



DALLAS  
AFTERSCHOOL

2022 | 2023  
ANNUAL REPORT

*Closing the  
Opportunity Gap for*

**CHILDREN**

*Supporting*

**FAMILIES**

*Leading the Childcare*

**SECTOR**

*Creating a Better Future for our*

**COMMUNITY**



## *Message from our* **CEO & BOARD CHAIR**



**MARJORIE MURAT**  
*CEO*



**BILL MORRISON**  
*Board Chair*

Over the past 16 years, Dallas Afterschool has built an ecosystem of safe, high-quality, and enriching childcare programs that are free or low-cost. We keep kids safe, advocate for affordable childcare, provide workforce development, help families find programs, and lead the sector with training, communication, and support for programs. We have grown from working with just 25 sites to now supporting 232 sites, training 1,700 childcare professionals, and positively impacting over 17,000 children.

Despite all of our progress, however, the expiration of covid recovery funding in the spring of 2024 is threatening childcare programs, leaving many at risk of closing their doors. In Dallas County, there are over 157,000 families living in poverty, including over 30,000 single mothers who depend on safe, enriching childcare. Now more than ever, our work is critical to our community, and so is your support.

We hope you find our annual report informative, providing greater insight into our mission and work. We also hope it might inspire you to continue investing in a better future for all families in Dallas.

Thank you for your support of Dallas Afterschool!

Marjorie Murat, CEO

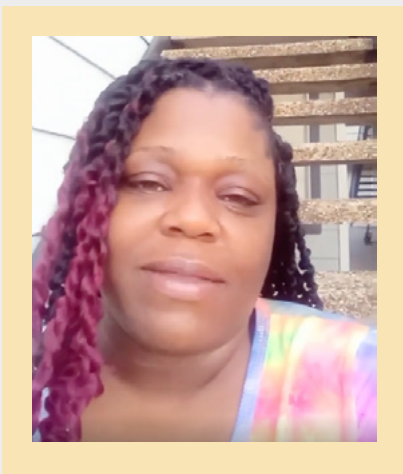
Bill Morrison, Board Chair

# The Importance of SAFE, ENRICHING CHILDCARE

Families depend on Out-of-School Time (OST) programs to support their child's overall health and development outside of the classroom. These programs offer youth a safe space to develop their interests, strengthen character-building skills, reinforce academics, and build healthy relationships.










## Meet **AKILAH**



*"Afterschool is one of the best things that could have ever happened to me and my son."*

This year's report features quotes and insights from a local parent whose family has been deeply impacted by our support. Her full video testimonial can be viewed at: <https://rb.gy/qe1nru>

## PARENTS AGREE that Afterschool Programs:

	Provide working parents peace of mind knowing that their children are safe and supervised	81%
	Provide opportunities to learn life skills	84%
	Allow children to build positive relationships with caring adults and mentors	75%
	Provide opportunities for children to engage with their peers	85%
	Provide opportunities to be physically active	85%
	Provide opportunities to build confidence	80%
	Keep kids safe and out of trouble	73%

Afterschool Alliance: Dallas After 3PM

Despite the great value of these programs, many people are surprised to learn that in Texas free and low-cost afterschool programs (for children ages 5 and up) are exempt from any licensing requirements. Most of these programs operate without assistance or oversight and often on a shoestring budget, which is why Dallas Afterschool was established - to keep children safe and to provide leadership and support for childcare programs and their staff.

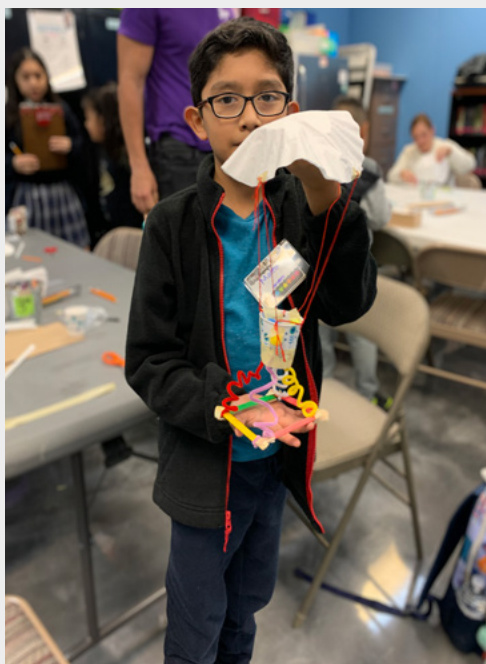


# Closing the Opportunity Gap for **CHILDREN**

Over the years we have proved our theory of change that high quality childcare programs contribute to greater student academic achievement. Through an independent study, the Student Outcomes Project, we found that **students in our affiliated programs outperform their peers on state tests in math and reading, while early learners have greater literacy gains than those not in high-quality programs** (SMU Center on Research and Evaluation, 2016). Our high-impact tutoring and summer literacy support for students help further reinforce these gains.

*“My son has found his spark again and is always raving about his afterschool teachers and how they help him, support him, and motivate him.” - Akilah*

Other Dallas Afterschool learning resources for children include:



#### **WONDER KITS®:**

Fun, interactive, hands-on STEM activity boxes designed to “inspire curiosity.” Our Lunar Landers kit (pictured left) is a student favorite that helps teach the concepts of speed and velocity.

#### **CALM KITS:**

Activities and manipulatives that help children manage their emotions, such as breathing exercises, daily journals, fidget toys, mood meters, and more.

#### **VIRTUAL REALITY:**

Technology that offers unique opportunities for immersive, hands-on learning experiences to enhance childrens’ understanding, skills, and readiness for the future. Students can explore the Egyptian pyramids, snorkel in the Great Barrier Reef, tour college campuses, and more.

#### **OTHER RESOURCES:**

From microscopes with corresponding lessons to DEI to our Environmental Explorers learning series (pictured), our team is constantly creating new learning opportunities for students.



# Supporting **FAMILIES**

*“When I moved to the area I didn’t have any family support...It was all on me. I would have to take low-paying jobs [despite my experience] so I could get back in time to pick up my son from school.” - Akilah*



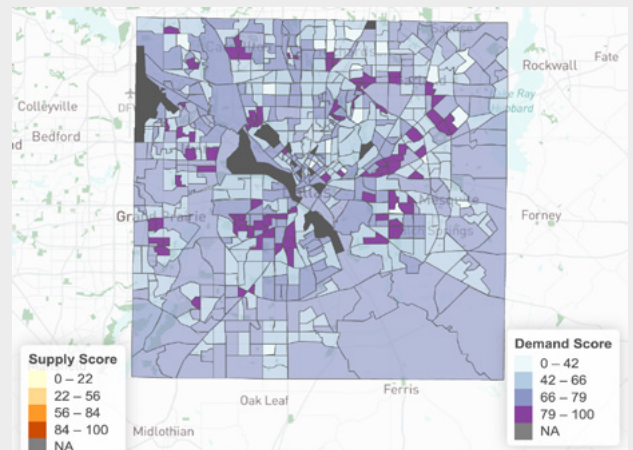
Each year, Dallas Afterschool assists thousands of caregivers and parents, like Akilah, who rely on quality childcare programming to maintain full-time employment or finish out the workday. Our online [Afterschool Locator](#) tool helps families locate programming near their home or work, and they can further narrow their search by type of program, times offered, or by grade level.

Parent engagement is vital for high quality programming. Our team hosts trainings for both parents and for our partner programs to ensure families and caregivers have the tools they need to advocate for childrens’ needs.

## Creating a Better Future for our **COMMUNITY**

Our [Afterschool Landscape Tool](#) is an additional resource that helps community leaders and elected officials understand where afterschool and summer programs are needed most. This online and up-to-date resource allows users to visualize supply and demand scores for each census tract. This is one way our community leaders can stay informed and take action.

We also mobilize community members and advocate for free and low-cost childcare at the city and schooldistrict levels. Our team attends neighborhood and City Council meetings and shares updates with local families, community partners, and the general public on important opportunities to make their voices heard. One example is the City of Dallas’ consolidated budgeting process and how we highlight the importance of providing commentary and supporting public funding for Dallas Park and Recreation afterschool programs.



The Afterschool Landscape Tool was developed with support from C-PAL and Texas Women’s Foundation.

# Leading the Childcare **SECTOR**

The largest risk facing the childcare sector is the ongoing labor shortage. According to a recent study conducted by Afterschool Alliance, staffing issues are among the most common challenges reported by Dallas providers, with over 62 percent reporting that they are “very concerned” or “extremely concerned” about finding staff to hire or staffing shortages. Maintaining adequate staff was a reported concern by 55 percent of programs surveyed.

Dallas Afterschool proactively addressed the labor shortage by creating a staffing service, the **Early Childhood | Out-of-School Time Workforce Development Program**, that provides trained, vetted staff, while offering these same staff benefits, living wages, and career and college pathways. Over the past four years, we have placed over 400 staff in the sector with retention rates well above average. By offering incentives like retention bonuses and tuition reimbursement, we are able to keep more professionals in the sector and help them grow. Our investment in “**the workforce behind the workforce**” is just one way we are leading the childcare sector.



We also support the sector through resource coordination. Dallas Afterschool was awarded funding from **The City of Dallas** to help the sector recover from the effects of covid. These funds will enable us to support up to 24 programs with grants of \$10,000 each.

In addition, Dallas Afterschool hosted a meet-and-greet event with **Stephanie S. Elizalde, Ed.D.**, DISD Superintendent of Schools. This event offered our partners the opportunity to learn first-hand about her commitment to the sector and to children in Dallas.







# reimagining out-of-school time

— it takes a village —


Dallas Afterschool hosted our first-ever regional conference in May of 2023. Hundreds attended the two-day professional development event, which kicked off with featured speaker, author, and thought leader **Dr. Froswa' Booker-Drew** and the CEO of the National Afterschool Association **Gina Warner**.

Day two of the conference featured a panel with **Enrique Garcia**, Healthy Kids Initiative at United Way of El Paso County, **Tiffany Huitt**, Chief of School Leadership at Dallas ISD, **Cathy Lee**, Director of Education and Career Success at United Way of Metropolitan Dallas, and **Errika Flood-Moultrie**, CEO & Principal at Connections Multiplied Too.



Our conference concluded with an awards luncheon featuring the following awardees:

**Special Award**



*In recognition of **Emy Lou Baldrige** and her extraordinary generosity and commitment to children in Dallas.*

Reimagining the Possibilities of Out-of-School Time



Passion Fuels Impact



Jubilee  
PARK

Power of the Village



Outstanding Corporate Partner



**Legacy Award**

*In memory of **Mimi Huey** and her legacy of service, leadership, and generosity.*

# THE NEED *for Safe, Enriching Childcare* in Dallas County

## OUT-OF-SCHOOL TIME (OST) PROGRAM AVAILABILITY

### OST SEATS



883 total OST programs  
84,835 total OST seats  
222 seats per 1,000 eligible  
students available

### SUPPLY AND DEMAND



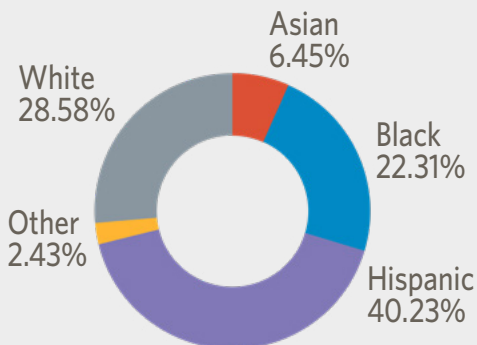
In Dallas County, the  
demand for OST  
programs is **greater**  
than the supply

### SUPPLY NEEDS



178,579 students live in an area  
with a **higher than average**  
poverty rate

### DEMOGRAPHICS



**381,376**   
School aged children between 5-14

**21.95%**

Children under 18 living below the  
poverty line

### HOUSEHOLDS

**945,996** Estimated households

**325,249** Households with children  
under 18

**94,553** Single-mother households

**16.69%** Households below the  
poverty line

**32.69%** Single mothers below the  
poverty line

Source: U.S. Census Bureau (2021). 2017-2021 American  
Community Survey 5-year estimates. [data.census.gov](https://data.census.gov)



# DALLAS AFTERSCHOOL IMPACT REPORT

2022-2023 ACADEMIC YEAR



**232** LOCATIONS  
SUPPORTED

**1,700** PROFESSIONALS  
TRAINED

**17,000** CHILDREN  
IMPACTED

## CHILDCARE: "THE WORKFORCE BEHIND THE WORKFORCE"

### INCREASING SAFETY + IMPROVING QUALITY FOR PROGRAMS

**29%** Increase in the number of  
**sites supported**

**133** **safety and quality**  
**assessments** performed

**13,314** hours of **training and**  
**coaching** provided

### DEVELOPING THE WORKFORCE FOR THE CHILDCARE COMMUNITY

**85** Childcare **professionals**  
**placed** through our staffing  
services

**63%** **Retention Rate**

**421** **Cumulative** placements  
over the past **4 years**

**3** **New college graduates**

## CLOSING THE OPPORTUNITY GAP FOR STUDENTS

**21%** Increase in the number of **students impacted**

*Their Future,  
Our Priority.*



**95%** Students maintained or  
improved **reading** skills

**80%** Students improved  
**character-building** skills



**511** Enriching **STEM** activities  
provided



[www.DallasAfterschool.org](http://www.DallasAfterschool.org)



# IMPROVING PROGRAMS

## *Helping Them Thrive*

As an intermediary and convener of the sector, one of the most important things Dallas Afterschool provides is professional development for childcare programs and their staff. Both direct service personnel and leadership staff from area programs visit our local training center several times per semester to attend over 40 different courses, ranging from Parent & Community Engagement to Putting Data to Use for Your Program to Emotional Intelligence and Building Students' Self and Social Awareness. We also have a number of trainings online and on-demand to supplement our face-to-face training courses and to ensure all staff at our partner sites have access to our learning resources.

### ***What does it look like to partner with Dallas Afterschool?***

At the beginning of each academic year, our partners and prospective partners submit written agreements outlining the services they would like to receive from Dallas Afterschool. In addition to trainings, these services include one-on-one coaching, quality and safety assessments, mental health and wellness curriculum and assessments, literacy tutoring, STEM activities, virtual reality kits, and more.



Next, each partner receives a safety and quality assessment in the fall semester by an independent assessor and is assigned a dedicated Partnership Coach. Once assessed, our coaches and partners co-develop Continuous Improvement Plans that help sites master any of the 72 elements identified for improvement. Our coaches then work with direct service professionals and leaders to address and support the unique needs of each organization and site.



Dallas Afterschool also hosts an annual **Resource Giveaway** to provide partners and sites with a variety of safety and academic supplies and materials for the classroom.





## Our PARTNERS

After-School All-Stars North Texas  
AIDS Services of Dallas  
Bachman Lake Together  
Behind Every Door  
Big Thought  
Brother Bill's Helping Hand  
C5 Youth Foundation  
Clayton Youth Enrichment  
City Year  
Communities In School  
Dallas Bethlehem Center  
Dallas Independent School District  
Dallas Park and Recreation  
Dallas Prestige Group  
Forerunner Mentoring Program  
Foundation Communities  
Frazier Revitalization  
Girlstart  
Girls Inc. of Metropolitan Dallas  
Heart House Dallas  
HIS BridgeBuilders  
Jubilee Park and Community  
Center  
Kids-U  
New Horizons of North Texas  
Networking Knights  
Project Transformation  
Readers 2 Leaders  
REACH Academy  
Society of St. Vincent de Paul Diocesan  
Council of Dallas  
St. Philips  
The Stew Pot  
T.R. Hoover  
Vickery Meadow Youth Foundation  
Voice of Hope  
Vox Invictus  
We Are Her  
Wize Computing Academy  
YMCA of Metropolitan Dallas





# Our BOARD OF DIRECTORS



**MARCIA BARNES**  
Community Volunteer



**AUBREY COLEMAN**  
Business Program  
Manager, Airband  
Initiative, Microsoft



**KRISTI ERICKSON**  
Chief People Officer,  
Caylent



**DR. OLGA MARTINEZ  
HICKMAN**  
Executive Director,  
Bachman Lake Together  
Partner Representative



**EVA HEVRON**  
Assurance Partner, EY  
Treasurer



**JOHN HILL**  
Director of Community  
Relations, Trinity Park  
Conservancy  
Secretary



**NIKKI JOLLY**  
Corporate Citizenship,  
Frito-Lay North  
America



**ELLEN MILLER**  
Author & Speaker



**JANET MOCKOVCIAK**  
Dallas Afterschool  
Co-Founder (Emeritus)



**BILL MORRISON**  
Partner, Haynes and  
Boone  
Chair



**DAVID RUSSELL**  
Managing Director,  
Head of Family Office  
Services, MGO Private  
Wealth



**DR. TRILLION SMALL**  
Clinical Counselor,  
Professor & Writer



**SHANE WOODS**  
Executive Director,  
Girlstart  
Partner Representative

## Our ADVISORY COUNCIL

Peggy Allison  
Julie Bagley  
Emy Lou Baldrige  
John Blaufuss  
Kathi Child  
Anne Conner  
Jeanne Culver  
Sandra Estess  
Christina K. Hanger

Susan Hoff  
Forrest & Sally Hoglund  
The Hon. Eric L. Johnson  
Sarah Losinger  
The Hon. Ann Margolin  
Lynn McBee  
Kit Sawers  
Aimee Sheahan

# Our COMMUNITY PARTNERS

## LOCAL

Bachman Lake Together  
 Banzai  
 Child Poverty Action Lab  
 Children's Health  
 City of Dallas  
 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  
 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

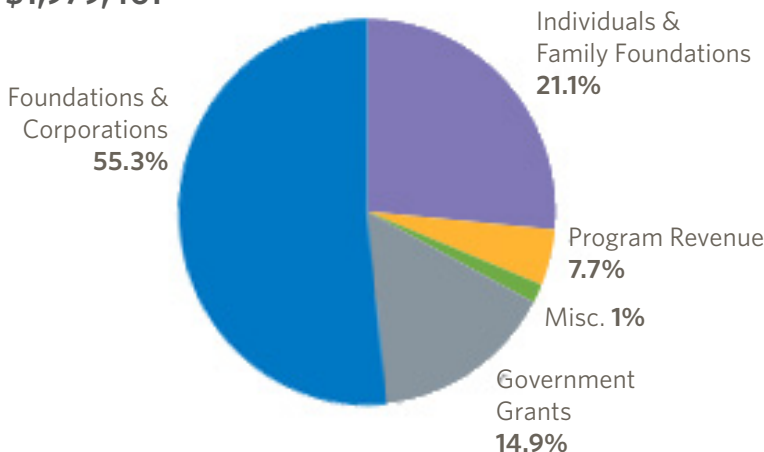
## STATE & NATIONAL

Afterschool Alliance  
 Beyond School Hours  
 Every Hour Counts  
 Independent Sector  
 Learn All the Time  
 Leadership for Educational Equity  
 National Afterschool Association  
 National Youth Leadership Council  
 Texas Department of Family and Protective Services  
 Texas Partnership for Out of School Time

# Our FINANCIAL REPORT CARD

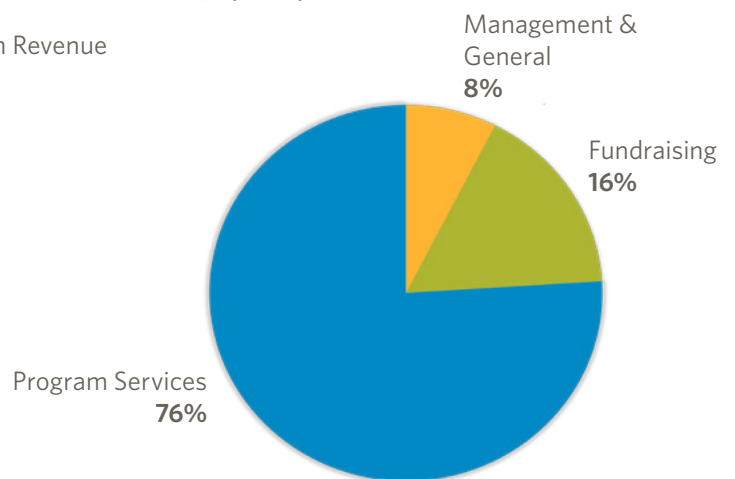
## REVENUE

\$1,979,461



## EXPENSES

\$2,225,628



# Our SUPPORTERS

## FOUNDATIONS

The Addy Foundation  
 American Fundraising Foundation  
 American Online Giving Foundation, Inc.  
 Anonymous (3)  
 Baird Foundation  
 Baldrige Foundation  
 Bank of America Charitable Trust  
 Better Together Fund  
 The Budd Center/SMU  
 Byrne Family Foundation  
 The Dallas Foundation  
 Every Page Foundation  
 Harold Simmons Foundation  
 Hillcrest Foundation, Bank of America, N.A., Co-Trustee  
 Kaleta A. Doolin Fund,  
 Texas Women's Foundation  
 Kahn Education Foundation

Matejek Family Foundation  
 The Eugene McDermott Foundation  
 The Meadows Foundation  
 New York Life Foundation /Expanded Schools  
 Rainwater Charitable Foundation  
 The Rees-Jones Foundation  
 Texas Women's Foundation  
 The United Way of Greater Atlanta  
 The United Way of Metropolitan Dallas  
 Wallace Foundation  
 W. K. Kellogg Foundation  
 W.W. Caruth, Jr Foundation  
 Fund of Communities  
 Foundation of Texas

## CORPORATIONS

Anonymous (1)  
 Baird  
 Bright Funds  
 Bank of America, N.A.  
 Benevity  
 Common Teri Services  
 Donate 2 Impact  
 Ernst & Young, LLP  
 Gulfstream  
 Kendra Scott  
 Melwood Vehicle Donation Program

Network for Good  
 Morgan Stanley  
 PepsiCo Foundation  
 Robert W. Baird & Co.  
 Schwab Charitable Fund  
 Texas Instruments  
 Truist  
 UWorld  
 Vanguard Charitable  
 Veritex Bank  
 Viziont  
 Your Cause



## INDIVIDUALS (\$5k and up)

Lydia & William Addy  
 Emy Lou & Jerald Baldrige  
 Julie & David Barbour  
 Edward Boshell, Jr.  
 Kathi & Christopher Child  
 Anne & Terry Conner  
 Dodee & Billy Crockett  
 Hilde & Ivan Darius  
 Kaleta A. Doolin

Christina K. Hanger & Lyndon Cakerice  
 Eva & Parker Hevron  
 Lyda Hill  
 Kimberly Holman  
 Ellen & Steve Miller  
 Janet & John Mockovciak

## INDIVIDUALS (\$1k to \$4,999)

Anonymous (1)  
 Steve Baker  
 Marcia Barnes  
 Stephanie & John Blaufuss  
 Sheela & Marc Birnbaum  
 Rosemary Domecki  
 Sarah & Clifton Elliott  
 Diana Eppard  
 Colleen & Patck Lillis  
 Errika Flood Moultrie  
 Angela & Mark Frederiksen  
 Susan & Steve Hoff  
 Laura & Steve Holden  
 Robert Hottois  
 Nikki & Kasey Jolly

Sarah & Alan Losinger  
 Mallory McLaughlin  
 Brandy & Bill Morrison  
 Marjorie Murat & Jamey Farrow  
 Myriam D. Murat  
 Josephine & Randall Smith  
 Angie Sommers  
 Christina & Mark Stevanovic  
 Jere W. Thompson  
 Teri Walker





# Our **SUPPORTERS**

## **INDIVIDUALS** (under \$1k)

James Adams  
Lillian Albritton  
Peggy & Richard Allison  
Mindy & Tony Ayers  
Victor Aves  
Julie & Scott Bagley  
Pamela Bailey  
Diana Baker  
Daneshe Bethune  
Vishal Bhasin  
LeAnn Binford  
Jonathan Blum  
Froswa' Booker-Drew  
Austin Bowyer  
Arlene & Dan Brantley  
Doris Bryant  
Helen Buchanan Davis  
Laurie Burks  
Kim & Rene Cabeza  
Colleen Campbell  
Joy Campbell  
Mary & Mike Carter  
Emilie & Rich Cave  
Stephanie Cho De Sola  
Tina & Dennis Ciccone  
John Collins  
Michelle & Robert Collins  
Amber Cook  
Suzy Conley  
Dana Cooper  
Mary Ellen Davenport  
Cathye & Cary Davis  
Julie Doerge  
Deanna Dove  
Lisa de la Garza  
Alice & Ron Elmquist  
Gregario Escalante  
Hilary Evans  
Suzy Filardo  
Kristi Flanders  
Theresa Francis  
Ed Franklin  
Frank Futrell  
Elisa Gallegos  
Jaime Garcia  
Albert Garza  
Erica Gillylen  
Olga Gonzalez  
Laurel Green  
Amy Guerrero  
Meryl Gunter  
Rebecca Hamid-Khani  
Marsha Harrington

Sheri Hemby  
Kittra Hewitt  
John Hill  
Tara & Lance Hobbs  
Katherine Homan  
Janie Hoy  
Emily & Johnny Hyde  
Dena Jackson & Bob Kersey  
Margaret Jackson  
Rachel Johns  
Jacquelyn Johnson  
Antoine Joyce  
Stephanie Sierra  
Morgan & Simon Katz  
Kameron Langford  
Susan Lauer  
James Lee  
Lisa Linnen  
Amelia Lively  
Shaina Lockhart  
Reyn Longino  
Alvaro Lopez  
Harvey Luna  
Nicole & Greg Macpherson  
Cloris Madkins  
Carol & Ed Maier  
Kevin Malonson  
Lisa Marshall  
Susan Mauldin  
Hilda McClure  
Alex McCoy  
Taryn McDonald  
Eleanor McGuire  
Diane McQueen  
Debbie & Duane Meagher  
Christopher Mendoza  
Angela Meredith  
Jonathan Mireles  
Eric Mitchell  
Nareida Montoya  
Yanela Montoya & Ben Hamid-Khani  
Rhonda Moore  
Chantelle Murat  
Claudine Murat  
Jean Marc Murat  
Michele & Gregory Nelson  
Mary E. Nelson  
Barb & Rodney Olsen  
Jane & Thomas O'Toole  
Krystal Perez  
Lorin Perry



Sherry Perry  
Misha Pruitt  
Anne & Philip Purcell  
Jason Ray  
Lauren Richard  
Genesis Rivas-Ponce  
Jordan Robinson  
Monika Robinson  
Anna Rol  
Ann Rosenzweig  
Angela Ross  
Vickie Ruiz  
Celeste & Byron Sanders  
Natalie Sandifer  
Diana Sears  
Larry Seedig  
Jeanne Selzer  
Kacey Scott  
Stacey Shope  
Trillion Small  
Laura & Steve Sobolevitch

Kendall Spence  
Julie Stanfield  
Morgan Stinnett  
JW Taylor  
Dione Terrell & Duron Wilson  
Melody & John Timinsky  
Liz & Winkie Turner  
Sarah Turnipseede  
Janiece Upshaw  
Ruben Vogt  
Lisa Volpitto  
Aimee & John Walker  
Leslie Wanic  
Sally & Jeff Weaver  
Hollis Webster  
Catherine Weekley  
Amy White Helms  
Anne Wicks  
Annie & Russell Wright  
Rim Yahia





*Dallas Afterschool levels the playing field for children of all races and economic backgrounds by increasing access to safe, high quality, and enriching childcare programs that are free or low-cost.*

You can help transform the lives of children in our community by investing in their future:

[www.DallasAfterschool.org/  
Donate-Now](http://www.DallasAfterschool.org/Donate-Now)

## CONTACT US

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[info@dallasafterschool.org](mailto:info@dallasafterschool.org)

[www.DallasAfterschool.org](http://www.DallasAfterschool.org)

