

# STRATEGIC PLAN | FY24 - FY26

# Year 1 Report Card

The metrics contained in this report card are measures of the success in the first year of our strategic plan: July 1, 2023 - June 30, 2024.

## STRATEGIC PRIORITY 1

### reach every youth

Provide an advocate for every youth in foster care.

#### Waiting List

TARGET: 0 ACTUAL: 30

GRADE C

The number of children entering foster care began to grow in the second half of the year. We are committed to recruiting more CASA Volunteers to address this issue.



## STRATEGIC PRIORITY 2

### serve deeply & effectively

Achieve greater impact by enhancing services to be fully inclusive, responsive, and trauma informed.

#### Court Report Submission Rate

TARGET: 95% ACTUAL: 93%

GRADE A

CASAs are instrumental in elevating the voice of foster youth in court. Court reports are the tool they use to do just that.

#### % of Youth Matched According to an Identified DEI Requirement

TARGET: 40% ACTUAL: 100%

GRADE A

Efforts were made to ensure children with identified DEI requirements were matched with a CASA Volunteer who met at least one of the identified requirements.

Specific to strategy 2.3

#### % of CASA Graduates Who Met at least one DEI Requirement

TARGET: 50% ACTUAL: 65%

GRADE A

To better meet the needs of the children on our waiting list, efforts were made to recruit hard to reach volunteers: Latino/a/x, bilingual Spanish speaker, black, LGBTQ+, male and under the age of 35.

Specific to strategy 2.3

#### % of Children/Youth Who Attended a Child Advocates Hosted Event

TARGET: 25% ACTUAL: 40%



of age group

GRADE A

All of our events are filled with proven stress busting activities to combat the toxic stress our children endure from having experienced trauma. CASAs are highly encouraged to attend with their youth. Next year we will set even higher attendance goals.

LEGEND  
**A** = 90% or higher achievement to target  
**B** = 80-90% achievement to target  
**C** = Less than 80% achievement to target

**% of Children in Dependency Wellness Court with a CASA** GRADE **A**

TARGET:  **70%** ACTUAL:  **76%**

Parents in Dependency Wellness Court receive additional services to overcome their substance use issues. We strive to ensure every child is assigned a CASA to further support their parents' sobriety while in this court.

Specific to strategy 2.4



**Partner with Sobrato Philanthropies to launch youth space** GRADE **B**

TARGET:  Secure contract & design project ACTUAL:  Contract secured & design started

Sobrato Philanthropies is going to create a center for teens and young adults at their Parkmoor facility. We have been selected to assist in designing the space and to inform/develop onsite programming. Planning is currently underway.

Specific to strategy 2.8



**% of Non-Minor Dependents (NMDs) whose Case is Dismissed for Non-compliance** GRADE **A**

TARGET:  **<10%** ACTUAL:  **9%**

All NMDs must fulfill court requirements to remain dependents of the court. We completed yearlong fact finding research on our NMD Thrive Initiative, which will inform development of the initiative.

Specific to strategy 2.5

**CASA Satisfaction Rate** GRADE **A**

TARGET:  **75%** ACTUAL:  **98%**

We ask our CASAs for feedback year round on our events and program offerings. This includes an annual survey to ensure they are satisfied with their volunteer experience.

**Pilot CASA Program with Youth who are Truant** GRADE **A**

TARGET: **15 CASAs Trained**  
**10 Youth Assigned** ACTUAL: **14 CASAs Trained**  
**11 Youth Assigned**

At the request of the Court, we are piloting our program in RISE Court - a collaborative court of the Santa Clara County Superior Court - to see if our intervention can improve school attendance for youth who are truant.

Specific to strategy 2.2



STRATEGIC PRIORITY 3

**advocate for all**

**Advocate for a responsive, equitable service system for all child welfare involved families, children, and youth in our county.**



**Develop Agencywide DEI Plan** GRADE **A**

TARGET:  Develop a plan ACTUAL:  Plan developed

We developed a comprehensive Diversity, Equity and Inclusion plan that meets National CASA Standards and that will inform all agency principles, practices, and operations. Implementation is underway.

Specific to strategy 3.1

**Develop Agencywide Lived Experience Plan** GRADE **A**

TARGET:  Develop a plan ACTUAL:  Plan developed

Instinctually centering youth voice is paramount to all that we do. Moving forward it will also be formalized to ensure the lived experience of the children and families we serve influences all that we do.

Specific to strategy 3.2