



The HUB Houston

## 2018 Strategic Imperatives & Actions

### 1. **Imperative: Strengthen financial position to establish a dedicated Financial Assistance Fund**

- Set financial target
- Fund scholarship target
  - 10% of luncheon proceeds
  - Foundation Grants
  - Restricted Gifts
- Define goals of scholarship program
  - Improve diversity of HUB members
  - Enhance the ability to accept students unable to pay
  - Supplement for existing families who struggle to pay
- Develop Financial Assistance Program including type of scholarship offerings, eligibility guidelines, application process, and review committee.
  - Partial financial assistance at this point, no full scholarships
  - Guidelines set & processes in place
    - Families apply through 3<sup>rd</sup> party agency (Independent School Management's Financial Aid for School Tuition (FAST) to process applications
    - After vetted, information passed on to Financial Assistance Committee to determine neediest families and amount to award
  - Review Committee
    - Committee is comprised of: Executive Director, Board President, & Director of Operations

### 2. **Imperative: Define, refine and enhance a distinctive post graduate service delivery model for HUB members.**

- Develop a differentiated program model that intentionally integrates a distinctive relational and personal curriculum (*Journey of Belonging*) with programs in academic and professional competence
  - Life 101 – Employability program, life skills, professional skills
- Refine The HUB approach to vocational support, including job placement, career growth after placement and schedule coordination.
  - Employability Specialist hired
  - Employability Program is evolving, but our success in forming relationships with potential employers is growing

3. **Imperative: Define and develop a method to measure the impact of The HUB Houston programming on members.**
- Develop a repeatable coaching process and method to measure *Journey of Belonging*
  - Define a methodology to assess the impact of programs in academic and professional competence
  - Incorporate a diverse methodology for measurement (quantitative and qualitative) that matches The HUB Houston's intended impact such as (1) faster more frequent feedback loops between coach, member and family, (2) rich media (e.g. photos and videos), and (3) metrics that measure process.