



KID
network
Kalamazoo Youth Development

2020 - 2021 ANNUAL REPORT

OUR VISION

An anti-racist community where all youth thrive.

OUR MISSION

To ensure that all youth have agency within a well-coordinated system that supports anti-racist, high-quality, and youth-driven out-of-school time programs.



School support reading group

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THRIVING THROUGH PRECISION & RESILIENCE

We began the 2020-21 year with the realization that the COVID-19 and racism pandemics were going nowhere and the OST sector, was again, facing a huge challenge... how to support youth and families during a full year of virtual learning. As we do in the out-of-school time (OST) sector, we rallied, and quickly.

We raised \$650,000 to support fourteen (14) Community Learning Hubs that supported 500 youth who attended Kalamazoo Public Schools (KPS). While this was more than a “heavy lift” for KYD Network and the fourteen hubs, our

collective action was well worth the effort, according to feedback from youth, parents, staff, and community members. As one hub staff person stated,

Amidst all the chaos of the world, we are proud to say that our team is still out there doing work to engage change along with our amazing community partners. Community Learning Hubs provide high quality learning environments so that youth can actively engage in the district’s on-line learning. In addition to support for youth’s on-line learning, the hubs provide tutoring and mentoring, enrichment programming (art, outdoor learning, sports), additional food supports, mental health services, and family support programming. We are so proud and grateful to be part of this initiative, begun by our partner, the Kalamazoo Youth Development Network.

Leaning into our theme of “thriving through precision and resilience,” we continued to:

- support our 50 cohort members through virtual training, coaching, Affinity Group meetings, and Action Fridays that were attended by record-breaking numbers of Youth Development Advocates;
- build our approach to understanding our racialized Identity, Belonging, and Agency;
- expand our focus on self-care and resiliency by offering the Community Resiliency Model (CRM) to cohort members so that we could all stay in our “resiliency zone”;
- support youth leaders as they create solutions to address the four most pressing community issues they identified;
- examine the quality of OST programming by neighborhood, to ensure all youth have access to high quality programming;
- create an advocacy agenda to build awareness for the need to increase wages for Youth Development Advocates; and
- design and implement our collective approach to summer 2021.

Finally, in the middle of these multiple pandemics, KYD Network, and the OST sector, began its journey to Critical Youth Development...an exploration we believe will result in liberatory learning environments where all youth can thrive.

As always, we are on the move, never resting, never settling. Now, more than ever, our youth implore us to speak truth to power, leave our egos and fear at the door, and walk shoulder to shoulder with them to create a more equitable future.

We hope you will journey with us.

Meg Blinkiewicz
Executive Director

“I can’t help my son and I was afraid he was going to fall even further behind. Thank you for doing this, because now he will be able to get the help he needs.”

- Family Feedback on Community Learning Hubs



OUR MODEL

YOUTH

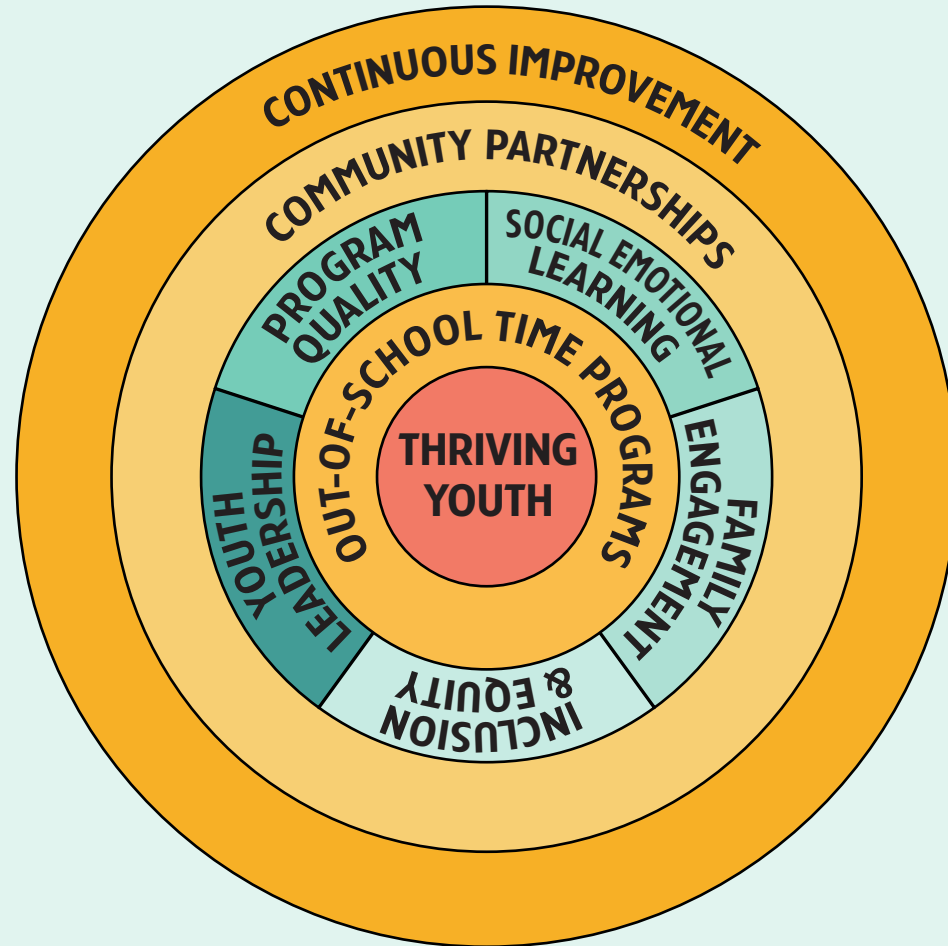
Youth are college, career and community ready by age 21.

OUT-OF-SCHOOL TIME PROGRAMS

Youth participation in high quality OST programming changes the odds for youth by improving their social emotional learning skills, school attendance, and academic performance.

PROGRAM AREAS

Organizations participate in our continuous quality improvement process and participate in targeted professional development that allows them to improve their program quality, strengthen youth social emotional learning skills, provide opportunities for youth leadership and authentic family engagement, and create more inclusive and equitable learning environments. Cohort members and our community partners share resources to maximize efficiency and impact.

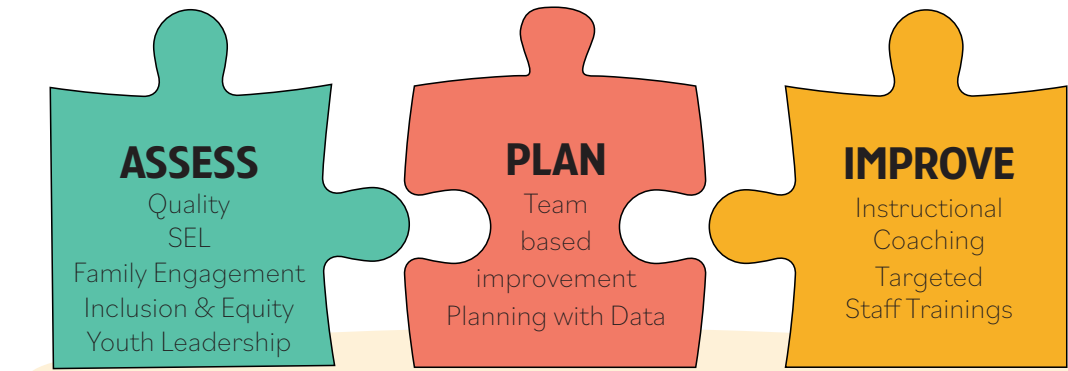


HOW WE WORK

KYD Network partners with the David P. Weikart Center for Youth Program Quality to implement a continuous quality improvement process called the Youth Program Quality Intervention (YPQI). The foundation of this process is the assess/plan/improve model. This model allows KYD Network and our 50 cohort members to assess and celebrate their strengths, identify areas of growth, and create improvement plans in each of the five program areas:

- 1. Quality 2. Social Emotional Learning 3. Family Engagement 4. Youth Leadership 5. Inclusion and Equity**

This data-driven model has allowed KYD Network and the out-of-school time sector to create a common language, common outcomes, and common strategies to improve quality and outcomes for youth. The data presented in this report highlight the model “by the numbers.”



The Forum for Youth Investment

THE MODEL BY THE NUMBERS

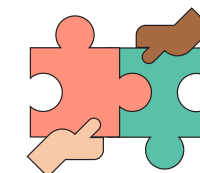
HOW WE SUPPORT THE SECTOR



49
WORKSHOPS



OVER
350 YDPS



18 OST
PARTNERS



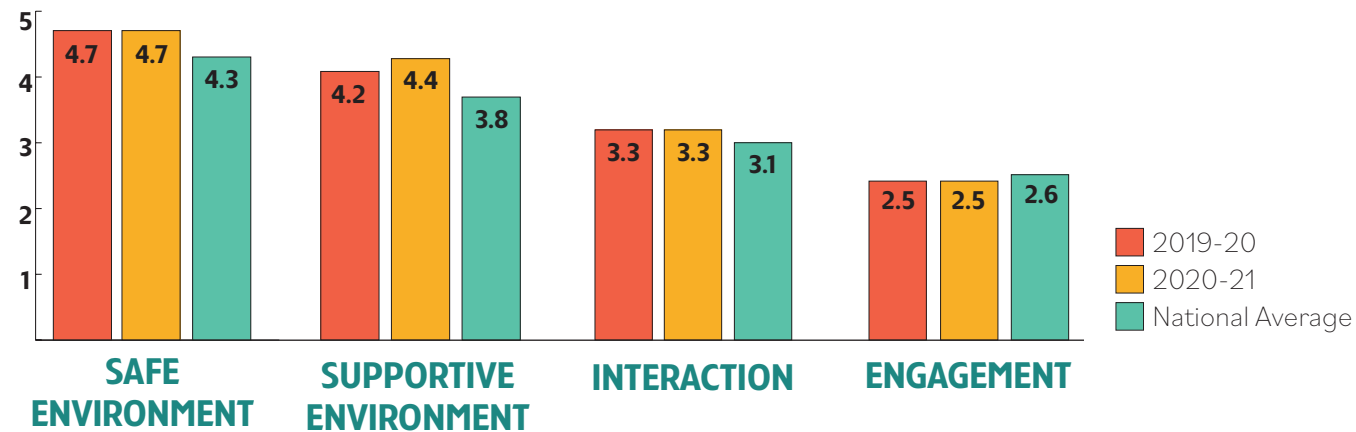
50 MOUS
SIGNED

PROGRAM AREA:

PROGRAM QUALITY

QUALITY RATING

Youth Program Quality Assessment (YPQA) results indicated the ratings are the same in both school years on Safe Environment (4.7), Interaction (3.3) and Engagement (2.5) and there is slight growth on Supportive Environment (4.2 to 4.4). Overall, Safe Environment, Supportive Environment, and Interaction are above the national averages, and Engagement is slightly below the national average (2.5 vs 2.6) in both school years.



Almost all survey participants indicated that at least to some extent . . . (n=26)



Instruction quality improved (98%)

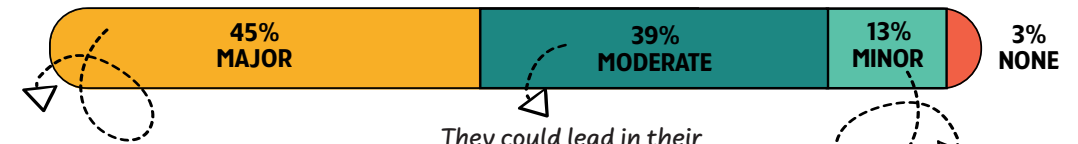


Youth were more engaged (96%)



Youth developed skills (98%)

QUALITY PROGRESS



Youth formed committees within the clubs where they created/initiated clubs they were interested in and voted (what, when, where, how). Every youth that had an interest gained participation.

They could lead in their individual meetings, but not as a whole group.

The opportunities given to the leaders were reading from a book during book club.

Guided by the assessment results, KYD Network Coaches and OST Youth Development Advocates (staff) were involved in the multi-faceted continuous improvement process through coaching, training, and guide-on-the-side support. **As a result, a vast majority (84%) of the end-of-year reflections indicated either Major or Moderate progress was made in 2020-21.** Almost all (98%) staff survey respondents agreed there was improvement on instructional quality and youth skill development. All of the family survey respondents and most (89%) of the youth survey respondents would recommend the programs to others.



“This program has been very positive in my son’s life and we truly appreciate everything.”

WHAT DID WE LEARN? HOW DID IT IMPACT OUR PRACTICE?

- Created and cultivated new relationships
- Greater sense of cohort voice and equity
- Maintaining virtual convenings
- Quality higher in fall of 2020 than 2019



PROGRAM AREA:

SOCIAL EMOTIONAL LEARNING

SEL Affinity Group meetings were held monthly from October 2020 to March 2021 in the context of COVID and racism pandemics. The objectives were to explore IBA in the context of race, transition from Deficit Youth Development to Positive Youth Development and to Critical Youth Development, and the necessity of mental health and self care.

THREE FOUNDATIONAL SOCIAL EMOTIONAL LEARNING (SEL) SKILLS:

IDENTITY

Strong sense of "who I am" and recognizing where I hold power and privilege; grounded in my core values; honor my culture(s); and have empathy for others and myself.

BELONGING

When I belong, my racial, cultural and intersecting identities are welcomed, valued, represented and celebrated. When I belong, I feel motivated to be and to do my personal best.

AGENCY

Youth practice the skills they need to move through their intersecting communities in an authentic way so that they can dismantle oppressive systems and build a more equitable future.



WELLNESS & SELF CARE

We quickly realized taking care of ourselves was our core work. We responded with:

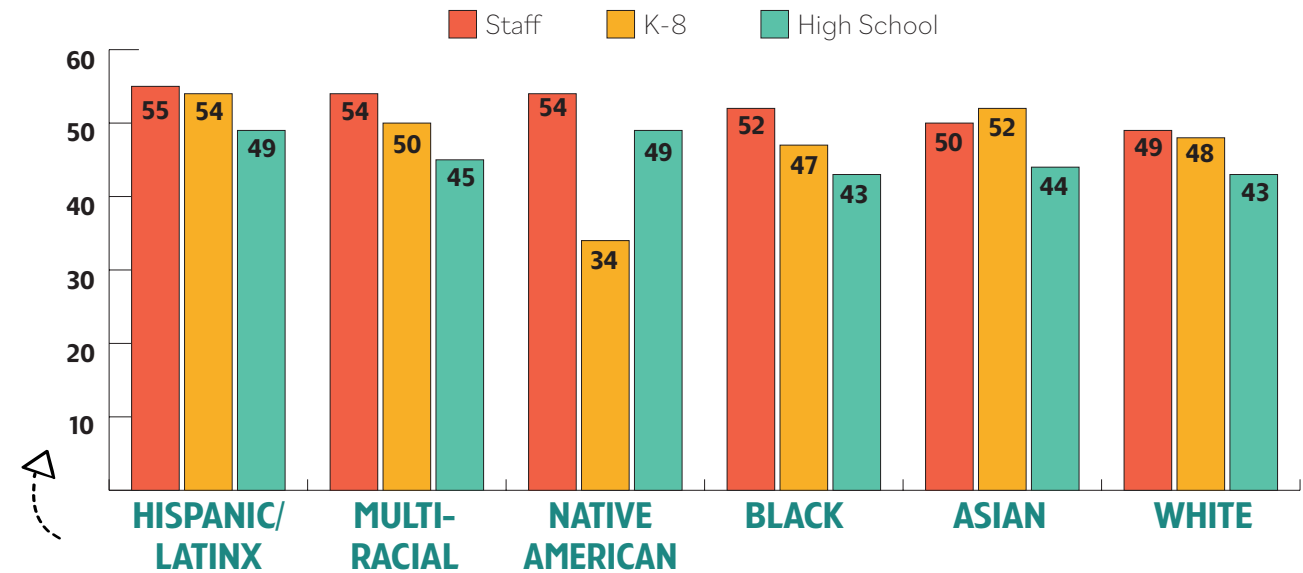
- November Action Friday: Wellness
- Skills Saturday: Dimensions of Wellness
- Self Care Sanctuaries
- June Action Friday: Community Resiliency Model (CRM)
- Equity work

Almost half (48%) of youth survey participants would like to have time to talk about their feelings.

CRM is a set of biologically-based wellness skills aimed to reset and stabilize the nervous system.

SEL COMPOSITES

Overall Social Emotional Learning (SEL) skills, as measured by Social Emotional Composite (SEC), showed significant variations across race groups among high school youth and K8 youth. Among staff race groups, the variations were limited.



T-scores of 41 and 59 inclusive are in the Typical range; 60 and above are in the Strength range; and 40 and below are in the Need SEL range.

SOCIAL EMOTIONAL LEARNING PROGRESS



Daily affirmations, SEL journal prompts, self care tips, academic and career tips.

WHAT DID WE LEARN? HOW DID IT IMPACT OUR PRACTICE?

- Fit vs belonging
- Demographic data
- Creating strategies for I/B/A



PROGRAM AREA:

FAMILY ENGAGEMENT

USED THE BOSTNET CHECKLIST TO ESTABLISH GOALS

The BOSTnet (Build the Out-of-School Time Network) Family Engagement assessment was administered in the fall/winter. Based on the result, items were identified for celebration (e.g., friendly greeting and on-target communication) or growth (e.g., holding periodic orientations and providing a resource corner). Although there was no post test in the spring, based on the end-of-year reflections, the vast majority (88%) indicated either Major or Moderate progress was made.

FAMILY ENGAGEMENT PROGRESS

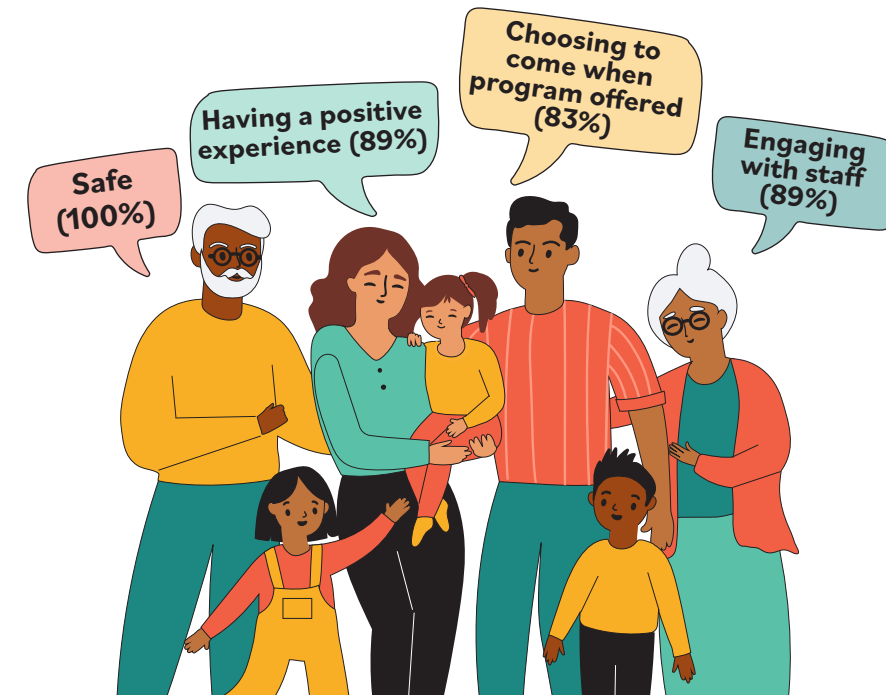


Pre pandemic we were working on [family engagement] as a focus. Pandemic circumstances, we used parent communication app Bloomz. Took pictures, updates, messages to families. Families couldn't come into the spaces, but could see how things were going virtually. Moving forward, having family nights with the pool and healthy snacks.

Program has a clear and concise "Parent/Caregiver Handbook" that explains all program policies and procedures that families need to know. Family friendly language is used, not jargon or acronyms, in all written communications to Families.



All family participants who responded, indicated that they would recommend the program to another young person or family. Additionally, caregivers "Completely Agree" that their child was . . .



WHAT DID WE LEARN? HOW DID IT IMPACT OUR PRACTICE?

- Reflected and pivoted to use the SLPQA to establish goals in 2021-22 and to use the BOSTNet for strategies. This decision reduces data collection and allows for a greater focus on implementing strategies to achieve goals.
- Almost all cohort members reported making moderate or major progress toward FE goals and reported that COVID-19 pushed them to get creative with FE strategies.
- Many cohort members saw an increase in communicating with families.

PROGRAM AREA:

INCLUSION & EQUITY

USING THE ANNIE E. CASEY RACE MATTERS ASSESSMENT; ORGANIZATIONS ESTABLISHED GOALS.

The sector identified three sector goals for the next several years:



GOAL 1: WAGE EQUITY WITHIN THE OST SECTOR

Ten organizations reflected on their progress on Wage Equity. The majority of them indicated that they made major progress.



Wages were significantly increased due to Hub One funding.

At end of school year, raised pay rate \$10.50 to \$12.00/hour.

GOAL 2: USE DISAGGREGATED DATA BY RACE TO MAKE DECISIONS

Eleven organizations reflected on their progress on Using Disaggregated Data to Make Decisions. About half of them indicated that they made moderate progress.

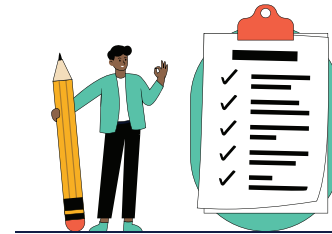


Upgraded this for all registration forms, and all surveys. We get to see who is coming to our events, when and why. If we are not getting the correct targeting, we created intentional BIPOC advertisement/marketing.

We are interacting with the data in informal ways right now. We are looking over the data but are still processing how to use this data to make long term plans. This is also part of how we use our data and we are intentionally wanting to use our data fully.

GOAL 3: CREATING POLICIES & PROCEDURES FOR BIPOC STAFF WHEN THEY FACE A BARRIER OR INEQUITY

Thirteen organizations reflected on their progress on Creating Policies and Practices for BIPOC Staff Who Have Faced a Barrier or Inequity. Almost half of them indicated no progress was made.



Within bylaws, we have BIPOC policies; asking for new staff to have experience; within values and mission statement.

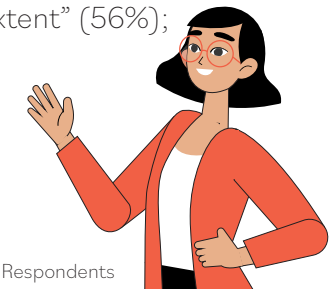
In the past six months, created a DEI committee. They are giving training in different areas for BIPOC/LBGTQ+ staff/community.

There has not been any movement. We have spoken with our ED, and are continuing these conversations.

ACCORDING TO THE ANNUAL STAFF SURVEY, ALMOST ALL OF THE APPLICABLE* SURVEY RESPONDENTS INDICATED:

“The Inclusion & Equity Affinity Group helped me better understand the inclusion and equity interventions” either “To a Great Extent” (39%) or “To Some Extent” (56%); and

“The Inclusion & Equity Affinity Group helped our organization achieve our inclusion and equity Goal either “to a Great Extent” (35%) or “To Some Extent” (56%).



*18 Respondents

WHAT DID WE LEARN? HOW DID IT IMPACT OUR PRACTICE?

- Maintaining three cohort-level goals for three years.
- Acknowledges time it takes to move these needles.
- Reduces data collection time and increases focus on strategies.
- I and E Affinity Group creates time for peer sharing and learning.



KALAMAZOO COUNTY YOUTH CABINET



VISION

KCYC envisions a world where people are empowered to create a flourishing community by coming together as one.

MISSION

We will leave our footprints on the sands of time.

ABOUT KCYC

The Kalamazoo County Youth Cabinet (KCYC) is made up of a local group of dynamic individuals, ages 14-21, who have a passion for making their community the one that they envision. KCYC was started in 2016 and being a part of this group gives the members the opportunity to grow into themselves more, share their thoughts and voices, pick an issue in the community they'd like to work on, and to collaborate with other Youth Advisory Councils to further address these issues.

AGENDA FOR CHANGE



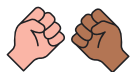
POLICING



TRANSPORTATION



MENTAL HEALTH



COMMUNITY & IN-SCHOOL VIOLENCE

2020-2021

TASK COMPLETED



CREATED A VIDEO TO ELEVATE THE VOICES OF THOSE WHO ARE EXPERIENCING HOMELESSNESS

Collaborated with community partners and published the video in August 2021.

PROGRAM AREA:

YOUTH LEADERSHIP

WE MADE SIGNIFICANT PROGRESS ENGAGING MORE YOUTH.

Virtual convenings such as the Fall 2020, Youth-led candidate forum, Youth Mobility Program and Youth Mobility Ambassadors and the Voices of Youth journalism project with Second Wave Media aided this growth.

The Youth-Driven Space - formative Index assessment was administered in the fall/winter. Based on the result, there were still areas for youth voice and leadership growth, for example, *Youth participate in all staff hiring*; and *Youth take authentic roles in planning or hosting fund development for program resources*.

Youth presented and explored various Youth Advisory Councils, voted on the summer theme and graphics, and supported the National Day of Summer Learning celebration.

YOUTH LEADERSHIP PROGRESS



The youth are deciding what they will focus on. They are also participating in the Spanish DESSA pilot.

The program added more leadership roles and the youth responded well.

WHAT DID WE LEARN? HOW DID IT IMPACT OUR PRACTICE?

- Virtual convenings made engaging with youth more efficient but perhaps not as meaningful.
- Youth Leadership Affinity Group modified to focus on youth, not adult advisors.
- Youth time was compensated \$25 for each Youth Leadership Affinity Group meeting.
- I/B/A in the workforce will continue to be a focus, as a result of the YES project with Duncan Aviation, Landscape Forms, and the Stryker Corp.



COMMUNITY HUBS

The "Community Learning Hub" model is based on the approach implemented in San Francisco and Cleveland. This hub model provided safe spaces with trained adults for youth to actively engage in their virtual classrooms as well as space for our "regular" out-of-school time programming.

IN EACH HUB KYD NETWORK COORDINATED:



Support for KPS virtual learning through in-person programming during school hours



Enrichment activities from 3:00 pm to 6:00 pm in-person or virtually at each location



Our "regular" OST programming, either in-person or virtually, at each organization



Family support services including meetings and workshops related to creating high quality learning environments at home and how to support their child's literacy



Mental health supports available in-person at each hub at specific times



Other supports for youth and families (positive calls home, in-person coaching sessions with adults)



Food distribution through Kalamazoo Loaves and Fishes and Sherman Lake YMCA at each hub

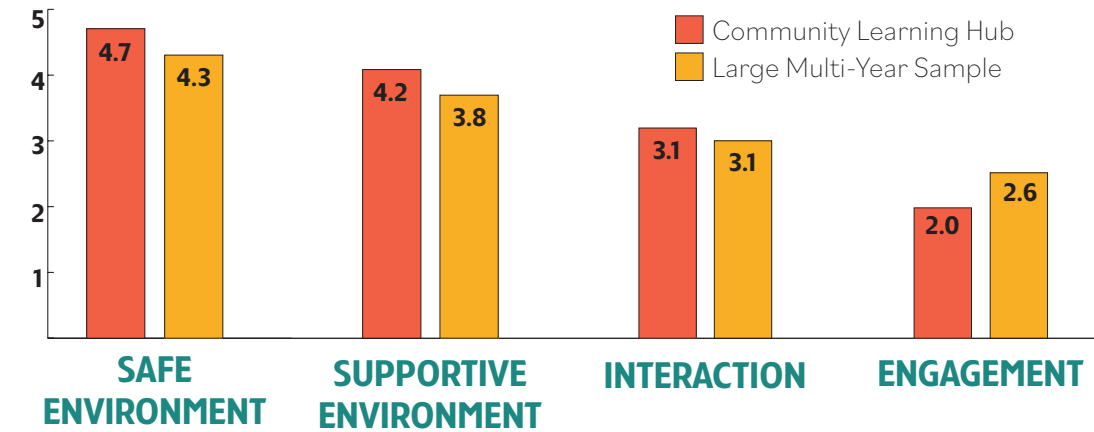


In-person and virtual tutoring by community-based organizations and trained volunteers



Mobile dental and vision services

QUALITY RATING



A group of third graders learn about healthy foods with a Fresh Food Fairy from Fresh Food is Fun.

"I was not sure how I was going to provide for me and my daughter. If I can't work, I can't take care of her. This is such a blessing."

"You guys don't know what you've done for us. My daughter was with a relative who was not really helping her. She gets up in the morning with a smile on her face and is excited about coming to the hub."

COMMUNITY HUB IMPACT



RAISED
\$650,000



14
HUB LOCATIONS

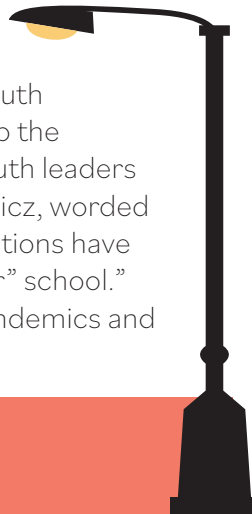


500
YOUTH ATTENDEES

ADVOCACY

KEEP THE LIGHTS ON AFTER SCHOOL

Lights on After School is a national advocacy event held each year to promote and support youth programming that happens out-of-school. In October 2020, KYD Network advocated to keep the lights on in 60 youth serving organizations with a virtual run/walk. During this celebration, youth leaders “passed the baton of advocacy” to adults in the community. Executive Director, Meg Blinkiewicz, worded it best in the opening statement: “It matters more now than ever that youth-serving organizations have stepped up to offer innovative and youth-driven programming both during the day and “after” school.” As seen throughout this annual report, the “out-of-school time” was redefined during the pandemics and keeping the lights on continues to be essential.



WITH EVENT PARTNER, CITY OF KALAMAZOO PARKS AND RECREATION, KYD NETWORK THANKS SPONSORS AND PARTICIPANTS:

- El Concilio
- Prevention Works
- S.T.R.E.E.T. Program
- Battle Creek Public Schools
- ASK Family Services
- Boys & Girls Club of Greater Kalamazoo
- Urban Zone
- Kalamazoo RESA
- The Kalamazoo Promise
- WMU College of Education and Human Development
- YWCA Kalamazoo
- Christ Temple Church
- The YMCA of Greater Kalamazoo
- Many individual sponsors.



Youth participating in the Lights On After School Virtual Walk/Run on October 22, 2020



NATIONAL DAY OF SUMMER LEARNING - JULY 15, 2021

During the summer of 2021, programs across the community, the nation, and the globe, were adapting and innovating to ensure youth could access high-quality summer learning opportunities and critical supports as they **TAKE BACK SUMMER**. KYD Network focused on **#ThePowerOfWe** and hosted a hybrid event with live reports from program sites. Youth reporters were heard from The Boys and Girls Clubs of Greater Kalamazoo, Kalamazoo Kids in Tune, Kalamazoo Nature Center, S.T.R.E.E.T. Program, Global Ties Kalamazoo, Rootead, RISE Corp, and the Kalamazoo County Youth Cabinet.

Shout out to **Advia Credit Union** for funding **STEAM Kits** for youth to engage in during this day of celebration.

THANK YOU TO OUR EVENT SPONSORS

- The Kalamazoo Promise
 - Kalamazoo Community Foundation
 - Portage Printing
 - Encore Magazine
 - Old National Bank
 - Arts Council of Greater Kalamazoo
 - WMU College of Education and Human Development
 - Wightman and Associates
 - Global Ties Kalamazoo
- We could not do this work without you!*

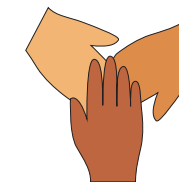
JOURNEY TO CRITICAL YOUTH DEVELOPMENT

This year we began a journey to Critical Youth Development, an exploration we believe will result in liberatory learning environments where all youth can thrive.

CRITICAL YOUTH DEVELOPMENT ALLOWS SPACE FOR YOUTH TO...



unpack social and political problems



explore and understand their racialized identity, create sense of belonging, and sense of agency to dismantle oppressive systems

HIGHLIGHTS

January 2021: Introduced CYD KPL Book Club: Reclaiming Community by Dr. Bianca Baldrige

February 2021: Action Friday with Dr. Bianca Baldrige

At Strategic Planning: Developed new vision & mission statements that aligns with CYD

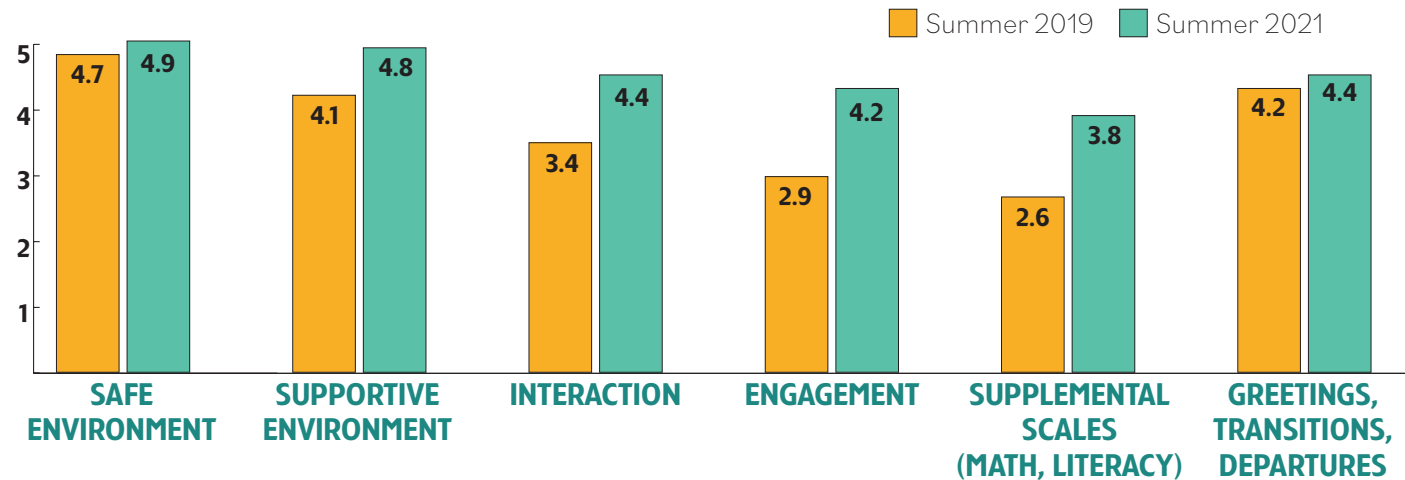


SUMMER LEARNING

A series of summer learning professional development workshops were provided in all five program areas, for example, Plan Your Way to Quality; SEL 101: Tips and Tricks for IBA; Creating an Inclusive summer; and the Community Resiliency Model (CRM). The responses from the cohort members were overwhelmingly positive.

There was evident growth in program quality on all domains at the network level and across neighborhoods when compared with the quality from summer 2019. It is important to see equitable access to quality summer programming continue over the years.

QUALITY RATING

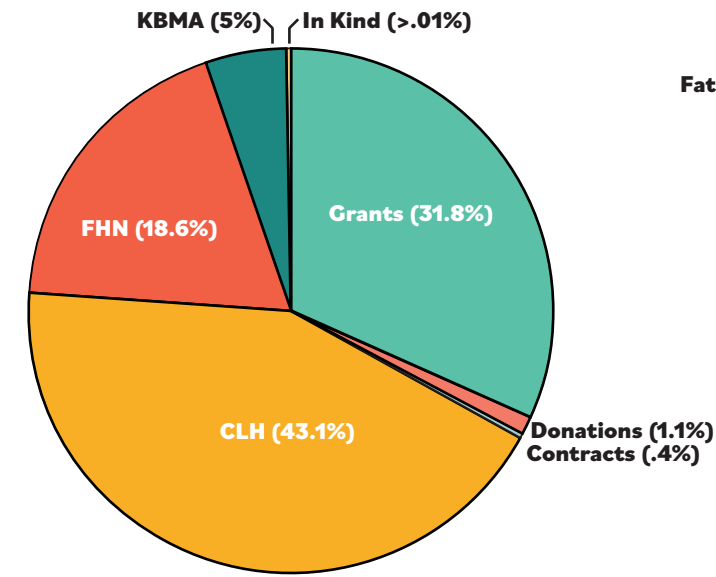


WHAT DID WE LEARN? HOW DID IT IMPACT OUR PRACTICE?

- Foundational PD related to quality and SEL.
- Early feedback on summer programming.
- Quality Coaches support.
- Offering equitable access to quality programs for all.
- Using disaggregated DESSA data to guide our work.
- Advocating for an anti-racist and socially just community where all youth can thrive

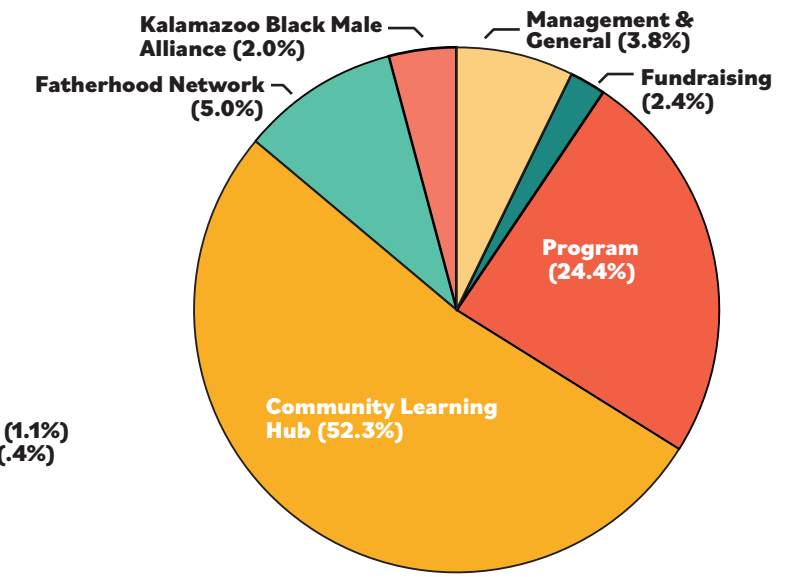
OUR FINANCES

INCOME



Grants	\$480,153
Donations	\$15,880
Contracts	\$5,600
CLH	\$650,000
FHN	\$281,201
KBMA	\$75,000
In Kind Income	\$1,685
TOTAL:	\$1,509,519

EXPENSES



Management and General	\$89,647
Fundraising	\$29,070
Program	\$301,517
Community Learning Hub	\$644,629
Fatherhood Network	\$120,257
Kalamazoo Black Male Alliance	\$48,268
TOTAL:	\$1,233,388

THANK YOU TO OUR SUPPORTERS

OUR DONORS

- Advia Credit Union
- Alexis Caples
- America's Promise Alliance
- Anne Colgan
- Aperture Education
- Arts Council of Greater Kalamazoo
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- Ashton Anthony
- ASK Family Services
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- Ervin Armstrong
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- Salina Johnson
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- Stacy Salters Jackson
- Steve Duisterhof
- SUP Yoga
- Urban Zone
- W.S. & Lois VanDalson Foundation
- Western Michigan University CEHD
- Wightman
- Will Atkinson
- YMCA of Greater Kalamazoo
- YWCA Kalamazoo

OUR FUNDERS



United Way of the
Battle Creek and
Kalamazoo Region



STRYKER JOHNSTON FOUNDATION

OUR BOARD

2020-2021 BOARD OF DIRECTORS

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SPK

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University

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Southwestern MI

KERRIA RANDOLPH
ISAAC

“When we ensure that all youth have agency within a well-coordinated system that supports anti-racist, high-quality, and youth-driven out of school time programs, we make sure that all people can reach their potential and fully contribute to our community.”

“An anti-racist community where all youth thrive is built just like a structure is built. Just like building a strong house requires a variety of materials, an anti-racist community where all youth thrive requires community resources, social relationships, and opportunities to thrive. To realize this in our community depends on many people working together, just as building a house does.

Like a new house, this vision needs a sturdy foundation at the start to prevent later problems and keep it standing through all kinds of weather. KYD Network has constructed a strong foundation in the out-of-school time (OST) sector for this purpose. Our board, working with staff, have had to make repairs when things started to break down but because of the strong foundation established in the first place, KYD Network continues to maintain its strength over time to accomplish its mission. All while providing authentic spaces for identity, belonging, and agency – for youth and adults. As a board member, I am not only proud to contribute to constructing this vision but happy to feel at home with KYD Network.”

- Kevin Ford - Co-Chair



Kalamazoo Youth Development

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