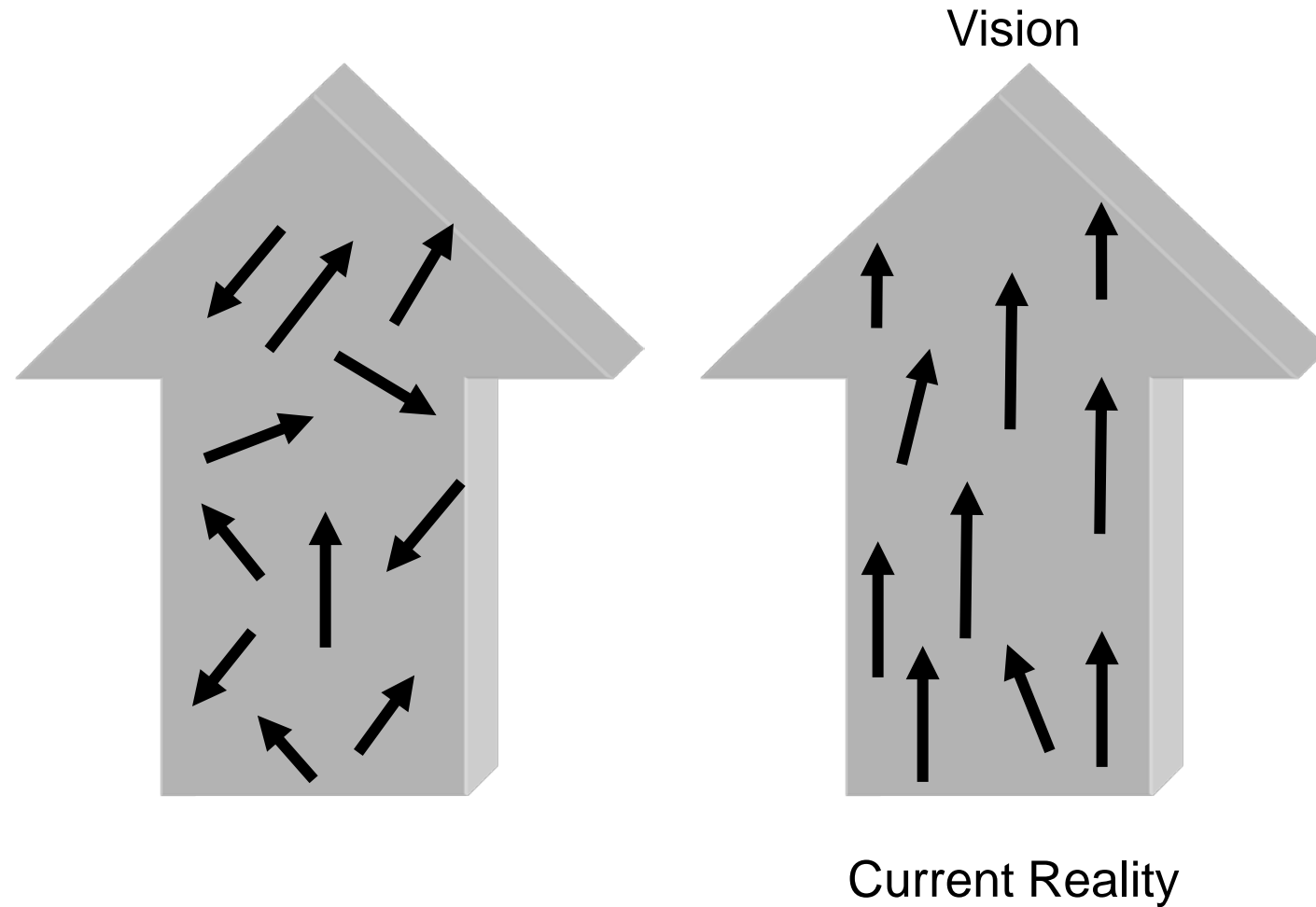


Vibrant communities that build trust, become inclusive, and, in return, leverage their strengths to solve their own problems. Communities that maximize opportunities for all children regardless of their socioeconomic background

Collective High Performance: Creating Alignment



ProUnitas Mission

To facilitate the effective **entry, coordination** and **implementation** of Houston's existing educational, health and social services for underserved communities.



ProUnitas supports from 0-24, 24/7

In the News

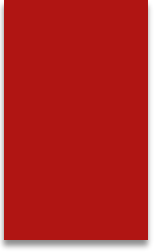
Homeless
shelters
perpetuate
homelessness

Food aid
leads to
increased
starvation

Drug busts
increase drug-
related crime

“Get tough”
prison sentences
fail to reduce
fear of violent
crime

Job training
programs increase
unemployment



What do these stories
have in common?

Failed Solutions Have Common Characteristics

- ▶ Address symptoms vs. underlying problems
- ▶ Obvious and often succeed in the short run
- ▶ Short-term gains undermined by long-term impacts
- ▶ Negative consequences are unintentional
- ▶ If the problem recurs, we do not see our responsibility

Good Intentions Are Not Enough

When you are confronted by any complex social system ... with things about it that you're dissatisfied with and anxious to fix, you cannot just step in and set about fixing with much hope of helping. This is one of the sore discouragements of our time.

If you want to fix something you are first obliged to understand ... the whole system.

Lewis Thomas

Systems vs. Conventional Thinking

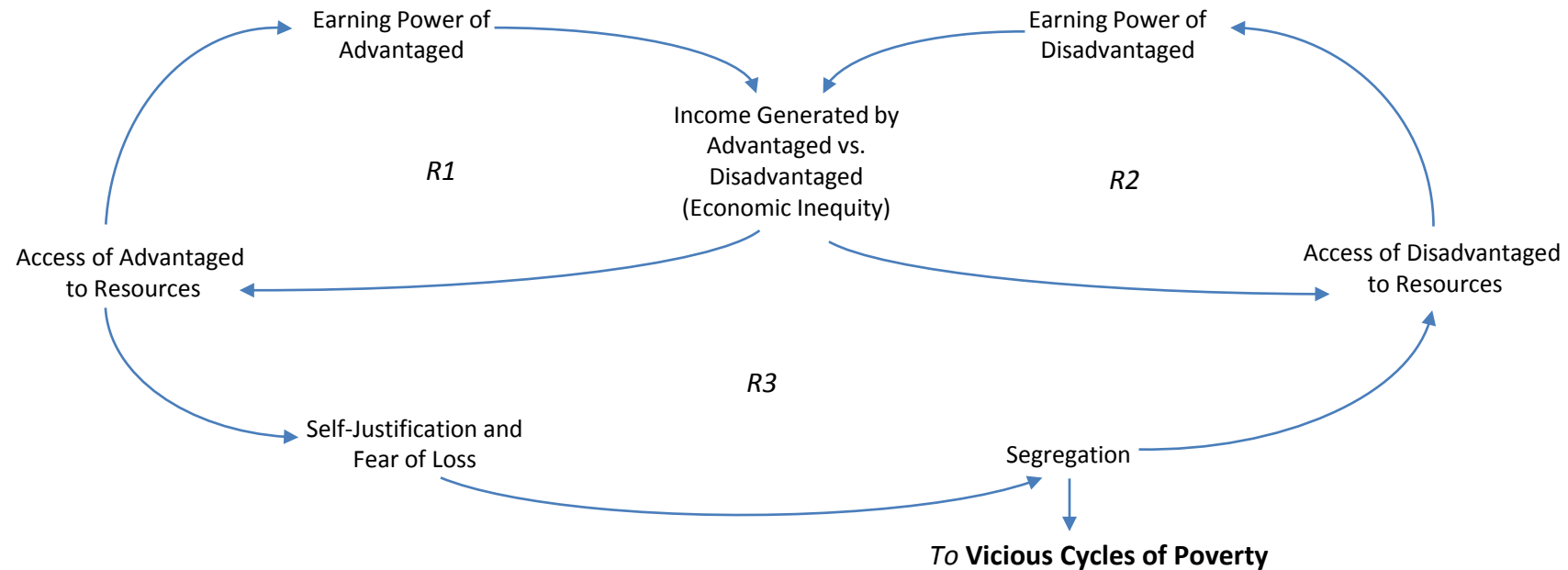
Conventional Thinking

- The connection between problems and their causes is obvious and easy to trace.
- Others, either within or outside our organization, are to blame for our problems and must be the ones to change.
- A policy designed to achieve short term success will also assure long term success.
- In order to optimize the whole, we must optimize the parts.
- Aggressively tackle many independent initiatives simultaneously.

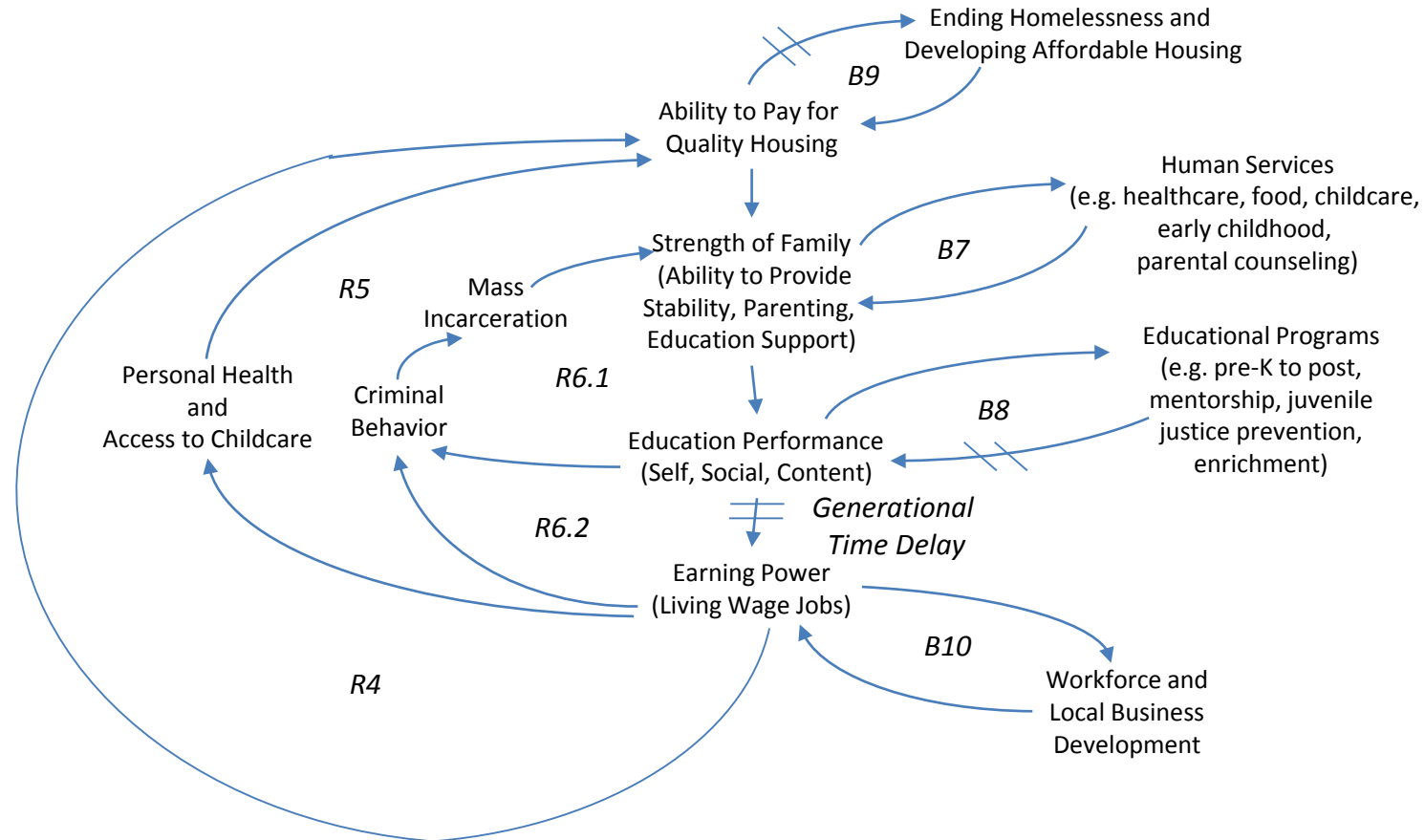
Systems Thinking

- The relationship between problems and their causes is indirect and not obvious.
- We unwittingly create our own problems and have significant control or influence in solving them through changing our own behavior.
- Most quick fixes have unintended consequences: they make no difference or make matters worse in the long run.
- In order to optimize the whole, we must improve relationships among the parts.
- Only a few key coordinated changes sustained over time will produce large systems change.

The Core Challenge of Economic Inequity



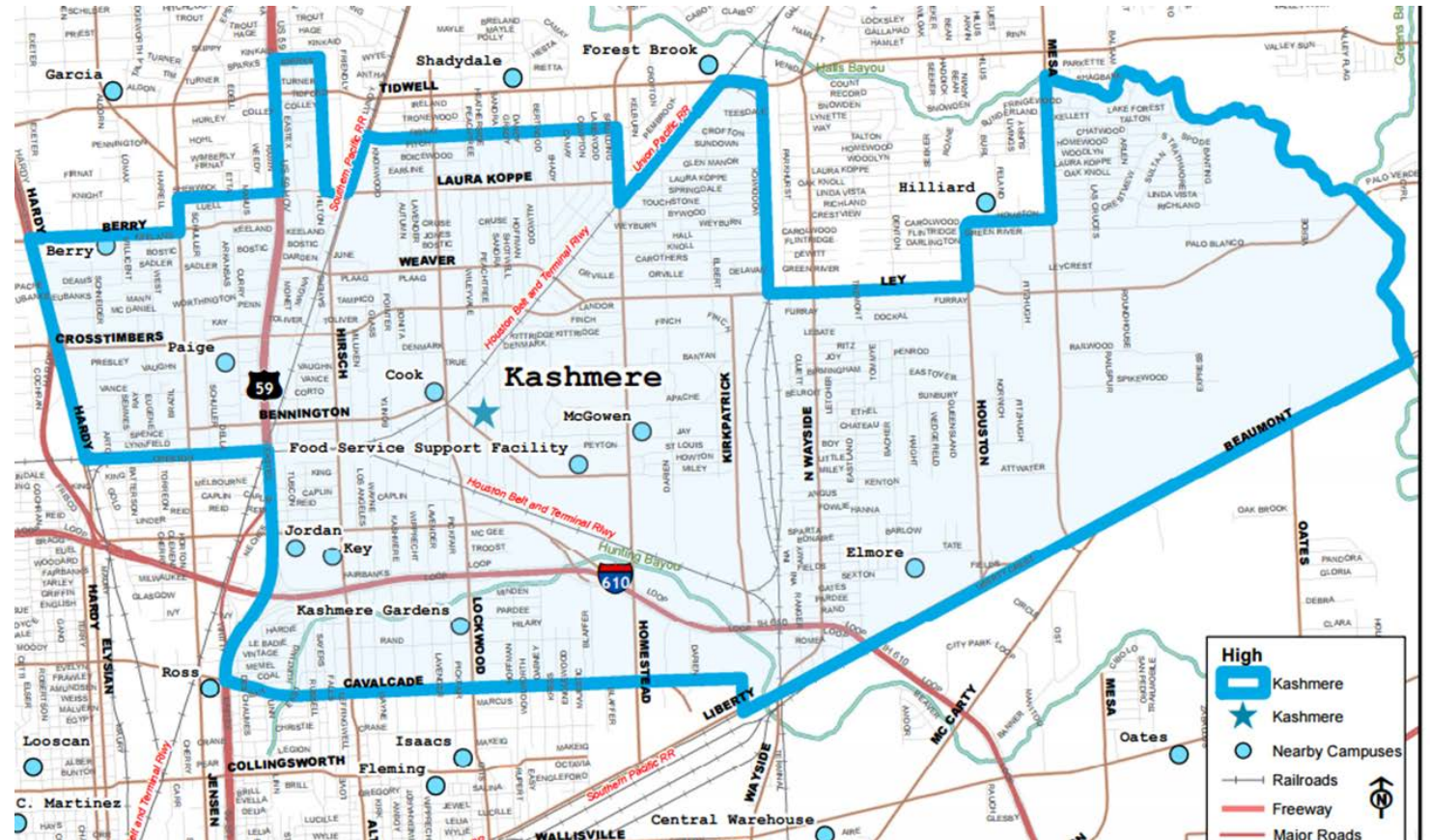
Treading Water



Kashmere/Trinity Garden School Feeder Pattern

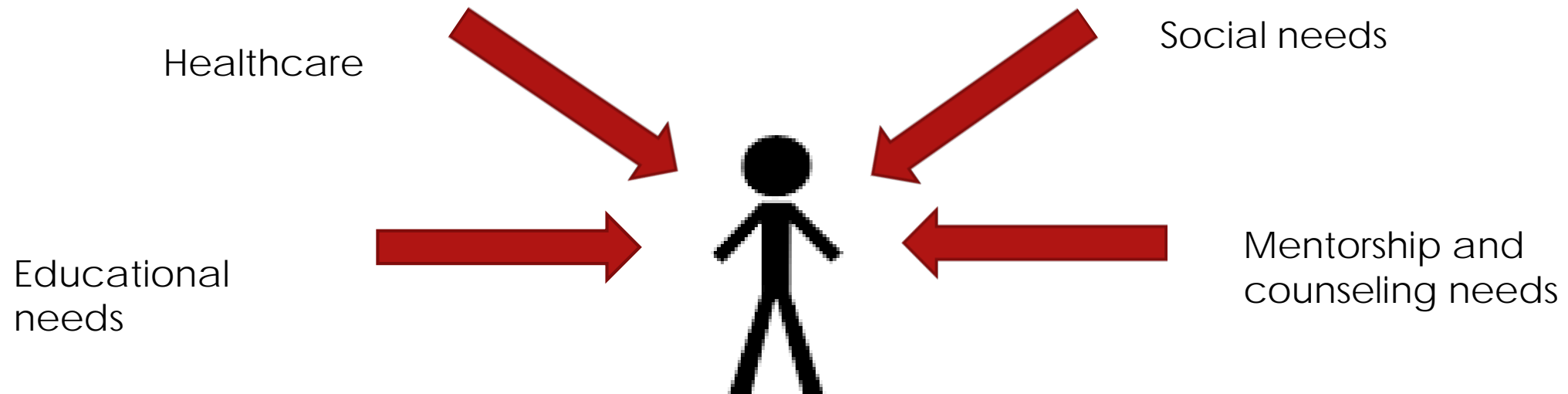
► Current Reality

- Home to the longest-running, low-performing public school in Texas
- 53 percent of adults earn less than \$25,000 a year
- The area lacks comprehensive health providers
- No Head Start programs
- Classified as a food desert.
- Most residents either have one car per family or rely on public transportation.
- Schools were reconstituted multiple times as well as part of the school turn around initiative Apollo

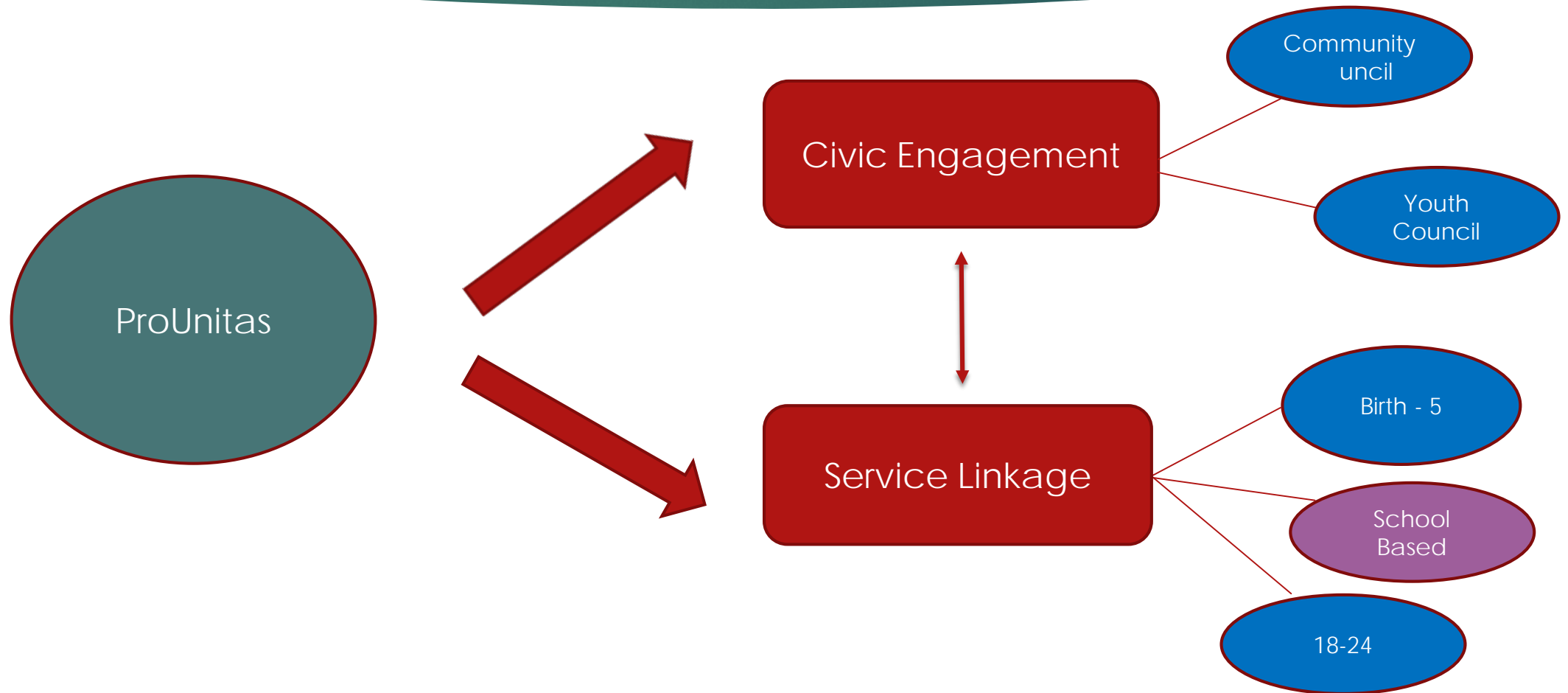


The Issue at Hand - As a country, we have become program rich but system poor.

Our children come to us with numerous needs and no one program or teacher possesses the capacity to solve them all...



ProUnitas is not a program but rather a system based organization with a focus on feeder patterns...

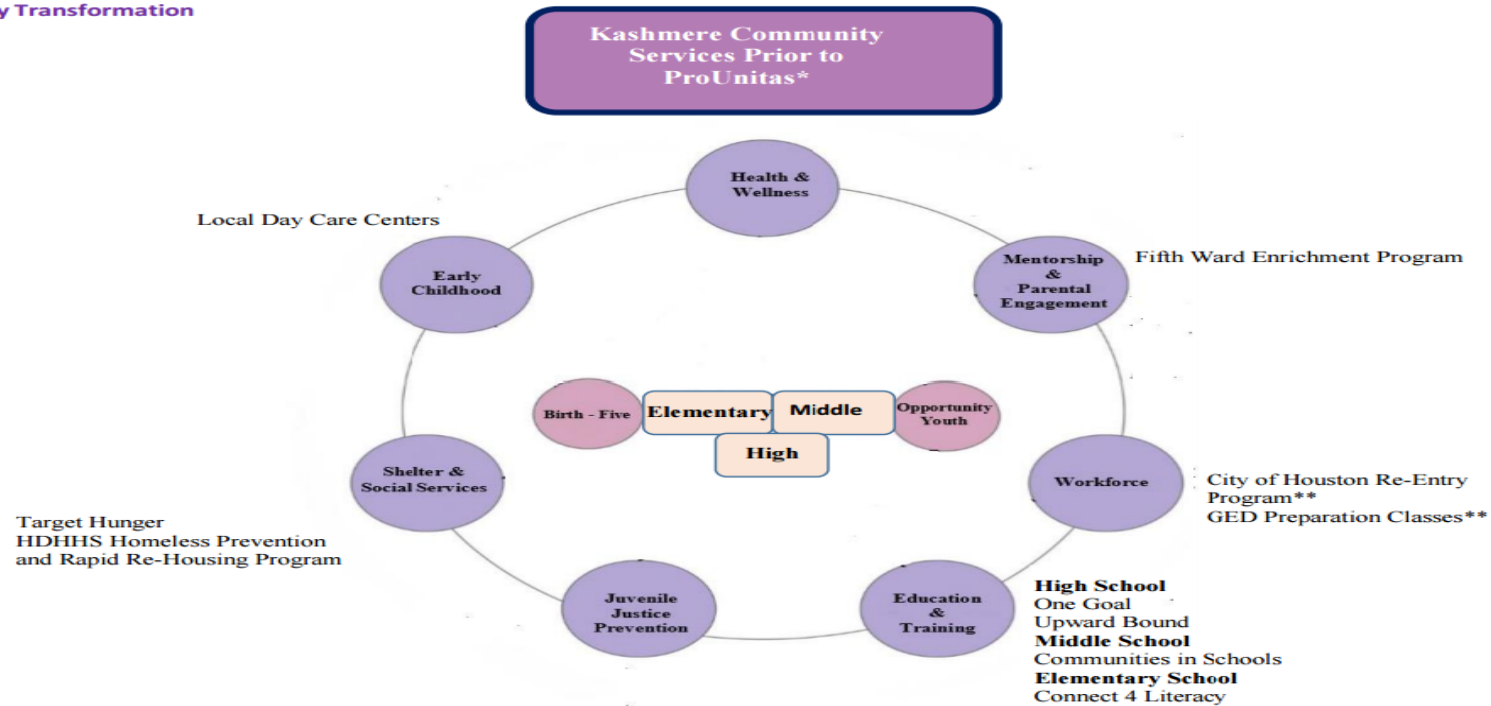


ProUnitas is not a Program but rather a System Based Organization – managing more than 45 agencies...*

- ▶ **Supports and provides the tools** for a community to play a crucial role in solving its own problems.
- ▶ Ensures that the **availability and access** of the programs and services is not dependent on the number of needs that a child presents.
- ▶ **Ensures that programs are not working in silos**, but are parts of a greater community vision.
- ▶ Provides a **clear pathway** for children to exit the cycle of poverty, by **facilitating the entry and coordination** of services in a fashion that supports their **holistic growth**.

Kashmere Feeder Pattern Before ProUnitas

ProUnitas Inc.
Kashmere Community Birth – 24
Community Transformation

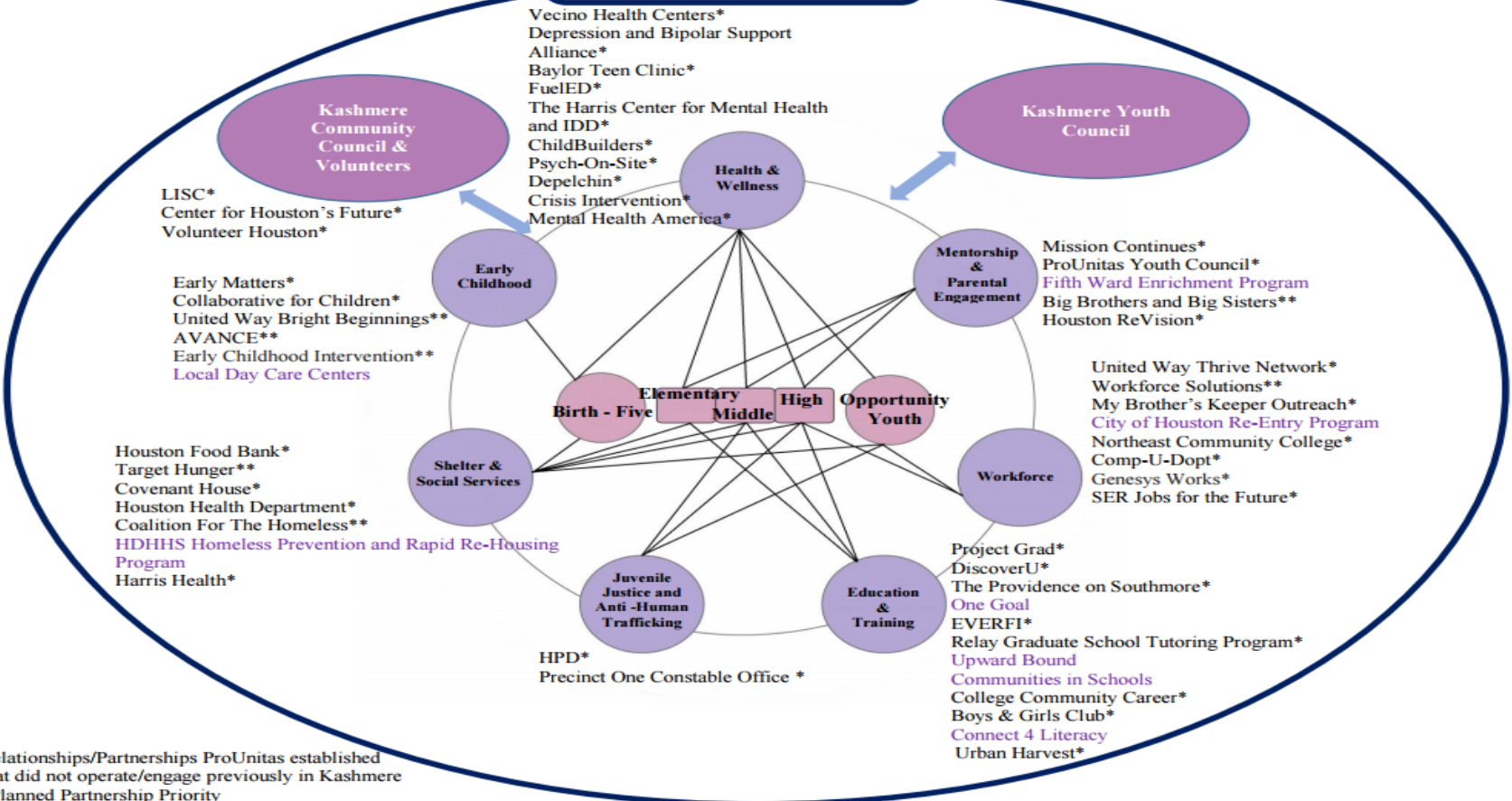


*This diagram does not take into account services that once operated in Kashmere. Services represented are those functioning in a consistent/permanent fashion in the Kashmere community

Kashmere Feeder Pattern Today – Expanding to additional Elementary School in 2017

ProUnitas Inc.
Kashmere Community Birth – 24
Community Transformation

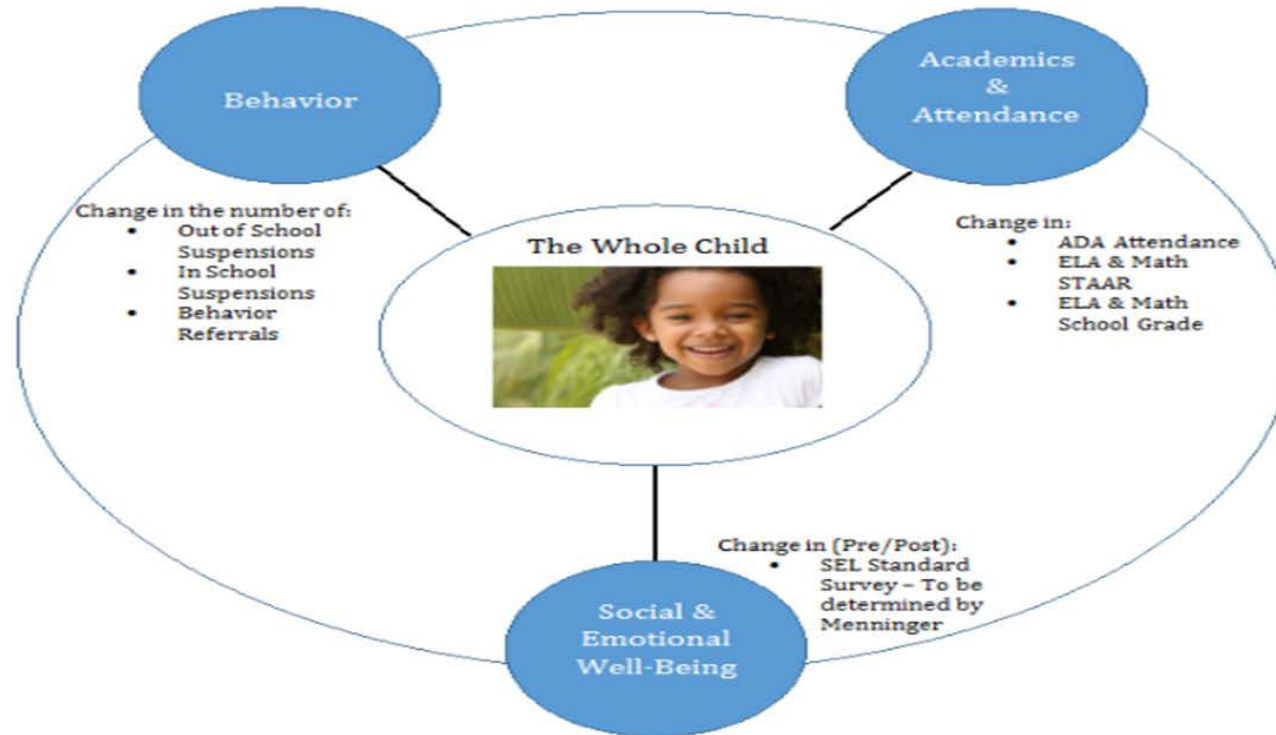
ProUnitas Inc.
Backbone Support
Organization – August 2016



*Relationships/Partnerships ProUnitas established that did not operate/engage previously in Kashmere
 **Planned Partnership Priority
 Organizations in purple previously exist in the Kashmere community

Shared Vision

Despite our uniqueness and individual metrics in some shape or form we are all working toward the same goal... Where do you see your program fitting in?

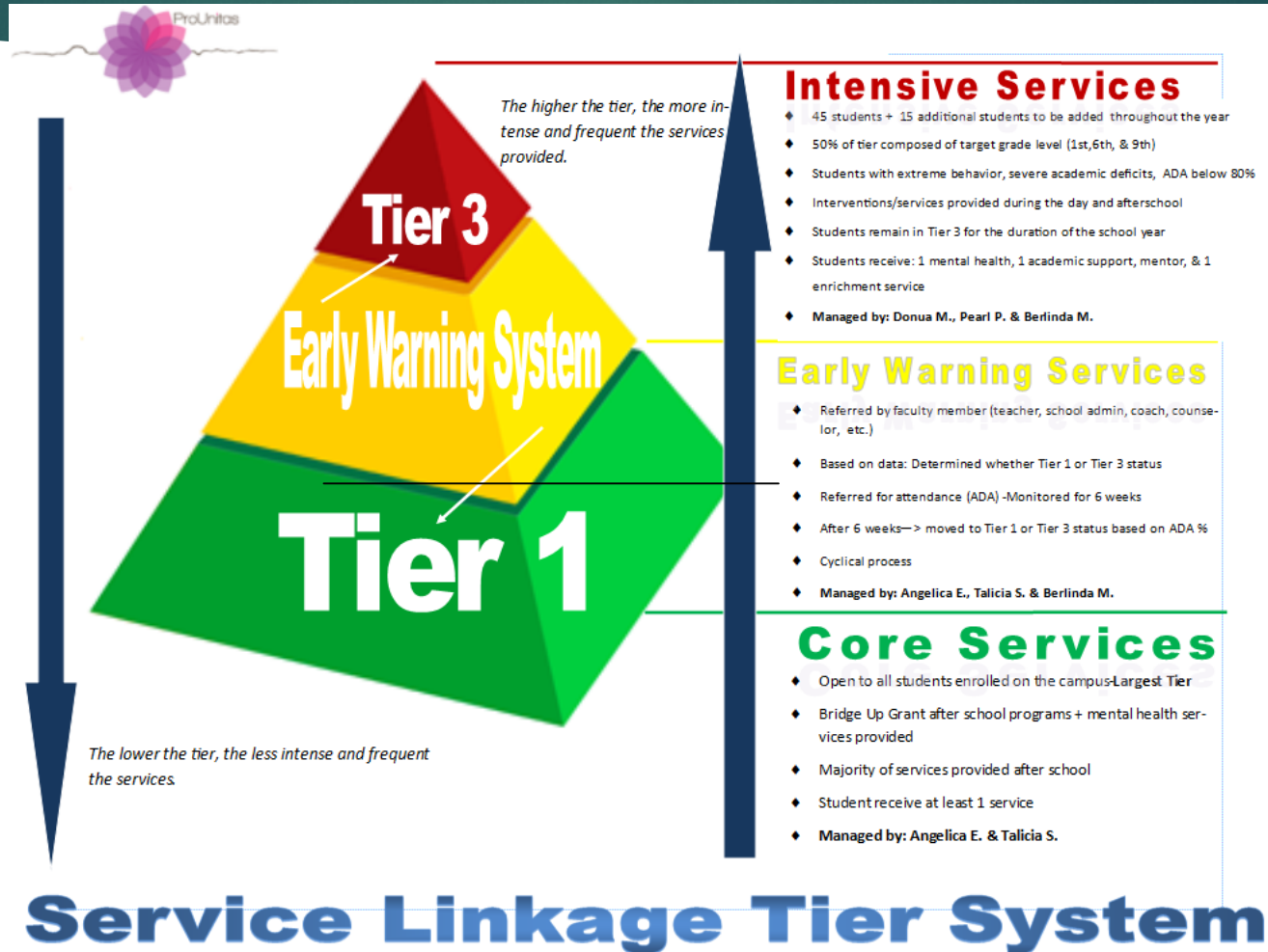


Where.....

- ▶ School-Based Success Centers
- ▶ Majority of services take place out of the Success Center
- ▶ E.g. service(s) include two full time additional counselors, academic tutoring, health/mental services, job placement, social services and many more

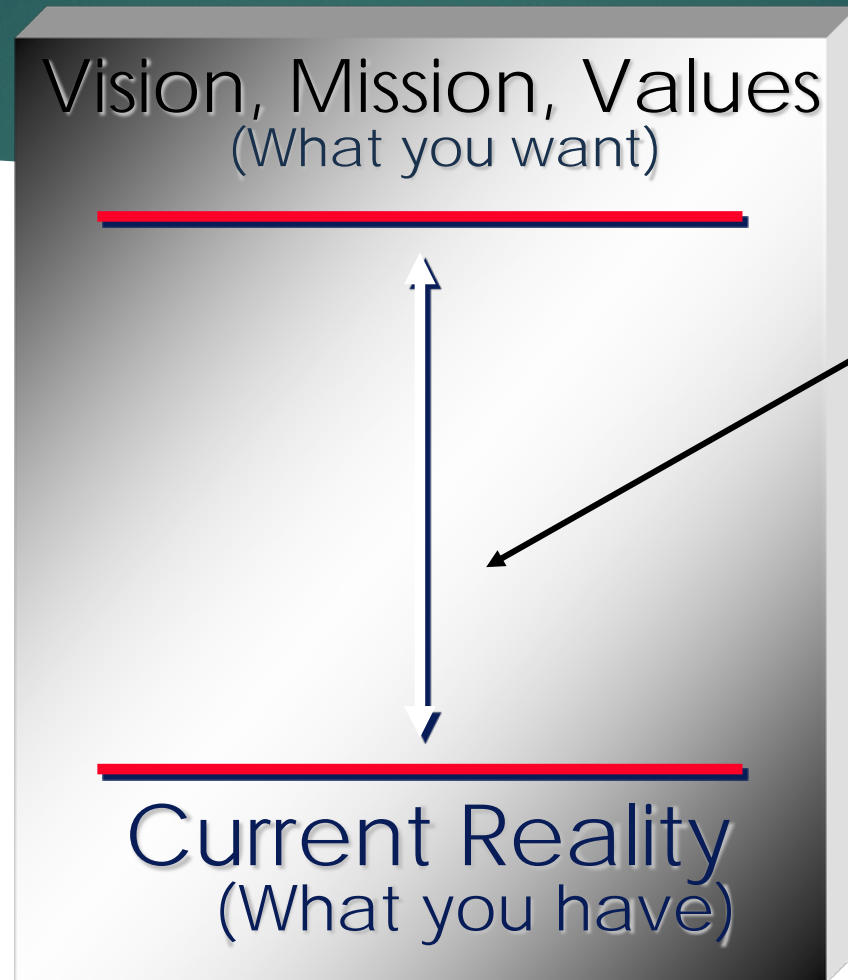


What we will be doing on campus...



Managed by a full time ProUnitas Linkage Manager on school campus

Where do I begin....



Bright Spots

- ▶ Collaborative effort between TEA, community, service providers and Houston ISD
- ▶ We cannot address the finish line without addressing the start line – Planned expansion to cover all elementary schools within feeder pattern by end of 2017
- ▶ Early gains in student level outcomes and system level outcomes
- ▶ Continue to assess our decisions against long term sustainability