



CHILDREN'S TRUST
OF ALACHUA COUNTY

Youth Development Capacity Building Collaborative

Program Evaluation
November 14, 2022

Presentation Overview

Draft

1. Overview of Youth Development Capacity Building Collaborative
1. Overview of Funded Programs
1. Summary of Outcomes & Impact
1. Looking Towards the Future
1. Questions



CHILDREN'S TRUST
OF ALACHUA COUNTY

Youth Development Capacity Building Collaborative



Youth Development Capacity Building Collaborative

In September 2021, The Children's Trust of Alachua County (CTAC) announced the Youth Development Capacity Building Collaborative and opened applications to participate in the collaborative to any eligible out-of-school time (OST) providers serving children in grades K to 12 in Alachua County.

The Collaborative's goal was to enhance OST providers' organizational capacity and strengthen the OST system across Alachua County by:

- Providing access to free training in key areas to improve organizational capacity
- Supporting providers with capacity building and implementation support
- Convening OST providers around best practices and coordination of services, leveraging their experiences and expertise

Program Overview

Draft

Complete Baseline
Survey

Attend Free
Provider
Trainings

Submit
Application for
Capacity Building
Plan ITN

Monthly
Collaborative
Meetings

Monthly
Progress
Reports and
Invoices

End of Program
Narrative

Required Free Trainings

In October 2021, CTAC provided free trainings in key areas including:

- Collaborative Overview and Doing Business with the Trust
- Florida Afterschool Network Training
- Early Learning Coalition School Readiness
- DCF Licensing (exempt if already active or not applicable)

Capacity Building

In November 2021, CTAC released an ITN to support OST providers in the development and implementation of a capacity building plan that focused on increasing:

- 1) Program access
- 2) Program quality, and/or
- 3) Organizational readiness for future CTAC funding.

The Florida Standards for Quality Afterschool Programs define the core principles and best practices that lead to the delivery of quality programming for children and youth in OST settings. The standards provide a framework for the development of a caring, dynamic, stimulating, and safe OST environment for children and youth.

Florida Standards for Quality Afterschool Programs



Florida Afterschool Network
FLafterschool.com



3RD
EDITION

Florida Standards for Quality Afterschool Programs

Quality Self-Assessment & Improvement Guide

Draft

The Florida Afterschool Network Quality Self-Assessment & Improvement Guide provided OST programs with a clear, concise, and usable tool that assisted them in enhancing their program. Categories of the guide reflect the Standards for Quality Afterschool Programs:

1. Administration and Organization
2. Program Management and Staff
3. Communication and Interaction
4. Program Structure and Activities
5. Health, Safety and Nutrition
6. Program Environment
7. Family and Community Involvement

Completing the Capacity Building Self-Assessment

- We asked all organizations applying to the ITN to complete a self-assessment of their current organizational capacity and to identify and prioritize between 5 to 10 elements to focus on as they developed their capacity building plans based on their ratings.
- It was important to ensure providers were able to choose the standards and elements they wanted to work on to improve their program.

Quality Standard 1: Administration and Organization				
Quality Standard	Funding	Element	Self-Assessment (Drop down)	Evidence to support rating
1.1. The program has a written mission statement based on its philosophy and goals	IP	a) The mission statement, philosophy and goals are shared with and made available to staff, children and youth, and families.	LEVEL 5: Our program is clearly proficient with this standard and can demonstrate proficiency in observable ways.	Website, promotional materials, e-mails
	IP	b) The mission statement is posted prominently in high-traffic locations throughout the facility.	LEVEL 3: Our program has done some work on this standard.	currently posted at sign in area, working on creating posters with visuals to display throughout the facility.
1.2. The program involves children and youth, families and staff in planning and implementing suitable activities that are consistent with the program's mission statement.	IP	a) Program administration documents the input of staff, children and youth, and families and uses it plan activities and offerings as appropriate.	LEVEL 3: Our program has done some work on this standard.	Currently surveys are given to parents & feedback is used to improve programing. We will be adding surveys for children & staff.

Developing the Capacity Building Plan

The purpose of the Capacity Building Plan was to think about what it would take to improve the selected elements providers chose to work on based on their self-assessment.

Providers were asked to develop a plan of action to improve in these areas by creating SMART Goals and deliverables, and by identifying a due date and person responsible for achieving the goal for that element.

Selected Quality Standard (Select From Drop Down)	Program Goal (Needs to be SMART Goal)	Proposed Deliverables	Task Lead	Due Date
1. Obtaining DCF Licensing	By March 2022, ABC Organization will identify what improvements are needed in order to obtain DCF licensing for all three of our sites that serve elementary school children. ABC Organization will work to implement these changes before June 2022, in preparation for Summer programming. By August 2022, all changes will be incorporated and DCF licensing will be obtained	1. List of identified improvements needed, with associated costs 2. DCF license	Stacy P	8/31/2022

Monthly Collaborative Meetings

- Providers participated and, at times, co-led monthly meetings to share best practices and expertise.
- These meetings focused on topics chosen by the providers and supported the successful implementation of their capacity building plans such as:
 - Administration & Organization
 - Evaluation & Collecting Feedback
 - Fundraising & Grants
 - Developing Training Plans

Monthly Progress Reports

Every month, providers submitted a progress report with updates on completed tasks, submitted deliverables and money spent for the month. Providers were compensated upon completion of deliverables identified in their capacity building plans.

Program Name	Sample Program	Approved Capacity Building Plan Budget		\$30,000.00		
Month	January 2022			Spent this month	\$5,000.00	
				Remaining	\$25,000.00	
Selected Elements	Program Goal (Needs to be SMART Goal)	Proposed Deliverables	Due Date	Goal Status	Deliverables submitted	Comments
2.3a. Program administration works with each staff member to create and implement an individual training plan of at least 15 hours per year of documented relevant training.	By March 2022, Program Administration will meet with all 15 direct staff members to develop their individual training plan and identify at least 3 trainings they will attend before Summer programming begins in June 2022.	Individual Training Plans	March 2022	2=On Track		
4.1a. Lesson plans demonstrate age and developmentally appropriate activities that reflect the mission and goals of the program	By May 2022, Program will work with a certified teacher to develop age appropriate lesson plans and identify strategies to promote engagement	Finalized Lesson Plans	May 2022	4= Completed	Lesson Plans Submitted to CM	
5.4a. There is evidence staff are certified in first aid and CPR and universal health precautions are followed	5 direct service staff members will attend the free CTAC CPR training to ensure that someone on site is always trained.	Training Attendance CPR Certifications		1= Not Started		
CTAC will sponsor free CPR Training for staff 8.1b. Obtain DCF Licensing	Program Administration will work with CTAC to successfully obtain a DCF license before June 2022.	DCF License	June 2022	0= Need Support		Need support with DCF requirement
Known Direct Cost: CTAC will pay for all reasonable costs related to obtaining DCF 8.5a. Participate in monthly workshops with other OST providers across Alachua County	2 Representatives from program will attend monthly CBC meetings and share their learnings with the rest of program staff at weekly staff meetings.			2=On Track		
All programs must select this element. No deliverables or due						

Performance Measures

Quantity: How much?	Target
# of goals identified in capacity-building plan	5-10 goals
Quality/Effort: How well are services provided?	Target
Participation in workshops	Attended all schedule monthly workshops
Collaborative leadership	Presented or shared during a monthly workshop
Client Benefits: Is anyone better off?	Target
Met or exceeded goals identified in capacity building plans	100%

Overview of Funded Organizations

9 organizations received funding for capacity building plans

These organizations serve over **2,000 children and youth** in Alachua County

Employ over **100 direct service staff** to provide services

Over \$2 Million allocated to OST programs

Funding Awarded

Total Funding Awarded
\$204,856.87

Average Award Amount
\$22,762.87

Organization	Funding Awarded	# of Quality Elements
Aces in Motion	\$ 37,850.00	11
Alachua BOC	\$ 21,398.69	9
Boys and Girls Club	\$ 30,000.00	6
Gainesville Circus Center	\$ 7,850.00	9
Girls Place	\$ 31,800.00	12
Kids Count	\$ 30,350.00	9
	\$ 22,762.87	

Capacity Building Plan Focus Areas

Organization	Quality Standard 1: Administration & Organization	Quality Standard 2: Program Management & Staff	Quality Standard 3: Communication & Interaction	Quality Standard 4: Program Structure & Activities	Quality Standard 5: Health, Safety, & Nutrition	Quality Standard 6: Program Environment	Quality Standard 7: Family & Community Involvement	Quality Standard 8: System Building
Aces in Motion	★	★			★			★
Alachua County Board of County Commission	★	★	★	★	★	★		★
Boys & Girls Clubs of Northeast Florida		★	★					★
Gainesville Circus Center, Inc	★		★	★			★	★
Girls Place, Inc.	★	★	★	★	★			★
Kids Count in Alachua County	★	★			★			★
Traveling Art Camp	★	★		★	★	★	★	★
New Tech Now	★	★			★			★
Motiv8U	★	★		★	★		★	★

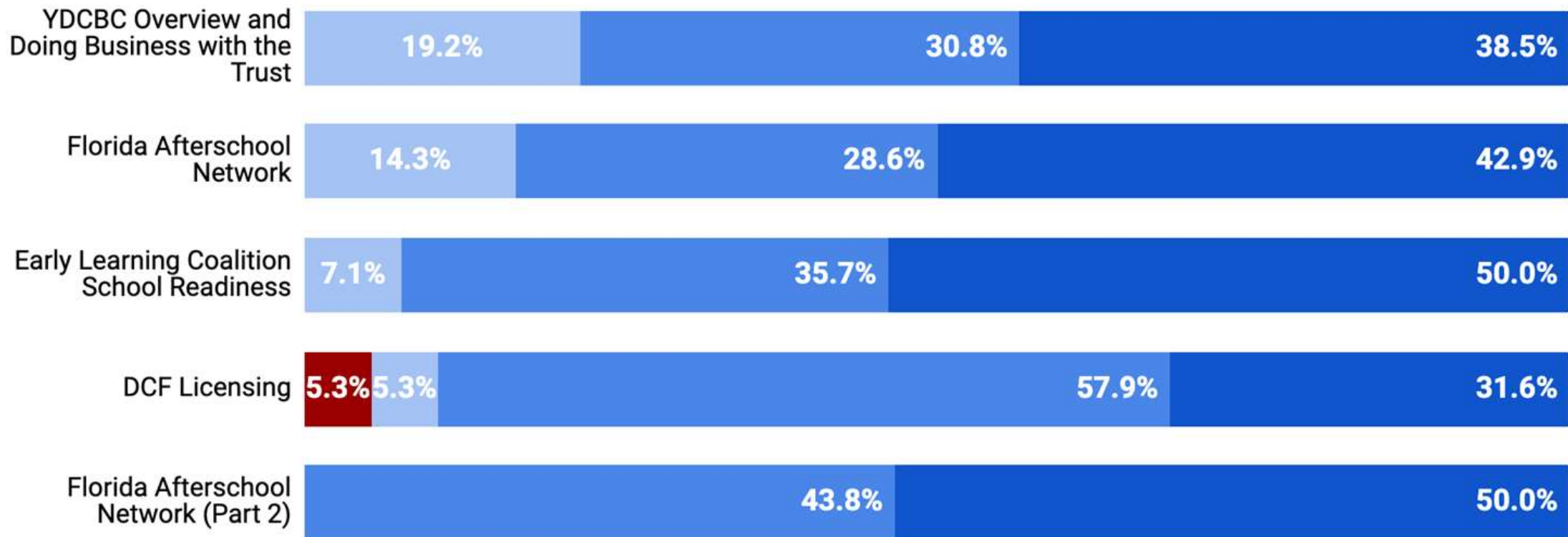


CHILDREN'S TRUST
OF ALACHUA COUNTY

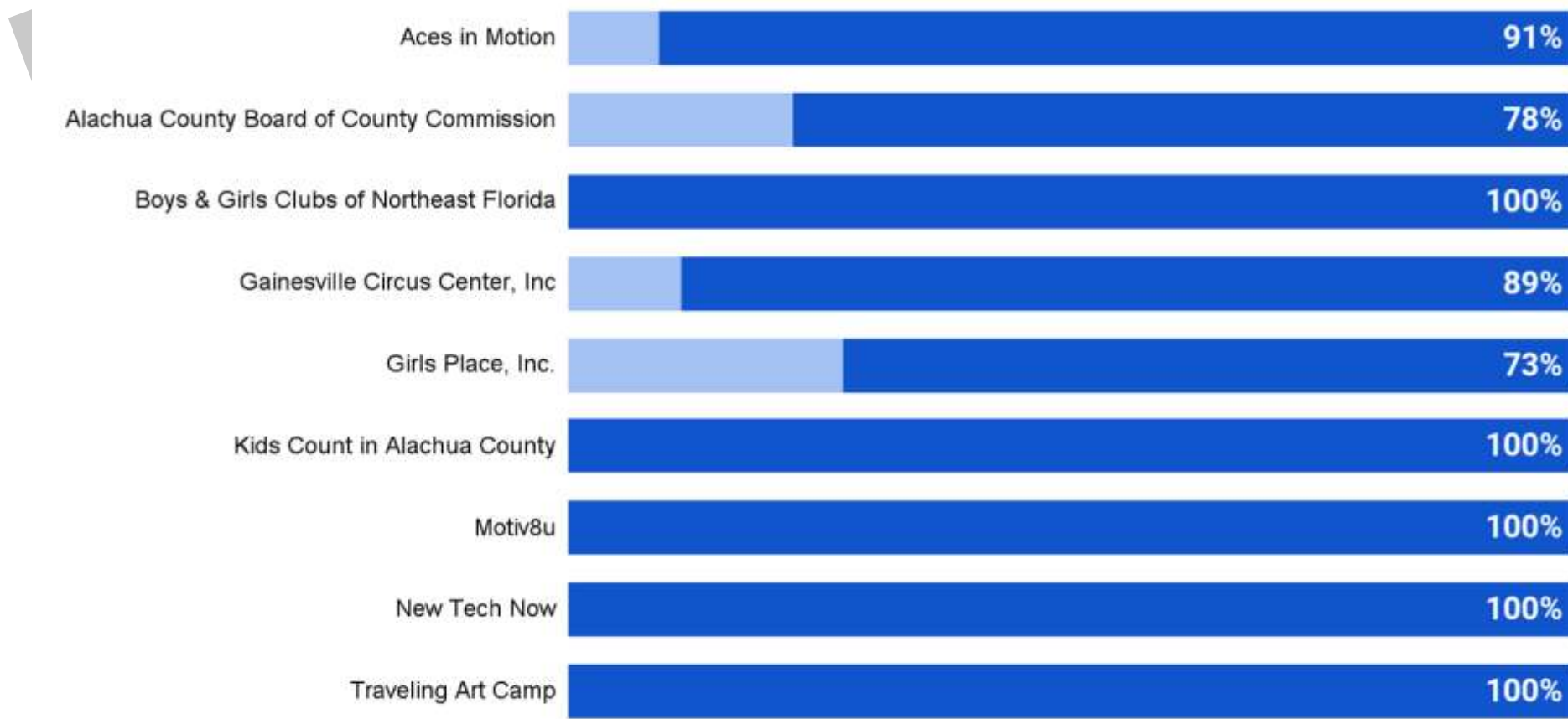
Outcomes & Impact



Providers reported being **very satisfied** or **satisfied** with the trainings



Overall, 91% of capacity building goals were **completed**



Gainesville Circus Center

Monday	Tuesday
2:00 Wash hands! Snack	2:00 Wash hands! HW
Free Floor: juggling - hula hoops - acrobatics - leggos - student-led games	Floor: juggling - hula hoops - acrobatics - leggos - student-led ga
2:45 Group Game coach-led	2:45 Group game coach-led
ex. four corners, freeze tag, rock-paper-scissors battle, poisonous lizard, etc.	
3:00 Homework and QUIET PLAY	3:00 Homework and QUIET PLAY
(delay warm-up for free play if many students are still working on homework)	
3:30 Warm-up	3:30 Warm-up
3:45 FREE PLAY	3:45 FREE PLAY
3:55 Clean up and water break	3:55 Clean up and water break
4:00-6:00 Stilts and Aerial	4:00-6:00 Acrobatics and Aerial
Notes: Allow 6-8 year olds who leave early (Grant, Max, etc). to do stilts with bigger kids. Allow kids who get picked up early (Maya, Max, Grant, Juliette) to have their turns first. HAVE THE KIDS CLAP THEIR SHOES OUT OVER THE TRASH CANS before coming to the black floor. Stilts are on the plastic shelves next to the cabinets in the storage room. Knee pads (used by request only, ususally by Avi and Ari) are in a black drawstring bag in a crate to the left of the stilts. SMALLEST KIDS use green stilts, then yellow stilts. Orange and red are only for the biggest kids like Keanu, Zolan, and Eliana. Turns are approximately 8 minutes (timer starts once everyone has stilts on and is up) and they get two turns. NOT ALLOWED on concrete! Make a barrier on carpet between aerial class and stilts. HAVE STUDENTS set out ballet bars on the black floor, and a mat to fall on away from the mirrors.	
When dividing students: Gloria and Callie can go in either the big kid or small kid group depending on numbers	Tumbletrack



Kids Count

Aspirational Objectives & Key Results

Objective 1

Graduated Students Participating in Programming

Objective 2

Have Every Child Reading on Grade Level

Objective 3

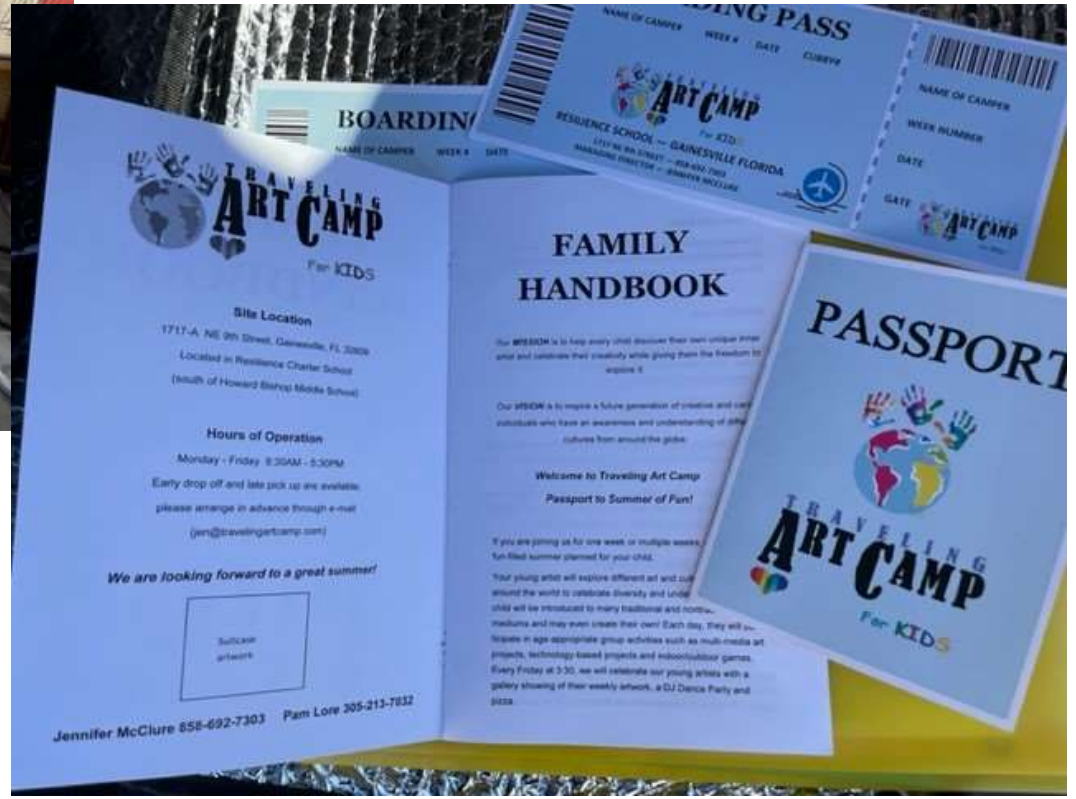
Mental Health Director with Several Counselors on Site

Objective 4

Expansion of Sites to Include More Students

Traveling Arts Camp

Draft



BOARDING PASS
NAME OF CAMPER WEEK # DATE CURRENCY

TRAVELING ART CAMP
For KIDS
RESIDENCE SCHOOL - GAINESVILLE FLORIDA
1717-A NE 9th Street - 356-401-7003
MANAGING DIRECTOR - JENNIFER MCCLURE

FAMILY HANDBOOK

PASSPORT
TRAVELING ART CAMP
For KIDS

Site Location
1717-A NE 9th Street, Gainesville, FL 32609
Located in Residence Charter School
(south of Howard Street) Middle School

Hours of Operation
Monday - Friday 8:30AM - 5:30PM
Early drop off and late pick up are available.
please arrange in advance through e-mail
(jen@travelingartcamp.com)

We are looking forward to a great summer!

Suitcase artwork

Jennifer McClure 656-692-7303 Pam Lore 305-213-7832

MISSION is to help every child discover their own unique inner artist and celebrate their creativity while giving them the freedom to express it.

Our **MISSION** is to inspire a future generation of creative and confident individuals who have an awareness and understanding of different cultures from around the globe.

Welcome to Traveling Art Camp
Passport to Summer of Fun!

If you are joining us for one week or multiple weeks, fun-filled summer planned for your child.

Your young artist will explore different art and craft around the world to celebrate diversity and learn why they will be introduced to many traditional and non-traditional mediums and may even create their own! Each day, they will participate in age appropriate group activities such as multi-media art projects, technology based projects and indoor/outdoor games. Every Friday at 5:30, we will celebrate our young artists with a gallery showing of their weekly artwork, a DJ Dance Party and pizza.

Aces in Motion



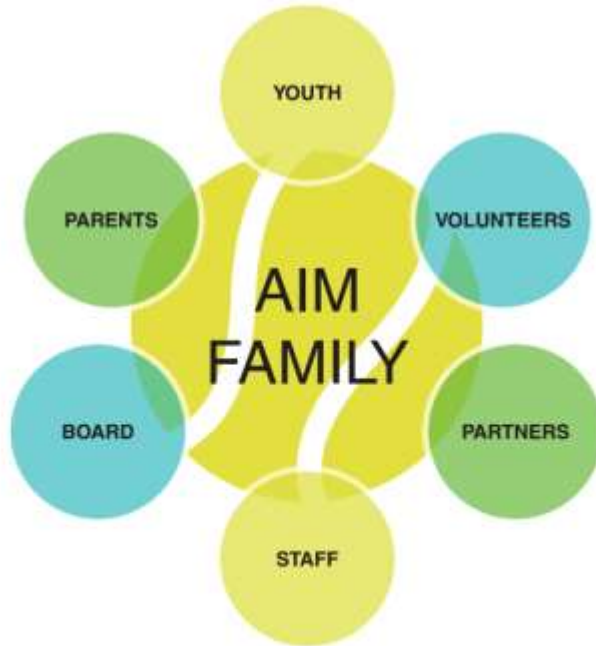
Coaching for life beyond the court

AIM MISSION

To promote health, character development and academic achievement through tennis.

AIM VISION

We Use Tennis and the Principles of Sport to Build a Community of Children, Youth, and Adults that Work, Learn, and Play Hard Together.



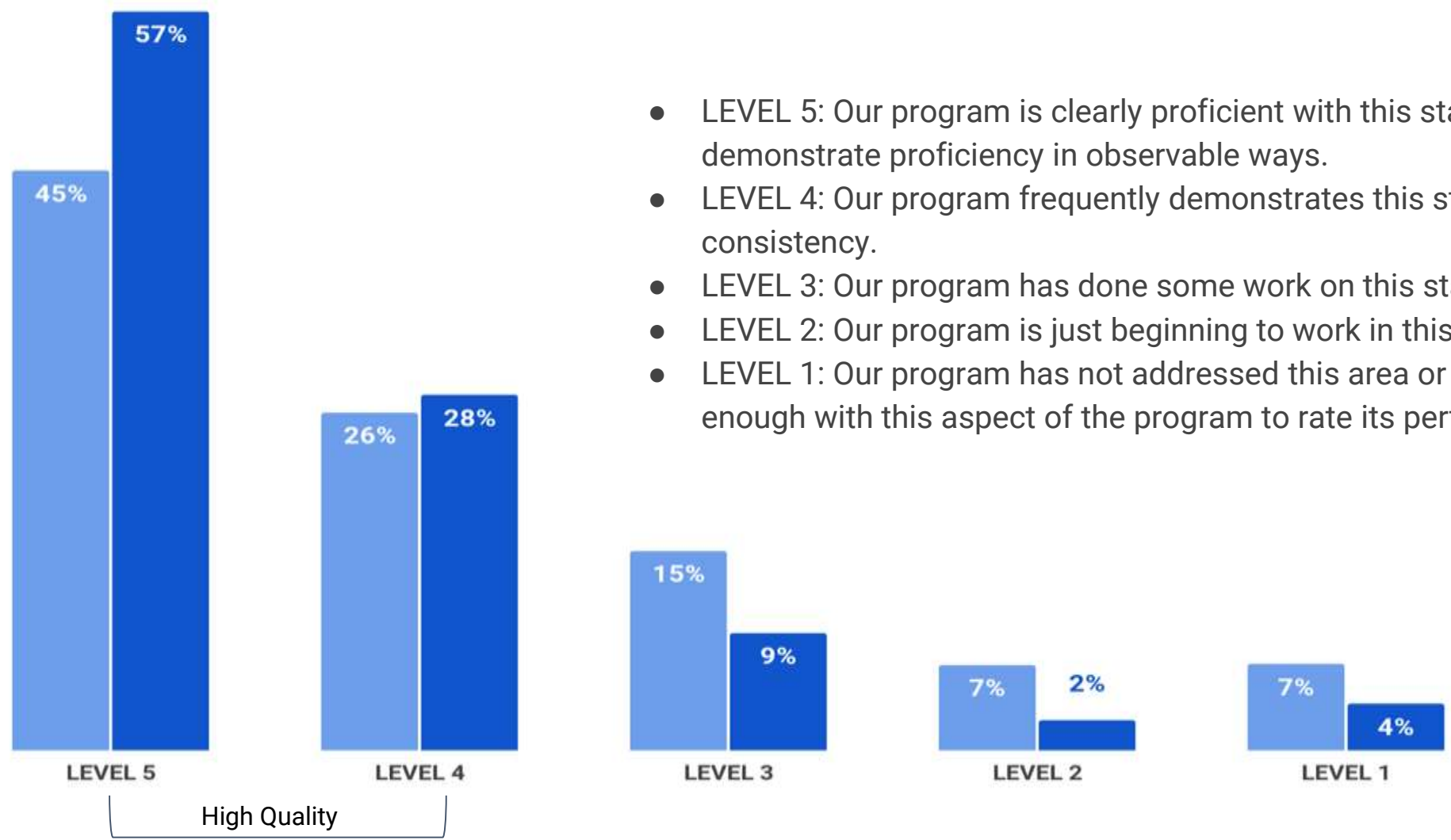
Boys & Girls Club



BOYS & GIRLS CLUBS
OF NORTHEAST FLORIDA

Onboarding			
Title	Description	Topic Area	Length
Staff-to-Youth Interactions	The purpose of this session is to introduce Youth Development Professionals to engaging in positive interactions with youth based on the diverse experiences that occur in a Boys & Girls Club or Youth Center setting.	Foundation	2 hours
Child & Club Safety 101	The purpose of this session is to increase Youth Development Professionals' knowledge and awareness of common risks to emotional and physical safety.	Foundation	2 hours
Boys & Girls Club Basics	The purpose of this session is to help participants understand how to create positive relationships, experiences, and environments within a Boys & Girls Club or Youth Center using the Five Key Elements for Positive Youth Development.	Foundation	2 hours
Keep Clubs Safe	The purpose of this module shows you where and when abuse is more likely to occur in Boys & Girls Club programs, and the specific steps you can take to keep children safe. You also learn how to keep yourself and your coworkers safe from false allegations of abuse.	Foundation	30 Min
Abuse Risk Management	The purpose of this course explains how offenders operate, the devastating effects of abuse and the specific steps you can take to prevent abuse.	Foundation	30 Min
Duty to Report	The purpose of this course explains that adults have a moral responsibility and, in many cases, a legal responsibility to report suspected child abuse or neglect.	Foundation	30 Min
Tier One – First 90 Days			
Emotional Safety	The purpose of this session is to introduce Youth Development Professionals to policies and practices that support an emotionally safe environment when interacting with youth.	Foundation	2 hours
Promoting Positive Behavior	The purpose of this session is to guide Youth Development in creating environments and facilitating rituals and routines in order to create positive behavior Norms.	Foundation	2 hours
Cultural Responsiveness and Inclusion	The purpose of this session is to introduce Youth Development Professionals to practices that support an	Foundation	2 hours

When comparing organizations' **pre** and **post** self-assessments, there was an increase in high-quality standards



- LEVEL 5: Our program is clearly proficient with this standard and can demonstrate proficiency in observable ways.
- LEVEL 4: Our program frequently demonstrates this standard, but needs consistency.
- LEVEL 3: Our program has done some work on this standard.
- LEVEL 2: Our program is just beginning to work in this area.
- LEVEL 1: Our program has not addressed this area or I am not familiar enough with this aspect of the program to rate its performance.

Capacity Building Plan Focus Areas



The table illustrates the percentage of high-quality ratings given for each quality standard of the Florida Afterschool Network Self- Assessment tool.

Self-Assessment	Quality Standard 1: Administration & Organization	Quality Standard 2: Program Management & Staff	Quality Standard 3: Communication & Interaction	Quality Standard 4: Program Structure & Activities	Quality Standard 5: Health, Safety, & Nutrition	Quality Standard 6: Program Environment	Quality Standard 7: Family & Community Involvement	Quality Standard 8: System Building
Pre- Assessment	54.9%	71.1%	72.9%	77.4%	74.2%	85.6%	60.6%	59.4%
Post- Assessment	80.9%	88.9%	91.0%	83.7%	82.7%	96.7%	78.8%	61.1%
% Change	25.9%	17.8%	18.1%	6.3%	8.4%	11.1%	18.2%	1.4%

How did we increase capacity?

Providers reported the following impacts based on the changes they made to their programs:

- More focused mission, vision, and goals
- Increased family participation
- Written policies for staff made training easier
- Increased opportunities for staff development and training
- Increased knowledge on how to complete insurance requirements
- Professional growth of all staff

4 out of 7 providers served more CTAC funded children with summer scholarships in Summer 2022 than they did in Summer 2021

Provider	Summer 2021	Summer 2022
Aces in Motion	48	50
Alachua County Board of County Commission	36	15
Boys & Girls Clubs of Northeast Florida	111	85
Gainesville Circus Center, Inc	10	20
Girls Place, Inc.	50	75
Kids Count in Alachua County	36	31
Traveling Art Camp, LLC	69	79

All 9 providers (100%) reported being **very satisfied** or **satisfied** with the Collaborative activities



Providers said the following about the impact participating in the Collaborative had on their organization

We are now better equipped to serve our community. We have established better practices to make our program more harmonious and productive in collaboration with our community.

Youth Development Capacity Building Collaborative had a wonderful impact on our organization. It helped elevate our standards, which allowed us to reach many more families in need.

Allowed us an opportunity to be intentional about training our staff in key areas while providing financial support in key staffing and organizational areas.

This was an entirely new process for us. We were able to greatly benefit by having the information made available to us and the support of the staff.

The Youth Development Capacity Building Collaborative was vital to the success of serving our children well in this community. Although our mission and how we serve our children vary, we are better for our youth when we share our knowledge and rise together. Likewise, when we share our challenges, we have the opportunity to grow and learn from other mission-minded individuals. We look forward to continuing to grow together to enhance our community.

Looking towards the future

Short-term:

- Incorporate some of the known program expenses into existing contracts (i.e. background checks, insurance)
- Providing trainings on:
 - Working with and supporting children with special needs
 - Youth behavior management
 - Administrative Capacity Building
- Develop partnerships with the Community Foundation and Center for Nonprofit Excellence to provide ongoing supports to organizations

Long-term:

- Continue providing supports to trust-funded organizations, with a focus on more sustainable and universal methods for capacity building
- Develop an overall system approach to capacity building that incorporates feedback from listening sessions, providers, and community members (recommendations expected at the January Steering Committee)