



**Marzano** Research

# Jeffco Prosperity Partners 2019 Final Report

**PREPARED BY**

**Carrie Germeroth, David McCullough, and  
Becky Kelleman**

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# Jeffco Prosperity Partners

2019 Final Report

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Prepared for

Jefferson County Human Services

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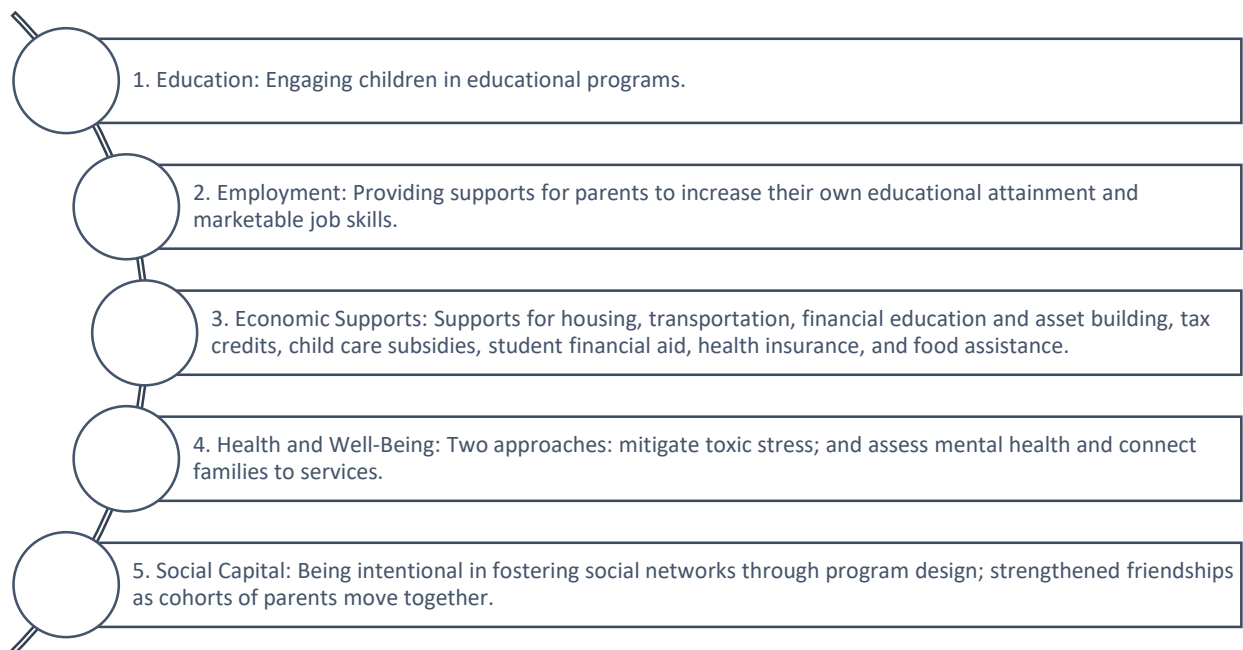
## INTRODUCTION

Jeffco Prosperity Partners (JPP) assists young children enrolled in Head Start and their families by providing supports and resources to help families overcome poverty. JPP employs a two-generation (2Gen), whole-family approach that focuses equally and intentionally on services and opportunities for both parents and children. There are five key components that create the model of the 2Gen approach used by JPP (Mosle & Patel, 2012; Figure 1).

“[JPP] reminds you that you are worthy and capable.”

JPP participant

**Figure 1. JPP 2Gen Goals**



*Note.* Adapted from Mosle and Patel (2012).

### JPP Activities

To accomplish the 2Gen goals in Figure 1, JPP supports families through four primary activities that foster success for participants: (1) coaching; (2) monthly meetings; (3) small groups, classes, and events; and (4) family advisory board. Each activity is further described below.

“I wanted to learn how to be a better father and improve my family.”

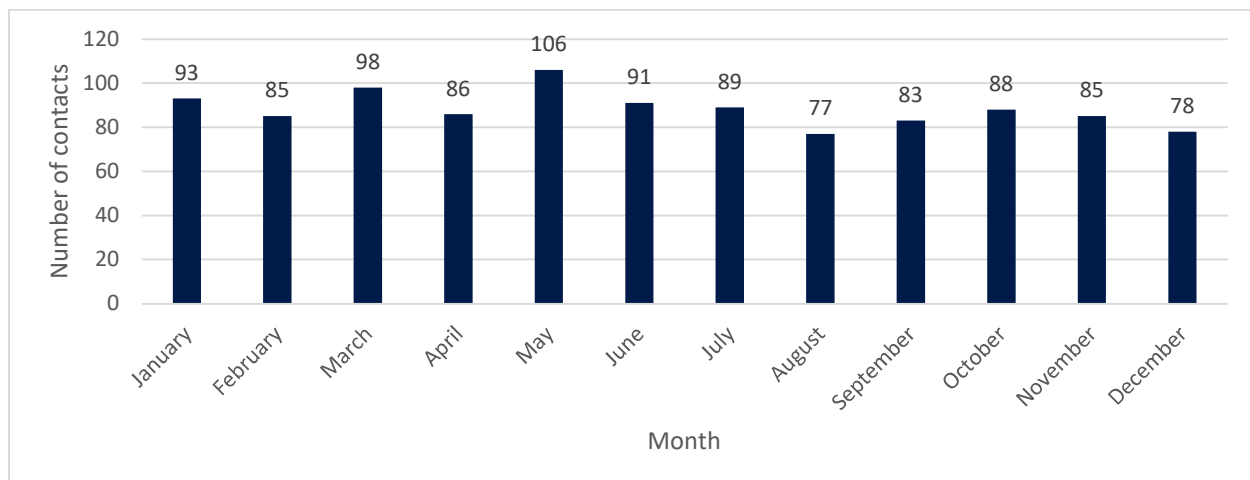
JPP participant

## Coaching

JPP Coaches engage with all participants in individual coaching meetings. A coaching meeting can be one-on-one with a coach and a participant, or it can also include other members of a participant’s family. Coaching conversations focus on building rapport, creating and accomplishing goals, and mitigating family crises.

In 2019, JPP Coaches connected over 1,059 times with 98 families. Coaches connected with families, on average, 88 times a month (Figure 2).

**Figure 2. On Average, Each JPP Coach Contacted Families 88 Times a Month**



Source. JPP Participant Plans.

A primary outcome of the coaching conversations is the development and monitoring of participant 2Gen goals. When enrolling in the JPP program, participants identify areas for improvement and goals. Generally, participant goals align with the 2Gen goals. Coaching meetings are used to review these goals and help participants to identify resources to achieve them. Coaches also offer assistance to achieve these goals by referring, and even accompanying, participants to partner agencies that can provide resources to help families with education, employment, health and well-being, and economic supports.

## Monthly Meetings

Monthly meetings allow participants and their families to gather together and connect over their challenges and successes. The meetings are designed to support participants and their families in building their social capital. They also provide a space for participants to feel



part of a larger community. During monthly meetings, participants and their families have opportunities to meet and share meals with other families participating in JPP. JPP coaches also provide valuable resources, updates, and guidance to the groups. In 2019, participating families attended an average of nine monthly meetings.

### **Small Groups, Classes, and Events**

Small-group convenings cover topics ranging from financial literacy to stress management. Participants are encouraged to attend the small groups or classes that will help them move toward their goals. These activities originated from participant requests to have additional social connections with one another. For a small group to form, six or more participants need to be interested in a topic. In 2019, small-group sessions and classes covered the following topics: finances; computer coding; and mental health. Some of these groups and classes were facilitated by external partners (such as Arvada Library) and others by JPP coaches. Conversations with JPP families revealed that participants believe the small groups and classes provide vital support and information to help them reach their goals. More information is provided on small groups in the *Promoting Social Capital* section below.

JPP hosts additional special events, including the “Education and Achievement Celebration Ceremony,” which celebrates family successes in education and employment; an annual picnic for families to come together; and “JPP’s Got Talent,” a family talent show. JPP also partners with local organizations, including libraries, health centers, churches, and schools, to deliver other educational services and resources to families. In 2019, JPP participants attended an average of 16 small groups, classes, or events.

### **Family Advisory Board**

The Family Advisory Board (Advisory) makes recommendations to JPP staff regarding programs, initiatives, self-sufficiency applications, and events. The Advisory also assists in forming subcommittees, establishing relationships with new community partners, facilitating communication among families, increasing the current level of participation among families and partners, planning JPP events, and representing JPP within the program and community. The Advisory is an integral part of JPP, ensuring that family voice is central to the program.

“I have found a sense of empowerment and confidence in myself and my family. When thinking of where I was when I started till now, the growth and progress we have made amazes me, and my coach and the staff were a major part in that. I always had the drive but no one to help me find the right path.”

JPP participant

Marzano Research was commissioned by JPP to conduct an annual evaluation of its work. The following report is organized around the implementation of the program and the five key components of the 2Gen approach. To examine progress toward these key components, Marzano Research engaged multiple stakeholders in primary data collection through surveys and focus groups (see the *Methods* section below). We also collected additional secondary data, which we synthesized and organized around the 2Gen components as well.

## METHODS

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Marzano Research used several methods to assess the JPP 2Gen components. We relied on JPP Participant Plans to document participant goals, JPP Assessment Forms to document participant progress toward 2Gen components, participant surveys to understand participant perceptions of JPP, and several focus groups with participants to provide rich contextual information. We also invited JPP partners to complete a survey in order to collect their feedback about JPP and their understanding of JPP activities. We collected all data during the 2019 program year.

### JPP Participant Plans

JPP Participant Plans document participant goals established during coaching meetings. Participant goals are coded into categories aligned to the five JPP 2Gen components: (1) Education; (2) Employment; (3) Economic Supports; (4) Health and Well-Being; and (5) Social Capital. Participants developed 1,149 plans in 2019.

### JPP Assessment Forms

Participants complete JPP Assessment Forms as they enter the program as well as on a quarterly basis. The forms capture information on participant and family needs to document progress related to the JPP 2Gen components. Participants completed 329 forms in 2019.

### JPP Participant Survey

Administered annually, this 27-item survey captures participants' reasons for joining JPP, their participation and satisfaction with activities and services received, and their recommendations for JPP program improvement. The survey included both closed-ended and open-ended questions. Summaries of responses to open-ended questions are included throughout the report, with additional contextual details as relevant. Participants received a \$25 gift card as an incentive to participate in the survey, which was administered online. Participant responses were voluntary—they could answer as many or as few questions as they chose. Sixty-eight percent of JPP participants responded on the survey.

### JPP Participant Focus Groups

Marzano Research also collaborated with JPP staff to invite all participants to attend focus groups. Focus groups gathered participants' experiences with goal-setting, their input on success measures for JPP, and their suggestions for program improvements. Focus group sessions were approximately 1 hour and were audio-recorded to ensure accuracy for coding and analyses. Information from the focus groups is included throughout the report, as relevant to JPP implementation and goals. Forty-five percent of JPP participants attended the focus groups.

## JPP Partner Survey

Administered annually, this 14-item survey gathers community partners' levels of engagement, collaboration, and communication with JPP. Partners include individuals and organizations representing local and state government agencies as well as private industry (e.g., local banks). JPP staff provided Marzano Research with a distribution list of 72 partner email addresses. The survey was administered online and included both closed-ended and open-ended questions. Partners were not incentivized to participate, and survey questions were voluntary. Forty-two percent of JPP partners responded to the survey.

"JPP not only educates us about what we can become but sits down with us and gives us the steps to get there."

JPP participant

## GOAL SETTING

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As previously described within the Coaching activity section above, the participants create goals related to the 2Gen components that are monitored during the coaching conversations. The goals document the progression of participants toward outcomes aligned with the JPP 2Gen components. Before presenting data on the JPP 2Gen components, we briefly present information on participant progress toward their goals completed during 2019 to provide further context related to how JPP supports families to reach outcomes.

### Education

JPP participants' educational goals for 2019 generally included (1) exploring potential schools for enrollment, (2) enrolling in schools or programs, (3) completing school, and (4) enrolling and registering children for programs and classes. Thirty percent of participants completed goals related to childcare, and 5 percent completed goals related to child education. JPP participants completed 14 percent of their adult education goals, most of these focused specifically on increasing education.

### Employment

Employment goals most frequently focused on increasing work skills as well as improving employment status. In 2019, 17 percent of participants completed their work skills goals

### Economic Stability

All JPP participants made or had previously made goals related to economic stability in 2019. These goals can be categorized into five main areas: food, housing, income, money management, and transportation. Transportation goals were the most frequently (24 percent) completed in 2019.

### Health and Well-Being

Health and well-being goals are generally more long-term in nature. JPP participants' health and well-being goals involved both physical (e.g., exercise, doctor visits) and mental (e.g., counseling, self-care) health. Thirty-two percent of the health and well-being goals completed in 2019 were related to access to health care.

### Social Capital

Participants who set goals related to social capital focused on two areas of growth: building new connections; and developing current connections. Twenty percent of the goals related to networks of support were completed in 2019.

## JPP 2GEN COMPONENTS

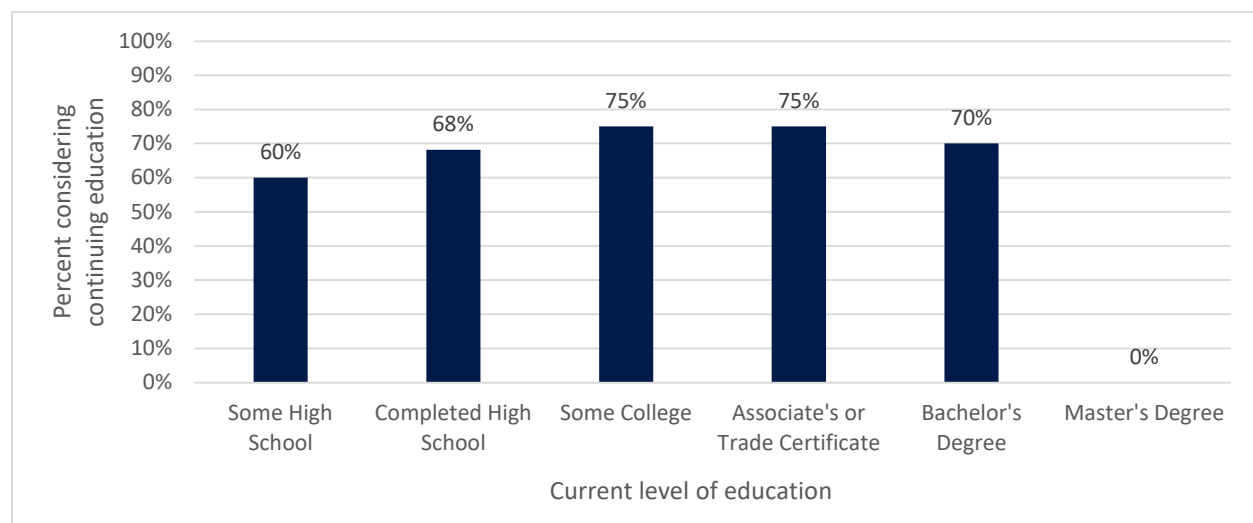
JPP employs a two-generation, whole-family approach that focuses equally and intentionally on services and opportunities for both parents and children. Data on the progress that JPP participants and their families have made toward the five key components of the 2Gen approach are presented below. (See Figure 1 for a description of the 2Gen components.)

### 1. Education

Education outcomes include graduation rates, school attendance, access to exceptional student services, and increased educational status. All eligible 12th graders ( $n = 2$ ) whose families participated in JPP graduated in 2019. No students dropped out.

Regardless of their current level of education, participants indicated that they were considering a return to school (Figure 3). Twenty-eight percent ( $n = 17$ ) of participants completed academic programs or received certificates. Fifty-six percent ( $n = 44$ ) were making progress toward an educational goal.

**Figure 3. Regardless of Current Education Level, JPP Participants Considered Continuing Education**

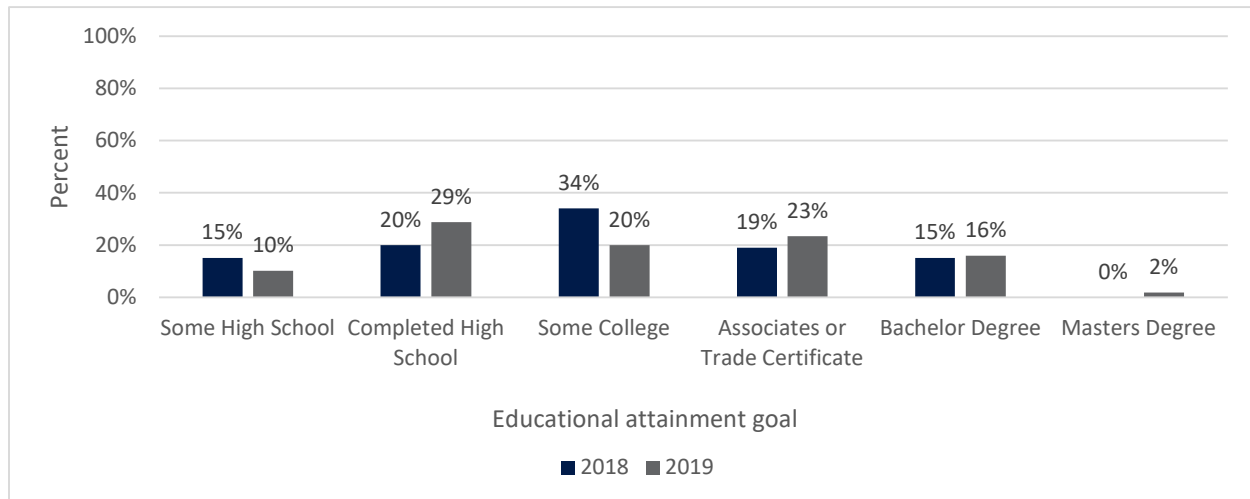


Source. JPP Assessment Forms.

Thirty percent of participants reported on JPP Assessment Forms that they were enrolled in a college or trade school program. These participants reported taking an average of 9.4 credit hours, having completed an average of 33.2 credits, and needing an average of 46.1 credits to finish their college or trade school programs. In 2019, the number of educational

attainment goals related to completing high school was lower than it was in 2018, while the number of goals related to higher-level education increased (Figure 4).

**Figure 4. JPP Participants Had a Variety of Educational Attainment Goals**

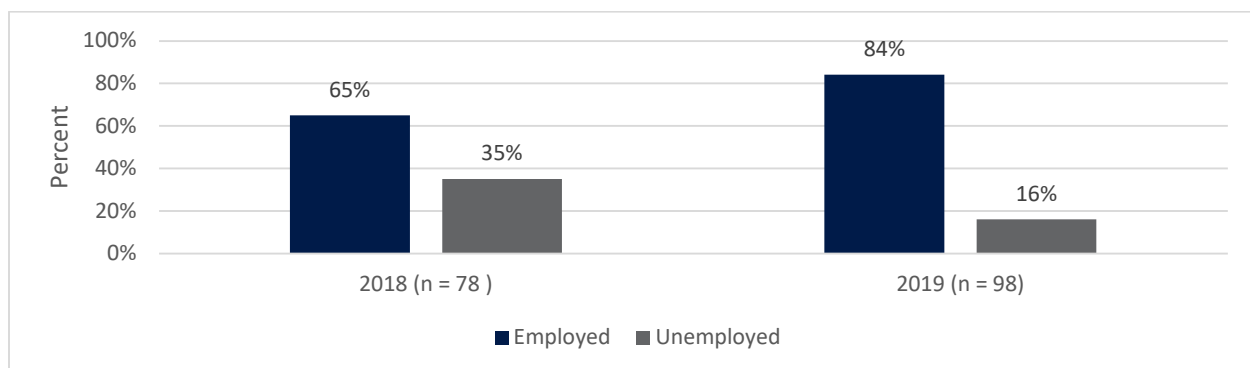


Source. JPP Assessment Forms.

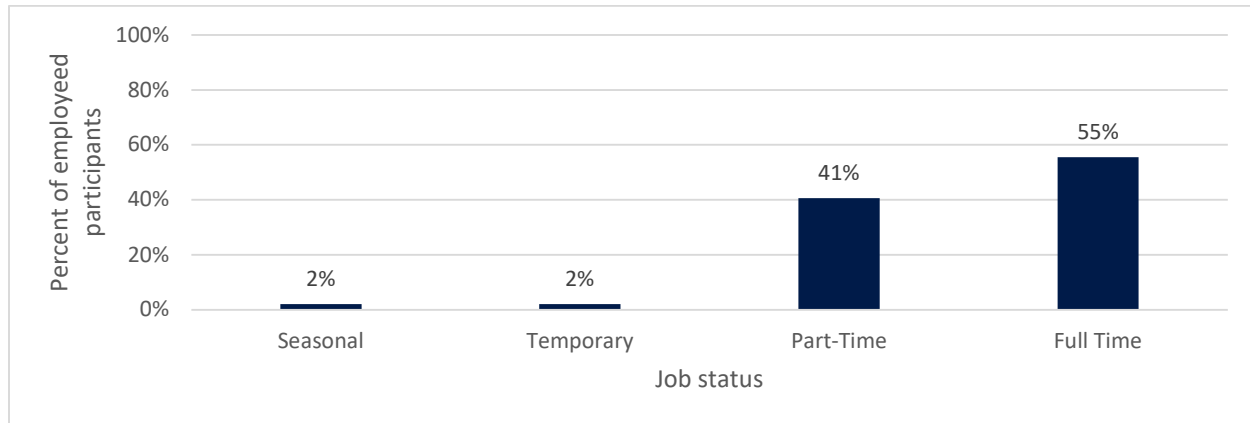
## 2. Employment

In 2019, 68 percent of JPP participants remained employed, 11 percent gained employment, 6 percent lost employment, and 14 percent remained unemployed. Eighty-four percent of JPP participants reported being employed at some point during 2019, compared to 65 percent in the 2017–2018 period (Figure 5). Although more participants were employed, only 55 percent of them were employed full-time (Figure 6). Employment numbers likely increased as participants completed their educational goals and entered the workforce.

**Figure 5. More JPP Participants Raised Their Employment Status in 2019, Compared to 2018**



Source. JPP Assessment Forms.

**Figure 6. More JPP Participants Had Part-Time and Full-Time Jobs**

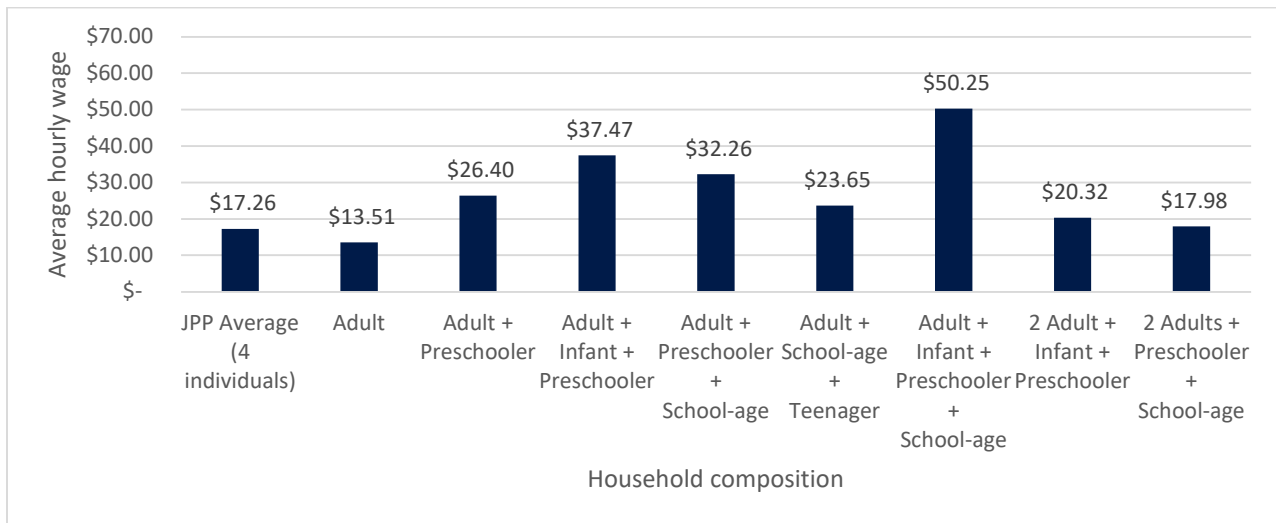
Source. JPP Assessment Forms.

### 3. Economic Supports

Notably the average hourly wage for JPP participants was \$16.94 in 2019. However, this hourly wage is still considered not enough for a family of four in Jefferson County to be considered economically self-sufficient (Pearce, 2018; Figure 7). Jefferson County has a higher self-sufficiency standard than the federal government (Pearce, 2018).

Across all participants, hourly wages increased by an average of \$0.95. This increase is notable given that it considers all participants, even those who lost jobs, decreased wages, or were unemployed. Thus, even in the midst of adversity, on average there is forward movement for JPP participants. Fifty-three percent of participants reported an increase in hourly wage, and 43 percent reported an increase in annual income. Data on exact annual income were not collected. On average, participants who reported an increase had between a \$10,000 and \$15,000 increase in annual income. Among those participants whose hourly wage increased, the average increase was \$5.45.

**Figure 7. JPP Participants Average Hourly Wage Did Not Meet Self-Sufficiency Standards for a Family of Four in Jefferson County**

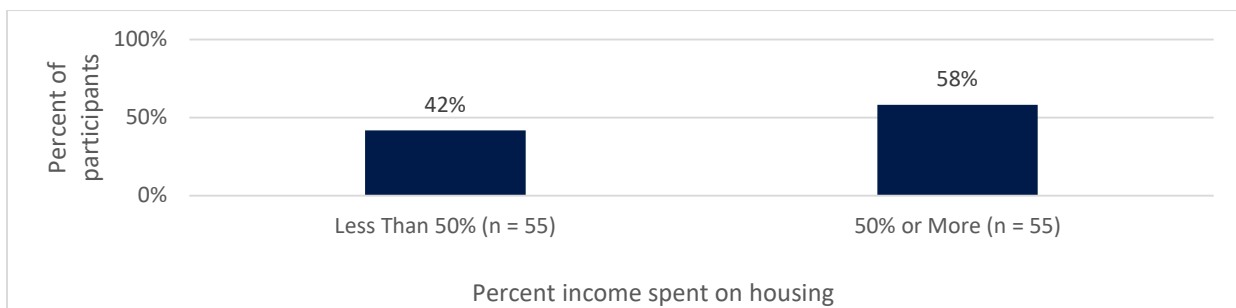


Source. JPP Assessment Forms.

Only 5 percent of participants who took the JPP Participant Survey indicated that they owned homes. Other participants rented or had other living arrangements such as staying in hotels, renting rooms from family, residing in townhouses through the Colorado Homeless Families program, or renting at the Denver Rescue Mission. Participants faced the challenge of affordable housing as 58 percent reported on the survey that they spent 50 percent or more of their monthly income on housing (Figure 8).

“I needed a ‘new place to live’—not ideally what I was looking for, but I am safe and that’s all that matters.”  
 JPP participant

**Figure 8. JPP Participant Survey Respondents Spent More Than Half of Their Monthly Income on Housing**

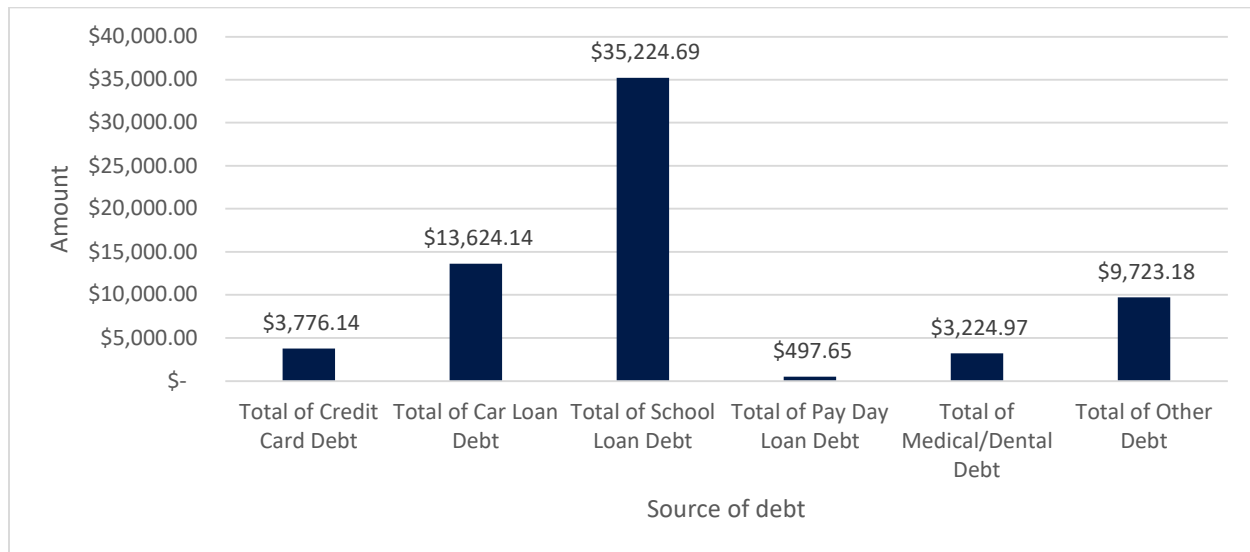


Source. JPP Participant Survey.



JPP participants set money management goals in 2019 that focused on managing debt, decreasing debt, and applying for credit. School loans represented the largest debt for participants (Figure 9).

**Figure 9. School Loans Were the Largest Source of Debt for JPP Participants**



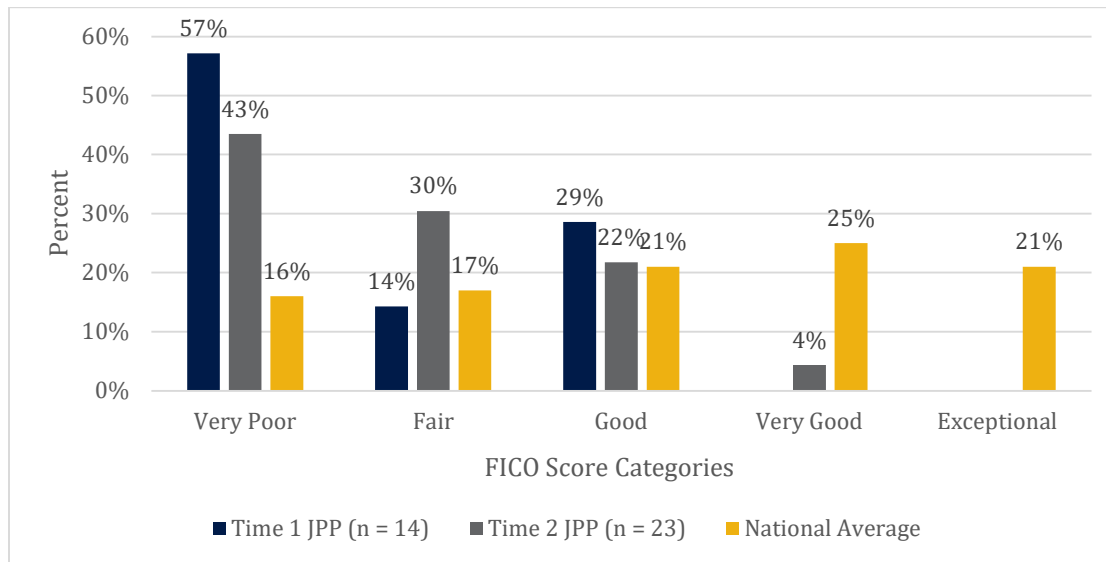
Source. JPP Assessment Forms.

Credit scores are critical for securing loans to purchase a home or car. A good credit score could also mean that JPP participants are able to rent an apartment to provide stable housing, or even get needed cell phone service. JPP participants are regularly supported to build their credit scores through financial literacy classes and other informational sessions. JPP participants with credit score data have increased those scores an average of 50 points. FICO® Scores are one the more recognized scores that lenders use to make lending decisions. Scores range from 300 to 850, 670 or above is considered a good credit score, while a score of 800 or above is considered exceptional. Most recent data provided in 2019 and early 2020 show that fewer JPP participants have credit scores in the lowest category of “very poor” and more participants are moving into higher categories (Figure 10). Credit scores in the “good” category are more likely to receive favorable lending while those in the “very poor” and “fair” categories have more challenges receiving credit and loans for purchases as they are viewed by lenders as riskier (Table 1).

“Increased my credit score by 100 points. Got a new job making \$9,000 more, and it’s in line with my degree.”

JPP participant

**Figure 10. JPP Participant FICO Credit Score Rating Changes**



Note: FICO® Scores, created by the Fair Isaac Corporation. FICO®

“For my financials, I raised my credit score 60 points and paid all of my debt.”

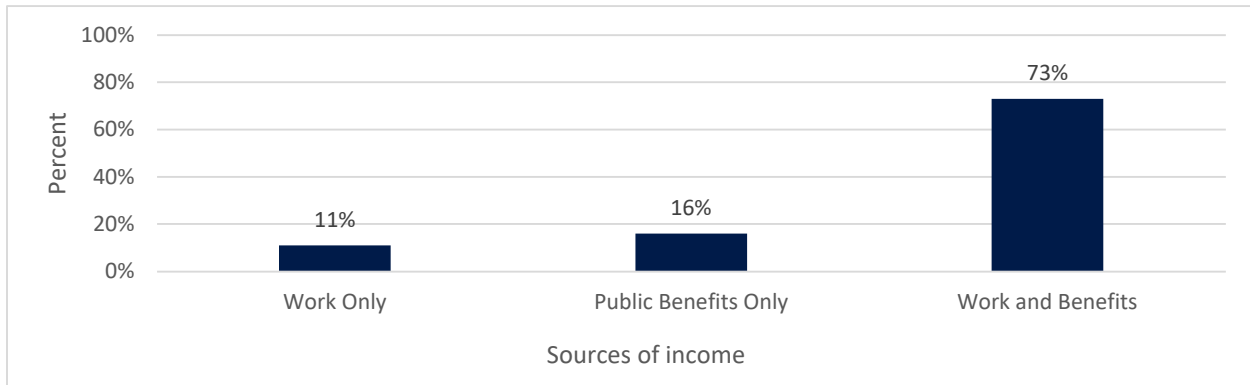
JPP participant

**Table 1. FICO Credit Score Ranges and Financial Impact**

FICO Score Range	Impact
<b>Very Poor (300 - 579)</b>	Credit applicants may be required to pay a fee or deposit, and applicants with this rating may not be approved for credit at all.
<b>Fair (580 - 669)</b>	Applicants with scores in this range are considered to be subprime borrowers.
<b>Good (670 - 739)</b>	Only 8% of applicants in this score range are likely to become seriously delinquent in the future.
<b>Very Good (740 - 799)</b>	Applicants with scores here are likely to receive better than average rates from lenders.
<b>Exceptional (800 - 850)</b>	Applicants with scores in this range are at the top of the list for the best rates from lenders.

Seventy-three percent of JPP participants relied on public benefits in addition to wages for their total income (Figure 11). Sixty percent of participants who had been active in JPP for 3 years saw at least a 50 percent decrease in total dollar amount received in government benefits. The average decrease in these benefits was \$1,559.

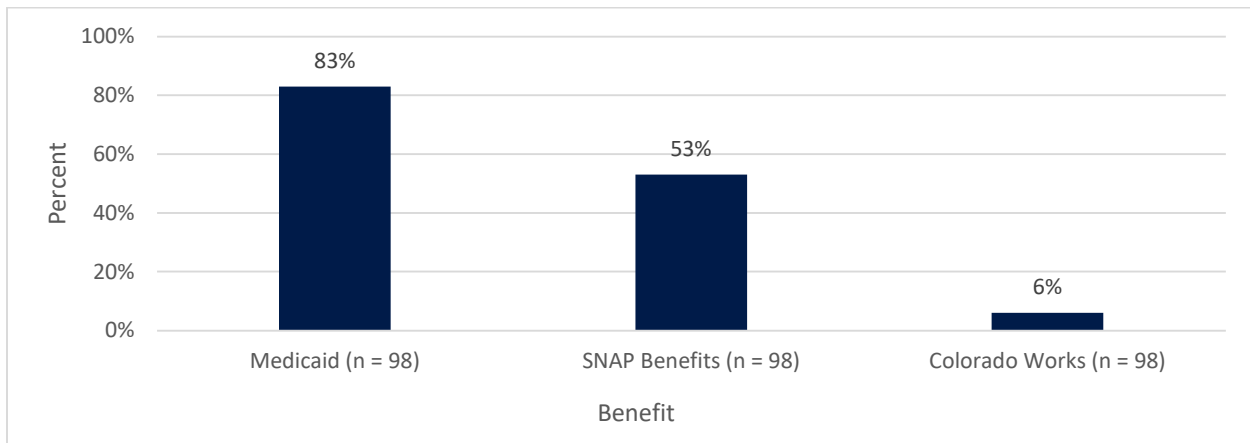
**Figure 11. JPP Participants Relied on Both Wages and Benefits as Sources of Income**



Source. JPP Assessment Forms.

JPP participants reported that they relied on a variety of benefits. Most commonly, those benefits included Medicaid, Supplemental Nutrition Assistance Program (SNAP), and Colorado Works (Temporary Assistance for Needy Families; Figure 12).

**Figure 12. More Than Half of JPP Participants Rely on at Least One Public Benefit**



Source. JPP Assessment Forms.

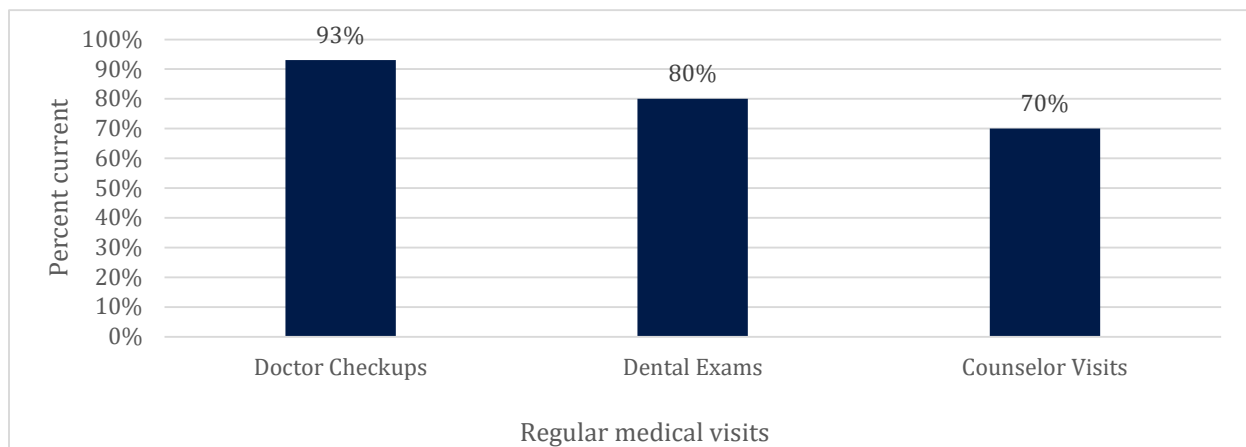
## 4. Health and Well-Being

“My son and I also had mental health counseling all year, and it helped us so much.”

JPP participant

In 2019, 83 percent of participants reported that every member of their family had health insurance coverage, and 99 percent reported that at least one member of their family had coverage. Additionally, 93 percent of participants were current on regular doctor checkups (Figure 13).

**Figure 13. JPP Participants Were Current on Doctor Checkups, Dental Exams, and Counselor Visits**



Source. JPP Assessment Forms.

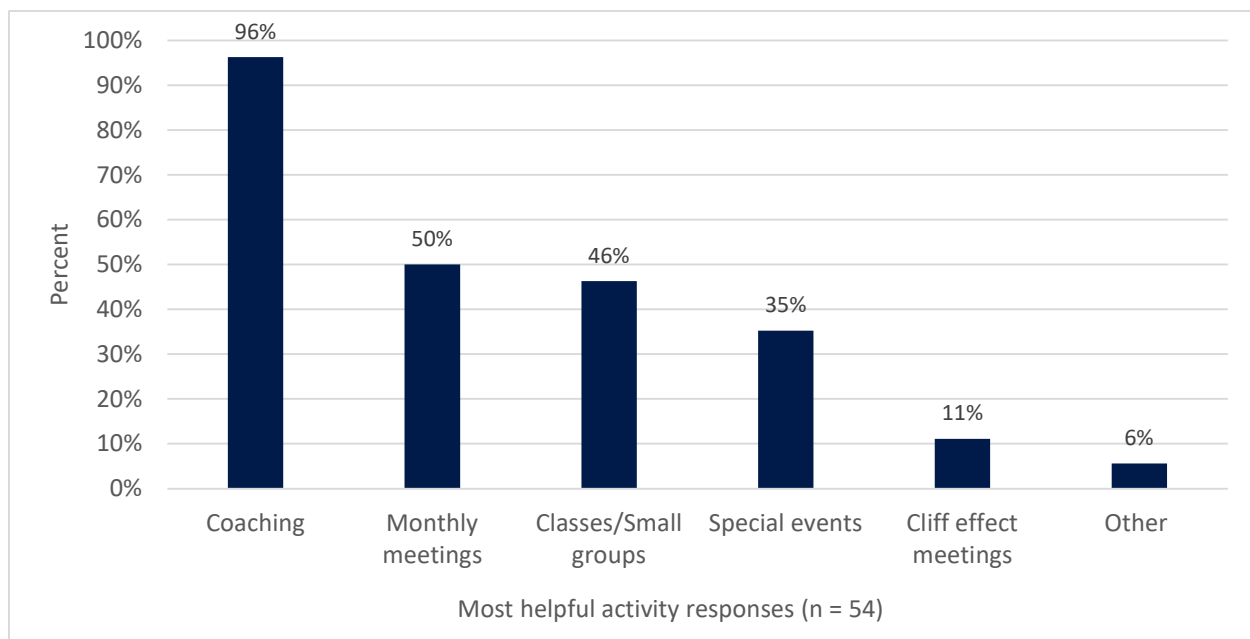
## 5. Social Capital

JPP promotes social capital among families through facilitating regular and meaningful engagement and building networks of support for families. Engagement opportunities include monthly JPP meetings, small groups, and classes, and networks of support include coaches, partner agencies, and other. Ninety-six percent of participants identified coaching to be the most helpful activity that supports development of connections and achievement of goals (Figure 14). Ninety-four percent of families who completed the JPP Participant Survey reported overall satisfaction with service assistance to complete goals.

“JPP is a family community. I love the meetings each month and growth that they push everyone to be their best and reach individual goals.”

JPP participant

**Figure 14. JPP Participants Identified Coaching as the Most Helpful Activity**



Source. JPP Participant Survey.

Forty-six percent of JPP participants cited classes and small groups as being most helpful. Small-group convenings cover topics ranging from financial literacy to stress management. JPP encourages participants and their families to join the small groups or classes that will help them move toward their goals (Table 2). In 2019, 77 percent of participants ( $n = 71$ ) reported engaging in at least one small group, class, or event. Ninety percent of participants who responded on the JPP Participant Survey agreed that small groups were beneficial.

**Table 2. JPP Small Group and Class Descriptions**

Descriptions
<p><b>Food Prep:</b> Love eating, but hate making food after you come home from a long day? Does watching the food network channel versus food prepping sound more attainable with everything you have going on at home? If you answered yes to any of the above, then this JPP Family led group is for you! Jamie D is in the process of writing a cook book after she figured out the secret to health eating and meal prep for her family – join her as she spills the beans!</p>

Descriptions
<b>My Quiet Cave:</b> Do you or someone you know struggle with mental health? Dealing with everyday living is stressful enough, if you or someone you love is having additional hardships due to a mental health diagnosis and you need a space to explore these issues, this group is for you! Learn about helpful strategies, tips, and signs to help yourself and those you love – you are not alone!
<b>Finances:</b> We’ve offered it once, twice, and thrice, but can you ever know enough about the stuff that makes the world go ‘round? Whether you’re interested in budgeting, boosting your credit, or learning how to balance your check book, this class is sure to be helpful! Sign up and save.
<b>Marriage/Couples:</b> Help reignite the reasons you like each other with this couples’ group. Whether you’ve been together for decades or months, there is always something new to learn to strengthen your relationships. Learn how you can work together to get through life’s ups and downs.
<b>Book Club:</b> Do you love reading? Do you find yourself going on and on about a book you’re in the middle of and no one around you can relate? If so, this sounds like the group for you! Sign up and talk the hour away with people share your passion <i>and</i> are reading the same book as you! The book will be either Michelle Obama’s book <i>Becoming</i> or <i>Atomic Habit</i> by James Clear.
<b>Health and Nutrition:</b> GMO, USDA, FDA, OMG! With today’s day and age, your food is coming from all over the world and how the heck do you know what’s safe for you and your family? With all of the creative ingenuity of food scientists they’re solving world hungry, and also boosting up disease and health related issues. Find out how your food and nutrition can work for you not against you with this dive into health, diabetes, and nutrition.
<b>Yoga:</b> Realign your chi and find your om in this introduction to yoga class. Come dressed to play and unwind as we cycle through our vinyasa together. No mat required.
<b>Coding:</b> If you child enjoyed coding last round, then they will surely enjoy the follow up class led by Arvada Library! Continue your learning with this computer-based coding class and integrate your fun with STEM!
<b>Art:</b> Come let the right hemisphere of your brain fly with this super fun and interactive art class.
<b>Financial Class for Youth:</b> It’s never too early to learn how to manage your money. Whether you’re starting you first job, wanting to earn more allowance, or simply trying to get ahead of the curve this class is for you. Sign up and get your financial future on track now!
<b>Youth Yoga:</b> Find your chi and find your om in this introduction to yoga class. Come dressed to play and learn how to make animal shapes with your body. No mat required.
<b>Drama:</b> Comedy and tragedy are daily parts of living. Learn how to express these emotions and more on the big stage!
<b>ASL:</b> Does an alternative type of communication interest you? Did you know that your facial expression plays an important part of interpersonal communication for deaf individuals? If you’d like to know more facts and knowledge about a new language, come learn American Sign Language in this round of small groups!
<b>Steff’s Finance Class at CHF: MORE THAN MONEY:</b> In this workshop, you will learn to take control of your finances and leave this class feeling more confident with your money and financial goals. Be

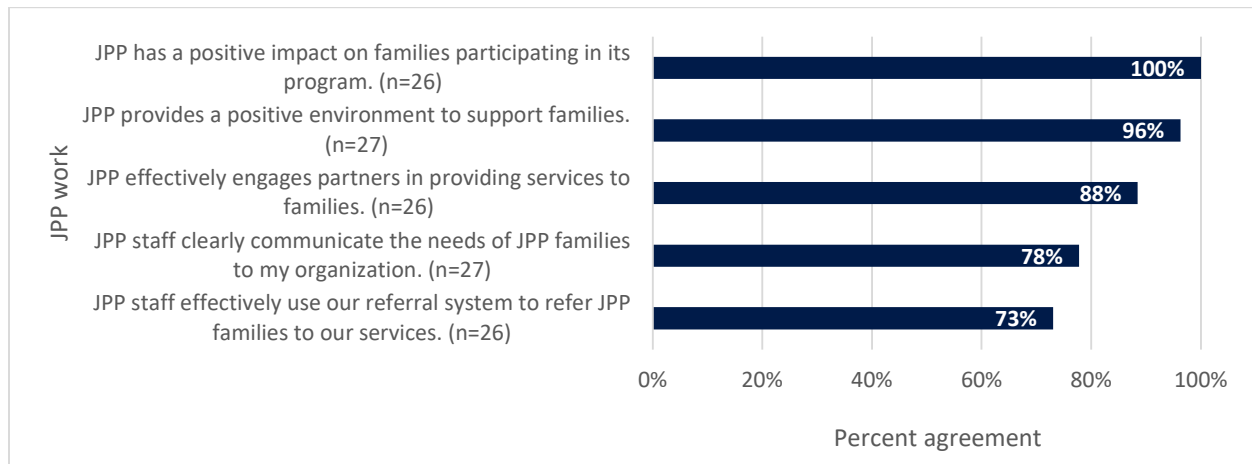
Descriptions
<p><b>prepared to work! You will take a close look at your history of money, exploring your beliefs and what you were taught. You will learn how to read a credit report and cultivate a relationship with your money. Please note classes are every other week.</b></p>
<p><b>Lighthouse Writers Group will be offering a group for children ages 3rd grade through 8th grade. This will be a creative writing group to help them express themselves in many creative ways from comic book stories to poetry. If your child is interested in joining, please let us know which grade they will be starting in the fall.</b></p>
<p><b>Additionally, they will be running a group for adults! Adults seeking an opportunity to help tell their personal narrative in a way that you want to be heard because your voice is powerful! This group will also support individuals who are interested in developing JPP 1st Speakers Bureau.</b></p>
<p><b>Chef David from Head Start heard your craving for a parent and kid cooking class and is offering this to JPP families! This summer, JPP parent(s) and up to 3 of their children ages 3 and older can join this delicious, hands on cooking class! We do have a cap of how many people can join, so please limit your family number to 4, adult included!</b></p>
<p><b>One Hit Wonder Classes: Parenting with the Wiebes' Skills you want your kids to know before they leave the house, discipline strategies for when there's direct disobedience, how to match any consequences to the offense when possible, and how to build relationships with your kids.</b></p> <p><b>Dance Away the Stress: Physical activity and music are both great stress relievers and in this class you will get to indulge in both while learning some new moves!</b></p>

*Source.* JPP program documents.

## Partnerships

JPP coaches actively create and collaborate with community partners to support families on the path to self-sufficiency. JPP identifies partners through the coaching process by listening to participant needs and identifying existing service providers in the community that address those needs. JPP regularly collaborates with partners through general support for JPP participants and families, activities for children, and education classes. These collaborations help JPP families engage in the program and work toward their goals. The value of these collaborations has been measured both in the completion of goals listed in previous sections and the feedback that families provide anecdotally. One hundred percent of partners agreed that JPP has a positive impact on families in the program (Figure 15).

**Figure 15. Partners Agreed That JPP Positively Impacts Families and the Ecosystem**



Source. JPP Partner Survey.



## CONCLUSION AND RECOMMENDATIONS

The information in this report is intended to provide a roadmap for JPP leadership to make programmatic changes as well as metrics aligned with the JPP 2Gen components for the purpose of progress monitoring. The key findings and recommendations will ultimately guide JPP leadership, in collaboration with JPP partners, to shape the next steps in supporting JPP families to achieve self-sufficiency and end generational poverty. The report findings demonstrate that JPP participants continue to improve across all five JPP 2Gen goals (Figure 16). Additionally, participants expressed high satisfaction with JPP activities such as coaching, small groups, and monthly meetings. Finally, JPP continues to improve the human services ecosystem by developing and maintaining a network of community and government agency partners with a shared goal to improve the self-sufficiency of Jefferson County families.

“[JPP] meets families where they are, listens carefully, and helps us to set goals and develop ourselves into healthy individuals so that we can build strong and healthy families.

JPP participant

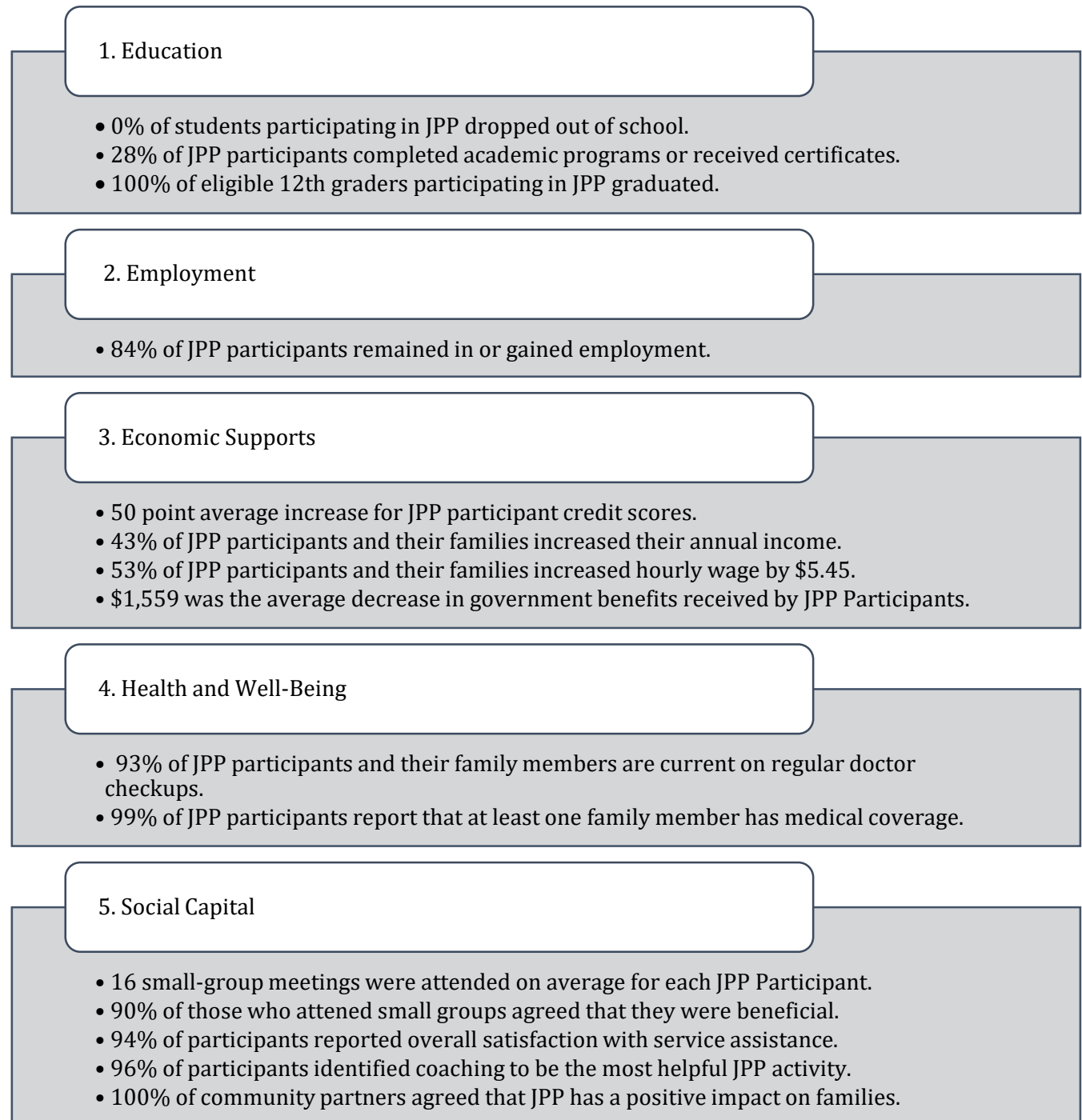
### Recommendations

Considering the growth of the program, the following are several areas in which the JPP program could continue to improve.

- **Data collection:** To ensure that JPP is effective and making an impact, data collection measures, frequency, and methods should be reviewed to meet the complexity and evolution of the program. While data collection methods have improved since JPP’s inception, the recent GenApp data collection system should be reviewed to determine the extent to which it adequately documents the impact of JPP in achieving the 2Gen goals. Furthermore, 2019 was the first year in which JPP used the GenApp data collection system, so establishing an accurate baseline for reporting is critical to sharing program and participant progress in subsequent years.
- **Coach capacity:** JPP continues to increase participation. However, the funding for coaches has not always met this demand. Many new and established 2Gen programs use virtual coaching to increase reach. JPP leadership, along with JPP participants, should explore the implementation of more virtual coaching to determine whether such coaching could be a valuable and viable addition to JPP activities.
- **Partner engagement:** JPP partners expressed interest in being further involved in supporting the program and participants. Given the importance of building an ecosystem of support for JPP participants and their families, JPP should explore

additional ways to engage partners. For example, JPP could add a field to the partner newsletter so that partners can contact JPP staff to learn how to partner in the program. JPP staff continue to reach out to partners and actively seek feedback on how to effectively use their referral systems and the resources offered.

**Figure 16. JPP Participant Progress Toward Success for 2019**



Source. JPP Participant Plans, JPP Assessment Forms, JPP Participant Survey, and JPP Partner Survey.



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# Marzano Research

Marzano Research supports partners in improving education systems, practices, and outcomes for all learners.

Founded in 2008, Marzano Research began working with state and local education organizations and practitioners to understand the challenges they face and support them in defining the questions, conducting the research, and implementing the answers to enhance educational results.

Today, Marzano Research has grown to become one of the leading research organizations in the country, providing rigorous research, evaluation, and technical assistance to federal, state, local, and private partners. As part of that work, we serve as the lead for the Regional Educational Laboratory in the central region, working with state and local education agencies in seven states as thought partners and researchers to address some of the most challenging issues in education.

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