



starfish initiativeTM



MENTORING

Starfish Initiative inspires, encourages, and prepares academically-promising, high school students facing unearned adversity for college and career success.



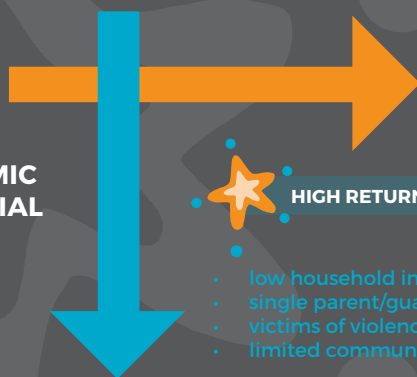
WHO WE SERVE

Starfish Initiative serves high school students in Marion County:

- 100%** of Starfish Scholars are low-income
 - 72%** are minorities
 - 60%** live in single-parent or grandparent-headed homes
 - 67%** will become first-generation college graduates
- » Due to the barriers of living in poverty and facing a myriad of socio-economic challenges, the students Starfish serves are at disproportionately higher risk for dropping out of high school and missing the opportunity to attend college. To achieve the goal of helping these students succeed, Starfish pairs them one-on-one with college-educated mentors.

UNEARNED ADVERSITY FACTORS

ACADEMIC
POTENTIAL



- Intellectually curious
- Solid GPA
- Strong I-STEP reading/math
- Motivated learners

HIGH RETURNS TO CLOSING OPPORTUNITY GAPS

- low household income
- single parent/guardian headed household
- victims of violence
- limited community supports

HOW WE SERVE

Mentoring relationships provide students with a positive role model and consistent source of support outside of their families. Through the Starfish experience, Scholars gain skills and confidence to navigate college and professional environments outside their urban neighborhoods. This takes place through insight and encouragement of their Mentor, and participation in Starfish's 3 C's Programming:

1 COLLEGE
READINESS
& SUCCESS

2 CAREER
EXPLORATION

3 CHARACTER
DEVELOPMENT

» THE STARFISH MODEL

COLLEGE & CAREER READY HOOSIERS

INDIANAPOLIS SCHOOLS
RIGOROUS
SCHOLAR
SELECTION

SCHOLAR
COLLEGE & CAREER READINESS
WORKSHOPS & PROGRAMMING

**INDIANAPOLIS
EMPLOYERS**
SELECTIVE MENTOR
RECRUITMENT
& SCREENING

MENTOR
TRAINING &
DEVELOPMENT
RESOURCE
TOOLKIT



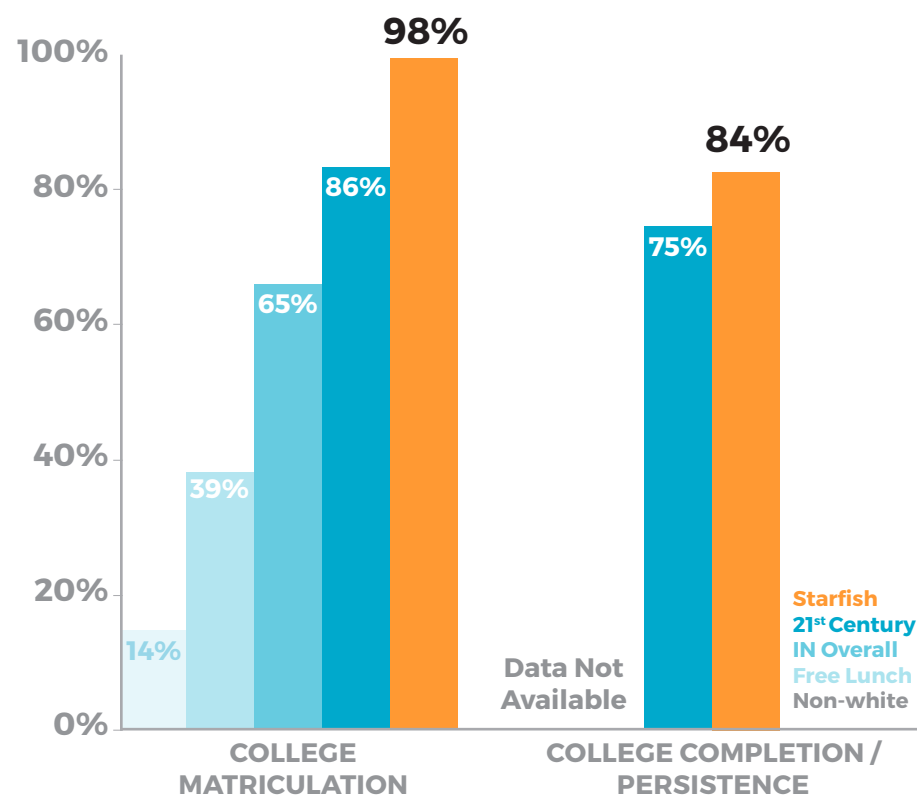
STARFISH INITIATIVE

STARFISH
PROPRIETARY
MATCHING
LOGIC

Active Match
Management
Support &
Guidance

starfishinitiative
Congratulations

MAKING A DIFFERENCE



Source: Indiana College Readiness Report (2017)

WHAT STARFISH MEANS FOR YOU



- » EMPLOYEE ENGAGEMENT/RETENTION
- » EMPLOYEE CONNECTION TO THE COMMUNITY
- » PERSONAL DEVELOPMENT
- » CULTURAL COMPETENCY
- » COMMUNITY GOODWILL
- » TALENT PIPELINE DEVELOPMENT

WHERE OUR SCHOLARS END UP...

- | | | |
|---------------------------------|---|----------------------------------|
| • Anderson University | • Hanover College | • Purdue University |
| • Art Institute of Indianapolis | • Indiana State University | • Saint Joseph College |
| • Ball State University | • Indiana University | • St. Mary of the Woods College |
| • Butler University | • IUPUI | • Taylor University |
| • Columbia University | • Ivy Tech Community College | • University of Chicago |
| • DePauw University | • Lake Land College | • University of Indianapolis |
| • Earlham College | • Le Cordon Bleu College of Culinary Arts | • University of Southern Indiana |
| • Eastern Michigan University | • Manchester University | • Vincennes University |
| • Florida A&M | • Marian University | • Wabash College |
| • Franklin College | | • Xavier University |

STARFISH INITIATIVE: COMMITTED TO MULTIPLYING THE NUMBER OF COLLEGE-EDUCATED, CAREER READY INDIANA RESIDENTS



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