



Children's Board
HILLSBOROUGH COUNTY

REQUEST FOR PROPOSALS (RFP)

LEVEL (2) UNITING GRANT

**MENTORING PROGRAM FOR CHILDREN WITH
VARYING ABILITIES**

RFP Designation Number: PRO 2025 – 02

Release Date: 08/29/2024

Amount Per Proposal: \$300,000

Total Grant Allocation: \$300,000

Contract Term if Awarded: 01/27/2025 – 09/30/2025

Rebecca Bacon, Executive Director
Robin Wright DeLaVergne, Board Chair

Written Proposer questions may be submitted to:
CBHCFundingRelease@ChildrensBoard.org
Use RFP designation number in subject line.

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ABOUT HILLSBOROUGH COUNTY

According to the most current American Community Survey, the total population in Hillsborough County, Florida is 1,513,301, of which almost 5.6% are children under five (5) years of age, and 21.5% are children under eighteen (18). In addition, 45% of the population is white alone (not Hispanic or Latino), 30.5% is Hispanic, and 15.8% is Black or African American alone.

ABOUT THE CHILDREN'S BOARD

BACKGROUND

In 1988, Hillsborough County residents agreed that improving support and services to our county's children and families was a major priority for our community's future. Thus, the Children's Board was established in 1989 as a Special Taxing District allowing a levy not to exceed 50 cents per \$1,000 of the assessed property tax. The Children's Board is committed to funding opportunities through strategic grant development principles, leveraging strategies and research with community perspectives in mind to promote wellness, learning, professional development, and enhance service delivery systems.

Strategic investments in the community include:

- developing local prevention and early intervention services;
- convening community partners to support outcomes that improve the lives of children and their families; and
- providing venues for community engagement and advocacy.

VISION

Hillsborough County will be recognized as one of the top places in the nation to raise children.

MISSION

The Children's Board invests in partnerships and quality programs to support the success of all children and families in Hillsborough County.

CORE VALUES: Integrity - Excellence - Team Work - Respect

FUNDING PLATFORMS: The Children's Board of Hillsborough County has established four primary funding platforms to support its strategic focus areas:

- Level (1) - Investment Grants (more than \$800,000);
- Level (2) - Uniting Grants (between \$200,000 and \$799,999);
- Level (3) - Leading Grants (up to \$199,999); and
- Level (4) - Technical Assistance Grants (under \$10,000).

LEVEL (2) - UNITING GRANT

A contract awarded to an organization that primarily serves a geographic area or offers accessible services countywide with a collaborative approach to service delivery that supports one or more strategic focus areas. Level (2) Uniting Grants are expected to meet four to six measurable outcomes annually.

FOCUS AREAS

Children are Healthy and Safe: Early preventative health and education prepares a family to develop nurturing and healthy habits which are enhanced by coordination with community partners including healthcare systems and primary care providers.

Children are Developmentally on Track: Early Identification of developmental needs for children birth to age five is essential for optimizing a child's potential and serves as an opportunity for caregivers to learn more about their child's current developmental functioning.

Children are Ready to Learn and Succeed: School readiness services for young children ages birth to five should be designed in a way that fosters a nurturing, safe and healthy environment for children and respects a family's cultural values. In addition, quality early learning must also promote early caregiver involvement and professional development for early care educators. Later school success works best in collaboration with teachers, administrators, and parents to provide support consistent with developmental and grade level benchmarks.

Family Support: Support for the whole family is essential for strengthening stability and overall well-being. Family Support plays an important role in a young child's brain development because early experiences developed through positive relationships establish the foundation for secure attachments and future physical, cognitive, and social-emotional health.

Additional information may be accessed on the website at www.childrensboard.org.

2023 COMMUNITY IMPACT

The Children's Board has invested more than \$39 million in one hundred and twenty-five programs to address the needs of our community. Contracted programs served 138,732 children and their families with an additional 4,345 professionals who received support services. The Children's Board works in partnership with funded programs to evaluate the impact of services provided to children and families. We assess the overall effectiveness of the investments within a Results-Based Accountability framework by measuring:

- *How much did we do;*
- *How well did we do it; and*
- *Is anyone better off?*

SECTION ONE – BACKGROUND INFORMATION

1 STATEMENT OF PURPOSE

On August 22, 2024, The Children’s Board of Hillsborough County (CBHC) approved the release of this competitive Level (2) Uniting Grant Request for Proposals (RFP). The Children’s Board is responsive to community needs and regularly seeks feedback from citizens of Hillsborough County as well as obtaining information from local stakeholders and demographic databases. Data is also collected and analyzed from current and past grantees that demonstrate what social services are successful in our community.

Grant Intent: To fund an agency with content expertise to offer a direct service, high-quality mentoring program that addresses prevention and early intervention. Services must reflect best practices and improve long term support services for children with varying abilities and their families residing in Hillsborough County. The RFP is open in the following Children’s Board focus areas:

- Children are Ready to Learn and Succeed
- Family Support

Priority Populations:

- Children with Varying Abilities Kindergarten to Middle School age and their families.

Geographic Focus to address targeted needs:

- Countywide – Universally accessible services throughout the county and data is reflective of geographic spread.

The Children’s Board releases funding opportunities each year based on revenue projections, contract terms ending, and Board approval. Currently, the CBHC is **not** seeking to fund:

- Sub-contracted services;
- Serve families with an open dependency case as the target population;
- Life coaching;
- Virtual Services for main program activities;
- Service locations within Hillsborough County licensed Family Child Care Centers or Family Child Care Homes; School District properties; Charter or Private Schools;

1.1 GENERAL REQUIREMENTS

- Read Governing Board Policies in Appendix (#1).
- CBHC funding or resources shall not be used to supplant funding for activities which other local, state, or federal governmental agencies are obligated by statute,

administrative rule, or local ordinance to support.

- CBHC accepts no responsibility for any expense incurred by the Proposer in the preparation and presentation of such Proposal.
- Services and resources funded by the CBHC are available to all families and children who are eligible for services and resources, as determined by the funded agency's program eligibility and admission criteria.
- Any CBHC Grantee (current or former) deemed out of compliance with contractual obligations may be ineligible for CBHC funding.
- A Grantee will be responsible to register with and use an E-Verify system, to ensure compliance with E-Verify requirements, and verify the work authorization status of all employees compensated with Children's Board of Hillsborough County dollars as referenced in Florida Statute s. 448.095.
- There is an expectation that all Proposers are informed and comply with:
 - American Disabilities Act. Refer to <https://adata.org/factsheet/ADA-overview>
 - Federal, state, and local requirements for Level two background screening. Refer to www.myflfamilies.com.

1.2 RESTRICTED COMMUNICATIONS

Communication with Children's Board personnel, Community Review Team members, and/or CBHC Governing Board members regarding this Request for Proposals, from date of release through Board review or approval may result in disqualification of the proposal.

1.3 PROCESS TIMELINE – DATES ARE SUBJECT TO CHANGE

<i>DEADLINE / DUE DATE</i>	<i>ACTIVITY</i>
09/10/2024 at 1:00pm	<i>Information Session In-Person at 1002 E. Palm Ave. Tampa, FL 33605 No pre-registration required.</i>
09/17/2024 by 11:59pm	Written Proposer Questions
09/24/2024	Final Answers to Questions posted on CBHC website
10/08/2024 by 4:00pm	Proposal Submission
Week of 10/28/2024	Community Review Team Session(s)
Week of 11/04/2024	Questions for Recommended Proposer(s) - Optional
11/21/2024	Board Review for Approval of Funding Recommendation(s)

01/27/2025	If awarded: Contract Start Date
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1.3.1 INFORMATION SESSION

- Must sign in with the organization name, name of attendee, and contact email.

1.4 DEMOGRAPHIC DATA COLLECTION

If awarded, Grantees will be required to collect and submit demographic data located in **Appendix (#3)** for all participants served.

1.5 ADMINISTRATIVE SERVICES ORGANIZATION (ASO)

The Administrative Services Organization (ASO) is operated by CBHC to manage flexible funds with families. Created in 2003, the ASO supports a wraparound approach in which families identify their strengths, needs, goals, and service providers, through an individualized family support planning process. As payment of last resort, flexible funds managed by the ASO may be used for concrete supports and services from approved community providers.

Upon award if a Grantee is eligible for ASO funding, the allocation will be determined in collaboration with the Children's Board Director of the ASO based on identified program needs. Please refer to **Appendix (#7)** for additional information.

END OF SECTION ONE

SECTION TWO – PROPOSAL CONTENT AND SUBMISSION

2. COVER SHEET – ATTACHMENT (#1) (6 POINTS)

Submit a completed Cover Sheet, **Attachment (#1)**. Two distinct individuals (Agency Official and Board Chair) must date and sign the original copy.

Failure to comply with providing a signed original copy may result in disqualification.

2.1 PROPOSAL NARRATIVE GUIDELINES

The Proposal Narrative must include the following information and cannot exceed **eight** pages (excluding the Cover Sheet and required and/or other applicable attachments).

Special Note: Narrative pages that exceed allotted amount are subject to removal.

2.1.1 ORGANIZATIONAL OVERVIEW (10 POINTS)

- a) Organization's Mission Statement;
- b) Indicate years of operation and experience serving children with varying abilities in Hillsborough County;
- c) Briefly describe qualifications and background of the management and finance staff and include if they are paid employees, volunteers, or contracted;
- d) Briefly name formal designations, licensures or accreditations for your organization; (if applicable);
- e) Provide an example of how the organization ensures equal opportunity to employ staff, recruit volunteers, and recruit Board members based on the needs of the organization and demographic composition of Hillsborough County;
- f) Disclose any history of contract cancellation, filing of bankruptcy, lawsuits against the organization or its predecessor organization(s); and
- g) Describe organization's internal quality assurance procedures for managing grant funding in the following areas:
 - o Contract compliance;
 - o Meeting reporting deadlines; and
 - o Fiscal accountability.

2.1.2 FINANCIAL CAPABILITY (10 POINTS)

- a) Indicate which accounting system is used by the organization.
- b) Indicate if written financial policies and procedures have been established.
- c) Provide an example of how one is used in daily operations for managing grants.

2.1.3 STATEMENT OF NEED AND POPULATION TO BE SERVED (10 POINTS)

- a) Provide a clear description of the population you propose to serve, including age focus;
- b) Specify program eligibility for participants to be enrolled in proposed program; and
- c) Detail evidence from families, local community partners, or community assessments that supports the **need in Hillsborough County** for the proposed model.

2.1.4 PROPOSED PROGRAM DESCRIPTION AND DESIGN (25 POINTS)

- a) Proposer will describe:
 - i. Overview of actual services and interventions,
 - ii. How will services be delivered or accessible,
 - iii. Location, duration, and frequency of main service activities, and
 - iv. Average length of time in program;
- b) Specify type of proposed program model: Evidence-Based, Promising Practice, Evidence-Informed, and/or curriculum(s) to be used, and
 - i. how will model fidelity be sustained;

Evidence-Based (name source indicating the model successfully passed the standards of rigorous scientific research and evaluation which integrate the best available practices with practitioner expertise and other resources),

Promising Practice (name source with some degree of research evidence on the model for achieving the intended outcomes when implemented with fidelity but require additional research to conclude their effectiveness),

Evidence-Informed (name source indicating that model practices build upon the best available information but recognize implementations within specific contexts, and/or

Curriculum-Based (indicate who created or plans to develop the measurement tool based on a specific program model, coursework, or instruction).
- c) Describe staff training requirements for the model to be used and supports for successful mentee/mentor relationship building;
- d) Describe volunteer role and their training, if applicable;
- e) Describe strategies to enroll and retain participants;
- f) Describe how you incorporate linguistic and culturally competent staff and practices;
- g) Provide one example of how you will engage program participants to assist you with program evaluation and/or improvement; and
- h) Describe software or tools utilized to collect, track, and report both demographic information and measurable performance outcomes.

2.1.5 PARTNERSHIP AND COLLABORATION (NOT SCORED)

Informal partnerships, such as in-kind services or Other Vendor Services are often necessary for agencies to deliver quality services, however, those partnerships do not require Sub-contract agreements for the purposes of this RFP. See Appendix (#4) for definition of Other Vendor Services and Sub-Contractors.

- a. If there are informal partners, name each and describe their role in this Proposal.

END OF PROPOSER NARRATIVE

2.2 ADDITIONAL ATTACHMENTS

2.2.1 MATRIX/WORK PLAN – ATTACHMENT (#2) (10 POINTS)

The Matrix/Work Plan is a simple way for the Proposer to outline how outcomes will be measured and achieved. Refer to **Appendix (#5)** Matrix/Work Plan Instructions. Complete **Attachment (#2)** for Year One.

Outcomes: Choose four to six outcomes as written (one page per outcome) from the Outcomes and Recommended Measures/Indicators in **Appendix (#6)** to complete the Matrix/Work Plan. Select outcomes that align with the program model, target population, and for which you can collect the best data.

Objective: One sentence that includes the total number of participants that will be enrolled with a target population descriptor, main service, and main service location.

Responsible Parties: List staff, volunteers, or community partners contributing to outcome.

Activities: Brief and specific service titles, frequency, and duration to meet each outcome. Activities reflect services offered to the target population to meet the outcome. Activities are not for program administrative tasks such as entering data.

Indicator Measurements: Proposers are encouraged to select validated measurement tools that have proven to be effective in quantifying the intended outcomes.

Special Note: Indicators set specific expectations as evidence that the outcome was achieved by the program participant. Indicators must correspond to the measurement instrument proposed for each outcome in the Matrix/Work Plan and will be finalized if an award is granted.

2.2.2 BUDGET – ATTACHMENT (#3) (20 POINTS)

The Children’s Board is seeking to invest in programs that deliver high quality services for children and families in Hillsborough County. Proposers should request necessary funds to operate the program according to the service delivery model and include expenses that are necessary to operate effectively to meet outcomes. The Children’s Board encourages Proposers to pay fair market wage for all employees listed in the Salary Detail (Budget Tab 2).

Please refer to the New Program Funding Budget Instructions, **Appendix (#4)** to develop the budget summary, salary detail, and budget narrative for First Year and Second Year Operating Budget.

First Year Operating Budget is the amount deemed necessary for startup and services or to fully operate a year-round program between **January 27, 2025 and September 30, 2025**.

- First Year Operating Budget amount may not exceed **\$300,000**.

Second Year Operating Budget is the amount deemed necessary to fully operate the program between **October 1, 2025 and September 30, 2026**.

- Second Year Operating Budget amount may not exceed **\$450,000**.

Complete and submit the required budget for both First- and Second-Year funding using the excel file posted with the release which includes **four** tabs:

- Tab (1) – New Program Funding Budget Summary,
- Tab (2) – Salary Detail,
- Tab (3) – First Year Budget Narrative, and
- Tab (4) – Second Year Budget Narrative.

SPECIAL NOTES:

- Do not change or alter the Excel form.
- First Year budget may include one-time expenses that may not be necessary in Second Year.
- Unallowable expenses included in the budget are subject to removal and the overall budget may be reduced if Proposer is recommended for funding.
- If the program charges fees for services, they must be included in the “other funding sources” line of the budget under the revenue section.

Failure to comply with submission of all budget tabs may result in disqualification.

2.2.3 IMPLEMENTATION PLAN – ATTACHMENT (#4) (6 POINTS)

Use template provided to submit a one-page Implementation Plan based on the **First Year Activities and Operating Budget** which includes anticipated start date for services.

Implementation Plan may only be one page, delete unused rows, and begin in the same month as contract term.

2.2.4 LETTERS OF SUPPORT – ATTACHMENT (#5) (NOT SCORED)

Up to three current Letter(s) of Support are **required ONLY IF Proposer intends to:**

- Use space in locations not owned or rented by proposer.
- Receive in kind goods or services that complement the proposed program.
- Serve populations that require referrals from specific sources.

2.2.5 BOARD OF DIRECTORS – ATTACHMENT (#6) (3 POINTS)

Complete the template provided.

SPECIAL NOTE: This list will not be shared or used to solicit donations.

2.2.6 AUDIT OR REVIEW– ATTACHMENT (#7)

Please submit **one copy** of the agency’s most recent Audit or Review. Definitions are as follows:

- Audit is required if the agency’s total expenses are greater than or equal to \$300,000.
- Review is allowed if the agency’s total expenses are less than \$300,000.

Audit or Review submission based on Agency Fiscal Year please refer to the table below:

Agency Fiscal Year	Audit / Review to be included with submission to CBHC
4/1/2023 - 3/31/2024	Year End for 2024
7/1/2023 – 6/30/2024	Year End for 2023
10/1/2023 - 9/30/2024	Year End for 2023
1/1/2024 – 12/31/2024	Year End for 2023

Failure to submit required attachments may result in disqualification.

2.3 SUBMISSION INSTRUCTIONS

- Organize Proposal Narrative using the **same RFP section numbers, titles, and letters**;
- Use (12) point font size consistently throughout document; and
- All submission pages must be single-spaced, single-sided, and **numbered, except Audit or Review**.
- **One original** proposal and **four black and white copies**, including attachments.
- **One electronic version** of the proposal in its entirety on a USB in .pdf format EXCEPT for Budget. Budget on USB drive should be in Excel format.
- Failure to submit required attachments may result in disqualification.

Proposals will not be accepted by e-mail. Please mail, hand deliver, or courier before **4:00 p.m.** (Children’s Board Lobby Clock) before or on **10/08/2024** to:

*Children’s Board of Hillsborough County
1002 E. Palm Ave., Tampa FL 33605*

SPECIAL NOTES:

- DO NOT bind original or copies, only use staples or paper clips.
- Do not include active web links anywhere throughout the document.
- Attachments that are not requested in this RFP or page separators will not be included in Community Review Team packets.

Failure to comply with the submission instructions may result in disqualification.

2.4 APPENDIX DOCUMENTS ARE FOR INFORMATION ONLY

1. Relative Governing Board Policies/Standard Conditions for Procurement
2. General Terms and Conditions
3. Required Demographic Data
4. New Program Funding Budget Instructions
5. Matrix/Workplan Instructions
6. Outcomes and Recommended Measures
7. Administrative Services Organization (ASO)
8. Community Review Team Scoring Criteria