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T LAB



TIPPING
POINT
COMMUNITY

T Lab, Tipping Point's R+D team, tests new pathways out of poverty by prototyping ideas in partnership with non-profit organizations and the Bay Area communities they serve.

T LAB REPORT: MICRO PILOT PHASE

Exploring Alternatives to Incarceration with Fresh Lifelines for Youth

Most court systems in the United States treat 18- to 24-year-olds who commit a crime like any other adult offender, with an adult sentence. However, national studies show that these transitional age youth (TAY) are less likely to commit another crime if they are placed in juvenile settings instead of adult systems.

In California, Senate Bill 1004 built on this insight and set the stage for the Santa Clara County Probation Department to create a collaborative model of rehabilitation for TAY, known as Young Adult Deferred Entry of Judgment (YA DEJ), which provides education, housing, and employment resources for TAY in a juvenile setting.

Fresh Lifelines for Youth (FLY) and T Lab leveraged the opportunity to contribute programming to YA DEJ and created STAY FLY, a reentry program that develops social emotional learning (SEL) skills and knowledge of the law to reduce recidivism. The team designed STAY FLY to specifically cultivate four SEL skills: self-awareness, social awareness, critical problem solving, and self advocacy.

Nine months of research and prototyping resulted in a coordinated micro pilot intended to show early indicators of program efficacy at a small scale and, if successful, make the case for a full scale pilot.

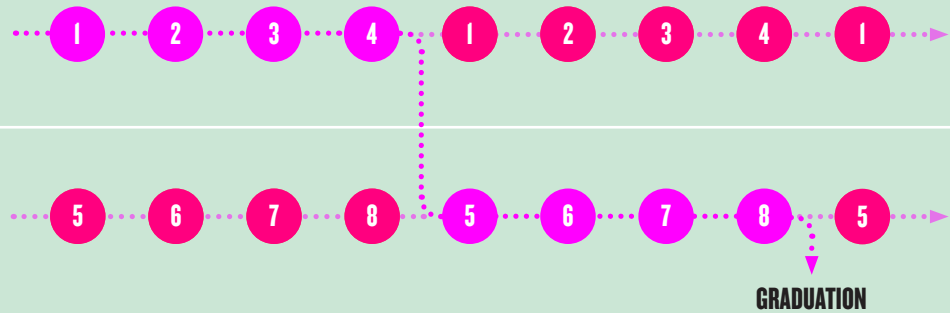
THE STAY FLY EXPERIENCE:

IN CUSTODY WORKSHOPS

FLY facilitators delivered four unique workshops in juvenile hall on a cycle.

OUT OF CUSTODY WORKSHOPS

TAY participated in workshops out in the community once they were released from custody.



THE STAY FLY PROGRAM EXPERIENCE

STAY FLY was designed so that a participant would join four workshops in custody, and once released, would attend four additional workshops with the same facilitator out in the community. The micro pilot ran for 14 weeks with a cycled workshop schedule so that all participants could experience each workshop. Topics included navigating police encounters, learning about property crime laws, and understanding sex crimes and consent.

Based on feedback from earlier prototypes, the final program included several elements that the design team believed would lead to the best outcomes:

1. SEL skill goals that are specifically aligned to reentry challenges (e.g., conflict management and asking for help).
2. Instructional design that allows facilitators to flexibly guide conversations so that TAY engage critically in the content.
3. Age-appropriate workshop activities that engage TAY as creators of their own learning experience.
4. Content that is current, relatable, and context-specific (e.g., finding housing and applying for a job with a history of justice system involvement).

Our prototyping phase also revealed that instruction time provided only a brief window for TAY to learn and practice new skills. To increase exposure to STAY FLY, the team created a reflection journal that helped TAY apply workshop themes to daily life, facilitation guides for Santa Clara County staff to engage TAY in the workshop content, and automated text messages to encourage attendance.

All of these components amounted to a comprehensive reentry program to support the success of TAY in YA DEJ.

MICRO PILOT SUCCESSES

The team saw promising results on three levels:

SEL Skill Gains for TAY:

The project team saw increases across all four SEL skill focus areas. Not only did facilitator assessments show skill gains between the first and last workshops, student self-assessments and qualitative feedback also corroborated skills development. One participant said,

"I learned about being open-minded from these workshops... Whenever there was a discussion in the workshop, everyone's perspective was so good to hear."

Furthermore, these gains are consistent with FLY's validated performance data on other programs, which gave the team confidence in STAY FLY's ability to develop SEL skills.

Relevance for other FLY programs:

The process of creating this program yielded learnings that were quickly applied to FLY's middle school and high school law education curriculum. From updated media and presentation-based facilitation, to dialogue-based learning and explicit SEL skill goals, FLY has been able to update and adapt their curriculum for young adults in programs across the Bay Area.

Strong Systems Collaboration:

The micro pilot deepened an already strong relationship between FLY and the Santa Clara County Probation Department. For example, FLY was invited to join internal probation team meetings to advocate for TAY, and probation officers attended select out of custody workshops. These steps helped FLY and YA DEJ staff come across as a single team and created a more coordinated reentry experience for participants.

MICRO PILOT CHALLENGES AND LEARNINGS

The micro pilot's successes also came with a host of learnings for the team. 19 out of 35 potential YA DEJ participants participated in at least one workshop, pointing to broader challenges around scheduling and logistics. Half (50%) of the participants who were out of custody reported either school and work schedule conflicts or had moved far away from Santa Clara County, making commuting for a two-hour optional workshop impractical.



FLY facilitator and out of custody STAY FLY participants.

We also observed that an introduction to FLY in custody led to more consistent attendance out of custody. It was far more challenging to motivate the 21 participants who were already out of custody at the beginning of the micro pilot to join workshops. The team concluded that developing relationships and momentum with TAY in custody is an important driver of participation out of custody.

Overall, feedback suggests that varied workshop times, dedicated staff to coordinate with TAY, and refinements in content choices and facilitator training would be essential to increase attendance and improve outcomes in a future pilot.

NEXT STEPS FOR STAY FLY

Both the successes and the challenges surfaced by the micro pilot resulted in a strong case to further invest in the STAY FLY program. FLY is now seeking financial support for a funded pilot to deliver a refined version of the curriculum and case management for TAY who need additional resources.

FLY is eager to launch a pilot in 2019 in order to build long-term relationships and momentum with more TAY in YA DEJ, bring their reentry expertise to other geographies, and provide more evidence in support of Senate Bill 1004.

We will share more updates on the STAY FLY pilot over the course of 2019 and 2020. Learn the latest about this project on [FLY's website](#), [T Lab's website](#), or send an email to us at tlab@tippingpoint.org to learn more.



T LAB

Tipping Point works to break the cycle of poverty for individuals and families in the Bay Area by focusing the resources of our community towards nonprofits and public systems providing housing, education, early childhood wellness, and employment services. Since 2013, Tipping Point has invested in Research and Development to fill gaps in the nonprofit sector and develop new poverty-fighting ideas. **T Lab**, Tipping Point's R+D team, tests new pathways out of poverty by prototyping ideas in partnership with non-profit organizations and the Bay Area communities they serve.