



Fresh Lifelines for Youth

Theory of Change Overview

**Charting FLY's Impact on our Youth,
Communities, and Systems**

September 2018



FLY's Theory of Change

Poverty, racism, immigration discrimination, and other forms of marginalization put youth at greater risk of violence and incarceration. FLY's program interventions, combined with extensive community and systems collaboration, disrupt the pipeline to prison and put kids on the path to a healthy, free, and productive life. Through this work, FLY has a positive impact on our youth, the communities we serve, and the systems in which we operate.



THE NEED

In Santa Clara, San Mateo, and Alameda Counties:

- **10,000** youth are arrested each year
- **6,000** youth are on probation
- **\$208,000** is the annualized cost per youth of incarceration

Of incarcerated youth:

- **90%** don't have access to **positive adult role models**
- **80%** have difficulty making **healthy life choices**
- **80%** have experienced **significant trauma**

Racial justice and equity issues impact our communities:

- **Justice System:** Youth of color experience significantly disproportionate rates of arrests, incarceration, and probation failure.
- **Poverty:** Youth of color and their families in the Bay Area struggle with poverty and poor quality-of-life indicators.
- **Education:** Youth of color, LGBTQ youth, and youth with disabilities experience significantly higher rates of suspension, expulsion, and push-out from school.
- **Immigration Status:** Youth who are undocumented or have uncertain immigration status are largely Latinx; they face many barriers on a daily basis, and risk deportation if convicted of a crime.

POPULATIONS

Service Population:

FLY serves youth ages 11 to 24 who are currently, formerly, or at risk of **juvenile justice system involvement**.

- The overwhelming majority are youth of color
- They come from **low-income communities** with high rates of poverty and crime
- They attend **under-resourced schools** with high dropout rates and low rates of achievement

Target Population:

Among our service population, FLY targets **high school-aged youth who are moderate-to-high risk** for, or are currently involved in, the juvenile justice system.

Where FLY Serves Youth:

We serve youth in locked facilities, in the community in an after-school setting, or in schools during the school day.



THEORY OF CHANGE

INTERVENTIONS

FLY offers five interventions that empower youth, communities, and systems to experience transformation:

Law-Related Education:

FLY captures youth interest with valuable information about laws affecting their lives, while building their skills and ability to make better choices using what they've learned.

Case Management & Coaching:

FLY builds powerful relationships with youth to help them confront the challenges they face in transforming their lives.

Mentoring:

FLY trains and supports volunteers to become positive, caring adults in the lives of probation youth and others at risk.

Positive Social Events & Civic Engagement Activities:

FLY creates positive, safe, nurturing environments for youth and opportunities for them to step into leadership.

Systems & Community Collaboration:

FLY recruits, trains, and supports at-risk and system-involved youth and volunteers to engage in system reform, FLY's direct service interventions, and the creation of innovative solutions to juvenile crime.

APPROACH

These evidence-based practices are foundational to all of FLY's interventions:

Trauma-Informed Care

Motivational Interviewing

Strengths-Based Approaches



These interventions also reflect FLY's commitment to:

Youth Voice

Diversity, Equity, & Inclusion

Community Partnership



THEORY OF CHANGE

OUTCOMES

Among Youth

Decrease Justice Systems Involvement

Increase Academic Progress

Build Social-Emotional Learning

Within the Community

Increase Community Engagement in Youth Transformation & System Reform

Among Systems & Policies

Improve Systems, Policies, & Practices Affecting Juvenile Justice-involved Youth



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