



CONTRACT FOR SERVICES & MEMORANDUM OF UNDERSTANDING

THIS Agreement is entered into as of February 1, 2018 between Sunny Hills Services (SHS) and San Rafael High School (SRHS). The intent of this contractual agreement is to clarify the respective roles and responsibilities of the partnership between SHS and SRHS.

SHS Services

SHS agrees to provide the following Anger Management and Gang Prevention services by its YouThrive program, at the San Rafael High School site, on the terms and conditions described herein:

- Anger Management and Gang Prevention curriculum: with ten (10) week sessions per site, one (1) hour per workshop, with an estimate of ten (10) youth per group
- Two (2) restorative conferences; restorative justice conflict resolution on case by case basis
- YouThrive will track youth's developmental assets, disciplinary referrals, attendance, grade point average (GPA);
- YouThrive will report out program updates to *San Rafael High School* representative on a monthly basis.
- Total cost of Spring 2018 program \$6,448.00.

San Rafael High School agrees to provide the following services:

- Provide access to facilities, to be used by YouThrive for group sessions and ancillary meetings
- Collect registration information from the families of youth participating in the program, and
- Identify and refer youth for participation in the program, according to the criteria and referral form provided by YouThrive.
- Provide face sheets and signed parent consent forms before or during week two of each workshop
- Provide access to grades, disciplinary, and attendance data during and at the end of each semester
- SRHS and SHS agree to meet monthly to provide ongoing evaluation of the program and report out program and student updates

SHS agrees to:

- Provide day trip and overnight camping trip opportunities to SRHS YouThrive participants and
- Summer programming to SRHS YouThrive participants at **no cost** to SRHS.
- YouThrive program manager, SRHS administrators and SHS development officer will look for joint funding opportunities in support for sustaining YouThrive services at SRHS.

- There is an availability to provide additional, rolling workshops dependent on funding opportunities and grants pending.

SRHS agrees to compensate SHS on the following terms and conditions for services provided:

- One payment of \$1,612.00 for spring 2018 YouThrive services billed monthly from March 1, 2018 – June 30, 2018.
- Total Program Fee for spring 2018 to SRHS is not to exceed \$6,448.00.
- Payment will be due and payable within 30 days following invoice.
- This agreement may be adjusted to meet the needs of one or both parties when alterations are made in writing and approved by both parties
- If all parties are in agreement, this contract will be in effect from February 1, 2018 through June 30, 2019, at which time the program will be reviewed for evaluation and continuation into the fall of 2019.

Scope of Services:

At the heart of YouThrive community—based activities is our Pro-Active Anger Management program, a 12-session curriculum which is oriented around an effective research-based curriculum called Aggression Replacement Training (ART). These YouThrive youth groups focus on helping youth understand the consequences of gang life and also focus on reducing aggressive behavior, increasing anger management skills, and improving social competency and moral reasoning. We will incorporate specific topics from our evidence based Thinking For a Change (T4C) Life Skills curriculum. T4C incorporates research from cognitive restructuring theory, social skills development, and the learning and use of problem solving skills. The restorative services are based in part on the work of Ted Wachtel, founder of the International Institute for Restorative Practices (IIRP). YouThrive staff is trained to utilize restorative justice practices and offer to facilitate conflict resolution conferencing in which everyone impacted by wrongdoing can share how they have been affected and have a say in how to repair the harm. This formal process is used to address incidents where harm has occurred and fosters more positive outcomes than mere punishment in education, criminal justice, youth work, organizational and other settings.

Example of Specific topics and goals of the curriculum include:

- 1) Anger Management: Develop a sense of self-understanding and broader awareness of the consequences of one's reactivity; develop personal awareness and self-regulation; develop an awareness of how one affects the world around them
- 2) Listening, Communication and Resolution: Develop these skills as interpersonal resources and offer alternatives to current styles of communication to aide in interpersonal relationships
- 3) Paths of Gang Involvement; examining short and long term consequences of gang membership; students will discuss loss of freedom and gain an awareness of prison and its reality
- 4) Responding to Pressures by identifying and using one's moral compass; valuing your own opinion to break negative social patterns
- 5) Self-Esteem: Develop an internal sense of importance in the world and develop personal awareness and strength to manage one's inner critic

- 6) Violence and Substance Abuse: Develop an awareness of drugs and drug use associated with pop culture; develop an awareness of different forms of violence and abuse to help set suitable boundaries with peers, parents and community members
- 7) Healthy Relationships: Develop a YouThrive brotherhood, offer alternatives to negative norms; broaden gender paradigms; and stimulate the exploration of healthy alternatives; sex education and identify agents of socialization to learn to change the system from within.
- 8) Toolbox for Success: Offer a visual of what the youth has to offer the community and offer resources for youth to continue their growth through a youth led project

YouThrive also uses the research-based survey developed by the Search Institute to measure improvement in developmental assets, which include: commitment to learning, positive values, social competencies, and positive identity. These assets aid in future success and positive life functioning. Success of the participants in the program is also measured by the schools they attend, specifically students' grades, attendance, and number of disciplinary referrals. In addition, we conduct client satisfaction surveys to ensure we are delivering quality services.

Outcomes:

YouThrive expectations are that by the end of the Spring 2018 and Fall 2019 workshops, our clients will show:

- A decrease in unexcused class attendance
- A decrease in disciplinary referrals
- An improvement in grade point average
- Report satisfaction with services, as measured by SHS client satisfaction survey.
- Gains in developmental assets

Hold Harmless:

SHS shall indemnify, defend with counsel, acceptable to SRHS, and hold harmless, to the full extent permitted by law, SRHS and its Board of Trustees, officers, agents, employees and volunteers from and against any and all liability, loss damage, claims, expenses and costs (including, without limitation, attorney fees and costs and fees of litigation) (collective, "Liability") of every nature arising out of or in connection with SHS' use of SRHS property pursuant to this Agreement or its failure to comply with any of its obligations contained in this Agreement, except such Liability caused by the sole negligence or willful misconduct of SRHS. This indemnification obligation is not limited in any way to any limitation on the amount or type of damages or compensation payable to or for SHS or its agents under Workers' Compensation acts, disability benefits acts, or other employee benefit acts. This indemnity obligation shall survive termination or expiration of the Agreement with respect to any Liability which arose while the Agreement was still in effect. SHS shall be liable to SRHS for any loss or damage to SRHS property arising from or in connection with SHS use of such property.

Insurance

SHS shall maintain, in force, commercial general liability and commercial auto policies covering bodily injury and property damage and provide evidence of coverage for professional liability. All policies and insurance carriers must be acceptable to the SRHS and be written on an occurrence form. SHS shall provide Workers' Compensation and employer's liability coverage for all employees and volunteers.

The insurance program shall be in the following amounts: comprehensive general liability with a combined single limit and per occurrence limits of not less than \$1,000,000; commercial auto policy with per occurrence limits of not less than \$1,000,000 with an annual general aggregate of \$5,000,000; Workers' Compensation with statutory limits for the State of California.

SHS shall provide SRHS with a Certificate of Insurance and an Additional Insured Endorsement for all liability arising out of this Agreement, and this endorsement will protect SRHS, its officers, agents, and employees against liability for bodily injury, deaths or property damage or destruction arising in any respect directly or indirectly in the performance of this Agreement.

The partners, having read and considered the above provision, indicated their agreement by their authorize signatures below.

San Rafael High School

By: Glenn Dennis

Glenn Dennis, Principal
San Rafael High School

Date: 2/16/18

Sunny Hills Services

By: _____

Bob Florez, Executive Director
Sunny Hills Services

Date: _____



YouThrive Scope of Services

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Example of Specific topics and goals of the curriculum include:

- 1) Anger Management: Develop a sense of self-understanding and broader awareness of the consequences of one's reactivity; develop personal awareness and self-regulation; develop an awareness of how one affects the world around them
- 2) Listening, Communication and Resolution: Develop these skills as interpersonal resources and offer alternatives to current styles of communication to aide in interpersonal relationships
- 3) Exploring Empathy; examining short and long term consequences of anger; and internal and external costs of expression of anger
- 4) Responding to Pressures by identifying and using one's moral compass; valuing your own opinion to break negative social patterns
- 5) Self-Esteem: Develop an internal sense of importance in the world and develop personal awareness and strength to manage one's inner critic
- 6) Violence and Substance Abuse: Develop an awareness of drugs and drug use associated with pop culture; develop an awareness of different forms of violence and abuse to help set suitable boundaries with peers, parents and community members
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competencies, and positive identity. These assets aid in future success and positive life functioning. Success of the participants in the program is also measured by the schools they attend, specifically students' grades, attendance, and number of disciplinary referrals. In addition, we conduct client satisfaction surveys to ensure we are delivering quality services.

Outcomes

Our goals and expectations are that by the end of the spring and fall 2018 workshops, at least 65 percent of our clients will:

- Demonstrate increase in resiliency assets, as measured by the Gang Avoidance Survey
- Demonstrate gains in developmental assets, as measured by Search Institute's Developmental Asset Profile survey, and
- Report satisfaction with services, as measured by SHS client satisfaction survey.

In addition, based on information obtained by students' schools during spring and fall 2018 semesters, YouThrive expects the following from our clients:

- A decrease in unexcused class attendance; 65%
- A decrease in disciplinary referrals; 65%
- An improvement in grades; 65%

YouThrive Participant Criteria

Youth participant criteria is not limited exclusively to the following:

- Youth who has a record with disciplinary referrals (defiance, truancy, detentions, suspensions, etc.)
- Youth who shows disconnection to education (rejects school and authority, numerous missing assignments, low grade point average, and lack of engagement in the classroom)
- Youth who enacts in behavioral disruptions in the classroom
- Youth who shows signs of potential alcohol and substance use
- Youth who may have family issues, stressors, and environmental adjustment issues affecting educational performance

Note: Program may not be the best fit for youth with intensive individual needs

