A Culture of Giving Back: Benefits and Strategies of Engaging Volunteers in Their Local Communities

June 12, 2017
Jumpstart provides language, literacy, and social-emotional programming for preschool children from under-resourced communities and promotes quality early learning for all.
About Jumpstart

Jumpstart is working toward the day every child in America enters kindergarten prepared to succeed.

- Every child deserves the chance to succeed, yet poverty puts millions of children at greater risk of school failure because they lack access to a quality education.

- Jumpstart recruits and trains college students and community volunteers to deliver a high quality early education curriculum to preschool children in low-income neighborhoods, helping them to succeed in school and in life.
Today, fewer than 3 in 10 four year-olds are enrolled in a high-quality preschool program.

President Obama, State of the Union Address, February 12, 2013
Let’s do what works and make sure none of our children start the race of life already behind.

President Obama, State of the Union Address, February 12, 2013
Education in Massachusetts

Massachusetts children score highest on national tests...

State Ranking:
4th Grade NAEP

- #1
- #2-12
- #13-22
- #23-33
- #34-42
- #43-51

Breaks unequal due to tie scores.
Only 50% of MA students and 34% of students nationally scored at or above "proficient".
Massachusetts outperforms all other states and many nations, but it covers the gaps that exist.

On the 4th grade reading test out of 50 states:

- MA had the 18th largest black-white gap
- 8th largest Hispanic-white gap
- 10th largest income-based achievement gap
JUMPSTART’S SOLUTION
Working toward the day every child in America enters kindergarten prepared to succeed.

**THEORY OF CHANGE**

- Improving academic gains for young children living in poverty.
- Fostering a pipeline of educators and champions of early childhood education.
- Advocating for high quality early childhood education for all children.
College students & community volunteers

Rigorous early education & service training

Commit to a year of service

CORPS MEMBERS
Partnerships with:

Higher education institutions

Community organizations

Local high schools
Sample Jumpstart Site Structure

Jumpstart National & Regional Offices

Site Manager

Team Leader
- 6 Corps members

Team Leader
- 6 Corps members

Team Leader
- 6 Corps members

Team Leader
- 6 Corps members

Team Leader
- 6 Corps members

Volunteer Coordinator

College/University

Program Partners
Head Start or other early childhood education centers
Corps Member Commitment

• 300 hours of service during the school year (approximately 12-15 hours per week)
  – Includes up to 40 hours of training in early childhood education practices
• Full year of service in a classroom to provide consistency of support
• Placement with team of peers to develop leadership, communication, and problem solving skills
• Reflection opportunities
• Family engagement
Motivation of CMs

- Segal AmeriCorps Education Award
- Federal Work Study
- MA Early Education and Care Certification
- Course credit and field placement
- Jumpstart stipend
- Service learning components
- Future employment opportunities

Incentives vary based on site and funding model
Additional Motivations

- Resume builder
- Hands on experience working with children
- Team building/ leadership skills
- Knowledge building of preschool population
- Engagement on campus
- Understanding of local community and policy
Motivation Through Reflection

- The Working Poor
- Cultural competency
- Community scavenger hunt
- Visibility of program in community
- Alumni success stories
- Time management strategies
<table>
<thead>
<tr>
<th>Corps Member Post Service Survey</th>
<th>Rated Before Service Very Strong</th>
<th>Rated After Service Very Strong</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Problem-solving with children</td>
<td>11.5%</td>
<td>61.1%</td>
</tr>
<tr>
<td>b) Problem-solving with adults</td>
<td>19.8%</td>
<td>50.7%</td>
</tr>
<tr>
<td>c) Oral communication</td>
<td>22.3%</td>
<td>54.6%</td>
</tr>
<tr>
<td>d) Written communication</td>
<td>33.5%</td>
<td>58.3%</td>
</tr>
<tr>
<td>e) Collaboration and team-work</td>
<td>34.5%</td>
<td>73.9%</td>
</tr>
<tr>
<td>f) Time management</td>
<td>24.0%</td>
<td>50.1%</td>
</tr>
<tr>
<td>h) Improvising in unexpected situations</td>
<td>16.4%</td>
<td>59.9%</td>
</tr>
<tr>
<td>i) Managing a group of children</td>
<td>18.7%</td>
<td>62.0%</td>
</tr>
<tr>
<td>k) Understanding of professional expectations</td>
<td>37.4%</td>
<td>70.9%</td>
</tr>
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<td>l) Taking a leadership role</td>
<td>20.8%</td>
<td>54.7%</td>
</tr>
<tr>
<td>m) Working with a diverse group of team members</td>
<td>38.3%</td>
<td>73.5%</td>
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<tr>
<td>n) Demonstrating personal accountability for actions</td>
<td>43.1%</td>
<td>67.8%</td>
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<tr>
<td>o) Working to address problems in the community</td>
<td>14.5%</td>
<td>38.6%</td>
</tr>
<tr>
<td>p) Academic skills</td>
<td>40.5%</td>
<td>58.6%</td>
</tr>
</tbody>
</table>
Appreciating Volunteers

- Observation and Feedback
- Ripples
- Shouts of Joy
- Jumpstart’s Core Values
- End of Year Celebrations
**LEARNING**

Focus on progress and continuous improvement. Build knowledge, strengthen skill sets, and learn from a diverse set of perspectives.

**CORE VALUES**

**Jumpstart**

Children first.

**DETERMINATION**

Pursue goals with drive and focus. Face obstacles with courage and conviction, and strive to create long-term impact.

**CONNECTION**

Forge internal and external partnerships thoughtfully. Build strong relationships that create more substantial results than any individual effort.

**JOY**

Create a culture of fun, excitement, and hope. Celebrate success in genuine ways, and champion a compelling vision for the future.

**KINDNESS**

Interact with respect, understanding and care. Consider differing viewpoints while recognizing common goals, feelings and needs.
Benefits of Local Impact

• Investment in local community
• Understanding of local policy & desire to be involved in change
• Passion and energy of young adults
• Workforce development
• Family engagement
1. What incentives or motivation strategies do you use to engage your volunteers?

2. How do you leverage local volunteers to serve their own communities?

3. How do you demonstrate the connection between the actual service and the greater impact on the larger picture?

4. Are there engagement challenges that you are encountering within your organization that we could problem solve around today?
Thank You

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