



How to start a Village

- Black Youth achieve equity in education
- Black Youth become the highest performing group on national and state academic tests
- All Black Youth achieve their full potential



Starting a village/group

- A village is local neighborhood group under a city chapter of the Black Youth Success Movement (BYSM)
- Most villages are based upon an accepted geographic definition, but it can be flexible
- Examples:
 - Elementary school boundary
 - Community center service area
 - Large apartment complex
- Purpose of a village is to engage and support local families to participate in the BYSM and help all youth achieve academic success



First step

- Recruit a Village Leader (VL)
 - The VL can be someone who starts the village and then turns it over to someone else to manage longer-term, or they can remain as the long-term leader
- Role/criteria
 - VL can work to build the village 5-20 hours per week
 - Well connected in the village and knows people who can help
 - Active on social media, or knows someone who is active on social media who can help to get the word out in the community
 - Complete training to understand the vision and program
 - 2-5 hours
 - VL can serve as the first Family Ambassador, or can recruit someone
 - VL can recruit the first ten families to participate

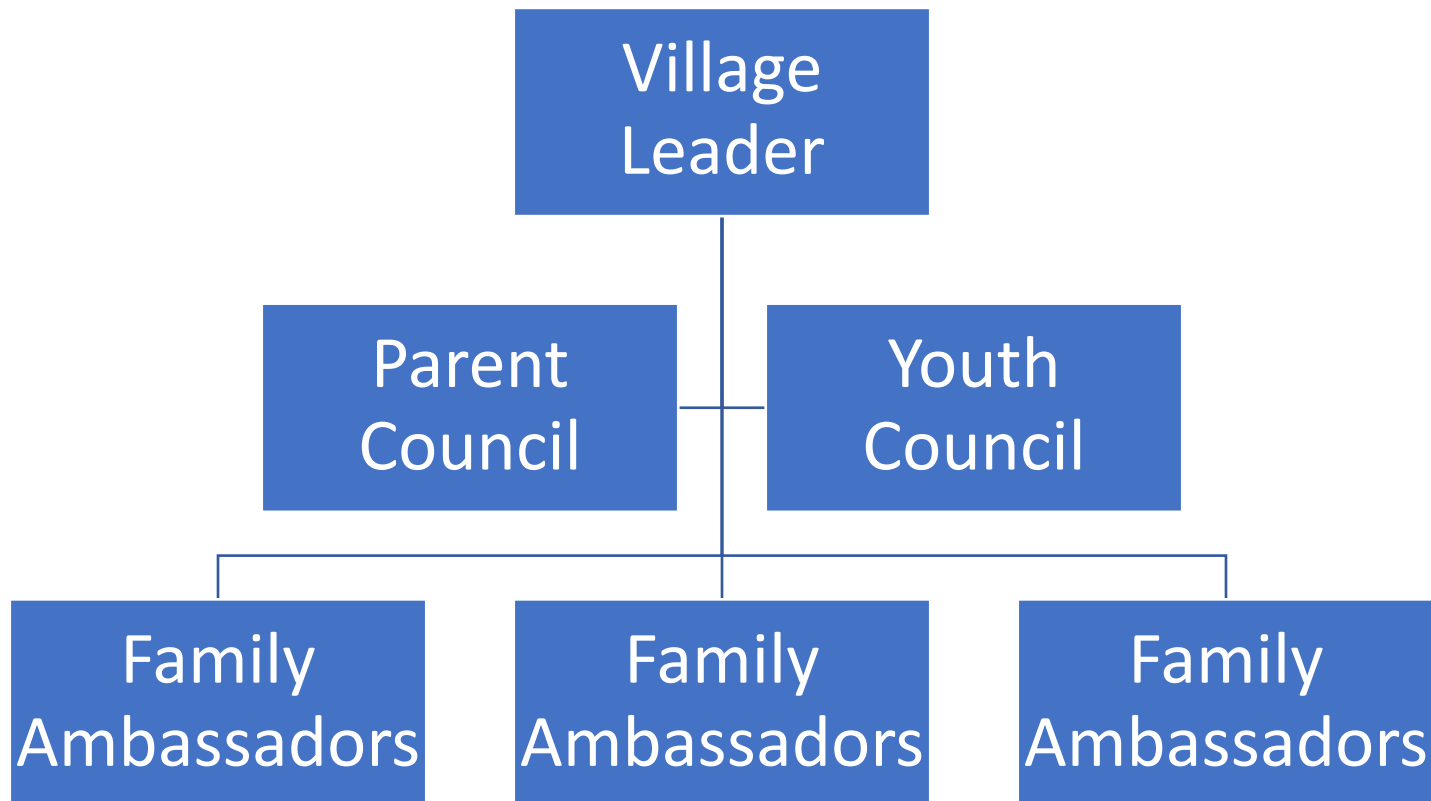


Organizational structure

- A BYSM Village can be organized and function under the local city Chapter of BYSM
- It can also be part of a standalone nonprofit organization that coordinates with the city Chapter of BYSM
- A village can be started before an official chapter of the BYSM has been started in that community
- The village can start with one VL and a few students and grow to serve all the students in the village
- If a given village is not growing to serve all the need in each area, another effort in that area can be created to support the need



Organizational structure





Parent Council

- Small group of parents from each neighborhood village
- Volunteer initially; paid stipends and incentives as resources permit
- Role:
 - Help recruit families to participate
 - Help recruit Family Ambassadors; can also be a FA
 - Help build the Movement spirit
 - Provide input from a parent perspective
- Meet monthly initially to help launch the village, then meet as needed
- Communicate remotely on regular basis to provide input and track progress



Youth Council

- Small group of students from each neighborhood village
- Volunteer initially; paid stipends and incentives as resources permit
- Role:
 - Help recruit families to participate
 - Help recruit Family Ambassadors; can also be a FA
 - Help build the Movement spirit
 - Provide input from a youth perspective
- Meet monthly initially to help launch the village, then meet as needed
- Communicate remotely on regular basis to provide input and track progress



Family ambassadors (FAs)

- Local volunteer who helps to recruit and support families to participate consistently and diligently in the BYSM
- Generally, works with 10 students to keep the weekly time commitment manageable; can work with more as desired
 - Commitment requires 2-5 hours of time to review materials to start and 2-5 hours weekly to support students
 - Initially will reach out to personal network to recruit families
 - If cannot recruit enough, will be assigned families as they join the Movement
 - Reviews student progress weekly through online admin system
 - Remotely contacts families weekly to congratulate and encourage consistent training
 - May need to spend extra time with some families until they can develop a routine
 - Participates in village events as appropriate



Funding

- VL and Family Ambassadors initially work on volunteer basis
 - As funding is raised, reasonable stipends can be paid to VL and Family Ambassadors as appropriate
- The Chapter is responsible for raising funds generally to help support all villages within the chapter
 - Local villages and partner organizations can help within their resource limitations; they can also partner on grant proposals
- Program is generally provided to families at no cost; however, families who can afford to help are asked to donate to the cause within reason



Vision

- Every Black Student and their family in the Village are members of the Movement
- Every Black Student achieves reading success
- Every Black Student performs at grade level or above in K-12
- Black Students in each Village become the highest performing group academically
- The Village and Chapter host an annual celebration of Youth Success
- The BYSM Village works with all families to help all children achieve reading success



Growth

- Start with one Family Ambassador and ten families
- Gain an understanding of the Movement thinking and experience; get input from families and students to understand what motivates them
- Add Family Ambassadors and more families as resources permit and interest demands
- Add social media
- Add events
- Help raise funding



Program Costs

- Reading Kingdom online early reading program
 - Retail \$200 per student
 - Our cost is \$20 per student for one year
- Gibson Test of brain skills online cognitive assessment
 - Retail \$97 per student
 - Our cost is \$10 per student
- Online brain training program
 - Not available to families on a retail basis; only available through clinics and schools normally
 - We have special access for a reasonable cost
- We will add other programs as needed



Operating Costs

- Hopefully, each village can operate out of a donated office or participants can work from home
- The city Chapter should provide website and membership management support
- We are exploring the need for student incentives, such as shirts and awards
- The VL and FA stipends can be nominal if volunteers are found, but may need to be market rates as needed
- As appropriate, will provide stipends to Parent and Youth Councils
- Will need to raise funds for events as needed to build the Movement spirit
- May need some funding for marketing



Student Training

- We primarily focus on grades K-3 to empower reading success by 3rd grade and to avoid allowing students to struggle
- Students train on Reading Kingdom 20 minutes daily, five days per week up to one year
- We can also help older students, 4th grade and above, who struggle with reading
 - Assess cognitive skills
 - Evaluate and train mindset skills
 - Brain training as needed
 - 30 minutes daily, 4-5 days per week, up to six months
 - Complete adult version of Reading Kingdom as needed



Summary

- Start small and grow wisely
- Build the Movement Spirit vs. program thinking
- Build a grassroot organization