



City of Oakland, Human Services Department
Oakland Fund for Children and Youth

**PLANNING AND OVERSIGHT COMMITTEE
(POC)**

WEDNESDAY, September 3, 2025

Please see agenda to participate in this meeting.



City of Oakland, Human Services Department
Oakland Fund for Children and Youth

City of Oakland Planning and Oversight Committee
City of Oakland Planning and Oversight Committee (POC)

Children and Youth Services Division | Human Services Department
150 Frank H. Ogawa Plaza, Suite 4216 | Oakland, CA 94612 (510) 238-3088

September 3, 2025 | 6:00pm-9:00pm

PUBLIC PARTICIPATION:

The public may observe and/or participate in this meeting, in person, at Oakland City Hall, Hearing Room 4, 1 Frank Ogawa Plaza, Oakland, CA 94612.

For your safety, we strongly recommend you wear a mask.

OBSERVE:

To observe the meeting by video conference, please click this link:
<https://us06web.zoom.us/j/82311405823> at the noticed meeting time.

Instructions on how to join a meeting by video conference is available at:
<https://support.zoom.us/hc/en-us/articles/201362193-joining-a-Meeting>

PUBLIC COMMENT:

Join us at Oakland City Hall, Hearing Room 4, 1 Frank Ogawa Plaza, Oakland, CA 94612.

In-person comments from members of the public must submit a separate speaker card for each item on the agenda to the commission clerk before the item is called.

All public comments that are not submitted by email by the deadline must be made in person.

Email Written Comments to OFCY@oaklandca.gov.

Written comments must be submitted at least 24 hours prior to the meeting time to be delivered to the Commissioners.

If you have any questions, please email Robin Love at rlove@oaklandca.gov.



City of Oakland, Human Services Department
Oakland Fund for Children and Youth

September 3, 2025 | 6:00pm-9:00pm

Issues that the public wishes to address that are not published on the agenda will be heard during the Public Forum section. You will have 2-minutes to comment on the item.

AGENDA

1. Call to Order
2. Roll Call
3. Adoption of Agenda **(Action)**
4. Approval of Minutes **(Action)**
 - July 23, 2025
5. New POC Member Introduction
6. FY 2025-2026 OFCY Outcomes Evaluation Plan
7. Review Conflict of Interest Code
 - [Online Government Ethics Training for Form 700 Filers](#)
8. Website Overview
 - [Oakland Fund for Children & Youth City of Oakland Web Page](#)
 - [Planning & Oversight Committee City of Oakland Web Page](#)
 - [OFCY.org](#)
9. Public Forum (Limit to 2 minutes)
10. Administrative Items & Announcements
 - **General Updates**
 - City Auditor OFCY Re-Release Report Update
 - OFCY Solicitation Request for Proposals Update
 - POC Meetings – Attendance Poll
 - Grantee Convening – 9/26
 - **POC Recruitment**
11. Closing Remarks & Adjourn

7.23.2025 – Meeting Minutes

- Timestamp 6:10 PM – SX calls the meeting to order. Six members of the committee are present, making quorum. Attendance is as follows:
 - Jessica Arline – D1, Adult
 - Selina Xue – D2, Youth
 - Ashlee Jemmott – D2, Adult
 - Jasmene Miranda – D3, Adult
 - Natalie Sadoskoy – D6, Adult, Absent
 - Meg Evans – At Large, Adult
 - Letitia Henderson – Mayor’s Seat, Adult
- Timestamp 6:13 PM - SX introduces the agenda for approval. ME motions to approve the agenda after review. AJ seconds the motion. The agenda is approved without objection or abstention.
- Timestamp 6:14 PM – SX introduces the minutes from June 4, 2025 for review and approval. JM motions to approve, AJ seconds the motion. The motion passes without abstention.
- Timestamp 6:14 PM – SX introduces the next agenda item – election of the new POC Chairs. The OFCY POC has a Youth and Adult Co-Chair elected annually. ME nominates AJ as the Adult Co-Chair. JM seconds the nomination. All commissioners are in favor and Ashlee Jemmott is the duly elected Adult Co-Chair for FY25-26. There are no returning youth commissioners, so the election for Youth Co-Chair will occur once incoming youth commissioners are identified.
- Timestamp 6:17 PM – RML introduces the programmatic updates and changes for FY25-26. This is to correct a mathematical error and fiscal sponsor changes for specific sites. AJ asks about process changes and when this will go to council for approval. RML states that pending passage tonight, it will go to LEC on 9/30/2025. LH asks about transition planning. RLL notes the grant managers assigned are prepared to assist where needed. AJ motions to approve the changes, ME seconds the motion. The motion passes without abstention.
- Timestamp 6:24 PM – SX introduces the next item, POC Recruitment and scheduling. RLL has provided all existing POC members with flyers to assist recruitment, and members discuss potential outreach strategies.
- Timestamp 6:45 PM – RLL provides administrative updates for OFCY and HSD, including the upcoming RFP process.
- Timestamp 6:55 PM – SX adjourns the meeting.



Oakland Fund for Children and Youth

Planning and Oversight Committee Meeting

Meeting Schedule Fiscal Year 2025-2026

MONTH/YEAR	FIRST WEDNESDAY	THIRD WEDNESDAY
JULY 2025	JULY 2, 2025	JULY 16, 2025
AUGUST 2025	RECESS	
SEPTEMBER 2025	SEPTEMBER 3, 2025	SEPTEMBER 17, 2025
OCTOBER 2025	OCTOBER 1, 2025	OCTOBER 15, 2025
NOVEMBER 2025	NOVEMBER 5, 2025	NOVEMBER 19, 2025
DECEMBER 2025	DECEMBER 3, 2025	DECEMBER 17, 2025
JANUARY 2026	JANUARY 7, 2026	JANUARY 21, 2026
FEBRUARY 2026	FEBRUARY 4, 2026	FEBRUARY 18, 2026
MARCH 2026	MARCH 4, 2026	MARCH 18, 2026
APRIL 2026	APRIL 1, 2026	APRIL 15, 2026
MAY 2026	MAY 6, 2026	MAY 20, 2026
JUNE 2026	JUNE 3, 2026	JUNE 17, 2026
JULY 2026	JULY 1, 2026	JULY 15, 2026

Regular POC meetings shall be held on the first and/or third Wednesday of each month at 6:00 p.m. or as otherwise set forth in the published calendar and posted on the internet with proper notice.

Other meetings may be called as needed. Meetings shall be held in Oakland City Hall, One Frank H. Ogawa Plaza, in the City of Oakland, CA. The POC is in recess in the month of August.¹

¹ POC Bylaws, Section 9 (rev. 9/2/2015)

OFCY Evaluation Update

Dr. Katie Kramer, Co-Founder & CEO
The Bridging Group
OFCY Evaluation Director

POC Meeting
September 3, 2025

THE
BRIDGING
GROUP

TBG Evaluation Update



**Project
Coordination &
Strategic Advising**



**Cityspan
Quantitative Data
Review & QI**



**Cityspan
Qualitative Data
Review and
Outcomes Match**



**FY 24-25
Participant
Surveys**

6,208 youth & parent
surveys collected!!



**Evaluation Reports
Completion**

OFCY 2022-2023 (✓)
OFCY 2023-2024 (✓)
OFCY 2024-2025
(Winter '25)



**Future Evaluation
Planning**

OFCY 2025-2026
Outcomes Plan

Overview and Background of OFCY Evaluation Planning

OAKLAND FUND FOR
CHILDREN & YOUTH

Overview of Outcome Approach – Our North Star

City of Oakland embraces
an RBA framework

Aiming to enhance agency
reporting to clearly
demonstrate the impact of
the collective OFCY
programming

Aligning outcomes across
COO departments in key
strategy areas

Elevating participant voice

Improving collective
storytelling

Defining clear and
consistent outcome
measurements across
strategies

OFCY Results Based Accountability Framework

How Much Did We Do?

- Number of programs funded
- Number of people served
- Number of hours of service
- Who we served (e.g., demographics)

How Well Did We Do It?

- Actual vs. projected hours of service
- Actual vs. number of people served
- Participant satisfaction (e.g., retention, recruitment of others)
- Equity assessment (i.e., do the people served represent communities with most disparities?)

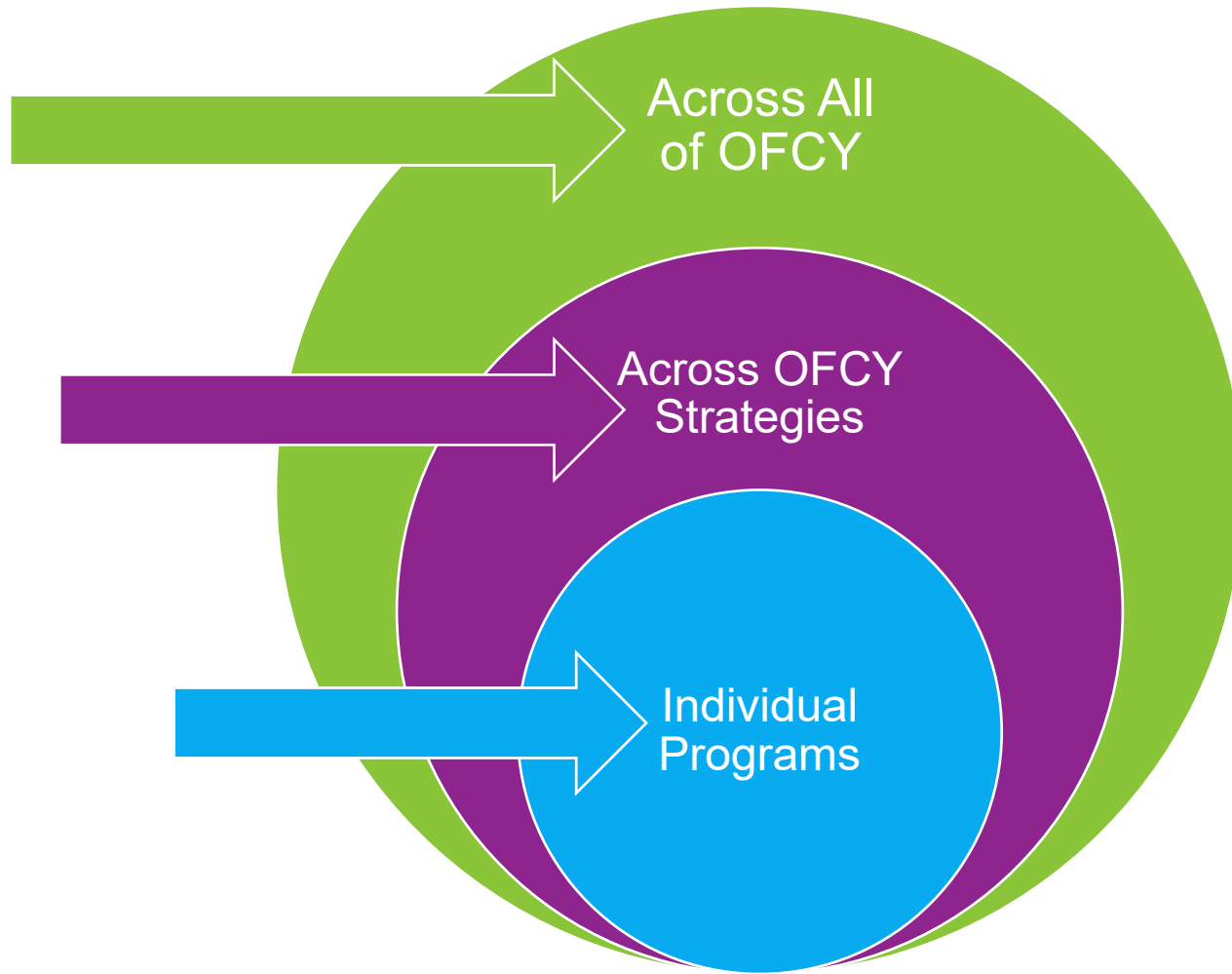
Is Anyone Better Off?

*What quantity or quality change for the better did we produce?
(I.e., number or percent of people with improvement in skills, knowledge, behaviors, or circumstances)*

Examples

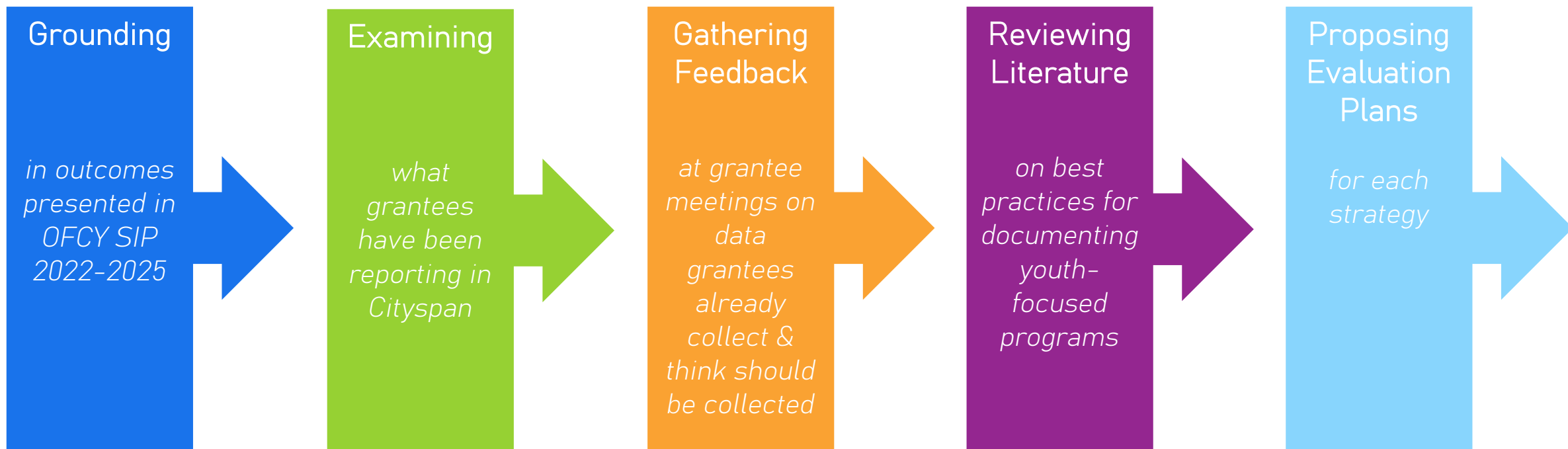
- Percent of participants who report increased interest in school
- Number of participants who gain and keep employment or internship
- Percent of parents who report increased play time, listening to, or talking with their child
- Number of participants who served in a youth leadership role

Collective and Comprehensive Storytelling Framework



OFCY Evaluation Planning Process

OAKLAND FUND FOR
CHILDREN & YOUTH



Outcomes Planning Process

Evolution of OFCY Outcomes Evaluation Planning

Planning & Development

- Development and finalization of OFCY Evaluation Outcomes Plan

April – December
2024



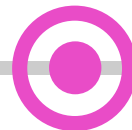
Research/ Formative

- Previous OFCY data review
- Grantee input
- OFCY grantee data readiness assessment

January – June
2025



July – December
2025



Testing & RFP Integration

- Internal test of Evaluation Plan to OFCY FY24/25 grantee outcomes data
- Integration of outcomes & measures into OFCY 26/28 RFP

Beta Test at Pilot Sites

- Beta test OFCY Evaluation Outcomes Plan with select OFCY FY 25/26 pilot sites

January – June
2026



January – June
2026



Full Implementation

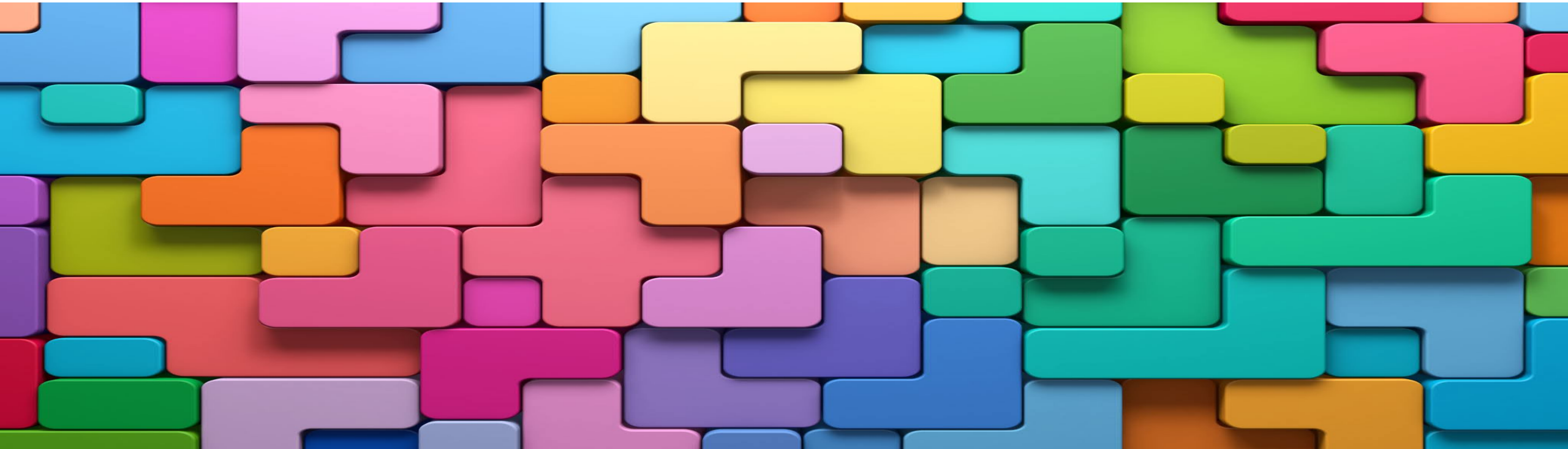
- Full integration and implementation of OFCY Evaluation Outcomes Plan with all new OFCY grantees

The background of the slide is a dense, colorful pattern of interlocking, three-dimensional rectangular blocks. The blocks are in various colors including shades of blue, green, yellow, orange, pink, and purple. They are arranged in a way that creates a sense of depth and texture, with some blocks appearing to be in front of others.

Proposed FY25-28 Evaluation Plan

OAKLAND FUND FOR
CHILDREN & YOUTH

OFCY SIP FY 25-28 Outcomes



1. Family Resource Centers and Parent Engagement

- **Improved access** to culturally sensitive, trauma-informed family support services for families with young children
- **Increase parent confidence, leadership, and knowledge** of early childhood development
- **Increase parent abilities** to help children and families experiencing stress, developmental challenges, or other issues
- **Improve parent knowledge of and access to early childcare and education resources** for their children
- **Equity Outcome:** Families of young children living in equity zones can access family resource centers in their local communities

2. Elementary School-Based Expanded Learning

- **Increased access to safe places** and spaces at school
- **Increased access to arts, enrichment, athletics, recreation, and cultural activities** at school
- **Increased sense of belonging and trust** with caring adults
- **Increased connection to and engagement with school**
- ***Equity Outcome:*** Every child living in an equity zone in Oakland has access to free school-based after-school programs in elementary school

3. Middle School-Based Expanded Learning

- **Increased access to safe places** and spaces at school
- **Increased access to arts, enrichment, athletics, recreation, and cultural activities** at school
- **Increased sense of belonging and trust** with caring adults
- **Increased connection to and engagement with school**
- ***Equity Outcome:*** Every child living in an equity zone in Oakland has access to free school-based after-school programs in middle school

4. Youth Development and Leadership

- **Expanded access to leadership and enrichment opportunities** for youth
- **Increased affinity for community building, cultural awareness, leadership, and recreation**
- **Increased sense of self, belonging, connectedness, and community**
- **Equity outcome:** Youth living in equity zones have access to free, high quality youth development programs in the summer and year-round

5. Career Access & Employment

- **Increased experience and awareness of job and career** options for youth
- **Increased numbers of youth** in Oakland who have **paid work** experiences
- **Increased youth knowledge** and comfort with basic life skills
- **Increased youth confidence** that they can be self-sufficient as they transition to adulthood
- **Improved financial stability** for youth
- ***Equity Outcome:*** Youth living in equity zones have increased access to paid work opportunities and jobs

6. Youth Summer Jobs

- **Increased number of youth** in Oakland who **participate in summer jobs** and **gain first time work experience**
- **Increased experience and awareness** of job and career options for youth
- **Improved financial stability** for youth
- ***Equity Outcome:*** Youth living in equity zones have increased access to paid work opportunities and jobs over the summer

7. Independent Living

- **Increased experience with and awareness** of job and career options for youth
- **Increased youth knowledge** of and comfort with basic life skills
- **Increased youth confidence** that they can be self-sufficient as they transition to adulthood
- **Improved financial stability** for youth through wages, incentives, and basic income supports
- **Equity Outcome:** Youth living in equity zones have increased access to income, benefits, and supportive services.



8. Place Based Innovations for Safety

- **Youth reduce risk behaviors** related to violence
- **Youth and families have safe, youth-friendly spaces** to play, celebrate, connect, and have fun
- **Youth feel an increased sense of belonging and safety** in their communities
- ***Equity Outcome:*** Youth demonstrating early warning indicators have improved engagement in school, work, and community activities



Outcome Measurement Categories

Across all OFCY Grantees

1. **Belonging, Community, & Support**
2. **Knowledge Acquisition & Skill Development** (*strategy specific adaptations*)
3. **Connections and Access to Resources**
4. **Leadership Development**
5. **Client Satisfaction**

Strategy Specific

6. **Engagement in School**
7. **Employment and Financial Stability**
8. **Violence Prevention**

Cross Walk of OFCY Strategies & Outcome Measurements								
25/28 OFCY SIP Strategy	OFCY Outcome Measurement Categories							
	Belonging, Community & Support	Knowledge Acq & Skill Development	Connections & Access to Resources	Leadership Develop	Client Satisfaction	Engagement in School	Violence Prevention	Employment & Financial Stability
FRC & Parent Engagement	X	X	X	X	X	X		
Elem School-Based Expanded Learning	X	X	X	X	X	X		
Middle School-Based Expanded Learning	X	X	X	X	X	X		
Youth Leadership & Development	X	X	X	X	X	X	X	
Career Access & Employment	X	X	X	X	X	X	X	X
Youth Summer Jobs	X	X	X	X	X	X	X	X
Independent Living	X	X	X	X	X	X	X	X
Place Based Innovations for Safety	X	X	X	X	X	X	X	X

Information and Data Sources

Cityspan

- Agency-level Reporting
- Quantitative and Qualitative Data
- Narratives on accomplishments, challenges, vignettes,
- Photos, flyers, other program documents

OFCY Participant Survey

- Participant-level Reporting/Voice (youth and parents)

Site Visits

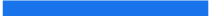
- Participant and staff-level Reporting/Voice
- Listening sessions and/or interviews
- Program observations, highlights, photos

Proposed OFCY FY 25–28 Outcome Evaluation Plan

Outcome Measurement	Data Points	Data Source	OFCY Strategies
1. Belonging, Community & Support	Provide community and belonging events as part of OFCY-funded activities? If yes: # of community and belonging events # of people attending events	Cityspan	ALL: FRC, Elem School-Based Learning, Middle School-Based Learning, Youth Leadership, Career Access, Youth Summer Jobs, Independent Living, Place Based Innovations for Safety
	Questions on belonging	OFCY Ppt Survey	ALL
2. Knowledge Acquisition & Skills Development	Provide training or workshops as part of OFCY-funded activities? If yes: # and type of trainings # and type of workshops	Cityspan	ALL: FRC, Elem School-Based Learning, Middle School-Based Learning, Youth Leadership, Career Access, Youth Summer Jobs, Independent Living, Place Based Innovations for Safety
	Questions on knowledge and skills, strategy-specific	OFCY Ppt Survey	ALL

Outcome Measurement	Data Points	Data Source	OFCY Strategies
3. Connections and Access to Resources	Provide connections and access to community resources as part of OFCY-funded activities? If yes: # ppts with needs assessments # ppts provided information/resources # ppts referred to another organization # ppts provided access support # ppts enrolled in benefits	Cityspan	FRC Plus all other strategies if applicable
4. Leadership Development	Provide opportunities for youth or parents/adults to lead activities/events as part of OFCY-funded activities? If yes: # of activities facilitated by OFCY parent or youth	Cityspan	Youth Leadership Plus alll other strategies if applicable
	Questions on leadership (including opportunities to lead, leadership skills)	ALL	ALL
5. Client Satisfaction	# of returning OFCY ppts # of ppts referred to program by other OFCY youth	Cityspan	ALL: FRC, Elem School-Based Learning, Middle School-Based Learning, Youth Leadership, Career Access, Youth Summer Jobs, Independent Living, Place Based Innovations for Safety
	Net Promoter Score and other program input questions	OFCY Ppt Survey	ALL

Outcome Measurement	Data Points	Data Source	OFCY Strategies
6. Engagement in School	# of ppts provided with kindergarten or other academic achievement support # ppts demonstrating kindergarten readiness or improved academic achievement - Identification of how improvement was documented (verbal, survey, dance, music)	Cityspan	FRC
	# of ppts provided academic achievement support # ppts with math/reading assessments # ppts demonstrating increased achievement though assessments	Cityspan	Elementary School-Based Learning, Middle School-Based Learning
	# of seniors eligible to graduate # seniors graduating high school, GED, or HS equivalent # of ppts accepted into post-secondary educational program	Cityspan	Youth Leadership, Career Access, Youth Summer Jobs, Independent Living, Place Based Innovations for Safety



Outcome Measurement	Data Points	Data Source	OFCY Strategies
7. Violence Prevention	Expanded questions on violence prevention (including conflict resolution, sense of safety, support systems and resources, and bullying)	OFCY Ppt Survey	Youth Leadership, Career Access, Youth Summer Jobs, Independent Living, Place Based Innovations for Safety
8. Employment and Financial Stability	# of career pathways education activities provided # of ppts with paid internship or job acquisition # of ppts with unpaid internship or job acquisition # of ppts employed for the first time # of ppts still employed 90 days # of ppts provided support for creating or updating their resume	Cityspan	Career Access, Youth Summer Jobs, Independent Living, Place Based Innovations for Safety
	Questions on employment and financial stability	OFCY Ppt Survey	Career Access, Youth Summer Jobs, Independent Living, Place Based Innovations for Safety

Questions and Answers

OAKLAND FUND FOR
CHILDREN & YOUTH



Katie Kramer
katie@thebridginggroup.com