

People Strategies Matrix- Greater Five Points Transformation Plan

Priority Needs:

- 31% of children under the age of 5 are not enrolled in early learning
- Only 26% of households have children who participate in out-of-school time programs
- Only 38% of adults are employed full or part-time; 19% of adults are unemployed and looking for work
- 18% of adults do not have a high school degree
- 37% of heads of household rate their health as fair to poor
- Very high use of Carolina East Emergency Room (34%)
- Nutrition and physical fitness programs 3rd and 4th among the services needed right now

Draft Vision: Empower, prepare and support Greater Five Points residents of all ages to achieve academic success, sustainable employment through workforce training and educational resources and consistent well-being in mind, body and spirit.

<i>Goals</i>	<i>Outcomes</i>	<i>Metrics</i>	<i>Strategies</i>	<i>Partners</i>
<p>1. All Greater Five Points children enter kindergarten healthy and ready to learn. (Childhood Education and Development working group)</p>	<p>Increase percentage of zero-to-four year olds in quality childcare or preschool programs</p> <p>Improve benchmark scores for incoming kindergarten students</p>	<p>#/% of zero-to-four year olds enrolled in a high-quality early learning program</p> <p>Kindergarten readiness assessment scores</p>	<p>1. Educate Greater Five Points parents about the benefits of early learning and help them to negotiate, apply for and navigate the early care and education “systems” to increase enrollment in existing programs.</p> <ul style="list-style-type: none"> • Prioritize outreach to and maximize the number of Greater Five Points children participating in Head Start/Early Head Start. • Prioritize outreach to Greater Five Points families to increase participation in Preschool Story Time, an existing program at New Bern Public Library. <p>2. Increase capacity to provide childcare, early learning and preschool in the Greater Five Points neighborhood.</p> <ul style="list-style-type: none"> • Define and explore funding to increase childcare, early care, and preschool program slots. • Play and Learn Kinder Music – Weekly program for public housing development resident preschoolers and parents to learn through music, literacy, and social interaction. • Provide resource-based home visiting services for pregnant women and children up to three years of age to determine development needs and support each child and family. • Explore opportunities to provide mobile/home-based early education programming. • Expand Family Literacy Program in greater grant neighborhood. • Increase the number and quality of in-home daycares. 	<p>Smart Start, Craven County Schools, Coastal Community Action, Local Churches, HUD, Hope Resource Center, 4C Health Department, Craven Community College, Childcare Resource and Referral, DSS(child care subsidy), CARTS, City/County Government, Children’s Development Services Agency, Easter Seals/UCP, New Bern Public Library</p>

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			<ul style="list-style-type: none"> • Mother Read/Baby Read – Program where parents are encouraged to read to children daily. • WeeBus – Mobile Classroom for ages 3-5 <p>3. Continue to provide a robust and comprehensive transition to kindergarten program that serves all children entering kindergarten at affected elementary schools; increase the number and percent of children from Greater Five Points who participate.</p>	
<p>2. All Greater Five Points children are supported academically, emotionally, and socially and graduate from high school.</p> <p>(Childhood Education and Development working group)</p>	<p>Increase enrollment in after-school and summer programs</p> <p>Improve school attendance</p> <p>Reduce suspensions</p> <p>Improve social, emotional and behavioral well-being</p> <p>Increase reading proficiency by 3rd grade</p> <p>Increase high school graduation rate</p> <p>Identify and support students who are “at risk”</p>	<p>#/% of students participating in quality after-school learning activities</p> <p>#/% chronically absent (10% or more school days)</p> <p>#/% of students with out-of-school suspensions</p> <p>#/% participating in quality after-school programs</p> <p>#/% participating in quality summer programs</p> <p>#/% of students proficient in 3rd grade reading</p> <p>#/% 4 year graduation rate</p> <p>Student/parent surveys</p> <p>Youth Risk Behavioral Survey(YRBS)</p>	<p>1. Prioritize outreach to and maximize the number of Greater Five Points children participating in quality after-school and summer programs/activities, i.e. Day Springs, YMCA, 21st Century Learning Camp, Summer Reading Program at Library, churches, etc.</p> <p>2. Support students to stay on track in school.</p> <ul style="list-style-type: none"> • Provide incentives for school attendance. • Connect at-risk students with outside agencies to provide needed services such as mental health. • Build broader collaboration with agencies, nonprofit groups, and faith based organizations that currently mentor youth. • Encourage volunteers in the schools to assist students to reduce dropouts. • Use data from YRBS to determine programs for youth (smoking, alcohol, drugs, etc.) • Encourage reading and a life-long love of reading by providing books to children/parents. <p>3. Support at-risk students.</p> <ul style="list-style-type: none"> • Find alternatives to out of school suspensions. • Continue evening school as an addition and alternative to traditional high school • Continue online programs for students who are not able to attend traditional school. • Continue successful programs such as Century 21st Grant/Area Day Reporting Center working with at risk youth. • Pair “at risk” students with mentors/adults. • Pursue funding for an alternative school. <p>4. Improve communication between parents and teachers</p>	<p>YMCA, 21st Century Grant (Barbara Lee program), Boys and Girls Club, Parks and Recreation, Craven County Schools, Churches, NB Police Department summer programs, Coastal Community Action, CARTS, City of New Bern Utilities, Area Day Reporting, ECBH/Trillium, Easter Seals/UCP, New Bern Public Library, Craven County 4H, Craven Literacy Council, Smart Start, Head Start, Coastal Community Action, Reach Out and Read Program, Twin Rivers Reading Council/International Reading Association, United Way of Coastal Carolina, Partners in Education, Newspapers in Education, Coastal Children’s Clinic, Trent Court Resident Council, CARTS, New Bern Public Library</p>

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			<ul style="list-style-type: none"> Provide opportunities for schools to meet with parents in the community (Parent nights, PTA meetings, Open Houses in community) 	
<p>3. All Greater Five Points residents are prepared for college, career and life.</p> <p>(Childhood Education and Development working group)</p>	Increase post-secondary enrollment and completion	<p># attending 2 or 4-year college</p> <p># joining the military</p> <p># completing CTE program certificates</p>	<ol style="list-style-type: none"> Increase vocational programs. Continue collaboration with Community College for students to obtain free college credits while in High School. Provide opportunities for an Associate or Bachelor’s Degree, certificate/credential or continuing education (CEUs). Promote North Carolina Career/College Promise initiative between high schools and community colleges. 	Craven Community College/Human Resource Development, Craven County Schools CTE, Workforce Development, Uptown Business and Professional Organization, Childcare Resource and Referral, University of Mount Olive, Monarch, BSH Home Appliances, Eastern Carolina Workforce Development Board, NC Works Career Center, Vocational Rehabilitation, Green Lamp, Easter Seals/UCP
<p>4. All Greater Five Points residents have the skills and credentials to obtain viable employment with a livable wage.</p> <p>(Adult Education and Workforce Development working group)</p>	Increase career and workforce readiness	<p># enrolled in training/education programs</p> <p># completed training/education programs</p> <p># who obtained financial assistance for training/education programs</p> <p># employed at living wage</p>	<ol style="list-style-type: none"> Establish a Workforce Development Center in Greater Five Points. Explore Workforce Development training in a manner that will lead to more productive/lucrative careers earning a living wage. Add childcare credentials to Career and Technical Education program. Develop relevant job skills programs along with financial assistance for students. NC Workforce Solutions Offender Specialist partner clients with Re-Entry Council Agencies for previous incarcerated residents. Workforce Solutions facilitate re-employment assessment program. Workforce Solutions create Job Clubs for local “hot jobs.” Career Readiness Certificate Develop personable job seeking and job keeping skills to be NC Work Ready through employment readiness classes, career fairs and career center. 	Uptown Business & Professional Association, Craven CC-HRD & Basic Skills Programs, University of Mount Olive-Admissions Representative, Religious Community Services, Housing Authority of the city of New Bern, Local banks, credit unions, New Bern Rotary, New Bern Breakfast Rotary and other local nonprofits, NC Works Career Center, Re-Entry Council, Community Associations (NAACP local chapter, Trent Court Residents Council, Craven Terrace Residents Council, Greater Duffyfield Residents Council), Craven Literacy Council, Genesis CDC, Coastal Community Action
<p>5. Greater Five Points residents have the resources, supports and mentors to identify viable career pathways</p>	Identify career pathways that lead to viable employment opportunities with sustainable wages	# residents employed in construction and other jobs related to the redevelopment program	<ol style="list-style-type: none"> Create training/educational/GED/ literacy points of entry for individual career needs Uptown Professionals and other non-profit agencies bring resident clientele to training facilities, Craven Community College and University of Mount Olive- New Bern campus for tours related to career interests. 	Call for CNI Volunteers from the Community, Local churches, Community Associations (NAACP local chapter, Trent Court Residents Council, Craven Terrace Residents Council, Greater Duffyfield Residents Council), New Bern Parks & Recreation, Business Industries’

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that lead to economic independence. (Adult Education and Workforce Development working group)	Residents and resident-owned businesses are hired for construction and related services	# residents hired by the property management company	<ol style="list-style-type: none"> 3. Make ECWDB occupation data accessible to community members. (Flyers, Seminars etc.) 4. Create a list of people in the community who have similar backgrounds that are willing to be mentors or coaches for individuals. 5. Invite individuals from the community to tour work training facilities. 6. Residents and resident owned companies are employed in the construction and property management of the new communities. 	HR reps, (Moen, Weyerhaeuser, BSH, Walmart, Target, Carolina East), NC Workforce Solutions, EC Workforce Development Board, New Bern Housing Authority, Free Seminars (hosted at CCC or UMO), NC Works Career Center, Trillium (ECBH), Recovering Innovations Wellness City, Port Human Services, RHA, Inc., CARTS
6. All Greater Five Points residents (youth, adults, seniors, disabled) have access to primary and preventive healthcare. (Health and Wellness working group)		<p>#/% with health insurance</p> <p>#/% with primary care physician</p>	<ol style="list-style-type: none"> 1. Increase health insurance rates by providing forums for affordable healthcare sign-ups in or near the Greater Five Points neighborhood (marketplace, Medicaid, Medicare, Health Department, MERCI Clinic). 2. Create a Federally Qualified Health Center in Greater Five Points. 3. Market the expanded services offered by the Health Department via a HERSA grant to residents of Greater Five Points. 4. Make arrangements for the mobile medical clinic to visit Greater Five Points on a regular schedule while more permanent clinic options are explored. 	Craven County Health Department, Carolina East Health Systems, Coastal Carolina Healthcare, Care2U, Genesis CDC, MERCI Clinic, Craven Cares, Craven County Cooperative Extension, Kinston Community Health Center, Goshen Medical Clinic, Trillium Health Resources (ECBH), City of New Bern
7. Greater Five Points residents engage in programs and activities that promote health. (Health and Wellness working group)	Increase active and healthy living behaviors	# attending wellness programs	<ol style="list-style-type: none"> 1. Provide wellness education. <ul style="list-style-type: none"> • Include physical activity/nutrition providers and health screenings in the bi-annual resource fair. • Partner with the YMCA to make “Lunch and Learn” style classes available in Greater Five Points to educate residents on all aspects of healthy living choices for both prevention and management of chronic diseases. • Incorporate art into a wellness education program. • Provide healthy cooking classes (in conjunction with heritage cookbook). 2. Encourage recreation and physical activity. <ul style="list-style-type: none"> • Implement bike-riding initiatives (e.g. bike safety classes and organized bike-to-school programs); add bike racks at key locations in Greater Five Points; explore bike-share program or alternative method of providing low-cost bikes [teach bike repair skills, get bike, commit to volunteering at shop?]. 	Care2U, Hopeful Balance, Craven County Health Department, Carolina East Health Systems, Community gardens, Craven County School System, Coastal Carolina Substance Abuse Prevention, Craven County Cooperative Extension, Genesis CDC, Kinston Community Health Center, Craven County DSS, Craven Arts Council , Trillium Health Resources (ECBH), Twin Rivers YMCA, New Bern Parks and Recreation Department, Bike shops, Private companies, e.g. Coldwell Banker/Salvation Army (bike donation program), Safe Routes to Schools National Partnership

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			<ul style="list-style-type: none"> Continue and enlarge faith-based community walks “Because We Care, We’re Coming to You”. Conduct wheelchair safety classes. 	
<p>8. Greater Five Points residents are well informed about and connected to local resources and supports as needed.</p> <p>(All Neighborhood and People working groups)</p>	<p>Create venues and networks to engage, inform and empower the Greater Five Points community.</p>	<p># of handbooks distributed</p> <p># of attendees at bi-annual resource fair</p>	<ol style="list-style-type: none"> Create a resource and referral center located in the Greater Five Points neighborhood. Establish a Resource Center Web portal. Keep the community services directory created as part of the CNI planning process updated with direct contact person information. Distribute the directory at different venues throughout the community such as the library, recreation centers, beauty salons and barbershops, NBHA, etc. Encourage partner agencies to keep copies of the directory for their clients and others that seek services. Post on-line. Create an intentional strategy for continuous engagement of the community with resource fairs, speaking engagements, door to door, community events and an array of media outlets. <ul style="list-style-type: none"> Cultivate relationships with community through festivals and other community events such as DUFFEST and Vision Forward. Encourage peer-to-peer engagement. For example, create a speakers group of real people who have come from similar backgrounds and have gone on to change their life as a result of new skills or education. Host bi-annual resource fairs in Greater Five Points. Offer incentives to maximize participation. Advertise resources and career pathways in local community meeting places such as Concerned Citizens, Voters League, etc. Create web page and link to CNI New Bern, NBHA, Craven County & City of New Bern websites. Advertise in Sun Journal, church bulletin, local convenient stores. Partner with City of New Bern to distribute information through utility bills. Fund a resident coordinator position at New Bern Housing Authority to keep the services directory updated, engage public housing residents and work with providers to bring resources to NBHA sites. Maintain and grow the provider networks created during the CNI planning process to effectively address the needs in the Greater Five Points neighborhood. 	<p>Genesis CDC, City of New Bern, Craven County, Greater Duffyfield Residents Council, NAACP, Craven County DSS, The Salvation Army, Promise Place, Hope Family Resource Center, Coalition for Craven County Children, Craven Cares, Craven Community College, Sororities, Climbers Club, 211, United Way of Coastal Carolina, Coastal Carolina Substance Abuse Prevention, CDSA, Trillum (ECBH) CARTS, MERCI Clinic, Craven County Health Department, Catholic Charities, New Bern Housing Authority, Neuse-Trent Housing Alliance, Joseph Market, Veterans Employment Base Camp and Organic Garden, Craven County Cooperative Extension, Community Gardens, RCS (Religious Community Services), Coastal Women’s Shelter, New Bern Recreation and Parks, Craven County Recreation & Parks, Sun Journal, New Bern Now, Local churches, Local businesses (grocery stores, salons, barber shops, medical facilities), NC Works Career Center, Facebook, City TV 3, CTV 10, Community list serves such as African Community Connections, Faith Connections, Faith in Action, Chamber of Commerce</p>