

QUARTERLY REPORT

DECEMBER 2020



NEWS, IMPACTS, AND INSIGHTS

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FULL OF ACTION, FULL OF GROWTH

Never a dull moment, as the expression goes. That's certainly true of our work at Vermont Afterschool in Fall 2020. This quarter has seen us expand our team; expand our virtual trainings; expand our partnerships; and expand our reach. It's kept us busy and very excited to be moving forward.

This fall, we began thinking about how our work has grown over the past few years and how it necessitates working differently. In light of that, we've refreshed our two core teams, with Strengthening Programs and Empowering Youth being led by Tricia Pawlik-York and Robin Katrick. They've stepped into these roles to take on the responsibility of helping to direct the work that happens within those teams. Our full leadership team of Holly, Nicole, Robin, and Tricia now meets weekly to collaborate, discuss successes and challenges, clarify responsibilities, share resources, and affirm the way we work together.

Additionally, to ensure that the same level of strategic planning is applied to our communications and data work, led by Cassie and Erin, the Strategy Team will be meeting once a month. We envision this team will connect the work of the other teams, map out priorities, and track impact measures.

We welcomed two new members to the team recently: Matt Wolf and Brianne Smith. Matt joins us as a full-time Youth Voice Coordinator, working to support our initiatives around youth voice, youth rights, and youth resiliency. In Brianne's role as our new AmeriCorps Substance Use Prevention VISTA, she will be supporting the Vermont Youth Project, youth councils, and building protective factors for youth. Both positions are part of the Empowering Youth team. This officially brings our core staff to ten!



Operations Updates

From Nicole Miller, Assistant Director

At the end of October, we began a strategic visioning process facilitated by Adrienne Gil. She initially met with each team member to better understand their work. Since then, we've been using our weekly staff meetings to go through a SOAR (Strengths, Opportunities, Aspirations, and Results) framework. Working in small groups and as a whole team, we've enjoyed the opportunity to think to the future and look forward to incorporating the Board's feedback into the proposed 2021-2023 strategic plan.

Diversity, Equity, Inclusion (DEI)

We are participating alongside the afterschool and third space field in a six-part Equity & Racism series led by Rebecca Haslam of Seed the Way. The series will culminate in early June and is open to all.

The first two workshops have proved worthwhile and were attended by over 70 people in each:

1. Equity Literacy: Identity, Bias, and Student Success on October 27th
2. Racial [micro]aggressions – Intent, Impact, and How to Respond on December 2nd

Additionally, in late October, we drafted a plan to infuse DEI work into our existing organizational systems. As initial actions, we have started a library of books that staff members have been reading, are drafting a DEI organizational statement, and continue to seek out diverse trainers.

Grants and Funding

This fall, we received new or amended grants. They include:

- VSAC--State GEAR UP partnerships (\$25,000)
- Vermont Community Foundation--Afterschool for All grant program (\$50,000)
- Vermont Department of Health--Tobacco & vaping prevention (\$50,000)
- Vermont Department of Health--Maternal child health division (\$100,000)
- Department for Children and Families--School-age child care hubs (\$116,000)

HUBS WRAP UP

The school-age child care hubs project is wrapping up in December 2020 due to the conclusion of federal coronavirus relief funds. For over four months, our team dedicated a tremendous amount of time and energy to setting up, supporting, and sustaining the school-age hubs sites along with our partners at the VT Department for Children and Families (DCF). Many thanks to Miranda Grey at DCF for her tireless, dedicated efforts to making this project succeed.

102 hubs sites across VT

6,000 youth in grades K-6 served at the hubs on remote learning days

75 hub staff recruited and hired



All photos in this issue are from Fall 2020 Hubs sites. Thank you TRSU and MAUSD afterschool programs for sharing your photos!



Strengthening Programs Update

From Tricia Pawlik-York, Program Improvement Coordinator

Quality and Leadership

We launched the new SEL PQA process for programs that is an addition to the existing Program Quality Assessment (PQA) tool. We also provide targeted support for all 21C programs including on how to use the PQA tool. We also supported 21C directors with bi-monthly calls and two virtual retreats.

Afterschool for All Grants

The Afterschool for All (AFA) Grant program received a boost of \$50,000 from the Vermont Community Foundation, which gives us \$110,500 for a second round of grants earmarked to increase access of afterschool program across VT. Programs can apply for \$2,500-\$15,000 and funds must be spent by the end of this fiscal year.

Training

We continue to offer virtual workshops and trainings this quarter at no cost to meet the needs of programs who are struggling to survive during the pandemic. Of particular interest have been our "Big Thought Speaker Series" with nationally recognized speakers Coach D and Dr. Pedro Noguera, our Equity and Racism series with Rebecca Haslam, and the Boot Camp Basics training offering 13 hours of skill-building sessions for new afterschool staff and youth workers.

Career Pathways

Fourteen afterschool staff successfully completed the fall CCV online course we offer for free; 12 staff applied for their Vermont Afterschool Foundations Certificate; and one person received their Afterschool Credential. We also hosted two field calls on the revision of the Vermont Afterschool Core Knowledge Areas and Competencies that will inform training, quality, and career pathways.

VerMoney

In partnership with the State Treasurer's Office and with funding through a Mott Foundation Opportunity Grant, we introduced our new Pacesetter program that connects with VerMoney. The Financial Literacy pacesetter program is a way through which afterschool and other third space programs gain access to further resources and support to infuse financial literacy into their program offerings.

STEM

We're very excited to share that the Linking Engineering to Life afterschool program for girls and non-binary youth is officially off and running (or rather, designing and creating). There are currently 13 afterschool programs participating both virtually and in-person. A very cool part of the project is that we have connected each program with a female college student mentor from the UVM College of Engineering and Mathematical Sciences. As part of the national Million Girls Moonshot initiative, we designed Linking Engineering to Life as a way for girls to learn about the engineering design process and the value of an engineering mindset.



Empowering Youth Update

From Robin Katrick, Youth and Community Health Coordinator

Projects and grants that currently fall under the Youth Empowerment Team (YET) include: the Vermont Youth Project (VYP), youth councils and participatory budgeting, Building Flourishing Communities, and a new initiative through the recently acquired tobacco grant funding that will support increasing third space opportunities, youth-led initiatives, and engaging sports coaches and third space leaders in positive youth development.

One of the biggest developments out of YET is that while we each individually lead projects, we are working together to connect the work. Looking ahead into the new year we will continue these efforts as well as focusing on new initiatives.

Youth Councils

We will be guiding 9-10 youth councils around the state through a process that will support identifying needs, idea development, participatory budgeting (PB), and community outreach to support youth-funded initiatives in communities. With extra funding available this year, each site will have \$5000 dollars for PB, \$3000 for youth stipends, and \$1000 for staff stipends. We selected four youth council sites funded through the Northfield Savings Bank Foundation (with an open space for a council in Washington or Orange county) plus five youth councils with the Vermont Youth Project (VYP).

Website and Resource Development

The website is in the process of being updated with new pages for advocacy, participatory budgeting, and youth prevention/wellness. In January, we will look to build a youth council central page focused on youth leadership.

Workshops

We are in the process of creating nine workshops that will be launched in the coming months. These include a series of workshops for the youth councils and VYP will have several workshops specific to their community needs. We are also creating a sports coach training on positive youth development, substance misuse, SEL, and resiliency.

Partnerships and Community Outreach

We have connected with the UVM health sciences program and will be bringing 2-4 students onto the YET team next semester. Their focus will likely support communication of public health information such as the VYP data to a variety of audiences (youth, parents, etc).

Building Flourishing Communities (BFC)

BFC has formed a strong partnership with the AHS Field Services Directors and they will be key in moving the BFC work forward. BFC has opened an exciting grant initiative this month to provide funding to local groups looking to building resiliency across their communities.



Increasing Access Update

From Holly Morehouse, Executive Director

We are definitely sitting in interesting times and are moving forward on our advocacy and policy work. We have a full advocacy plate involving both youth and adults, are still deeply involved in COVID response and relief efforts, and are carefully watching several avenues with the legislature and the administration.

Legislative Action and Wins

Late in the session, the General Assembly passed two pieces of legislation that affect afterschool. In the cannabis commercialization bill, they included a dedicated % of tax revenues to go towards expanding access to afterschool programs. They also included language in the budget bill to create a Universal Afterschool Task Force.

The Task Force is being convened by AOE and will have its first meeting in December. The Task Force is charged with writing a report by April 2021 on how to ensure universal afterschool access.

Advocacy Committees

We are excited to be coordinating two advocacy & policy committees this year: (1) our existing Advocacy Committee and (2) a new Youth Advocacy Group. It is important to practice what we preach and give youth their own space to advocate for change. We have also expanded our contract with Action Circles to support both groups and advise on our advocacy campaigns.

Our state Advocacy Committee has also been expanded and refreshed this fall. We are excited to have several new members representing vibrant and long-standing afterschool programs. These professionals also bring a renewed focus on our advocacy efforts with school administrators and education leaders.

The Youth Advocacy Group has met with the goal of getting Vermont Youth Council bill passed in 2021. We were proud to host and coordinate this group of approximately 50 young people (ages 11-19). After working together to develop recommendations, they met with key legislators this fall (including the chairs of both the House and Senate Government Operations Committees). They have also secured a sponsor for the bill with the goal of having it introduced in January. Finally, they have mapped out a campaign plan that includes multiple ways for a broad spectrum of youth to be involved and are organizing a sign on letter.

Top 10 in Afterschool

America After 3pm data is being released this month. The national report ranks Vermont in the Top Ten for the quality of our afterschool programming and high rates of parent satisfaction. However, our overall ranking has dropped since the report was last published six years ago due to rising level children and youth needing access and the lowest rate in the nation for the percentage of low-income children and youth currently in afterschool programs. While we celebrate being a Top 10 state, we still have further work to do.



Vermont Afterschool

Our Staff

Umesh Acharya, Youth Resilience Coordinator
Sam Gaulty, Youth Programming Coordinator
Robin Katrick, Youth and Community Health Coordinator
Nicole Miller, Assistant Director
Holly Morehouse, Executive Director
Tricia Pawlik-York, Program Improvement Coordinator
Erin Schwab, Data Analyst
Brianne Smith, AmeriCorps Substance Use Prevention VISTA
Cassie Willner, Communications Coordinator
Matt Wolf, Youth Voice Coordinator

Our Board of Directors

Raquel Aronhime
Virginia Burley, Secretary
Jim Fitzpatrick
Vicki Graf
Katie Mobley, Chair
Barbara Russ, Immediate Past Chair
Vicky Smith
Rich Tulikangas
Lauren Wooden, Treasurer



1/12: VYP Data Launch

1/13: Youth Council Launch

1/27 and 3/30: Equity & Racism Workshops

2/5: 21C Directors Retreat

2/11: Afterschool & Summer Learning Day

With thanks to our FY21 funders for supporting and believing in our work:

Afterschool Alliance; Charles Stewart Mott Foundation; J. Warren & Lois McClure Foundation; Northfield Savings Bank Foundation; Overdeck Family Foundation; STEM Education Coalition; STEM Next Opportunity Fund; Vermont Agency of Education; Vermont Child Development Division, Department for Children and Families, Agency of Human Services; Vermont Community Foundation; Vermont Department of Health; Vermont Department of Mental Health; Vermont State Treasurer's Office; Vermont Student Assistance Corporation