



2021 / 2022  
ANNUAL REPORT

**Celebrating 15 Years of  
Building, Expanding, and  
Transforming Out-of-School Time**



# MESSAGE FROM OUR CEO & BOARD CHAIR



Marjorie Murat  
CEO



Bill Morrison  
Board Chair

Dallas Afterschool was founded in 2007 after a study found that free or low-cost afterschool and summer programs in Texas were exempt from licensure – meaning **there was no unifying agency to provide the communication, support, and resources to keep children safe.** We began with just 25 Out-of-School Time (OST) partner sites and 2,000 students as we set out to prove our theory of change – that high quality OST programs improve academic and life outcomes for students.

Fifteen years later, so much has changed. **We built an OST ecosystem consisting of over 180 safe, high-quality programs.** In response to high turnover in the sector, we expanded programming to include staffing and workforce development. Years of research have proven our theory of change, and we are now able to **transform the lives of over 14,000 students each year.**

Of course, we could not have gotten here alone. So many have contributed to our progress over the years: our founders, a dedicated board of directors, three transformational CEOs, a talented team of professionals, and our loyal donors. **Because of your commitment to students in Dallas County,** Dallas Afterschool was able to thrive during a devastating pandemic, begin rebuilding a decimated system, help partners recover from an unprecedented winter storm, and provide the tools to support mental health and build resilience in students.

The only thing that has not changed in fifteen years is our focus – **keeping Dallas County children safe, in high quality programs, engaged in learning, and focused on their future.** Thank you for your continued support. We could not do this important work without you!

A handwritten signature in blue ink that reads "Marjorie".

Marjorie Murat, CEO

A handwritten signature in blue ink that reads "Bill Morrison".

Bill Morrison, Board Chair



# Building Capacity



Advocacy work takes time, so we are especially proud to announce that, this year, we have made the greatest progress in our 15-year history! Our advocacy work at the state, city, and district levels was instrumental in **adding 30,000 new seats** to the Out-of-School Time (OST) sector in Dallas. Our relationship building and advocacy efforts were also key to Dallas ISD **opening 73 new afterschool programs** and the City of Dallas **allocating one million dollars to support nonprofit childcare programs**.

It takes a village to convey the need for afterschool, so Dallas Afterschool brings families to the forefront of our advocacy work. **Parent ambassadors**, along with our team and partners, help lead our work by testifying at city hall and school district meetings. For families that are unable to attend, we provide public comment cards so we can share their unique perspective on the important role afterschool programs play in their lives. This year we also created and deployed a series of **Spanish-language training sessions on parent engagement**. And, as always, families can rely on our [Afterschool Locator](#) to find programs in or near their neighborhood.

**At Dallas Afterschool, research and data informs every aspect of our work.** With the help of Afterschool Alliance, each year we publish a report on [Dallas After 3PM](#) which provides research-based insight on the state of afterschool in our community. Thanks to support from Texas Women's Foundation and in collaboration with Child Poverty Action Lab, we created a new resource, the [Afterschool Landscape Tool](#). This online tool provides access to OST supply-and-demand information by census tract. By targeting indicators such as income, race/ethnicity, and employment, we were able to identify several high-priority areas to target for greater public and private investment.

With all this progress, one trend has not changed - **demand for programming remains high**. Of the 380,000 children between age 5 and 14 in Dallas County, only 85,000 attend afterschool, while **over 140,000 children live in high-poverty areas with virtually no access to programming**. This gap leaves thousands of children without the care and support they need, which is why we will continue advocating until **every child** has access to safe, high-quality programming.



***"Afterschool programs are important for me because I am a single working parent and I don't always have the time to help my kids with homework or extra support they need. I appreciate your programs so much."***

— Maria, Parent



## Developing the Workforce

*Dallas Afterschool believes all Out-of-School Time professionals deserve access to a living wage, benefits, and career training and advancement.* That is why we created the **Early Childhood and Out-of-School Time Workforce Development Program, or ECOST.** Through our ECOST program, we provide sustainable staffing solutions for OST and Early Childhood providers by connecting them with trained staff members who in turn receive access to career and financial coaching, a living wage, paid professional development, tuition reimbursement, and retention bonuses. The aim of ECOST is to take the burden of hiring and training off providers while also reducing staff turnover, **allowing programs to place their focus squarely on youth.** Because all ECOST staff receive a series of trainings in safety and youth development before ever entering the classroom, we regularly hear from partners that they represent some of **the best and most dedicated staff members on their team!**

## Reducing Staff Turnover While Making a Real Difference to Students

As a result of the disruptions caused by COVID, the average tenure for OST staff can be measured in weeks or even days. Through ECOST, however, **we have placed 100 staff members with OST and Early Childhood providers, with a 100% retention rate after one year.** We realize that maintaining this retention as the program grows will be next-to-impossible, but we are confident that our retention rate will continue to far exceed the industry standard.

We attribute much of our success thus far to our strategic recruitment practices. Our approach connects providers with staff members from the local community, which helps recruit employees with greater commitment to the families and youth they see on a daily basis. Under the philosophy that diverse students respond better to staff they can identify with, **more than 92% of the staff members we have placed identify as Black or Hispanic.** All of this can lead to greater understanding between adults and youth and create real opportunities for mentorship for students who need it most.



# ECOST Program Spotlight

## Kiera

Let us introduce you to Kiera, an OST educator who is maximizing her potential through the ECOST program. During the three years she has been part of ECOST, Kiera has gained experience as a literacy tutor, early childhood educator, and Out-of-School Time site director. ECOST has allowed her to work 25 hours per week while enrolling full time in school. Two years ago, Kiera completed her Associate Degree from Dallas College and she is now one semester away from a Bachelor's Degree at the University of Texas at Arlington! As a first-generation college student, Kiera had not imagined this achievement would be possible for her.

ECOST has also allowed Kiera to complete over 40 hours of training in youth development and early childhood safety, and she is now certified to work in daycare centers throughout Texas. Equally important, she has gained industry experience, professional mentors, and numerous employment references that will serve her well as she enters the workforce full time next year.



***"ECOST has prepared me with a lot more work efficiency and better time management. The trainings have been wonderful, the facilitator is amazing, and I couldn't ask for a better or more compassionate team."***



***"ECOST works with my schedule and it's taught me a lot about networking and how to talk to people."***

## DeAveyon

DeAveyon has participated in our ECOST program for the past three years. ECOST allows him to gain valuable experience by working 20 hours per week as a literacy tutor. He currently works at Kahn Elementary School, and previously worked with our partners at Aids Services of Dallas, Frazier Revitalization, and HIS BridgeBuilders.

One of the things DeAveyon enjoys about ECOST is that it enables him to take on a full-time student course load at the University of Texas at Arlington. Like Kiera, DeAveyon is just one semester away from a Bachelor's Degree!

# Improving Safety & Quality

The Program Quality Initiative (PQI) is Dallas Afterschool’s flagship program. PQI has been training, supporting, and coaching programs to safety and quality standards for the past fifteen years. This year began with many afterschool programs closed or operating at a limited capacity, but by year’s end nearly all our 180 partner sites had opened their doors with high student enrollment. Our first priority was to ensure that new staff teams had the support they needed to provide safe, enriching programs to students. Our training numbers soon returned to pre-COVID levels, with 625 afterschool professionals attending courses on highly relevant topics such as **Trauma Informed Care, Culturally Responsive Teaching, and Mental Health Awareness.**

After a two-year hiatus, our Partnership Coaches have resumed **annual safety assessments** for partners. We are delighted to report that, with the help of one-on-one coaching and support provided by our team, **100% of partners assessed passed our rigorous safety test!** Additionally, we began working with partners to implement self-assessments to help teams identify the specific aspects of quality they wanted to improve. Many of these partners chose to focus on **Social-Emotional Learning (SEL)**, and our team was ready to provide one-on-one coaching and modeling of SEL best practices with partner sites throughout the year.



*“As a result of attending Dallas Afterschool trainings, my team and I have become more vigilant in recognizing and taking action to address issues of trauma, inequity, and academic needs in order to promote student success that is sustainable.”*

— Tamiko Daniels,  
Program Director, New Horizons

## Resources

One of the great perks of partnering with Dallas Afterschool is all the additional resources we provide to our partners to help students catch up and keep up. We kicked off the school year with our annual **Resource Giveaway**, with each partner receiving a bin full of supplies, academic materials, and sports equipment. We also distributed over 1,500 books to students and over **500 Social-Emotional Learning Calm Kits** to OST classrooms. SEL Calm Kits include resources such as journals and writing exercises, fidget toys, mood meters,

breathing technique cards, and more. Each tool in the kit is designed to help students manage their emotions so they can better focus on learning.

Also, through a partnership with the Texas Education Agency (TEA), we launched a **high-impact literacy program** that allows students reading below grade level to receive small group support with expert literacy tutors four days each week. **Over 80% of these students improved their reading ability** and we are excited to continue this important work.





Our most popular resource is our library of over 40 unique Wonder Kit® Activity Boxes. These STEM-centered activities provide a variety of stimulating and easily accessible activities that **inspire curiosity and teamwork** with only ten minutes of prep time — perfect for any Out-of-School Time setting. Wonder Kits® include easy-to-follow instructions as well as links to five-minute introductory videos for instructors. The aim of Wonder Kits® is to **engage students in STEM learning through collaborative, creative, and competitive activities** such as designing a machine that can separate beans from marbles, building a balloon skyscraper that reaches the ceiling, constructing a catapult that can hurl marbles over a wall, or creating a roller coaster to gain knowledge about slope and how to calculate velocity.

By tying each Wonder Kit® lesson directly to in-school curriculum and aligning them to national standards, Dallas Afterschool helps students apply the skills they learn in an afterschool setting back into the classroom itself, **improving their academic performance and increasing their chances of pursuing a STEM field in college or as a profession.** Last year we distributed enough kits to serve more than 7,500 students!



*"The science is like magic!"*

— Gabriella, Age 8

# Pursuing Racial Equity

One of the most impactful programs this past year was our Racial Reconciliation in Out-of-School Time Cohort. This yearlong cohort allowed partner staff to learn more about structural inequities in our communities and to implement pacts within their own organization **to create more equitable outcomes for their staff and students**. Dallas Afterschool not only facilitated these cohort meetings, but also distributed microgrants to help programs bolster their capacity for this important work. This year’s group represented our second annual cohort, and we were privileged to welcome alumni from the first cohort to discuss the challenges and accomplishments of their pact implementation efforts.

Our cohort met monthly and each session included group discussions, book reviews, and invited speakers. At the end of the cohort, attendees were requested to make “racial equity pacts” that they would like to implement within their own organizations. The following quote is a testimony to the importance of the pacts from one of our regular attendees:



***“One of the pact agreements that we were able to develop through the cohort was to re-evaluate our hiring process and provide professional development that supports staff in implementing our equity stance and mission. Thanks to this work, our team is now more diverse, our board members are more reflective of the community we serve, the onboarding process includes the history of Dallas through a cultural lens, and our instructors are participating in a book study using one of the books from our cohort. Before participating, these were all goals we had discussed. The cohort allowed us to be more intentional to enact the changes our organization needed.”***

— Racial Reconciliation in OST Cohort Member



This is the type of transformative impact that can result from intentional and thoughtful racial equity work with enthusiastic participants and the knowledgeable staff at Dallas Afterschool. We are excited to continue this work with other partners in our network.



# Dallas Afterschool Highlights





# DALLAS AFTERSCHOOL IMPACT REPORT

2021-2022 ACADEMIC YEAR

**14,000** CHILDREN IMPACTED    **180** LOCATIONS SUPPORTED    **625** OST EDUCATORS TRAINED

## CREATING A NEW FUTURE FOR OUT-OF-SCHOOL TIME



### BUILDING CAPACITY

- 476** ADVOCATES **ENGAGED**, AN INCREASE OF **59%**
- 30,000** OUT-OF-SCHOOL TIME SEATS **ADDED**, AN INCREASE OF **53%**
- 1** TRANSFORMATIONAL PROJECT **LAUNCHED** TO TRACK LOCAL AFTERSCHOOL SUPPLY AND DEMAND
- 8** NEW PARENT ADVOCACY SESSIONS **DEPLOYED**
- \$1M** IN CITY OF DALLAS FUNDS **ALLOCATED** TO OUT-OF-SCHOOL TIME

### DEVELOPING THE WORKFORCE

- 100** STAFF **HIRED AND PLACED** IN EARLY CHILDHOOD AND OUT-OF-SCHOOL TIME POSITIONS
- 100%** OF STAFF **RETAINED** IN YEAR ONE



### IMPROVING SAFETY & QUALITY

- 100%** OF PARTNER SITES ASSESSED **PASSED** RIGOROUS SAFETY EVALUATIONS
- 80%** OF STUDENTS TESTED **IMPROVED** SOCIAL-EMOTIONAL LEARNING SKILLS
- 81%** OF STUDENTS TESTED **MAINTAINED OR IMPROVED** READING LEVELS
- 800** CALM KITS & WONDER KITS® **PROVIDED** TO OUT-OF-SCHOOL TIME CLASSROOMS

### PURSUING RACIAL EQUITY

- 4** NEW RACIAL EQUITY TRAININGS **CREATED**
- 1** RESEARCH PROJECT **COMPLETED** TO REVIEW OUR AFTERSCHOOL QUALITY ASSESSMENT TOOL FOR EQUITY





# Our Afterschool Partners

*At Dallas Afterschool, we believe quality is a continuous process. We would like to acknowledge the following partners that are currently working with us to improve their program quality:*

Ability Connection	HIS BridgeBuilders
After-School All-Stars North Texas	Jubilee Park and Community Center
AIDS Services of Dallas	Kids-U
Behind Every Door	New Horizons of North Texas
Big Thought	Project Transformation
Brother Bill's Helping Hand	Readers 2 Leaders
Catholic Charities	Society of St. Vincent de Paul Diocesan Council of Dallas
Dallas Bethlehem Center	Terrance M. Johnson Dance Project
Dallas Independent School District	Trinity Athletics
Dallas Museum of Art	Vickery Meadow Youth Foundation
Dallas Park and Recreation	Voice of Hope
Dallas Prestige Group	Vox Invictus
Forerunner Mentoring Program	Wesley-Rankin Community Center
Foundation Communities	Wize Computing Academy
Frazier Revitalization	YMCA of Metropolitan Dallas
Girls Inc. of Metropolitan Dallas	
Heart House 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  
Leadership for Educational Equity  
Leadership ISD  
Mayor's Star Council  
Perot Museum of Nature and Science  
SEL Dallas  
Southern Methodist University, Center on Research and Evaluation (CORE)  
Strategic Focus, LLC  
Teach for America  
The School Zone

Trinity River Audubon  
Uplift Education  
West Dallas STEM School

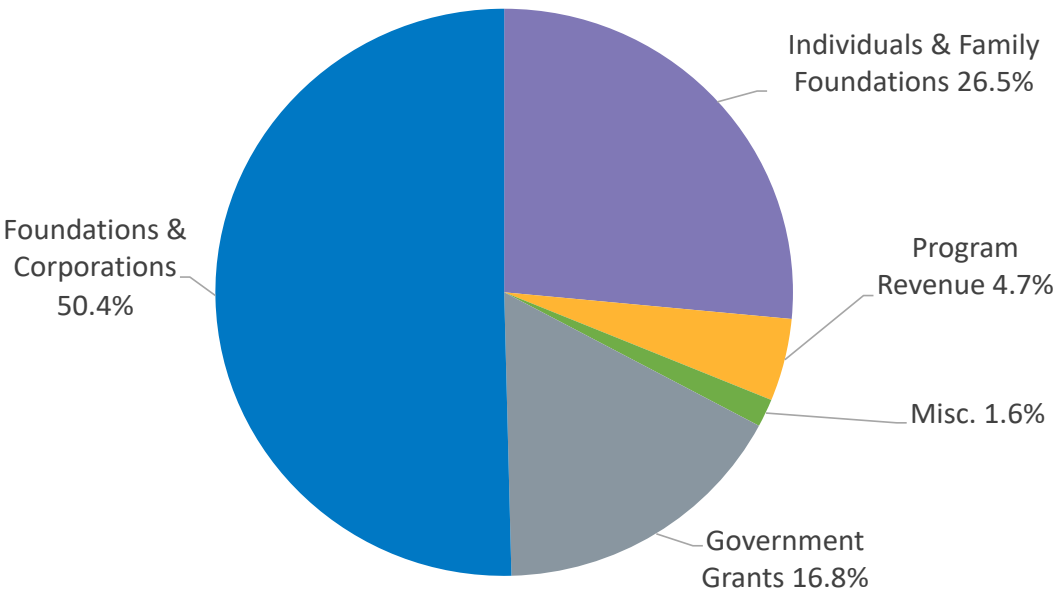
## State & National

Afterschool Alliance  
Leadership for Educational Equity  
National Afterschool Association  
National Youth Leadership Council  
Texas Partnership for Out of School Time

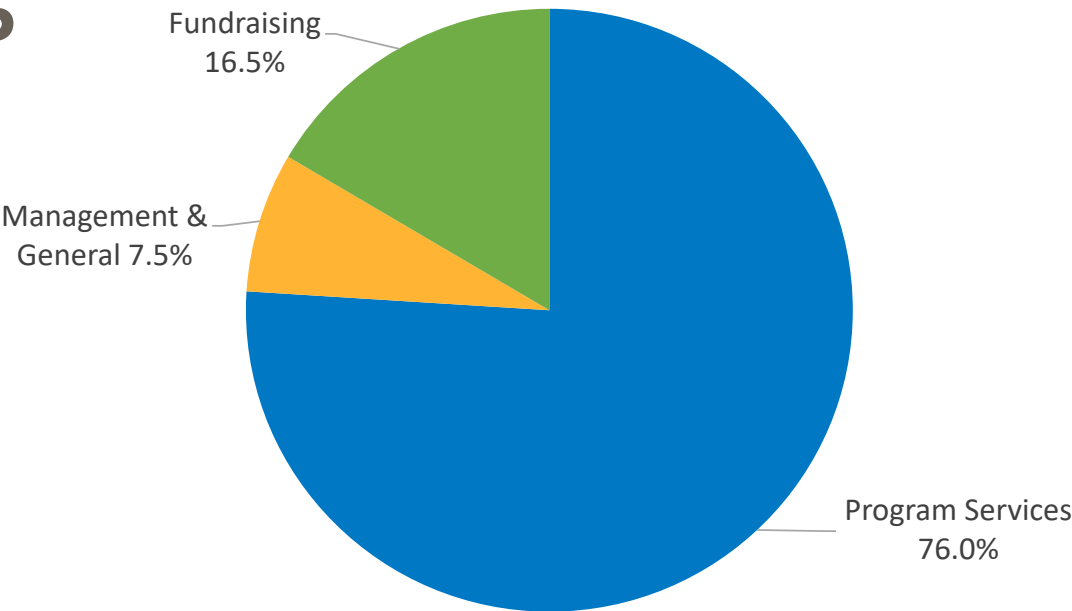
# Financial Report Card



**REVENUE**  
**\$2,167,930**



**EXPENSES**  
**\$2,150,965**





# Our Board



**MARCIA BARNES**

Associate Vice President,  
Retail Credit Operations,  
TD Auto Finance



**AUBREY COLEMAN**

Business Program Manager,  
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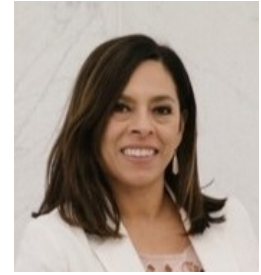
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**DR. OLGA MARTINEZ HICKMAN**

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Conservancy  
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**NIKKI JOLLY**

Corporate Citizenship,  
Frito-Lay



**ELLEN MILLER**

Author and Speaker



**JANET MOCKOVCIAK**

**Co-Founder, Dallas  
Afterschool (Emeritus)**



**BILL MORRISON**

Partner, Haynes and  
Boone, LLC  
**Chair**



**CRYSTAL R. ROSS**

Assistant Director,  
Dallas Park & Recreation  
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**DAVID RUSSELL**

Managing Director,  
Head of Family Office  
Services, MGO Private  
Wealth



**DR. TRILLION SMALL**

Clinical Counselor,  
Professor and Writer



**JO SMITH**

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CPA



**ANN WICKS**

The Ann Kimball Johnson  
Director, Education Reform  
Initiative, George W. Bush  
Presidential Center

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Andy Roddick Foundation  
Anonymous (3)  
Baldrige Foundation  
Better Together Fund  
The Budd Center/SMU  
Byrne Family Foundation  
Communities Foundation  
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The United Way of Greater  
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Bank of America, N.A.  
BAPS Charities  
Benevity  
Blackbaud Giving Fund  
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Texas Instruments Foundation  
Truist  
UWorld  
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Vizient  
Your Cause



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Edward Boshell, Jr.  
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- Colleen Bowler  
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Dodee & Billy Crockett  
Hilde & Ivan Darius
- Rosemary Domecki  
Kaleta A. Doolin  
Christina K. Hanger &  
Lyndon Cakerice
- Eva & Parker Hevron  
Regen Horchow  
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 Marks  
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 Alex Sarntee  
 Cynthia Savala  
 Kathryn Sawers  
 Kit & Kemp Sawers  
 Diana Sears  
 Aimee & David Sheahan  
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 JT Smith  
 Nicole Somerville  
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 Gary Spence  
 Kendall Spence  
 Vanessa Stafford  
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 Karen Sullivan  
 Kristen & Peter Swanson

Carol Taylor  
 Dione Terrell & Duron  
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 Lynn Thorby  
 Melody & John Timinsky  
 Ayesha Tiscareno  
 Jennifer & Aaron Tobin  
 Bryan Tony  
 Lisa & Jimmy Tran  
 Liz & Winkie Turner  
 Janiece Upshaw  
 Jessie & Zach vonBargen  
 Kathryn & David Waldrep  
 Juanita Walgren  
 Aimee & John Walker  
 Akilah Wallace  
 Paul Wall  
 Cary Wallin  
 James Warren  
 Severina Ware  
 Sally & Jeff Weaver  
 Brian Webster  
 Hollis Webster  
 Catherine & John  
 Weekley  
 Linda Westerberg  
 Libby Whitehead  
 Jeanne Whitman Bobbitt  
 & Rhodes Bobbitt  
 Charles Wolford  
 Shareea Woods  
 Rim Yahia  
 Donna & Christopher  
 Young  
 Rachel & Daniel  
 Zabaldano  
 Chad Zidow  
 Brigitte Zuhdi





*Dallas Afterschool levels the playing field for children of all races and economic backgrounds by informing community stakeholders, supporting afterschool and summer programs and their staff members, and coordinating community resources.*

*We envision a community with the resources and the will to provide impactful learning beyond the school day for all children.*

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