we have gotten.

- ◆ There are many services available in our community, as well as professionals to refer clients to.
- ◆ We provide VPK for our 4 year old population and we also accept the FL Empowerment Scholarship for our students from K - 8th grades.
- ◆ Small community and great amenities for kids
- ◆ Providing outdoor experiences for children who would normally not get those experiences.
- ◆ Voluntary work
- ◆ The community is open and ready for change
- ◆ Rich cultural history and legacy; strong interrelationships and collectiveness
- ◆ They believe in Arts Education for all children.
- ◆ Resilience, collaboration, parents wanting what is best for their children.
- ◆ The cultural wealth that exists in the community and their willingness to support the program and ensure it's success - in traditional and non-traditional ways.
- ◆ There are many resources in the community to address various family needs. (food, childcare, housing, career support)
- ◆ The people and churches in the community are the largest asset. The strength of the community is history, family structures, professionals and businesses
- ◆ Community involvement
- ◆ Rich cultural histories and lived experiences that can inform our culturally responsive practice
- ◆ Rich cultural resources and histories
- ◆ Willingness to accept change and become stronger together.
- ◆ One on one tutoring. Field trips and enrichment activities. Mental health counseling
- ◆ Tight knit community centralized in a compact city. It is easy to make connections with educators serving different student populations within our community.
- ◆ The community we serve have a strong desire to see children and teens thrive and receive access to equal opportunities.
- ◆ Access to Santa Fe/UF and resources, healthcare system and resources, park system, social justice focused, community events
- ◆ The community is devoted to reorganizing and improving.
- ◆ Motivation, connectedness, often strong support from extended family and friends who are local.
- ◆ It is a very diverse community

- ◆ *We have a large number of highly educated, knowledgeable people who want to do good, they just don't know how or where. There are a lot of non-profits*
- ◆ *The biggest strength is multiple organizations working together to provide services.*
- ◆ *Employment and Internships services provided to this age group*
- ◆ *Small close knit community with homelike services*
- ◆ *We are a close knit community who love helping each other.*
- ◆ *resilience, community*
- ◆ *Our community partners, other social service agencies, volunteer groups, businesses, and faith-based organizations, are a huge asset - together we can make a difference to those we serve.*
- ◆ *Willingness for change and educational and employability skills enhancement.*
- ◆ *There is a strong sense of community within the youth and they have a willingness to look out for their peers and the families around them.*
- ◆ *They are connected to Gainesville beyond the university. We work with many families who have been in Gainesville for dozens of generations. We also find that our families have large networks of friends and families that usually step in when social services aren't available or sufficient. The parents we work with are looking for the best options for their children and are their child's strongest advocates.*
- ◆ *The community really supports what they can when they know the need.*
- ◆ *EDUCATION-CULTURAL-CRIMINAL JUSTICE-ECONOMIC DEVELOPMENT-RECREATION-TECHNOLOGY-MENTORING*
- ◆ *Strengths include the recognizing the importance of family and community connection.*
- ◆ *Our community is very passionate about the activities taking place at our facility. Everyone feels connected by a shared love of what we do.*
- ◆ *A host of resources including the Caring and Sharing School as the meeting site for most mentoring sessions*
- ◆ *We help children reach their full potential through one-to-one mentorship.*
- ◆ *Parents are appreciative of the services provided for their families*
- ◆ *Resilience and fortitude*
- ◆ *Receptive to resources, engaged, seek referrals and support*
- ◆ *Resilience and fortitude*
- ◆ *Alachua County has abundant resources: robust nonprofit organizations, large businesses/corporations, and two higher education providers which afford us donor financial support and volunteers.*
- ◆ *We serve a very vibrant community of individuals who are interested in finding supportive environments for their children to thrive. The communities have a collectivist orientation where people are intent on working together to achieve goals, especially ones that benefit children. Vibrant cultural norms and values, interest in upward mobility.*
- ◆ *Variety of subject matter experts*
- ◆ *We have great facilities that can be utilized for more cultural programming*
- ◆ *Agencies and programs available, health care professional of a wide variety of specialties, the university, the 2 hospitals, the diversity, the Children's Trust also*
- ◆ *The individuals we serve*

- ◆ *The Strength is the caring of the community.*
3. What additional services do you wish your organization could provide? (57 providers responded to this question)
- ◆ *Professional Development to the organizations we serve*
 - ◆ *More space*
 - ◆ *Additional dental services; Training for dental providers to work effectively with young children and their parents/caregivers*
 - ◆ *I wish our organization was able to transport students from school to our location. We have received feedback that more students would attend if we could get them to our program.*
 - ◆ *If we had funding for two more FTEs, we could serve 3-4 times as many children. Our program is easily scalable and we have the ability to get as many volunteers as we need.*
 - ◆ *We offer a full day art summer program filled with lots of engaging activities. We would like to incorporate a daily healthy body and mind moment. Yoga, meditation, and healthy food would be a great addition to our program. We would also like any classes that could guide our staff and volunteers to better promote positive behavior and redirection of children who get a little over active at the end of the day. Not that we need that often because our young artists are very well behaved and kind. We love the services you have provided us! We love Children's Trust Alachua County!!!*
 - ◆ *Our program is all-encompassing of services we offer. The clients would benefit from hiring more nurses and family partners to reach more people more quickly; thus, enabling more families to participate and recognize the need for our services.*
 - ◆ *Better support for our 3 -4 year old preschool program. Especially children with special needs.*
 - ◆ *After school tutoring*
 - ◆ *Basic life-skills for youth and adults*
 - ◆ *It would be most beneficial to provide more scholarships for the Arts to more under-served youth.*
 - ◆ *Expanded hours/days of services.*
 - ◆ *We need more after school programs (i.e., educational, social, sport, life skills), assistance for single parents and low income families and transportation for youth of the area to get to and from sites..*
 - ◆ *Possibly assistance with tutoring, mentoring, and supports related to college exploration, preparation, and application.*
 - ◆ *FIMR - review 100% of fetal and infant deaths in Alachua. NHVP - additional nurses and outreach staff*
 - ◆ *Family/parent education on child development, discipline best practices, and connecting them to community support.*
 - ◆ *I wish we could provide services for the entire family, addiction services for kids of addicts, Art programming and cultural programming*
 - ◆ *increased mental health services for children in SW Alachua County*

- ◆ *More partnerships with community partners to broaden our afternoon enrichment opportunities. So site-based community activities for our scholars.*
- ◆ *Larger enrollment; Additional funding supports to enhance our afternoon enrichment and community field trips*
- ◆ *Free training for adults*
- ◆ *Free transportation home for our students at the end of the day*
- ◆ *Wish we could reach out to more underserved and minority students, especially at public schools, to engage them in our summer programs.*
- ◆ *We serve/will serve communities that may have different needs from other communities. Any additional services our organization provides will be based upon the communities need.*
- ◆ *More services for high schoolers, girls involved in the Juvenile Justice System or pregnant/expecting teens and postnatal, birth-5, more opportunities for families in East Gainesville, Boys Place (mimic current mission), parental supports (ex. GED tutoring, educating families on ADHD, mandated school supports)*
- ◆ *Free training and job readiness*
- ◆ *engaging more adults in supportive and mentoring roles*
- ◆ *Expanding to provide assistance with math (and not just literacy) and a stronger referral system for other needs.*
- ◆ *Summer Camps, After-school Enrichment on location*
- ◆ *I want to work with the Alachua county children in grades 3-12 who perform in the lowest quartile of reading scores. The program we use, Great Leaps, has a math component that can be added to the reading lessons. It would take an additional 5-7 minutes on the lessons. Almost all of our students are dangerously behind in their math skills as well as reading. I also would like to provide the next step in helping students with their reading after getting their fluency at grade level. Great Leaps also has an easy program to implement with this. I would like to offer a four-times a year writing intensive that students attend for a week to work on skills for essay writing, creative writing, etc.*
- ◆ *Be in more schools ie more funding*
- ◆ *Transportation, Mental health and emotional wellness*
- ◆ *Additional (and better) grocery stores*
- ◆ *Services outside school hours. More community driven activities*
- ◆ *transportation, ability to serve more children*
- ◆ *Additional free after school activities where the students do not have to leave the school campus.*
- ◆ *We would like to have translation/interpretation services and/or programs targeted towards our Spanish-speaking population. We would also like to partner with other organizations to better meet the socio-emotional needs of local children and youth.*
- ◆ *Transportation for clients to attend our workshops and camps.*
- ◆ *Swim lessons*
- ◆ *Reliable Transportation and Scholarships.*
- ◆ *More wrap around services that work together with other non-profit/social services in the area.*

- ◆ *Help with families in financial crisis.*
 - ◆ *STAFFING AGENCY SERVICES*
 - ◆ *Tutoring services for school*
 - ◆ *Transportation to/from more locations.*
 - ◆ *Reading sessions for students who are having problems with reading*
 - ◆ *Mental Health and/or Case Management*
 - ◆ *Mental health behavioral disorders and their environmental causes*
 - ◆ *Mental health education*
 - ◆ *Stronger public policy advocacy, a coordinated volunteer portal to match volunteers with opportunities in our community, establishment of a local chapter of VOAD (voluntary organizations active in disaster)*
 - ◆ *We wish we could provide services to more children and for a more extended period of time.*
 - ◆ *Provide nutritious food to program participants; improve access to physical/dental/mental health services*
 - ◆ *After school programming*
 - ◆ *More presence in the community with the Coordinated Intake and Referral program, more visits per family postpartum with the NewboRN program, more nurses for NFP that is already at capacity, implementation of the Healthy Start Doula Community Program that promotes the certification of a group of diverse doulas from the community to close gaps,*
 - ◆ *Funding to fulfill our mission with the children and assistance for staff that's needed.*
 - ◆ *Mental Health services*
4. What additional supports or resources would help your organization grow, improve, or thrive? Check all that apply.

Response	#	%
Increased staffing	53	73%
Assistance in finding qualified staff	25	34%
Increased retention of qualified staff	16	22%
Increased family awareness of services	38	52%
Professional development	25	34%
More expertise or capacity in billing/finance	9	12%
More expertise or capacity in grants management	16	22%
More expertise or capacity in HR	9	12%
More expertise or capacity in data collection	13	18%
More expertise or capacity in outreach and communication	29	40%
Facilities upkeep	11	15%
Larger or improved physical space	28	38%
Communicating with our target community	29	40%
Other (please specify)	6	8%
Total	73	

Other:

- ◆ *I totally need more space. I have awaiting list of 130 kids.*
- ◆ *More funding*
- ◆ *Stronger support/partnership with the school system*
- ◆ *increased funding*
- ◆ *Additional preparation time prior to program start*
- ◆ *Assistance with transportation, picking up students from school, field trips etc.*

Working Collaboratively

5. What has your organization found to be the best strategy in building trust with the families/youth you serve? (66 providers responded to this question)
- ◆ *Provide a quality program.*
 - ◆ *Frequent and consistent communication*
 - ◆ *Providing skills that can be used currently and youth can grow into for the future. Example: coding skills and graphic design skills.*
 - ◆ *Be transparent with parents.*
 - ◆ *Personal outreach and knowing the communities that you are serving. Heart capita. Working with other organizations and programs that are providing services as well. Having a community or neighborhood resource assessment of needs and or challenges.*
 - ◆ *Returning to the same schools and community sites so they know that we'll be back*
 - ◆ *Listening to individuals you serve*
 - ◆ *Communicate with them frequently and listen to their ideas/suggestions. Where possible, implement the requested items.*
 - ◆ *One-on-one interactions and consistency.*
 - ◆ *Our policy is to engage with each parent at least one a day. We like to tell the parents at least one thing their child mastered and/or excelled in that day or week. We notice this not only builds trust with the parents, it builds confidence in the child. Plus, this gives the parent and child a conversation starter for the ride home. We also allow parents to come in and do an art project with their child. We find that the parents/guardians love this activity. The children like to share what they know with their parent too.*
 - ◆ *Communication (multiple responses)*
 - ◆ *The professionals who work in our program are compassionate, eager to help and extremely knowledgeable. Word of mouth has spread quickly in the past year by clients and providers. When our clients have an incredibly helpful and supportive experience with our program they are eager to tell friends, physicians, family and colleagues.*
 - ◆ *Having a very open dialogue between school and family.*
 - ◆ *Being open and transparent and being a good steward of public funds*
 - ◆ *Using multiple modes to fostering two-way communication.*
 - ◆ *Being engaged in activities that they're involved in, outside of what we offer.*
 - ◆ *Transparency and Open Communication; collective planning and implementation*
 - ◆ *To get parents/guardians involved and help them to become stakeholders*

- ◆ *One-on-one conversations with families/youth where we learn more about the barriers they currently experience in relation to oral health access and work together to find ways to overcome those obstacles.*
- ◆ *Communication with the youth and families while developing clear form of information exchange and insuring outcomes are made clear to reach the goals set for each individual.*
- ◆ *We make ourselves available to families and the children and incorporate their needs and interests into our programming.*
- ◆ *Word of mouth from participants*
- ◆ *Constant communication, providing support in a timely fashion, building collaborative partnerships*
- ◆ *Our organization was designed by the community as an advocacy tool. We are in many cases the voice of the community. Our organization is ran and operated by community members.*
- ◆ *Participating in community events, visiting local school*
- ◆ *Transparency, collective planning, feedback loops, and genuine concern and care in communication.*
- ◆ *Volunteering and being present in activities that they value.*
- ◆ *The free resources that we provide as well as the family events we coordinate*
- ◆ *Running excellent summer programs that engage learners and their families. Continuing to communicate with participants and families after camps are over.*
- ◆ *Honesty, transparency, less talk/more action and doing what you say you're going to do, clear expectations*
- ◆ *Talking in the parking lot, frequent communication, ensuring that we are a part of their village (ex. add us as emergency contacts at school, involve us with family challenges), intentionally build relationships with parents/guardians, siblings, girls, provide external resources, active listening, families knowing our entire team and programs we offer*
- ◆ *Communication, being open and honest about our intentions and what we can and can't do.*
- ◆ *Clear communication, engagement, meeting students where they are at*
- ◆ *Consistency in communication and support; word of mouth among community members; results they can see in their child's report cards.*
- ◆ *Providing accessible programming at no cost, focusing on community outreach and partnering with other community organizations*
- ◆ *Good communication is key. Having others from their community recommend us Having partnerships that validate our legitimacy. Providing feedback on their child's progress and showing them the improvements their child is making*
- ◆ *Providing services free in the schools so that transportation is not needed.*
- ◆ *Open communication and clearly defining expectations*
- ◆ *Our new town hall meetings for citizens to share and/or vent*
- ◆ *Community engagement*
- ◆ *Taking the time to talk with them and getting to know them, finding ways to show them that we appreciate and value them, creating ways to gather their input, involving them in our organization's activities*

- ◆ *Meeting their immediate needs. Offering programs that effect their lives in a meaningful and lasting way.*
- ◆ *We have needed time to become known and trusted within local communities - it did not happen overnight. We believe our customer service approach when working with patrons and partners has played a significant role in gaining the trust of local families and youth. If we ask for input, we do our best to follow through and provide what those in the community feel is needed.*
- ◆ *Being approachable and genuine.*
- ◆ *We have found that utilizing time to establish consistency of character is a major factor in developing authentic relationship.*
- ◆ *Showing that we're here for long-term commitments. I think now that we're in our third service year, it has allowed families to trust that we're here to build community with them.*
- ◆ *Being transparent & up front*
- ◆ *Consistency with in person communication*
- ◆ *Consistency and professionalism*
- ◆ *Increased communication from our staff to them about their child's experience with us.*
- ◆ *Gaining commitment from the entire family by negotiating agreements with students and parents.*
- ◆ *Taking the time to talk to children's parents and getting to know their family individually.*
- ◆ *Providing caring and qualified staff*
- ◆ *Peer led education and support*
- ◆ *Relationships and rapport building, following through with program model of services*
- ◆ *When families realize they are not alone and they can get strength from families going through what they are going through*
- ◆ *Providing excellent client service and being present at community outreach events which help to reinforce a positive relationship.*
- ◆ *Hosting parent meetings where we help cater to parents' needs has helped to establish trust, also welcoming parents to participate in our programming, and being with parents in other community spaces.*
- ◆ *Meeting families/youth at a location that is comfortable and convenient to them; following through on commitments to families/youth in a timely and consistent manner*
- ◆ *Transparency is always key to building trust. All of our meetings are open to the public.*
- ◆ *Transparency in all our processes and the relationship built between the home visitors and the families. Collaboration with the hospitals and other agencies and programs. Presence in many community events and activities.*
- ◆ *You Must meet the families where they are .*

6. Do you participate in any groups of providers/agencies that work together in serving families/youth?

Response	#	%
Yes	48	67%
No	24	33%
Total	72	

If yes: What provider/agency groups do you work with in serving youth/families?

Response	#
University of Florida	17
UF College of Education Counseling	2
UF pre dental	1
UF college of education	2
UF center for reading disorders	1
UF office of Black student affairs	1
UF health	1
UF group to work on breastfeeding and doula initiatives	1
UF Phillips Performing Arts Center and Gainesville Links	1
UF College of Medicine	1
UF Shands	2
United Way	9
school district	7
Children's Trust of Alachua County	6
Early Learning Coalition	6
Aces in Motion	3
Healthy Families	3
City of Alachua	2
City of Gainesville Parks and Recreation	2
Cultural Arts Coalition	2
DCF	2
DJJ	2
Girls Place	2
PRG	2
private schools	2
Title 1 programs	2
211	1
ACH North Florida Hospital	1
after school programs	1
Alachua County Libraries	1
Alachua County Public Schools	1
Anita Zucker Center	1

Big Brothers Big Sisters of Alachua	1
Boys and Girls Club	1
Breastfeeding Coalition	1
Campaign for Grade Level Reading	1
Caring & Sharing Learning School	1
Catholic Charities	1
Central Florida Community Action Agency	1
Children Beyond Our Borders	1
city leaders	1
City of Archer Recreation department	1
City of Gainesville	1
collegiate institutions	1
Community Foundation and more	1
Comprehensive Women's Center	1
daycare center	1
Dolly Parton Imagination Library	1
elementary school	1
Episcopal Children's Services	1
Equal Access Clinic	1
FL-508 Homeless Continuum of Care	1
Florida State MSW Program	1
former members of BOOST Alliance	1
foster families and adoptive families.	1
Gainesville 4 All	1
Gainesville Circus	1
Gainesville Housing Authority	1
Gainesville Immigrant Neighbor Initiative (GINI)	1
GNV thrives	1
Grade Level Reading	1
Greater Gainesville Chamber of Commerce	1
Harn	1
Head Start	1
Health care center	1
Health Department	1
Healthy Start	1
Healthy Start's CI&R Home Visiting Advisory Committee	1
HIPPY Program	1
Home Visiting Advisory group	1
Howard Bishop Community School	1
Juvenile Justice Council	1
Kids Count	1
Library Partnerships	1

Loads of Learning GNV	1
Local partners and CTAC	1
Manhood Youth Development Foundation	1
Meridian Behavioral Health and Child Advocacy Center	1
MIECHV	1
Motiv8 U	1
Museum of Natural History	1
NAMI	1
Newberry City government	1
NFP	1
NHVP	1
Other providers	1
Pace	1
parents in rural communities	1
Parks and Recreation	1
Partnership for Strong Families	1
Partnership to Reimagine Gainesville	1
partnerships/collaborations with many youth-serving agencies	1
Plan Parenthood	1
Previously BOOST	1
reading pals	1
restaurants	1
River Phoenix Center for Peacebuilding	1
Safety Net Collaborative	1
Star Center	1
Sun Country Gymnastics	1
System of Care	1
teachers	1
Technology companies	1
UF Department Community Dentistry - Community-based programs	1
Under Ground Kitchen	1
WIC	1
WIOA/Career Source Advisory Committee	1
Working Food	1
YAS Youth Orchestra	1
ACH North Florida Hospital	1
Total	302

If no: If such a group existed, would your organization be likely to participate in it?

Response	#	%
Yes	17	65%
No	0	0%
Don't Know	9	35%
Total	26	

Your Organization and Community

7. Does your organization currently have a waiting list of families/youth?

Response	#	%
Yes	30	43%
No	35	51%
Don't Know	4	6%
Total	69	

8. Thinking about the population your organization serves, what are the two top services/supports they need that are not being met? These may be services/supports that your organization does not provide. (62 providers responded to this question)

- ◆ *Scholarships to access summer camps. Support for families to fill out applications for summer camps and scholarships (we had numerous families start applications for the camp and financial support, but only one family finished the financial aid application)*
- ◆ *Affordable Housing*
- ◆ *Affordable, quality childcare (multiple responses)*
- ◆ *Affordable/access to wifi internet. Access to technology. (multiple responses)*
- ◆ *How to find the resources they need for their child (for example, where they can get free/discounted counseling, how to get an IEP/504 for their child, who to call for educational assessments, organizations to call when they can't pay for electric)*
- ◆ *Arts and Culture Activities. Services for younger children*
- ◆ *Career development training (financial literacy)*
- ◆ *Counseling, safe places to live*
- ◆ *Education on mental health disorders and traumatic stressors*
- ◆ *Educators receiving training due to business of schedules. Engaging men and boys*
- ◆ *Extended before/after care, free lunch programs for private schools*
- ◆ *Family and professional mental health education into behavioral disorders and their environmental causes*
- ◆ *Family/parent education on child development & discipline practices*
- ◆ *Financial support, family emergency supports (multiple responses)*
- ◆ *Tutoring services (multiple responses)*
- ◆ *For our 3 and 4 year olds we need support with challenging behaviors and learning disabilities.*
- ◆ *Free after school/ tutoring services that offer transportation for children.*

- ◆ *Health services (multiple)*
- ◆ *Nutrition/access to healthy foods*
- ◆ *higher staff pay and better opportunities for professional development for family members/parents/grandparents*
- ◆ *I would love to be able to collaborate with the local neighborhood restaurants for lunch & dinner choices for the families.*
- ◆ *In home internet and funding for training in vocal and musical instruments.*
- ◆ *Just need additional staff and resources*
- ◆ *More volunteers (multiple responses)*
- ◆ *Mental health counseling/services (multiple responses)*
- ◆ *Mentoring for youth (multiple responses)*
- ◆ *Positive Social outlets for teens*
- ◆ *Preventive care*
- ◆ *Nurse-Family Partnership nurses for substance exposed pregnant women and newborns.*
- ◆ *Operating capital that isn't grant based*
- ◆ *Our program offers every service and support available.*
- ◆ *positive reinforcement and behavior correction*
- ◆ *Programming that meets the cultural needs of students and encourages their interest and success in academic content. Resources for a healthy lifestyle (eating, physical, mental health)*
- ◆ *Rural Community Support*
- ◆ *Sports, social skills, and life skills*
- ◆ *Summer Camps*
- ◆ *Supports in the academic core disciplines (where students are learning in culturally relevant ways). Counseling (understanding grades, assessments, and services needed for children and how to best advocate)*
- ◆ *swim lessons*
- ◆ *Teachers*
- ◆ *Transportation (multiple responses)*
- ◆ *Clothes/Uniforms for the children*
- ◆ *Utility assistance. Housing assistance*
- ◆ *wrap around support services and education options*
- ◆ *Youth activities and after school activities (multiple responses)*

9. How could the Trust better facilitate coordination between providers? (rank) (68 providers responded to this question)

Option	# 1st Place Rankings	# 2nd Place Rankings	Overall Score
Topic Based Events	13	11	4.81
Provider Summits	11	14	4.51
Shared Professional Development	14	9	4.37
Biannual Provider Meetings	8	14	4.10
Meet and Greets	8	6	3.65

Monthly Provider “News and Update” Emails	7	9	3.50
Virtual Bulletin Board	7	5	3.06

10. Do you have any additional suggestions for how the Trust could better facilitate coordination between providers? (21 providers responded to this question)

- ◆ *Share with all the providers what each organization has to offer. Highlight a provider each month. Do interviews with providers or videos. Since Covid it feels like we are not as connected as before since we don't see each other at meetings as often. Host in-person events.*
- ◆ *Meeting in each other school.*
- ◆ *I found this event tonight to be wonderful. Great to make connections.*
- ◆ *better communication with directors and different opportunities for staff*
- ◆ *Partner with some of the providers and allow them the opportunity to share success stories. The Trust may already be highlighting some of the success stories current providers are realizing.*
- ◆ *Meet and Greets are fabulous.*
- ◆ *Be great listeners and supporters of the providers*
- ◆ *Host events where we can share what we are doing and services that we offer. Not on the same day where it is a long drawn-out meeting, but one event can highlight providers who focus on STEM Education, another day can be sports and character development, another day on early childhood or literacy. We can join based on what topics are of interest to us and also share based on what our organization specializes in.*
- ◆ *Encourage collaboration for strengths and weaknesses*
- ◆ *Transparency and better communication related to grant expectations and timely reimbursements. A nonprofit should not have to wait three months to receive reimbursement for a completed program and have additional information/documentation requested that wasn't communicated as the expectations for a grant.*
- ◆ *Consult with providers before planning events in regards to dates and times. Intentionally plan with the assumption that ALL team members are serving youth during program hours. Providers should include funded and not-funded organizations. Consider mentorship.*
- ◆ *Increased funding would allow for more staffing allowing for improved capacity with community partners*
- ◆ *Three of the above (meet and greets, provider summits, and provider meetings) seem to be the same thing. I think this is a good idea, but it might be more helpful to connect providers who work in the same area (education, food security, housing, etc.) as well so they can have a chance to explore collaboration and share resources.*
- ◆ *Monthly or quarterly 30 min zoom to update all on needs/what's going on/collaboration, etc. A shared calendar of upcoming events. For example, last year, we planned a big event at the same time another organization did and we were both serving similar demographics.*
- ◆ *Having a shared resource base where we can support each other in building capacity*

- ◆ *Look to existing groups to join forces for meetings, trainings, etc. This may help to avoid overwhelming and duplicated meetings.*
- ◆ *Forums to create provider connections.*
- ◆ *We should meet in person annually.*
- ◆ *Educational seminars*
- ◆ *Fund education seminars on mental stress and trauma and the resulting behavioral disorders*
- ◆ *Support for families*

Envisioning a System of Supports

11. The mission of the Children’s Trust of Alachua County is to “ fund and support a coordinated system of community services that allows all youth and their families to thrive.” When you envision a system of supports for our children and youth in Alachua County that works effectively, what do you see? (57 providers responded to this question)

- ◆ *A bridge between programs.*
- ◆ *A comprehensive, collaborative strategy for ensuring children born in Alachua County have equal access to high quality early-childcare that will prepare them for kindergarten, a public school system that has the resources and staff to provide quality, equitable K-12 education, and a robust after-school system that provides children with safe spaces to develop themselves academically whether through STEM, arts, sports, etc., so their parents/guardians can work to achieve and maintain financial stability. I believe the Children’s Trust can convene and lead the case for this strategy in collaboration with ACPS, PTAs, nonprofits, UF, SantaFe, and childcare and afterschool-care facilities. It will take everyone doing their part to see success as no one agency can do it all.*
- ◆ *A coordinated effort, multiple organizations working in unison operating with the same goals in mind.*
- ◆ *A network that includes partnerships between businesses, donors, support services, and families.*
- ◆ *A support system knowledgeable of the community and willing to work to improve the providers.*
- ◆ *A system that address the needs of the entire family, considering without a solid foundation and healthy family life, we can provide all the services we want, kids still will not thrive.*
- ◆ *A system that is sensitive to the underlying traumatic stressors associated with behavioral disorders*
- ◆ *A system that reaches out to all students and families as where they are with a target of making them better.*
- ◆ *A system that takes into account that most other systems are made to oppress people of color, and not only seeks to address the results of these white supremacist systems, but also seeks input from the community as to how they would like to be supported and embraces feedback and experiences from the community in addition to any quantitative feedback.*

- ◆ *A thoughtful process to make sure no child is left behind (educationally, mentally, physically); providers who make referrals to each other; ensuring services complement (don't compete) with each other.*
- ◆ *Activities and services for all the children*
- ◆ *All children and youth being supported in school and during after school with activities that promote age appropriate development.*
- ◆ *All programs/services/supports functioning together to promote community involvement.*
- ◆ *An effective system will be an equitable system. Transportation won't be an obstacle, understanding the community needs, working with youth serving agencies to understand services being provided and finding ways to address gaps for youth & families that do need meet the outline eligibility requirements of the Trust, but can't afford youth programs/services. An ideal system would be all agencies serving youth would work together to ensure youth have a pipeline of services from 0-18.*
- ◆ *Collaboration, communication, and support among programs.*
- ◆ *Collaborative and Collective work towards opportunities and programs that "see" and "center" our youth.*
- ◆ *Communication, listening, responding to what the community needs, holistic approach that embodies intersecting identities, create transitional plans from 0-5 centers to providers beginning at 5 years old, school system support/increased communication of out of school programs, all organizations being trauma informed*
- ◆ *Comprehensive solutions to issues and challenges families and children have.*
- ◆ *Coordinated efforts where groups are able to function in their areas of expertise. Groups who are strong in areas collaborating with other groups who may not be as strong.*
- ◆ *Coordinated, collaborative efforts that reach children in the areas they spend most of their time and that actively engage parents.*
- ◆ *CTAC should serve a role like the dissolved "BOOST" initiative, which had all providers together, working in a coordinated and strategic way.*
- ◆ *Education and cooperation*
- ◆ *ELC rules and rates do not help us to provide services for kids that are subsidized by them. I lose over \$5,000 a month...so I will try to serve less and less ELC children. Which is very sad!*
- ◆ *Ensure they enter that system of supports early (prenatally or right after birth)*
- ◆ *Existing supports working more closely together with a common goal.*
- ◆ *External committees working with the district to fill in the gaps*
- ◆ *Holistic interventions that serve the entire family system. For example, we prioritize adding siblings into our literacy program. We have got to all get on the same page. There can't be 500 different organizations doing 500 different things serving the same people. That's ridiculous. If I am dreaming of a utopia situation, it would be that we all let go of our individual ways we think we are helping and look at the data-what programs are working, what is helping and put all our money and energy into those things and collaborate together, we can actually make a big difference in Alachua County. We can't do that if organizations that are proving themselves don't have the funds to expand. We have to fund programs that make systemic changes that change*

the trajectory of kids' lives. For example, it's nice to put books in the hands of children that don't have them, but we have libraries. That doesn't teach a child to read. Another example: a group got funded by the county to fix roofs of people who can't afford it. They got funding for about \$15,000. Why not take that money and teach 1-4 people to start their own roofing company. It makes absolutely no sense to me that our county/city funds things that make people feel like they are doing something helpful. Also, things take too long. While people are doing needs assessments/research etc, people are going without the resources they need. Most of CTAC's providers know what is needed in our community. Listen to us. We work day in and day out with people.

- ◆ *I envision a system where parents are able to connect to all services through a centralized hub that understands the different services provided and the limits of those services.*
- ◆ *I see a community that acts as the village who raises the child. I see a community that mirrors a happy family. Allowing families a safe and colorful space to be creative and grow imaginations. Creativity and imagination is the birthplace of invention.*
- ◆ *I see a continuum of care for all students. For quality programming to be available for all age groups. For there to be collaboration amongst providers. For there to be universal systems for things like transportation. Consistent professional development opportunities for all providers.*
- ◆ *I see a reduction in the numbers of orgs offering services*
- ◆ *I see a system that connects all agencies, does not duplicate services to more efficiently support the agencies providing the services, keep constant communication and ongoing needs assessments*
- ◆ *I think it is working effectively, but what we cannot provide and with the economy down we are seeing more in need of basics such as food and housing*
- ◆ *If each partner promoted the interconnected services that we are working to provide as a web then more diverse populations could be reached. Partners marketing as a collective approach to the populations they serve.*
- ◆ *Interagency cooperation.*
- ◆ *Inter-professional interactions that support the Children's Trust and the children and families they serve*
- ◆ *Layers of support that allow children of all ages the opportunity to receive services. This system ranges in services that include prevention and intervention levels of care and meets the needs of deficits that exist in our community. The system of supports makes accessible services that may otherwise be out of reach for families and levels the playing field of what children can be exposed to despite their circumstance.*
- ◆ *List of providers and services. There are plenty of kids and families to support, no need to compete for resources.*
- ◆ *Mentorship programs*
- ◆ *More action, less talk. More real coordination of actions with fewer meetings. There are a number of agencies doing good work. We know each other and can work well together.*
- ◆ *More support for early childhood programs*
- ◆ *People working together positively and cohesive for the good of all children.*

- ◆ *Programs that are connected with one another, with regular contact about services each provides and updated contact information when we need to refer someone for services.*
- ◆ *Programs that are easily accessible for all kids regard of parent income level*
- ◆ *Provide funding and support to organizations that serve our children and youth without so much oversight and micromanagement. We literally could not spend most of the CTAC funds set aside for our youth program because use of funds was so severely restricted. Identify organizations doing excellent work for our youth, grant them funds to carry out that work, and then get out of the way!*
- ◆ *Services that take into account every point in children's day including the moment they wake up until they go to sleep. This would include meals, support in schools, after school, and home supports.*
- ◆ *Shared program planning and implementation (key stakeholders all vested in centering our children and youth) that directly responds, evaluates and attends to the needs of the community.*
- ◆ *Supports that address the physical, mental, emotional, spiritual, and academic needs of youth and their families.*
- ◆ *System that includes the entire family.*
- ◆ *The need for more family engagement activities.*
- ◆ *User friendly; supports are not useful if they are too cumbersome to access*
- ◆ *Using an organization's strength to meet the needs*
- ◆ *Viable resources for schools and communities that don't require a lot of red tape. Easy access for families to take advantage of. Maybe having school and community liaisons to help facilitate partnership.*
- ◆ *We need to consistently implement the support of other organizations that will tailor to the actual needs of the kids and not a generalized idea of what's needed.*
- ◆ *When I envision a system of support for Alachua County's children, I think it must be relational, data-driven, and sustainable. Data-driven approaches means we tackle specific, fairly well-understood challenges in ways where the results are measurable and change can be easily seen. I realize not all challenges fall into this category, but many do, particularly in the basics of education, food and housing support. Being sustainable means the focus cannot be solely on outcomes, but must also be on building strong institutions in both the public and non-profit sectors that can take on these takes. This requires sustained funding guarantees that organizations can count on (contingent on results and reporting, of course). An organization that doesn't know if it will have funding year to year cannot invest in quality staff development or long term infrastructure needs. Finally, the support system has to be relational, not only offering services to those who need them, but working to draw those people in to the network itself as stakeholders whose input and work is invited and valued. Empowering people to be agents in their own growth and well-being doubles the impact of these efforts and helps with sustainability as well.*
- ◆ *When there is enough service providers and accessibility for all faucet of activities and support services for all youth in our county to attend that has a desire too.*
- ◆ *Youth receiving the services that they are in need of and seeing results of them working effectively.*

Our Community

12. Thinking about Alachua County, what are three areas that you feel families/youth are well supported? Check all that apply.

Response	#	%
Connect Families to Resources (Basic Needs)	18	31%
Enrichment and Out-school-time Programs	16	28%
Physical Health	14	24%
Food Security	13	22%
Prenatal and Postpartum Care	13	22%
Literacy & Other Academic Supports	12	21%
Quality Child Care	10	17%
Quality education for school-age students	10	17%
Substance Abuse Prevention	8	14%
Career Exploration & Preparation	7	12%
Housing Adequacy/Security	6	10%
Mental Health & Well being	6	10%
Support for Special Needs Children (i.e., Developmental Delays and Disabilities)	6	10%
Family Strengthening & Supports	6	10%
Injury Prevention	4	7%
Violence Prevention / Safety	4	7%
Delinquency / Truancy	2	3%
Other (please specify)	12	21%
Total	58	

Other:

- ◆ *Not sure. In Alachua County it is very hard to connect with needed services.*
- ◆ *I know there are many programs available for the youth in our area. I can't speak to how effective they are for all of the youth and to the degree to which youth receive support.*
- ◆ *I wouldn't say we're doing any of this well right now. There's a lot of work to do and many needs going unmet.*
- ◆ *We got work to do.*
- ◆ *Parks and recreation*
- ◆ *ENTIRELY depends on the population in question, some populations are underserved in ALL areas*
- ◆ *There are deficiencies in all of these areas. My targeted group is not supported in these areas*
- ◆ *There is always room for improvement for all of the noted areas*

13. What community issues are the families/youth served by your organization most concerned about? Check all that apply.

Response	%	#
Mental Health & Well being	42	66%
Housing Adequacy/Security	31	48%
Quality education for school-age students	26	41%
Enrichment and Out-school-time Programs	25	39%
Family Strengthening & Supports	25	39%
Violence / Safety	25	39%
Food Security	23	36%
Quality Child Care	23	36%
Literacy & Other Academic Supports	22	34%
Connect Families to Resources (Basic Needs)	18	28%
Substance Abuse Prevention	16	25%
Career Exploration & Preparation	15	23%
Special Needs Children (i.e., Developmental Delays and Disabilities)	12	19%
Delinquency / Truancy	11	17%
Prenatal and Postpartum Care	9	14%
Physical Health	9	14%
Provider Professional Development & Capacity Building	9	14%
Injury Prevention	3	5%
Other (please specify)	2	3%
Total	64	

Other:

- ◆ *Dental Health/Oral Health*
- ◆ *Affordability of services, lack of access, no transportation to programs during out of school time*

14. What community issues are your organization most concerned about? These could be issues your organization focuses on in its work or could be issues impacting the community outside of your work but they are impeding your ability to meet families' needs. Please choose the top 3.

Response	%	#
Mental Health & Well being	28	44%
Enrichment and Out-school-time Programs	22	35%
Connect Families to Resources (Basic Needs)	16	25%
Literacy & Other Academic Supports	16	25%
Family Strengthening & Supports	13	21%
Quality education opportunities for school-age students	13	21%
Career Exploration & Preparation	12	19%
Violence / Safety	12	19%

Quality Child Care	11	17%
Substance Abuse Prevention	10	16%
Special Needs Children (i.e., Developmental Delays and Disabilities)	8	13%
Housing Adequacy/Security	7	11%
Delinquency / Truancy	5	8%
Food Security	4	6%
Prenatal and Postpartum Care	3	5%
Physical Health	3	5%
Provider Professional Development & Capacity Building	2	3%
Injury Prevention	1	2%
Other (please specify)	3	5%
Total	63	

Other:

- ◆ *Dental Health/Oral Health*
- ◆ *Transportation.*
- ◆ *communication*

15. If you could improve just one thing in Alachua County to help all children/youth thrive, what would it be? (54 providers responded to this question.)

- ◆ *Activities to curb violence and reading skill improvement*
- ◆ *Affordable housing*
- ◆ *Arts Education*
- ◆ *Assist all families with children to fill out summer program application forms and scholarship forms to access those programs.*
- ◆ *Collaboration*
- ◆ *Culturally responsive schools and academic supports*
- ◆ *Decrease violence, including gun violence and gang activity.*
- ◆ *Easier access to healthcare services (through schools, community programs)*
- ◆ *Easily accessible resources and out of school time activities for students of all ages.*
- ◆ *Easier access to programs for all (multiple responses)*
- ◆ *Education/Quality education (multiple responses)*
- ◆ *Employment/internships/training opportunities for all students*
- ◆ *Enhanced availability of accessible oral health services at all stages of childhood development.*
- ◆ *Ensuring safe, secure home environments for all children.*
- ◆ *For more professional intervention to be provided to elementary students who are struggling readers. For after school programs to be able to provide paid, professional tutors or for parents to have the resources to provide this. So many of our students are falling further and further behind.*
- ◆ *Free medical/dental care*
- ◆ *fully funded quality childcare for children 0-3*
- ◆ *Give more out of school time for kids*

- ◆ *I would make sure each child was placed in an environment where s/he daily received positive affirmation and support at the mind, body, and spirit levels.*
- ◆ *I would put the people most impacted by social issues at the forefront of programming, project design and decision making.*
- ◆ *Impact systems as a whole!*
- ◆ *Increased quality programs for youth on the SouthEast side of town*
- ◆ *Investment in prevention services*
- ◆ *It would make youth feel safe in their communities and valued as learners in the classroom.*
- ◆ *Literacy - getting all kids reading fluently by middle school.*
- ◆ *Make funding more accessible to implement the programs to directly help*
- ◆ *Making activities like art, dance, music, gymnastics, astronomy, zoology, gardening, and sports more accessible (financially and logistically)*
- ◆ *Mental Health & Well being*
- ◆ *Mental health education for families and professional providers - behavioral disorders and their underlying causes*
- ◆ *mental health services in our location*
- ◆ *Offer more grants for providers servicing youth to hire more staff and acquire more physical space.*
- ◆ *Parenting classes and support*
- ◆ *Provide and distribute more money to Black communities and to other oppressed and marginalized peoples and communities.*
- ◆ *Provide engaging activities for a diverse group*
- ◆ *Provide free parenting classes.*
- ◆ *Provide stronger families and support systems at home*
- ◆ *Provide Youth and Activities Centers in every major neighborhood providing students with things to do that would assist them in becoming a productive citizen.*
- ◆ *Providing resources to youth that do not have extra-curricular activities.*
- ◆ *Quality education in ALL schools in Alachua County*
- ◆ *reduce poor birth outcomes*
- ◆ *Remove the restrictions teachers face in educating at risk students around systems of oppression*
- ◆ *Removing obstacles/barriers to serve (i.e. funding, transportation and more collaboration)*
- ◆ *Safe transportation beyond just the university limits!*
- ◆ *Special needs support for our 3 - 4 year olds.*
- ◆ *support early childhood programs in improving quality, reducing teacher/child ratios, group size, gold seal, and teacher educational levels.*
- ◆ *swim lessons*
- ◆ *That each child would have a parent/guardian read to them for 15 minutes a day and talk to them for 15 minutes more.*
- ◆ *To help every child find their confidence and know they matter in the big world picture of life.*

- ◆ *to improve the parent portals to included downloadable assignments for youth who miss assignments in class. to Assure the teaches get assistance with up keep of the parent portals.*
- ◆ *Vocational training*
- ◆ *Would Change ELC rules, regulations and have a better training personnel to help parents. Parents are not treated very well by ELC staff. It is a constant struggle for the parents to have their scholarship renewed.*
- ◆ *Youth centered and informed enrichment opportunities. Centering youth voices in program planning and implementation.*

The Children's Trust

The Children's Trust has four goals and uses 15 indicators to measure progress in reaching those goals

Goals	Indicators
All children are born healthy and remain healthy.	A. Percent of low birth weight babies B. Rate of hospitalizations for self-inflicted injuries C. Rate of bacterial STDs D. Rate of child food insecurity
All children can learn what they need to be successful.	E. Percent of children ready for Kindergarten F. Percent of 3 rd grade students proficient in English. G. Percent of 8 th grade students proficient in reading. H. High school graduation rate
All children have nurturing, supportive caregivers and relationships.	I. Rate of children subject to maltreatment J. Rate of youth arrests K. Number of children in out-of-home care
All children live in a safe community.	L. Social Vulnerability Index percentile M. Percent of household with severe housing problems N. Rate of violent crimes O. Rate of non-fatal motor vehicle traffic related hospitalizations among children aged 12-18

16. Please rate and rank of each of the Trust's indicators.

Indicators	Useful (% Yes)	Should be 1 of the top 3 Trust priorities (% Yes)
A. Percent of low birth weight babies	63%	25%
B. Rate of hospitalizations for self-inflicted injuries	75%	41%
C. Rate of bacterial STDs	51%	6%
D. Rate of child food insecurity	96%	85%
E. Percent of children ready for Kindergarten	95%	71%
F. Percent of 3 rd grade students proficient in English.	87%	66%
G. Percent of 8 th grade students proficient in reading.	96%	62%
H. High school graduation rate	93%	66%
I. Rate of children subject to maltreatment	91%	64%
J. Rate of youth arrests	78%	49%
K. Number of children in out-of-home care	79%	18%

L. Social Vulnerability Index percentile	56%	27%
M. Percent of household with severe housing problems	85%	60%
N. Rate of violent crimes	76%	42%
O. Rate of non-fatal motor vehicle traffic related hospitalizations among children aged 12-18	42%	9%
Total	58	58

17. Are there any other indicators that you believe the Trust should use in measuring progress in meeting its goals of improving the lives of children?

Response	#	%
Yes	20	36%
No	35	64%
Total	55	

If yes: What are they?

- ◆ *Breastfeeding rates (which increases physical health, bonding/trust and improves mental health)*
- ◆ *Emergency room visits for mental health disorders*
- ◆ *Engagement/participation in extracurricular activity*
- ◆ *Household Income*
- ◆ *How many children and youth have or have had a parent or caregiver incarcerated*
- ◆ *If the children's trust is going to use these indicators with the goal of improving children's lives, it must also examine what is actually measured by these indicators. Many of these are racially based and reflect little on what is actually happening in the community. For example, studies show that black and other children of color are disproportionately removed from their homes and placed into gov. care, and while this can indicate inadequate care at home, what it does is punish poor or poc for having children. These people are not numbers.*
- ◆ *Income of the kids who have graduated ACPS 1 year and 5 years post graduation*
- ◆ *infant mortality; unintentional injuries for children under 5*
- ◆ *Let's get indicators that speak to the home life of the child such as: no biological parent in the home, addicts or incarcerated persons in the home. Witness to domestic violence*
- ◆ *Maternal death/preterm birth/teen pregnancy/repeat teen pregnancy/maternal substance use*
- ◆ *Maternal health & wellness, access to healthy foods & health information*
- ◆ *Partnership and collaborations - what organizations/agencies are working together to meet the needs?*
- ◆ *Percent of children getting medical care, and separately dental care, each year*
- ◆ *Percentage of gold seal early childhood programs*
- ◆ *Prevalence of children with untreated tooth decay; Rate of pediatric emergency department visits for preventable dental problems*
- ◆ *Rate of accessibility for mental health support*
- ◆ *Rate of truancy in school; rate of hospitalization for injury or sickness*

- ◆ *Science and Math Proficiency*
- ◆ *Suicides*
- ◆ *TBC*

18. Please rate the value of the Trust’s partnership to your organization on a scale of 1 to 10, with 1 being “not at all valuable” and 10 being “absolutely critical to our organization’s success”.

A total 54 providers offered a rating. The average rating was 8.33 and the median was 9.50.

19. Organizations often have stated core values, such as: Accountable, Collaborative, Customer-Focused, Efficient, Empathy, Equity, Inclusive, Innovative, Respect, Stewardship, and Transparent. When you think about the Trust and its mission, what three values do you think are most important for the Trust? (48 Providers responded to this question).

- ◆ *Accountable, Transparent, Fairness*
- ◆ *Accountable, Collaborative and Empathy*
- ◆ *Accountable, Collaborative and Transparent*
- ◆ *Accountable, Collaborative, Equity*
- ◆ *Accountable; Stable, Effective*
- ◆ *children food security housing*
- ◆ *collaboration, equity, stewardship*
- ◆ *Collaboration, innovation and inclusiveness*
- ◆ *Collaborative*
- ◆ *Collaborative, Customer Focused, Empathetic, Equitable, Inclusive, Respectful.*
- ◆ *Collaborative, Equitable and Innovative*
- ◆ *Collaborative, Equity, Inclusive*
- ◆ *Collaborative, Equity, Respect*
- ◆ *Collaborative, Inclusive & Efficient.*
- ◆ *Collaborative, Inclusive, Customer-Focused*
- ◆ *Collaborative, Inclusive, Stewardship*
- ◆ *Collaborative, Respect, Customer-Focused*
- ◆ *Collaborative, Stewardship, Transparent*
- ◆ *Collaborative, Transparent and Equity*
- ◆ *customer focus, efficiency, innovative*
- ◆ *Customer-focused, equity, and inclusive*
- ◆ *Customer-focused, transparent, collaborative*
- ◆ *Customer-Focused; Transparent; Connection*
- ◆ *Efficient, Inclusive, and Transparency*
- ◆ *Empathy, Customer-focused, Collaborative*
- ◆ *Empathy, Equity, Stewardship*
- ◆ *Equity and collaboration*
- ◆ *Equity, Collaborative, Integrity*
- ◆ *Equity, Collaborative, Transparent*
- ◆ *Equity, Collaboration, and Customer-focused*

- ◆ *Equity, Collaborative, Customer-Focused*
- ◆ *Equity, Collaborative, efficient*
- ◆ *Equity, customer-focused and efficient*
- ◆ *Equity, Inclusion, Transparency*
- ◆ *Equity, Inclusive, Collaborative*
- ◆ *Equity, Inclusive, Empathy*
- ◆ *Focus on children, safety and mental health*
- ◆ *Giving children the tools to be successful thru educational opportunities/camps/after school programs. Keeping children safe and healthy*
- ◆ *Honesty, Integrity, Open-minded*
- ◆ *Innovative, collaborative, inclusion*
- ◆ *respect, collaborative, empathy*
- ◆ *Respect, Equity, and Collaborative.*
- ◆ *Stewardship, Collaborative, Empathy*
- ◆ *Stewardship, Transparency, Customer Focused*
- ◆ *Community Collaboration, Equity, Devotion to Justice.*
- ◆ *Transparency, Stewardship, Strategic*
- ◆ *Transparent, Collaborative, Efficient*
- ◆ *Trust-Transparent-Respect*

Value	#
Collaborative	33
Equity	19
Inclusive	12
Transparent	8
Empathy	8
Stewardship	7
Efficient	6
Customer Focused	6
Respect	6
Accountable	5
Transparency	5
Innovative	4
Customer-focused	4
Equitable	2
Integrity	2
Devotion to Justice	1
Trust	1
Mental health	1
Stable	1
Child-focused	1
Fairness	1
Effective	1

Connection	1
safety	1
Open-minded	1
Strategic	1
Honesty	1
Community	1
Other	2
Grand Total	142

20. One particular area of concern is reducing disparities in child outcomes. What are your thoughts for how the Trust might better tackle this issue? (40 Providers responded to this question).

- ◆ *address family dynamic and mental health*
- ◆ *Address the issues that concern the community and not blanket social issues*
- ◆ *Addressing inequities in childhood outcomes at individual, familial, social, and political levels, as well with a holistic approach, will have the greatest impact.*
- ◆ *communication and transparency*
- ◆ *Community engagement and Literacy education*
- ◆ *Continue to collaborate and seek out innovative solutions*
- ◆ *Continue to invest in current programs that are proving quality care and programming.*
- ◆ *continued partnership with childcare facilities and schools. Partner with churches and community centers.*
- ◆ *Create awareness around the problem to citizens in the community. Particularly in the business sector. Businesses will be impacted drastically when these children are in the workforce. They are most likely not aware of the disparity growing in our community.*
- ◆ *Create measurable objectives.*
- ◆ *Cross sector partnerships and community-embedded assessment and evaluation*
- ◆ *Ensure that programs being funded are in the communities with the highest levels of disparities to ensure the resources are allocated as needed.*
- ◆ *Ensuring resources are equally available to all children and families through place-based supports and resources to help families overcome barriers to success (e.g., financial stability, housing, childcare, transportation).*
- ◆ *focus programming on children and youth who have the most limited access*
- ◆ *Help children have access to life-long experiences in the arts or any activity that presents challenges at multiple levels leading to mastery.*
- ◆ *Highlight and give preference to organizations and programs directly addressing these disparities; make this a part of the Trust's core mission.*
- ◆ *I feel that more work has to be done in the schools. Teachers and Admin can try to focus more on what the child is good at instead of what they struggle in. Approaching the child with their gifts can help the child feel more confident and curious about knowledge.*

This is the approach "Gifted" students get. Why can't all children have the same approach?

- ◆ *Identify early indicators to prevent disparities*
- ◆ *Improve the quality of early childhood programs 0 to 5 years especially those serving children who are on school readiness*
- ◆ *Increase collaboration across agencies to identify the barriers and gaps in service.*
- ◆ *Increase funding and funding opportunities to providers*
- ◆ *Involving community members in helping to design and test solutions.*
- ◆ *It depends on the outcomes you are attempting to tackle. Educational outcomes (qualitative and quantitative research related to best practices for the population being served).*
- ◆ *It is best to support organizations who are vested in the communities that they serve and whose staff reflect the demographics of the families. It is also critical to consider impact!*
- ◆ *Just as the needs of the people we serve are broad, I think the question is too broad.*
- ◆ *Look at what is causing the disparity and fix it. For example we know that reading scores are highly linked to graduation rates, truancy, crime, etc. so we have to increase the reading scores. The schools have proven over and over again they can't do it. We have the highest racial disparity gap in the state. Find organizations that are fixing these problems and start them here.*
- ◆ *Make sure as much funding as possible goes directly to service provision. Less money on studies, less money on meetings, less money on consultants, or even on innovating. We have organizations doing good work, the role of CTAC is to support them and make sure the work is getting done.*
- ◆ *Making sure the initiatives have that equity component where all populations are served by people who look and speak like them. Making sure that race, ethnicity, income and location are not limiting the services available.*
- ◆ *More comprehensive prevention and outreach efforts, more extensive supports of early childhood education and training*
- ◆ *One thing PALS does is provide mentorship through the leadership group and PALS counselors. This gives the children motivation they may or may not be getting elsewhere.*
- ◆ *Parenting support and from birth. Connecting those families to resources/referrals/support. Increased home visiting programs.*
- ◆ *Partner/support organizations that are addressing the disparities.*
- ◆ *Promote and support mental health education of behavioral disorders caused by environmental stressors*
- ◆ *Provide access to quality educational programs and make sure that the standards of programming is met by providers and agencies.*
- ◆ *Taking the needed resources to the children. Meaning establishing partnerships in various communities*
- ◆ *This question is unclear. We will take "child outcomes" to mean a child becoming a healthy, happy adult with few obstacles in their way. This goal ultimately requires systemic dismantling and reconstruction, but the Trust can contribute to this goal by listening to the community, providing families with aid, and seeking to eradicate poverty.*
- ◆ *Try to determine the core cause(s) and decide if the Trust can (reasonably) tackle them*

- ◆ *Underserved families don't use resources available to them, and I don't understand why. The Trust can reduce disparities in child outcomes by engaging their families in accessing available resources.*
- ◆ *What kind of data are we looking at to determine which disparities need to be addressed? How will that data be updated regularly and securely?*
- ◆ *work with groups who work with children*

21. In what areas does the Trust struggle the most right now? Why do you think it is struggling in those areas? (30 Providers responded to this question).

- ◆ *1. Leadership-the firing/hiring of a new director put a hold on a lot. It needed to be done, but it's been tough.*
- ◆ *2. Funding. There are way too many programs that have proven results and have increased participation and have had no increase in funding. I don't know that the board knows the ins and outs of all of these organizations and the importance of what they do.*
- ◆ *As a relatively new organization, community trust may not be fully established.*
- ◆ *Become more visible in the community so that people will be aware of what resources you provide.*
- ◆ *Behavioral disorders. Neglectful of the underlying mental health triggers*
- ◆ *Board Management the lack of understanding nonprofits, grants, and programs*
- ◆ *Bringing providers together*
- ◆ *communication and understanding the needs of the organizations working with the children*
- ◆ *Community's trust and collaboration. Our community tends to be divided and untrusting.*
- ◆ *Don't see the Trust struggling. Could reduce paperwork reporting from monthly to bi-yearly.*
- ◆ *Efficiency, getting resources to clients in a timely manner*
- ◆ *I don't think enough partners have utilized the staff's willingness to partner. As such, some of the community members are living off of old memories.*
- ◆ *I have not noted any areas. Everyone always does a fantastic job as far as we're concerned.*
- ◆ *Innovation and equity*
- ◆ *lack customer-focus, efficiency, collaboration*
- ◆ *Leadership challenges. Building relationships with the community and providers.*
- ◆ *Making decisions about programing*
- ◆ *Management of providers. Reason: growing pains of building a rapidly growing operation within a government agency.*
- ◆ *Provider Support, Transportation Support*
- ◆ *Stability and predictability. With changes in leadership and changes in its activities, the Trust seems to still be figuring out what it wants to do and how it wants to do it. Organizations needs sustaining support and that requires predictability and commitment from the Trust. Right now many organizations are thankful for the Trust's support but do not trust that it will be there for the, even in the near future.*

- ◆ *Still a fairly new organization with new senior staff. Goals continue to be tweaked which is expected and necessary.*
- ◆ *Strategy, transparency, and organization. The Trust is still pretty new and has struggled to distribute funds in an organized manner which frustrated many nonprofits in the community who were counting on support. Past leadership also brewed distrust amongst nonprofits.*
- ◆ *Supporting agencies in a real time manner.*
- ◆ *The biggest challenge right now is getting on a consistent funding cycle. I think the reason why is because the whole thing started with a bang and has been playing catch-up ever since. Wild as understandable, it leaves organizations in limbo.*
- ◆ *The Trust appears to need more employees so that their process may work faster.*
- ◆ *The Trust struggles with building connections and relationships with providers and their teams. We believe the Trust would benefit from modernizing and prioritizing relationships over data.*
- ◆ *Timeliness in putting out funding opportunities and administration of those funds. The Trust is new, so we are all learning as we go.*
- ◆ *Too much oversight and micromanagement of providers and funding recipients. You trust us to serve the county's youth; why don't you trust us to responsibly spend resources you've allocated to us to support those youth?*
- ◆ *Trust, equitability, consistency and barriers. Youth/families falling between the gap because they don't meet Trust eligibility requirements, yet they can't afford youth programs. Providers waiting three months or more for reimbursement of services placing burdens on providers, Google doc/spreadsheet too time consuming and complicated for some placing additional burdens on providers, no trust in the Trust. Too many barriers to access funding causing some not to want to go through the headache of applying and seeking funding elsewhere.*
- ◆ *TRUST-RESPECT-TRANSPARENC*
- ◆ *We could always use more assistance with making the reporting process more manageable so that it's not so time-consuming.*

22. Thinking about the Trust today, what would say are its biggest strengths? (46 Providers responded to this question).

- ◆ *A team that is committed to doing work that helps children*
- ◆ *Always looking to improve be involving all stakeholders*
- ◆ *Based on my perspective, I think the strengths of the Trust revolve around 1) the staff and their commitment to making sure the mission of the Trust is fulfilled; and 2) some of the success the Trust has achieved through the community partnerships.*
- ◆ *Capacity for providing funding for strong programming and growing/expanding effective programming.*
- ◆ *Collaboration*
- ◆ *Collaboration. Willingly and actively seeking community partners to better serve children.*
- ◆ *Communication and the relationships between providers and staff.*

- ◆ *Community outreach, transparency with initiatives, and keeping the community's well-being as a priority*
- ◆ *Engagement in the community*
- ◆ *Financial support to under served communities.*
- ◆ *Funding*
- ◆ *Funding and interest in improving*
- ◆ *funding capability*
- ◆ *Funding providers and agencies in need to allow us to expand and reach more of the communities in need.*
- ◆ *Funding source, Kristy, Deon and Belinda*
- ◆ *Giving children resources to educational programs.*
- ◆ *Having genuine concern for the youth in the community and being open to getting better*
- ◆ *HIRING SOMEONE KNOWLEDGABLE OF THE COMMUNITY*
- ◆ *I have seen some staff go the extra mile to make sure efforts in working with our youth was successful.*
- ◆ *It is fairly new and has new, energetic, senior staff with innovative ideas to take the Trust forward.*
- ◆ *It's team.*
- ◆ *New Leadership*
- ◆ *New leadership is a HUGE strength and will allow the organization to approach the community in a new way. We are also past the initial pandemic crisis which will give the Trust opportunities to be more present in the community and build rapport.*
- ◆ *Openness to input from the community.*
- ◆ *services to the community.*
- ◆ *Staff*
- ◆ *Support of innovation and new approaches to serving students and communities.*
- ◆ *Supporting children in need*
- ◆ *The ability and desire to bring together existing and new community resources for the common cause of improving outcomes for our community's children.*
- ◆ *The biggest strength I feel the Trust has today is approachability. Everyone from the director to the contracts mangers are extremely helpful. They are always kind and willing to answer any questions. This has helped us grow very quickly.*
- ◆ *The creation of the Trust was a huge gain for the community. Having a place to come together and discuss needs and strategies is a big strength that needs to be used to its potential*
- ◆ *The current leadership team is visible on our campuses and sites. They are extremely responsive to questions and ready to support us as we support youth and families.*
- ◆ *The mission of the trust and the financial stewardship it has been given are incredible. Over the next decade, it can make a massive difference in lives of thousands of children in Alachua County and, more importantly, it can build sustainable programs and organizations that can continue to improve lives for the foreseeable future.*
- ◆ *The people in the Trust are empathetic and easy to work with in-person.*
- ◆ *The people on the staff and the funding you provide to programs serving the community.*
- ◆ *The staff and willingness to work with providers*

- ◆ *The staff. The staff are first of all accessible and also responsive. The board. The board has a lot of great members with different backgrounds and strengths.*
- ◆ *The tremendous manner in which the staff works with the community.*
- ◆ *The Trust and the Board Members appear to care about the community and their partnering agencies, etc.*
- ◆ *The Trust is committed to its goals, and has a broad range of programming for a spectrum of ages. It invests in the community at large.*
- ◆ *The Trust is motivated to make long term positive changes to support our youth and families where we need it most.*
- ◆ *The variety of partners, relationship to the community*
- ◆ *Transparency, funding, being out in the community meeting people*
- ◆ *We have a great working relationship with everyone at CTAC. Your staff, their commitment and caring, are your greatest strength.*
- ◆ *Willingness to help*
- ◆ *Working with various communities*

Demographics

23. Is there a specific geographic location in Alachua County your organization focuses on?
Please check all the areas your organization predominantly serves.

Response	#	%
Alachua	18	37%
Archer	10	20%
Brooker	0	0%
Earleton	0	0%
Evinston	0	0%
Gainesville	23	47%
Hawthorne	8	16%
High Springs	8	16%
Island Grove	0	0%
La Crosse	3	6%
Lochloosa	0	0%
Micanopy	8	16%
Melrose	3	6%
Newberry	8	16%
Waldo	7	14%
All of Alachua County	20	41%
Other (please specify)	4	8%

Other:

- ◆ *We primarily serve East Gainesville, but families travel in town to work and represent other cities.*
- ◆ *State of Florida*

- ◆ *Our organization's focus is all of Alachua County. We provide a variety of services besides youth programming for the communities listed.*
- ◆ *Focus is Gainesville, but able to serve all of Alachua County. Current plans to extend reach in coming months.*

24. Provider/Agency Name (50 Providers responded to this question).

- ◆ *Akwaaba Freedom School*
- ◆ *Alachua County (Cuscowilla Nature & Retreat Center)*
- ◆ *Archer Family Health Care*
- ◆ *A-Team Consulting and Training*
- ◆ *Big Brothers Big Sisters of Alachua*
- ◆ *Boys & Girls Clubs of Northeast FL*
- ◆ *Children's Home Society*
- ◆ *City of Alachua*
- ◆ *City of Archer*
- ◆ *City of Hawthorne*
- ◆ *Cultural Arts Coalition*
- ◆ *Deeper Purpose*
- ◆ *Empowerment Consultants & Associates, LLC*
- ◆ *Florida Institute for Workforce Innovation d/b/aProject YouthBuild*
- ◆ *Florida Museum*
- ◆ *Gainesville Circus Center, Inc*
- ◆ *Gainesville Empowerment Zone Family Learning Center*
- ◆ *GNV Bridge (Vineyard Christian Fellowship of Gainesville)*
- ◆ *GNV Bridge Literacy Program*
- ◆ *Goodwill Industries of North Florida*
- ◆ *Greater Duval Neighborhood Association*
- ◆ *Healthy Start*
- ◆ *I AM STEM Camp at Caring and Sharing Learning School*
- ◆ *Kids Count*
- ◆ *Manhood Youth Development Foundation, Inc.*
- ◆ *MINORITY BUSINESS LISTING INC*
- ◆ *MOTIV8U of North Central Florida*
- ◆ *My School*
- ◆ *NAMI Gainesville*
- ◆ *NCF YMCA*
- ◆ *New Tech Now*
- ◆ *NewboRN Home Visiting Program*
- ◆ *PALS UF Health*
- ◆ *Partnership for Strong Families*
- ◆ *Peaceful Paths*
- ◆ *SF College*
- ◆ *St. Barbara*

- ◆ *Star Center Children's Theatre*
- ◆ *Traveling Art Camp*
- ◆ *UF - Freedom Schools*
- ◆ *UF College of Dentistry*
- ◆ *UF Department of Community Dentistry and Behavioral Science*
- ◆ *United Way of North Central Florida*
- ◆ *University of Florida*

25. Is there anything else you'd like to share regarding the Children's Trust? (19 Providers responded to this question).

- ◆ *Belita James and Bonnie Wagner have been very helpful in guiding us through the admin process and answering questions.*
- ◆ *I am very glad we have the Trust in our community. I would love to see more knowledge in the community about the presence of the Trust and what it is doing for them. We all should be a big network.*
- ◆ *I believe the Trust is moving forward in a very positive way. Keep increasing collaboration and transparency to build trust within the community! As a fellow funder, it can be stressful allocating funds to agency partners. I would highly recommend establishing solid policies and procedures regarding funding while also establishing accountability measures for the agencies you fund. If United Way can ever help please let us know.*
- ◆ *I deeply appreciate all your team has done in such a short time. We're glad and grateful to partner with you and fulfill our goal of greatly improving literacy in our community.*
- ◆ *I'd like to see the trust change from scholarship reimbursements to support a complete reimbursement for the entire program.*
- ◆ *I'm looking forward to learning more about the trust.*
- ◆ *I'm so excited for the Trust's future and to live in a community that values the well-being of children like ours does.*
- ◆ *Keep up your great work!*
- ◆ *Our organization would not be where we are today if not for the support of the Trust. We are grateful for your support and continue to grow in Alachua Co because of your belief in our program.*
- ◆ *Thank you for the tremendous support in helping us to build the summer program and serve families who need access to high-quality programming the most.*
- ◆ *Thank you for your commitment to our community*
- ◆ *Thank you for your support of the community.*
- ◆ *Thank you so much for the funding this year for us to provide no-cost dental care to children in school and other community-based settings!*
- ◆ *Thanks for supporting us!*
- ◆ *There must be an easier way to access sources provided by the Trust.*
- ◆ *This survey took over an hour to complete. Setting the expectation that it should take 20 minutes is unrealistic.*

- ◆ *We lost our funding because we were not able to hire in a pediatric NP position. We do now have this person and are looking for support for this position. We would also like to hire a mental health provider specifically for children but will need to reapply for funding support if we are able.*
- ◆ *We love the Trust!!!*
- ◆ *Who can tell me more about the Trust and its mission?*

DRAFT