

2020 / 2021
Annual Report



CREATING A
NEW FUTURE
FOR OUT-OF-SCHOOL TIME

Message from Our CEO & Board Chair

Dear Friends,

A year of operating during a pandemic has decimated the already challenged Out-of-School Time system. Under the strain of COVID-19, 30% of programs in Dallas permanently closed, and the majority of the OST programs that remained were operating at reduced capacity. **That means that well over 100,000 students in Dallas are without OST programming.**

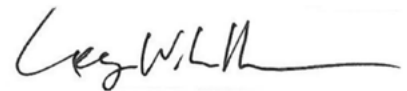
At Dallas Afterschool, we recognize that these challenges are great – but so is our ability to generate solutions. **We are committed to creating a new future for Out-of-School Time in Dallas**, and our board and staff have worked diligently to create a new strategic plan that will act as a roadmap. In honor of this work, we have organized this year's annual report under the four pillars that will guide our OST work for the next two years: **building capacity, ensuring safety and quality, pursuing racial equity, and developing the workforce.**

Thank you for your support as we continue to respond to the changing needs of OST providers and the sector. Even more importantly, we appreciate your continued investment in ensuring over 10,000 students are safe, engaged in learning, focused on healing, and motivated for their future.

Sincerely,



Christina K. Hanger, CEO



Bill Morrison, Board Chair



Building Capacity

Dallas Afterschool works to make free and low-cost afterschool and summer programming available to families and children that need it most. This can be challenging most years, but has proven especially daunting since COVID has devastated the system. With **45% of afterschool capacity disappearing nearly overnight**, Dallas Afterschool is now focused on creating a new future for Out-of-School Time (OST).

Of course, advocating for public support of OST requires research and data, so we partnered with **Afterschool Alliance** to learn more about the opinions and needs of parents across Dallas County. The results of this research are captured in our [Dallas After 3PM Report](#). Following are a few highlights of our findings:



- For every child in an afterschool program in Dallas, **three are waiting** for an available program.
- **Over 100,000 children** between age 5 and 14 **have no adult supervision** after school.
- 89% of families report afterschool helps them **keep their job and work more hours**.
- Afterschool is expensive in Dallas at \$4,300 for the school year. This is **46% higher** than the average for Texas!



In order to ensure more students have access to safe, high-quality programming, Dallas Afterschool will continue its advocacy efforts to create more opportunities in OST.

How can you help ensure more students have access to programs? Join the over 300 citizens Dallas Afterschool has mobilized to advocate for public support of afterschool funding.

[Sign up for our advocacy alerts](#) and get notified when it is time to act!

Ensuring Safety



With all of the challenges brought on by the pandemic, our first priority in helping our partners was to **keep kids safe**. For programs that ran in-person, this initially meant providing guidance on safely reopening. We also provided personal protective equipment (PPE) for staff and students, air filtration systems, and facilitated outdoor learning activities.

Then, when a winter storm caused widespread floods and other damage to OST spaces, Dallas Afterschool supported our partners by coordinating funding to rebuild and reopen sites. With help from **The Addy Foundation** and other generous donors, we raised over \$75,000 to help our partners recover. For one partner, this meant rebuilding a new computer lab and replacing equipment, complete with plexiglass partitions and a socially-distanced layout.

“ We can’t thank Dallas Afterschool enough for the generous gift to support the re-building of Shadow Brook Learning Center. ”

- Mary Tillman-Young
Director of NTX Programs, Foundation Communities



BEFORE



AFTER

Improving Quality

To help partners remain resilient in light of the challenges experienced this past year, Dallas Afterschool provided customized coaching, roundtable sessions on timely topics, and a plethora of new training resources. This allowed us to be more responsive to the changing needs of providers, while also ensuring OST programs continue to focus on **high quality programming for students.**

The pandemic also made it necessary for us to ensure training and support materials were accessible. Our online platform, **DAS360°, is now recognized as the most trusted source for resources and expertise in the OST community.** Last year, **partners logged in to our platform over 900 times and downloaded over 17,000 resources!** These included knowledge articles on OST best practices, quality improvement tools and strategies, and on-demand training courses, as well as academic and social-emotional activities for students.

We also launched a new service to meet the growing demand from our partners to address the issue of **sustainability.** Throughout the year, we hosted virtual roundtable sessions on topics such as the **Fundamentals of Grantwriting, Financial Literacy, Navigating the Request for Proposal (RFP) Process, and Scenario Planning.** These roundtables were very well attended, with partners expressing their gratitude for helping them keep their doors open throughout the pandemic.

Finally, we continued to deliver vital **academic resources for students.** Over the summer, Dallas Afterschool **provided literacy tutors, supplies, and take-home kits for over 75 children** at our partner programs. We also saw high demand for our **Wonder Kit® activity boxes,** which we adapted for individual and take-home use. These kits impart **critical STEM concepts through fun activities** such as designing model bridges, racing balloon-powered cars, and even making your own dinosaur fossils.



We are thrilled that our work helped students stay academically and emotionally strong and helped our partners overcome the challenges life presented over the past year!

“ Providing programming to youth during COVID-19 was a challenge, and at times, even a bit scary. I was so grateful for the staff at Dallas Afterschool who were always so helpful — providing practical advice, information, and even lesson plans for virtual programming. I knew I could reach out for resources and also for kind words of encouragement, which was an added bonus to working with such a great organization. ”

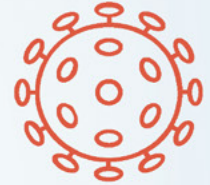
- Charnese Evans, LMSW
Former Program Director, Jubilee Park and Community Center



DALLAS AFTERSCHOOL IMPACT REPORT 2020-2021 ACADEMIC YEAR

COVID-19 has devastated the Out-of-School Time (OST) system in Dallas:

- 30% of OST sites have closed.
- 45% OST seats have been lost due to closures and social distancing protocol.
- 8,000 students lost access to free or low-cost OST programming.
- The number of students who failed the STAAR test in both math and reading increased significantly.



Dallas Afterschool continues to respond to the changing needs of OST providers.

RESPONSE TO LEARNING LOSS & TRAUMA



CREATED SEL CALM KITS & TRAUMA INFORMED CARE CURRICULUM



DISTRIBUTED STEM BASED WONDER BUNDLES



PROVIDED LITERACY KITS, GUIDED READING CURRICULUM & TUTORS



DEVELOPED A VIRTUAL AFTERSCHOOL PLATFORM



1,200 PPE resources provided



Coordinated donors to provide \$75,000+ in relief to partner sites



1,300 training hours dedicated to racial equity



40 online training courses developed



DALLAS AFTERSCHOOL IMPACT REPORT

2020-2021 ACADEMIC YEAR



\$3,305,000

PUBLIC FUNDING ALLOCATED DIRECTLY TO THE COMMUNITY FOR OUT-OF-SCHOOL TIME (OST)



146



PARTNER SITES

750



OST PROFESSIONALS TRAINED

75



OST PROFESSIONALS PLACED IN THE WORK FORCE

10,000+

CHILDREN'S LIVES TRANSFORMED



156 attendees at community roundtables



100+ OST professionals trained in racial equity



17,000 professional resources downloaded



58 OST professionals participated in SEL, Coaching for Leadership & Racial Reconciliation cohorts

Pursuing Equity

Building upon our long history of equity work, Dallas Afterschool is committed to making equity central to everything we do.

This process began years ago, as we took steps to diversify our staff, leadership team, and board and to add racial equity into our agency's mission statement. Over the last three years, our team has attended trainings on topics such as **Talking about Race and Racial Justice in Education**, **Brave/r Conversations**, and the Racial Equity Institute's renowned **Groundwater Course on the impact of systemic racism**, among several others. During the trainings, the lived experiences of so many of our own staff members emerged as key learning points that have helped shape our policies over the past year.

Our equity work highlights this year include:

- Launching **Racial Affinity Groups** for our staff
- Creating our first-ever **Racial Equity Cohort** for partner staff
- Participating in **The Dallas Foundation's inaugural Diversity, Equity, and Inclusion Cohort** for nonprofits

Moving forward, we are continuing to provide racial equity leadership for our network of OST providers by designing trainings on topics such as **Unconscious Bias and Equitable Disciplinary Practices**. We are also creating new **Wonder Kits®** and other activities that directly impact and represent the diverse body of youth we serve. Stay tuned as we roll out these exciting new resources!



“
Dallas Afterschool committed to training for its leaders and its staff this year to ensure they could move the work from head to heart and now hands. I applaud Dallas Afterschool for having the courage to move forward on the journey toward racial equity and for doing the critical work of what this means for them - as individuals and as an organization.”

- Kimberly Manns
 CEO, H3Diversity

Developing the Workforce

One of the most important aspects of our work is **providing solutions to challenges that threaten the sector**. According to our providers, their greatest challenge involves staffing, as they are often without staff or experience significant turnover. In fact, most programs see **55% turnover during the course of a year while only 15% retain OST teachers for two years**.

In response, Dallas Afterschool created a program to address two fundamental challenges facing our field: **high and costly turnover rates for providers and a lack of career options for staff**. This new program is known as the **ECOST Workforce Development Program**. (ECOST stands for *Early Childhood and Out-of-School Time*). The program is a collaborative effort between **Dallas Afterschool, Strategic Focus, and Early Matters Dallas**.

This past year year, ECOST has **enrolled ten partner agencies and hired over 100 staff members** through the program. Staff hired through ECOST have access to:

- A wage of \$15 per hour, full medical benefits, and 25 hours per week working directly with students
- 15 hours per week of paid professional development opportunities
- Access to financial, college, and career coaching
- A career ladder for professional advancement specific to the OST and ECE fields

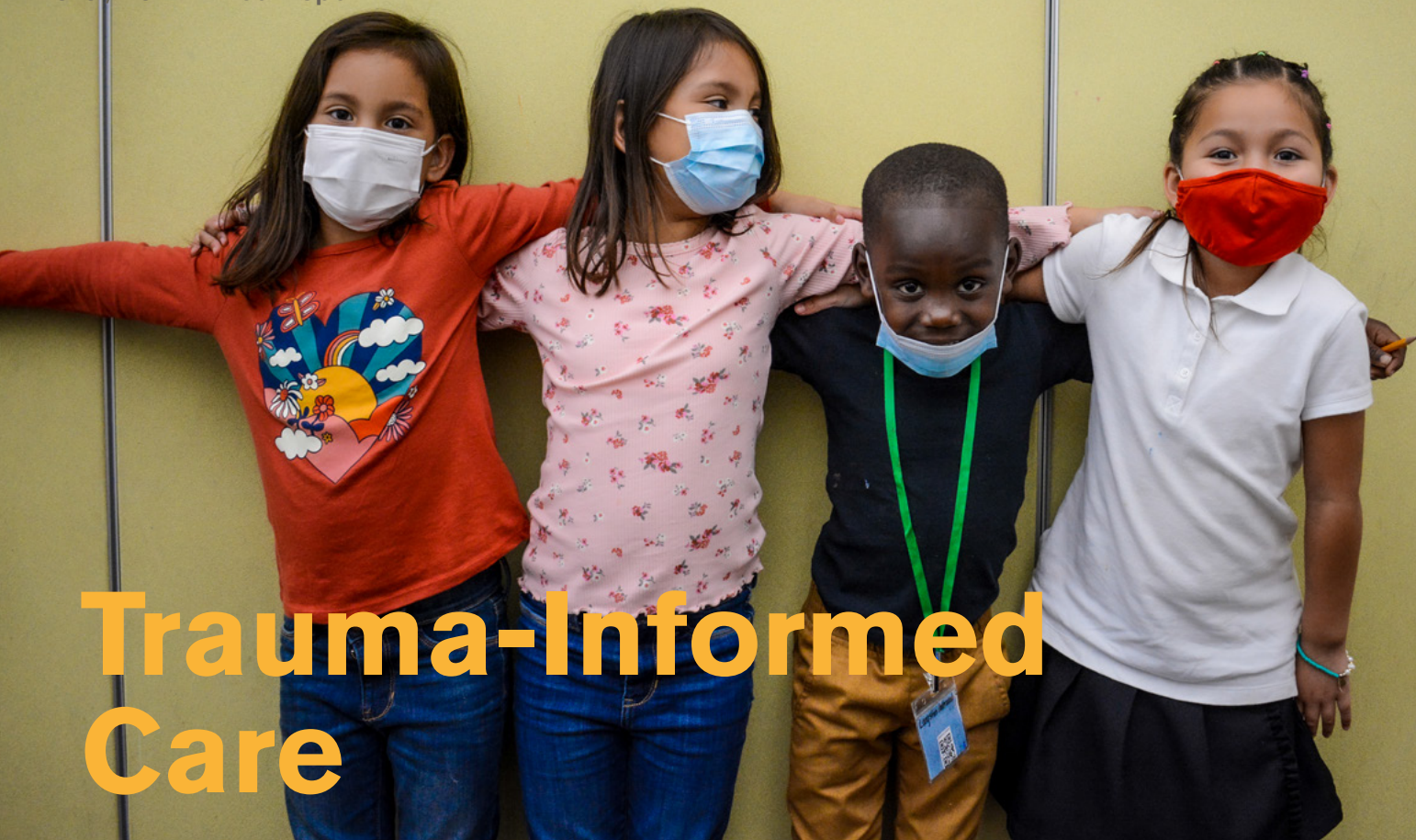
ECOST staff members also have access to our **DAS360°** website for on-demand, interactive training courses on topics such as **Program Safety, Behavior Guidance, Social-Emotional Learning, and Age-Appropriate Activities**.

Each training includes pre- and post-course assessments and comes with a **Certificate of Completion** that staff can add to their virtual portfolio.

Keira (*pictured below*) is a Dallas Afterschool teacher and ECOST trainee who was recently able to complete her two-year degree while participating in the program. A first-generation college student, she is currently working towards her bachelor's degree, an opportunity she never imagined she would have.



“Working with the ECOST Workforce Development Program has provided a healthy work environment and stability,” says Kiera. *“It has also shown me that my impact is much larger than I originally thought it was. The best reward is seeing positive student progression each day — educationally and emotionally. The work we do here matters.”*



Trauma-Informed Care

The disruption caused by COVID has caused stress for us all. To promote the mental health of students and OST professionals in our programs, Dallas Afterschool designed a new series of **social and emotional learning (SEL) activities for youth and adults**.

For OST professionals, we launched our second annual **SEL Cohort**, allowing partner staff to meet monthly and discuss topics such as **culturally competent approaches to family partnerships, respect agreements for staff, and SEL action plans for the classroom**. We also designed several new training courses to meet the challenges posed by COVID and the unprecedented winter storm. To make training attendance easier for our partners, we held most courses virtually, while we also developed interactive course modules that partners could access on demand through our **DAS360°** website. Course topics included **Self Care for Youth Workers, Mental Health First Aid Training, Trauma Informed Practices, Grief My Way**, and many others.

To provide support for students, Dallas Afterschool designed new resources for both afterschool and take-home use. These resources included a **yearlong curriculum focused on key SEL skills** such as **self-awareness, social-awareness, and positive identify formation, combined with specific exercises for overcoming loss and isolation from peers and mentors**. For at-home use, we began to distribute **SEL Calm Kits**, which include items such as fidget toys, diaries and notebooks, pens and colored pencils, jump ropes, and mood identification cards. Thanks to these supports, **we helped nearly 150 students improve their SEL aptitudes throughout the course of the year**, in the process preventing hundreds of others from falling even further behind after so many months of social and physical isolation.



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Ability Connection
 After-School All-Stars North
 Texas
 AIDS Services of Dallas
 Behind Every Door
 Big Thought
 Brother Bill's Helping Hand
 Catholic Charities
 Dallas Bethlehem Center
 Dallas Independent School
 District
 Dallas Museum of Art
 Dallas Park and Recreation
 Dallas Prestige Group
 For Oak Cliff
 Forerunner Mentoring Program
 Foundation Communities
 Frazier Revitalization
 Girls Inc. of Metropolitan Dallas

Heart House Dallas
 HIS BridgeBuilders
 Jubilee Park and Community
 Center
 Kids-U
 Momentous Institute
 New Horizons of North Texas
 Project Transformation
 Readers 2 Leaders
 Rowlett Friendship Baptist Church
 Society of St. Vincent de Paul
 Diocesan Council of Dallas
 Terrance M. Johnson Dance Project
 Trinity Athletics
 Voice of Hope
 Vox Invictus
 Wesley-Rankin Community
 Center
 YMCA of Metropolitan Dallas



Our Community Partners

Local

Bachman Lake Together
 Banzai
 Child Poverty Action Lab
 Children's Health
 City of Dallas
 CitySquare
 City Year Dallas
 Commit Partnership
 Community Council of
 Greater Dallas
 Cristo Rey Dallas
 Dallas City of Learning
 Dallas ISD
 Dallas Kids First
 Dallas Park and Recreation
 Dallas Police Department
 Dallas Public Library
 Dallas Regional Chamber

Dallas Truth, Racial Healing
 and Transformation
 Early Matters Dallas
 The Education Trust
 Every Hour Counts
 Equal Heart
 Leadership for Educational
 Equity
 Leadership ISD
 Mayor's Star Council
 Perot Museum of Nature
 and Science
 Scholarshot
 SEL Dallas
 Southern Methodist University,
 Center on Research and
 Evaluation
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Teach for America
 The School Zone
 Trinity River Audubon
 Uplift Education
 West Dallas STEM School

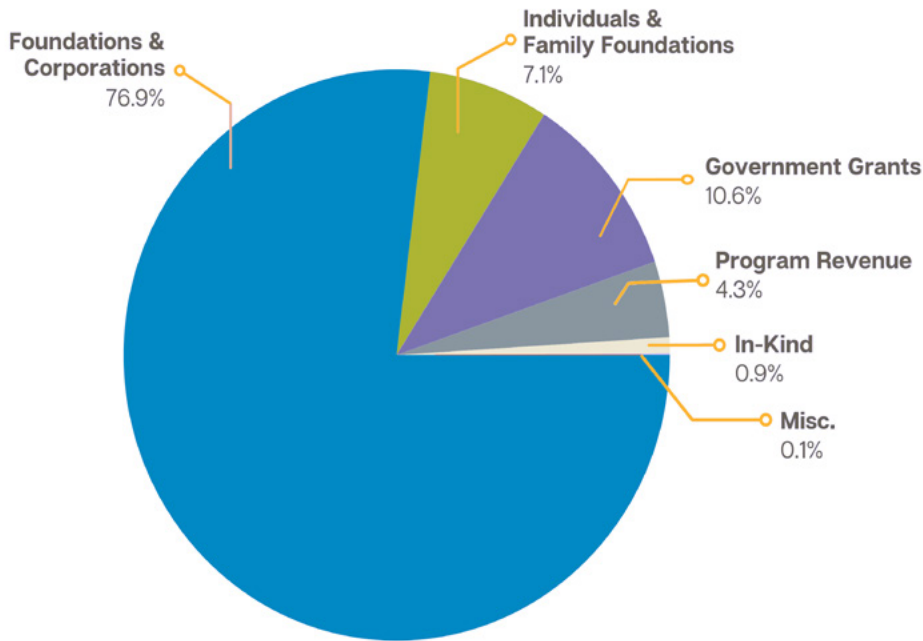
State & National

Afterschool Alliance
 Leadership for Educational
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 Texas Partnership for Out of
 School Time

Financial Report Card

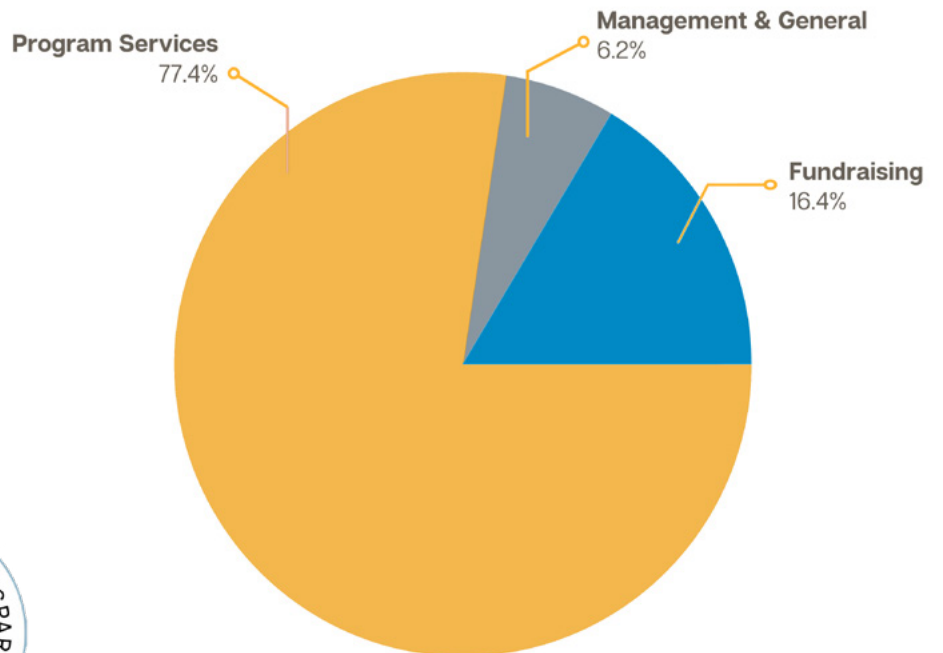
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\$2,241,071



EXPENSES

\$1,871,295



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