

FUNDING APPLICATION

GENERAL INFORMATION

Organization Information

Legal Name: Pathways Youth and Family Services		Federal Tax ID#: 74-2631080		Are you a 501(3)(c) charity? Yes	
Address: 1919 NW Loop 410, Suite 201	City: San Antonio	State: Texas	Zip Code: 78213		
Website: www.pathway.org		Fax: (512) 413-2579			

Head Of Organization

Name: Tina Amberboy	Title: President and CEO
E-Mail Address: tamberboy@pathway.org	Phone: (210) 733-7117

Application Contact

Name: Tina Amberboy	Title: President and CEO	E-Mail Address: tamberboy@pathway.org	Phone: (512) 413-2579
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Has the organization applied to the Gordon Hartman Family Foundation in the past and been declined?

No

Grant Amount Requested \$:	Total Project Budget \$:	Organization's Annual budget \$:
\$25,000	\$25,000	\$23,000,000

Mission Statement:

Pathways' mission is to create environments where children and families thrive. Our programs are rooted in the tenet that children thrive when they are safe. We provide homes where children can begin to heal from abuse, neglect, and trauma as they grow and mature in their own unique talents and gifts. Pathways empowers children and families by engaging them in the processes we use to change their lives. The mission of our Habilitative Homes (Hab Homes) division is to provide a safe, stable home for children with severe intellectual and developmental disabilities who have experienced abuse and neglect. We provide a nurturing environment where children can heal from trauma as we nurture their capacity for growth and resilience and help them achieve the highest level of independence possible.

PROJECT INFORMATION

Program / Project Title:

Pathways' Habilitative Homes Education Assistance Project

PROJECT TIMELINE

Start Date	End Date
11/01/2020	06/30/2021

Program / Project Description:

Pathways is seeking support to address challenges with virtual learning for the residents of Habilitative Homes (Hab Homes), a residential facility for children and youth in foster care who have an intellectual or developmental disorder (IDD) with deficits in adaptive functioning. Hab Homes' residents attend several SWISD schools, including Sky Harbor Elementary, Hidden Cove Elementary, McAuliffe Middle, Legacy High School, and the 18+ SET program. The nature of the congregate care setting, the special needs of our residents, and circumstances caused by the COVID-19 pandemic present significant challenges for our residents. Participation in on-campus learning presents increased health risks for our residents. Any resident's participation in on-campus learning increases the risk of exposure for all Hab Homes residents due to challenges with preventing the spread of the virus in the congregate care setting. In evaluating the risk of exposure, it is important to consider that approximately 50% of our residents have a co-occurring medical condition and are at increased risk of complications from COVID-19. Although continued participation in the virtual learning environment reduces the risk of infection, virtual learning is especially challenging for Hab Homes residents. Hab Homes staff can navigate the virtual learning platform, but our residents struggle to complete work using iPads and Chromebooks. The electronic devices required for participation in the virtual classroom have also proven to be a distraction for many residents, leading to increased behavior issues. Paper packets are also a challenge for many of our kids. The COVID-19 crisis also presents considerable challenges to SWISD. Pathways has sought to find a solution with SWISD that would minimize risk to educators and our residents while maximizing opportunities for learning, streamline communication, provide technology support, and coordinate schedules between the different campuses serving our residents, and SWISD has agreed to make accommodations to address the challenges that cannot be resolved with those supports. Specifically, Pathways requested that SWISD provide in-person instruction and support at Hab Homes or adapting the virtual learning environment to accommodate the special needs of our residents. However, Pathways was notified that SWISD can provide assistance with IT issues but cannot provide in-person instruction.

Pathways designed a schedule and asynchronous learning plan, which SWISD has allowed us to implement for Hab Homes residents.

- o 9am-12pm - Residents login to their electronic device and use a link to view a recording of their teacher's lesson/instruction.
- o 12pm-12:45pm - Lunch
- o 12:45pm-2:30pm - Residents participate in electives (PE, music, and etc..).
- o 2:30pm-3:30pm - Residents complete homework

The schedule adjustment has resolved some of Hab Homes' challenges, but there is a continued need for daily communication and coordination with SWISD personnel to address issues related to curriculum, virtual assignments, accessing virtual instruction, and ensuring the accuracy of our residents' attendance records.

Pathways is seeking funding to support hiring or contracting with a person who could act as an education coordinator/liaison and support our residents' success in the virtual learning environment. Our residents attend SWISD schools and are participating in remote virtual learning due to the COVID-19 pandemic. Currently, our Program Administrator and our staff are spending a significant amount of time dealing with education issues. The responsibilities of the education liaison will include:

- o Evaluate each resident's unique needs, learning style, and help identify unmet needs
- o Support Hab Homes' staff in addressing residents' challenges with operating and accessing virtual learning technology
- o Monitor each resident's attendance record, engagement in virtual classroom, and the timely completion of assignments
- o Serve as Hab Homes' point of contact for residents' teachers and other SWISD personnel
- o Liaise with SWISD and advocate for residents' and problem-solve with SWISD personnel to address unmet needs.

We anticipate the cost of employing an education liaison will be approximately \$10,500-\$12,500 depending on the employee/contractor's level of education and work experience. This is based on information from the SWISD Clerical and Technical Pay Ranges for the 2020-2021 school year, for 20 hours per week for the remainder of the school year.

Evaluation Plan:

Hab Homes will assess the impact of the education liaison by evaluating our level of success in achieving the following outcomes:

All Hab Homes residents will continue participating in home-based, asynchronous learning and will:

- o Have an ARD and home-based learning curriculum that includes activities and assignments suitable for their unique capabilities and needs.
- o Login to SWISD's learning management system daily to view all recorded instruction.
- o Complete and submit all assignments.
- o Have no unexcused absences
- o Be promoted at the end of the 2020-2021 school year.

Plans to sustain project beyond the term of this request:

Sustainability (max 500 words)

Funds received from the Gordon Hartman Family Foundation will be used to meet a temporary need resulting from the COVID-19 pandemic. We do not anticipate requiring the support of an education liaison beyond the current school year. Hab Homes anticipates that our residents will resume on-campus learning for the 2021-2022 school year.

Line item Budget:

Line Item Description	Total Project Funds Allocation	Gordon Hartman Funds Allocation
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Education Assistant and ISD Liaison Wage Expense	\$0	\$14000
Additional Direct Care Staff Wage Expense	\$170000	\$11000
TOTAL:	\$170,000	\$25,000

BOARD OF DIRECTORS

LIST OF BOARD DIRECTORS

Name & Office Held	Corporate Affiliation
Dr. Michael Borchers, Chairman of the Board	Michael Borchers, DDS, Kerrville, TX
Brent Campbell, Board Member	Don Quick Real Estate, Austin, Texas
Helen Bryan, Board Member	San Antonio Texas