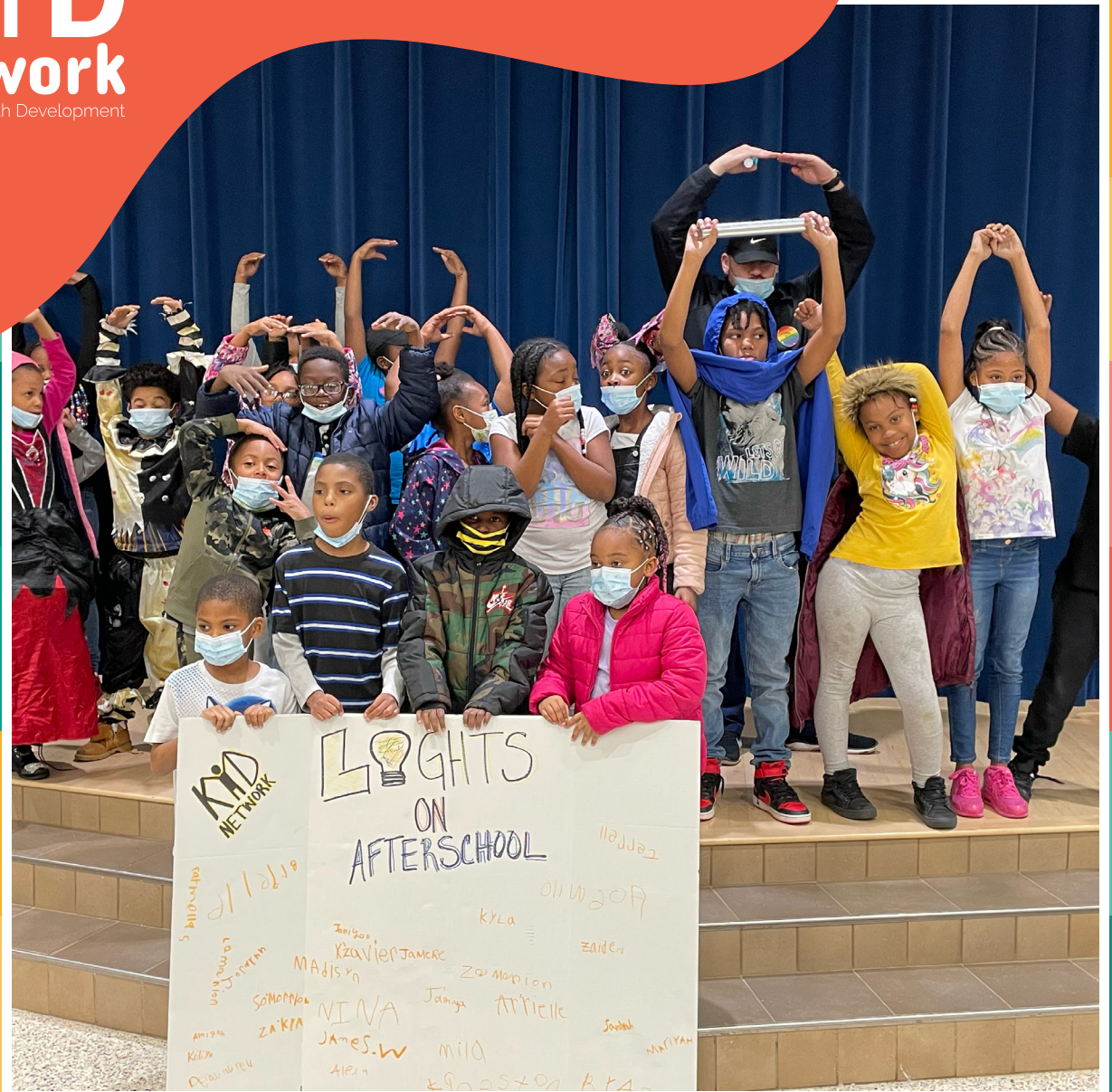


**KYD**  
network  
Kalamazoo Youth Development

**KYD**  
network

PO BOX 51221  
KALAMAZOO, MI 49005  
KYDNET.ORG



**2021 - 2022 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.



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## BE THE DOMINO

The 2021-22 year marked a time of huge shifts at KYD Network and in our local out-of-school time (OST) sector. Internally, it was the first year of our three-year strategic plan and our first year operating under our new vision...an anti-racist community where all youth thrive. KYD Network also officially began operating in Calhoun County, supporting ten OST organizations, creating a stronger OST system, and collaborating with local school districts.

Externally, we are guided by our new mission...all youth have agency in an OST system that is anti-racist, youth-driven, high quality, and well-coordinated. KYD Network and the OST sector also lived into our 2021-22 theme, Be the Domino, by speaking truth to power, being willing to take action toward liberation, and asking “why not?” when someone said something couldn’t be done. We attribute our theme to Ms. Luvvie Ajayi Jones and her Get Comfortable Being Uncomfortable Ted Talk about being the domino, driving out fear, and being our authentic selves. Luvvie states, “being your authentic self should not be a revolutionary act.”

We couldn’t agree more and believe our journey toward Critical Youth Development embodies much of what Luvvie implores us to create...spaces for all identities, spaces of belonging, and spaces where youth and adults have agency. During the 2021-22 year:

- We supported 55 OST organizations in Kalamazoo and Calhoun Counties who served over 4,000 youth and 400 Youth Development Advocates;
- Program quality of after-school programs improved and summer program quality remained relatively constant;
- Youth gained social emotional learning (SEL) skills;
- Cohort members authentically engaged caregivers and families;
- Youth gained leadership experience by participating on Youth Advisory Councils;
- Organizations made improvements in compensation equity; and
- KYD Network distributed \$875,000 in American Rescue Plan Act (ARPA) funds, from the City of Kalamazoo, to 32 summer programs that served over 3,400 youth through high quality summer programming.

We couldn’t be more excited for the future of the OST sector. We have been called “trailblazers” in our quest to create liberatory spaces for youth and adults and will continue to press forward so that all youth thrive. Please join us to creating the communities youth deserve.

In solidarity,

Meg V. Blinkiewicz, Ph.D.  
Executive Director

# OUR MODEL

## YOUTH

Thrive when they are safe and supported to learn and lead.

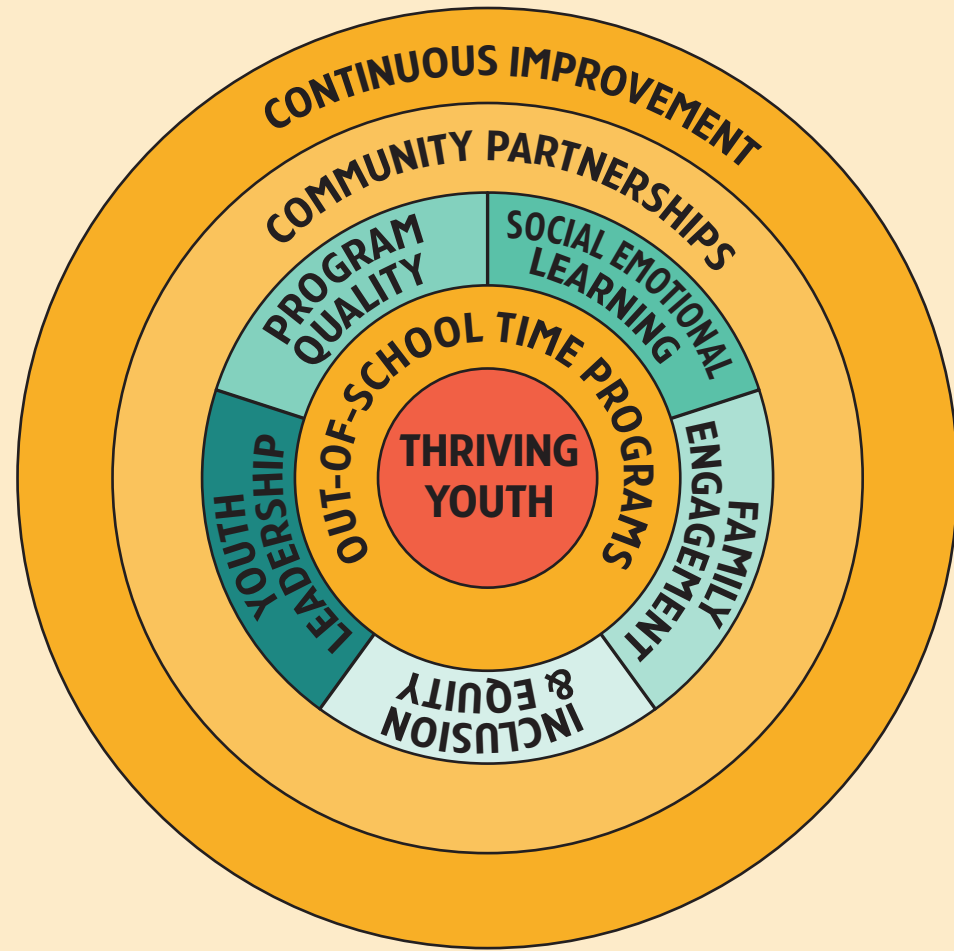
## OUT-OF-SCHOOL TIME PROGRAMS

Provide youth with anti-racist, youth-driven, high-quality, liberating learning environments for youth to thrive.

## PROGRAM AREAS

Organizations participate in a continuous quality improvement process that allows them to use data to improve program quality, authentically engage caregivers, and create spaces of inclusion and belonging so that youth gain SEL skills.

Cohort members and our community partners share resources to maximize efficiency and impact and create equitable spaces of inclusion.



# 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 45 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 MODEL BY THE NUMBERS

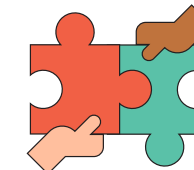
## HOW WE SUPPORT THE SECTOR



**42**  
WORKSHOPS



**OVER**  
400 YDA'S



**20**  
PARTNERS



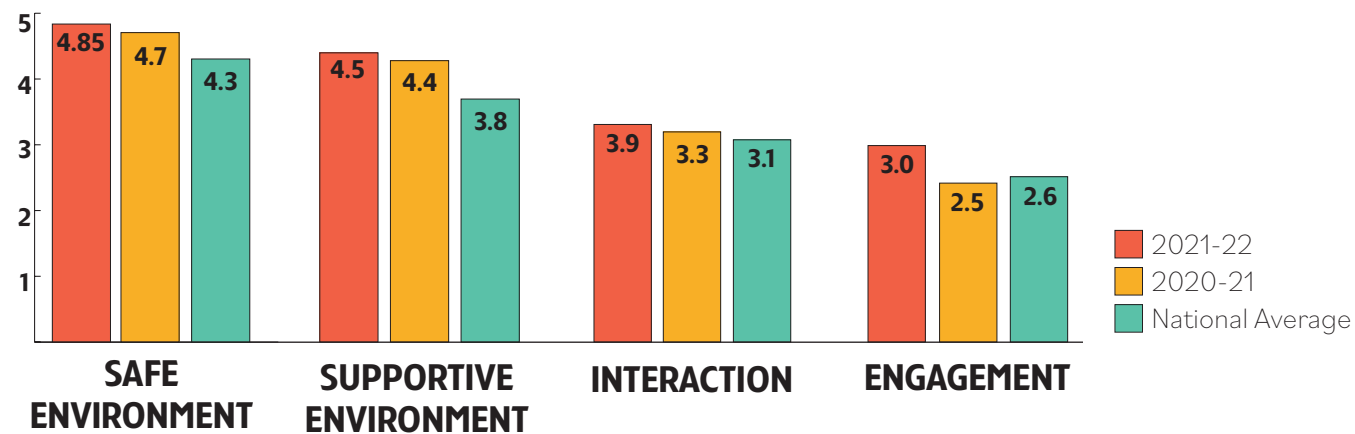
**45 MOUS**  
SIGNED

PROGRAM AREA:

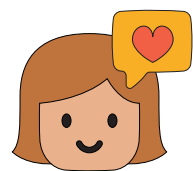
# PROGRAM QUALITY

## QUALITY RATING

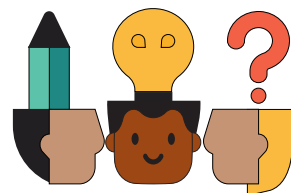
KYD Network staff observe sites and complete the Youth Program Quality Assessment (YPQA) every program year. Overall, program quality was maintained at a high level in Safe Environment, Supportive Environment and Interaction through the year, and improved in Engagement from the 2020-21 school year. The quality ratings were higher than the national average on all four domains



Almost all youth survey participants indicated that. . .



The program helps me feel good about myself (87%)



There are opportunities to work on projects with peers (85%)



I learn new things here (91.5%)

## QUALITY PROGRESS



Youth voice was the goal. We knocked out the park with leaders in training (L.I.T.) We brought on a program coordinator and have 5 leaders in L.I.T. The leaders are planning the HBCU college tour and we are empowering leaders to make decisions on the direction [program] goes in. They are taking initiative and are being empowered to move on their own.

We would like to celebrate the fact that a goal was set. We intend to keep the same improvement goals going into fall.

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 majority (68%) of the end-of-year reflections indicated either Major or Moderate progress was made in 2021-22.** Almost all of the family survey respondents (94%) would recommend the programs to others.

“One of our focus points was being more intentional about our reflection time. There were a lot of disruptions, noise, disorganization, etc.

Since making changes from the feedback from our coaches and other program members, we have been able to better structure reflection time without sacrificing our purpose and missions.

**Youth are able to use their voice in the reflection and truly be heard.”**

- Program Staff Member



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

- As organizations “move up” the pyramid of program quality, the improvement process can take longer as the skills adults need are more difficult to learn and maintain.
- KYD Network has developed additional “universal” supports for cohort members.

**PROGRAM AREA:**

# SOCIAL EMOTIONAL LEARNING

At the beginning of the program year, during the initial engagement meeting, cohort members worked with their Coach to select one essential SEL skill - Identity, Belonging or Agency for their SEL goal for the year. Usually, identity is an appropriate goal for elementary school youth programs, belonging for middle school youth programs, and agency for high school youth programs.

## 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.

“I [recommend this program because] I feel like everybody should get the chance to make friends they’re going to grow up with, understand principles and boundaries and to learn the rights and wrongs in life while teaching them to follow directions.”

Almost all youth survey participants indicated that. . .



**I have learned to respect other people (95%)**



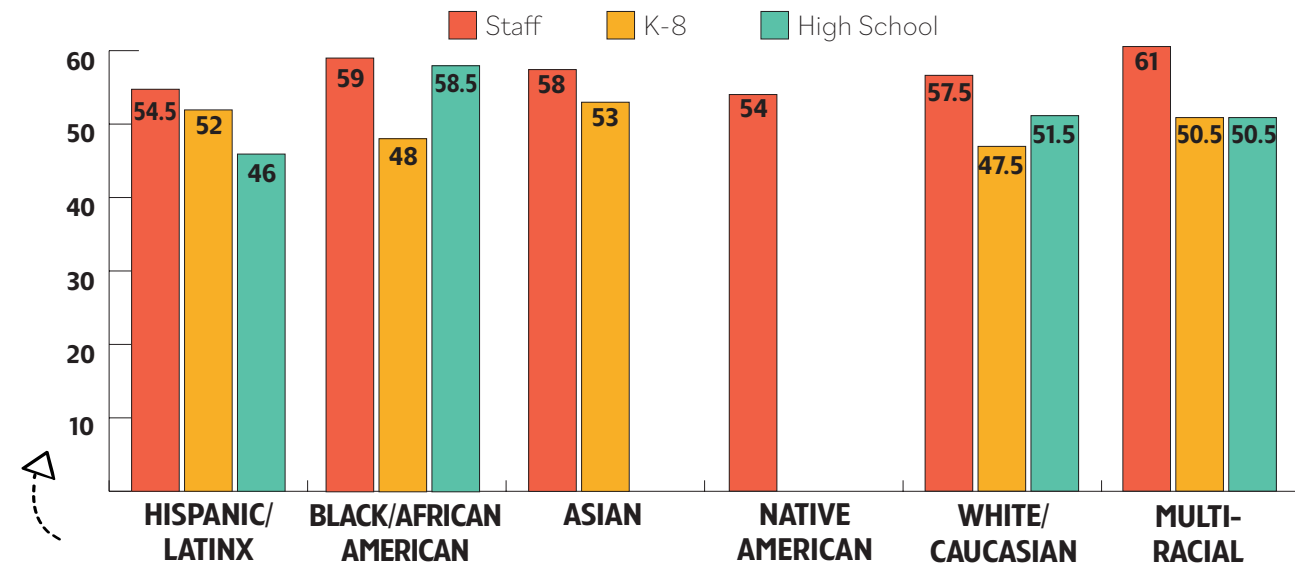
**I learn about who I am (identities) (86%)**



**My racial and cultural identities are welcomed (91.5%)**

## 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



Many students from the virtual tutoring program participated in our summer youth program because they felt a sense of belonging and wanted to come back. During the summer youth program, youth made new friends and wanted to be a part of the school year program.

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

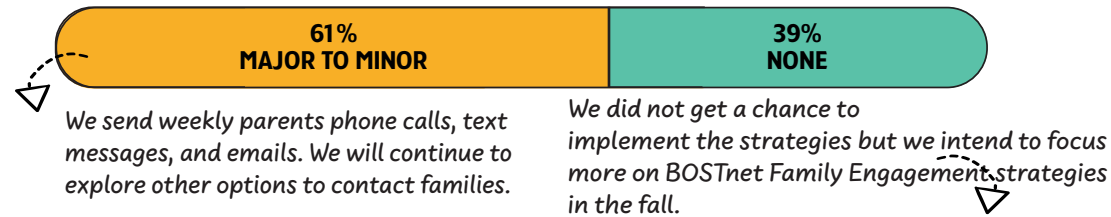
- The ability to disaggregate data by race enabled organizations to go deeper with their analysis and tailor supports.
- KYD Network provided multiple ways for organizations to learn how to use disaggregated data.

**PROGRAM AREA:**

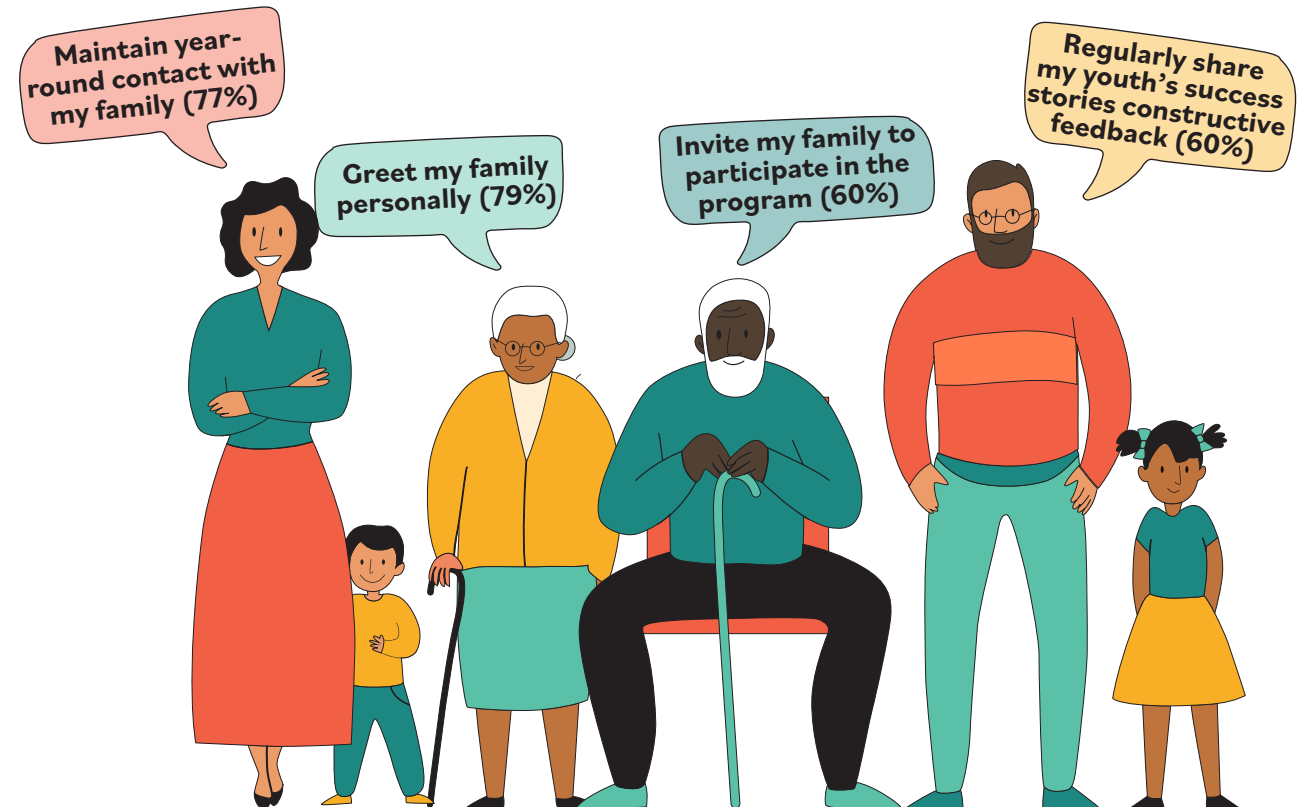
# FAMILY ENGAGEMENT

Youth live and learn within many different learning environments including their homes and out-of-school time programs. We strive to authentically engage with caregivers and families to ensure young people have a continuum of care that supports their identity development, offers them belonging, and supports their agency.

## FAMILY ENGAGEMENT PROGRESS



Caregivers were asked to reflect on how they were engaged with the program/staff in the annual survey. According to the survey respondents (n=69), the OST staff (Almost) Always . . .



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

- The transition to in-person programming led to organizations re-engaging with caregivers.
- KYD Network created a Family Engagement Enrichment Coach contracted position to support cohort members.

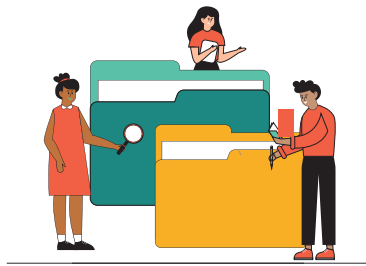
PROGRAM AREA:

# INCLUSION & EQUITY

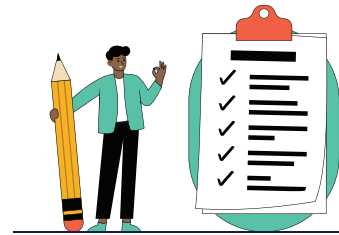
## ORGANIZATIONS WERE ASKED TO SELECT ONE OF THREE PREVIOUSLY IDENTIFIED GOALS:



**GOAL 1:  
COMPENSATION  
EQUITY WITHIN  
THE OST SECTOR**



**GOAL 2:  
USING DISAGGREGATED  
DATA BY RACE  
TO MAKE DECISIONS**



**GOAL 3:  
CREATING POLICIES &  
PROCEDURES FOR BIPOC  
STAFF FACING A BARRIER  
OR INEQUITY**

60% of cohort organizations in Battle Creek selected Inclusion & Equity goal(s) to improve and 33% reached their goal. 21% of cohort organizations in Kalamazoo selected Inclusion & Equity goal(s) to improve and 13% reached their goal. The majority of staff shared that the Inclusion & Equity Affinity Group was helpful.

There is a need to recruit and retain OST staff but data have been collected and options reviewed, recognizing it will take multiple years to reach the goal.

Cohort members were supported to create their BIPOC policy through the Inclusion & Equity Affinity Group meetings and to disaggregate and use data through Open Lab.

## INCLUSION & EQUITY PROGRESS



### REACHED THE GOAL AND MADE MAJOR PROGRESS

See where our money is coming from, working on the transparency of the budget and how to make this happen. ED is advocating for staff, stipends for self-care, creating time off between summer and fall sessions. Space to have brave/safe space to have conversations.

Within our programs committee, we are starting to work on disaggregating data by age groups (elementary/secondary), where we had grouped youth outcomes together before. However, there are other groups we can disaggregate the information on.

## STAFF INDICATED THAT THE INCLUSION AND EQUITY AFFINITY GROUP WAS HELPFUL. SPECIFICALLY:

The Inclusion & Equity Affinity Group helped me better understand equitable policies and practices (63%)

The Inclusion & Equity Affinity Group helped our organization achieve our Inclusion & Equity goal (61%)



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

- Maintaining three cohort-level goals for three years leads to quality impact.
- I and E Affinity Group creates time for peer sharing and learning.
- The pandemic heightened the urgency to create and implement equitable wages.

**PROGRAM AREA:**

# YOUTH LEADERSHIP

## THE 2021-22 PROGRAM YEAR PROVIDED POWERFUL OPPORTUNITIES FOR YOUTH VOICES TO BE HEARD.

First, our youth advisory council, the Kalamazoo County Youth Cabinet (KCYC) planned and facilitated a youth leadership retreat in March 2022, attended by over 50 local young people. **The participants identified four priorities as their agenda for change.**

Over the next six months, through the Youth Leadership Affinity Group (YLAG), facilitated by KYD Network, youth leaders conducted a more detailed analysis of the issues and decided to focus on youth mental health.

Second, KYD Network received a \$32,000 planning grant from Every Hour Counts and the C.S. Mott Foundation to participate in Powered by Youth, which provided an opportunity for ten youth to participate in a six-month planning process to redesign the future of after-school.

The Kalamazoo group presented their project, I SPI the Future of After-School, in Chicago and took home the top prize of \$30,000 to implement their plan!

### AGENDA FOR CHANGE

-  **POLICING**
-  **TRANSPORTATION**
-  **MENTAL HEALTH**
-  **COMMUNITY & IN-SCHOOL VIOLENCE**

## YOUTH LEADERSHIP PROGRESS



*Camper feedback, [staff] was able to gain feedback for campers as well as future campers.*

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

- Kalamazoo youth leaders are more than ready to showcase their skills at the national level, as evidenced by their Powered by Youth project.
- KYD Network will continue to pursue opportunities for youth voices to be heard locally, at the state level, and nationally.

# 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.

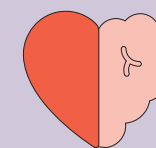
### 2021-2022

## HIGHLIGHTS



**DESIGNED AND FACILITATED YOUTH LEADERSHIP RETREAT**

Attended by over 50 young people from Kalamazoo County.



**HELPED CREATE A YOUTH MENTAL HEALTH ACTION PLAN**

Supported the work that rose from the youth leadership retreat.



# SUMMER LEARNING

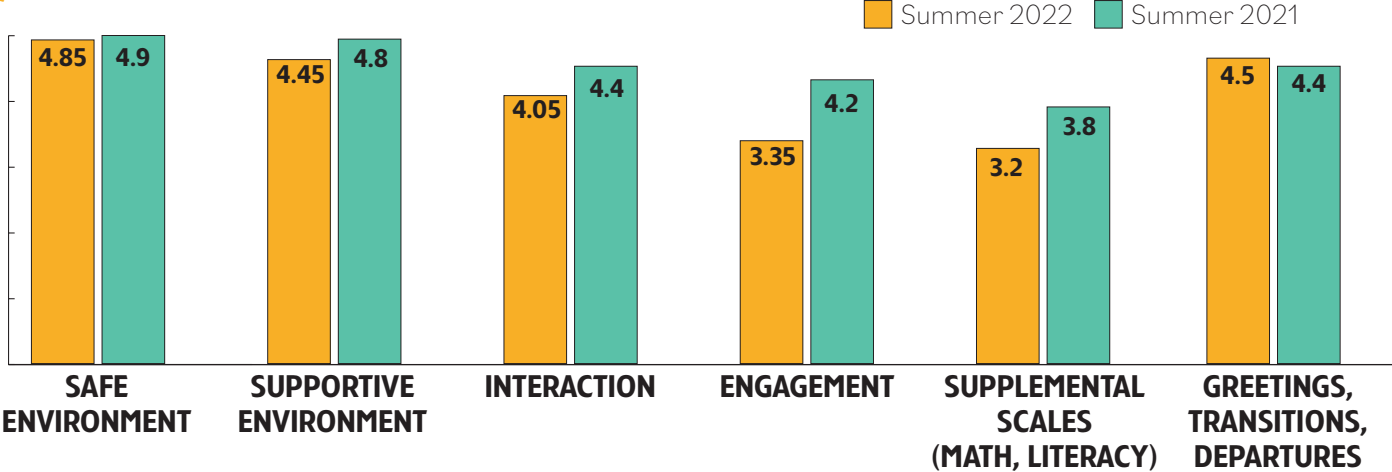
The theme of Emerge, Engage, and Enjoy was created by local youth who explained that they first needed to emerge from the pandemic, to engage with summer programs, to be able to enjoy themselves, their peers, and their communities.

Using this theme, KYD Network created a robust approach to “communities of practice” to support adults in creating spaces for youth to emerge, engage, and enjoy. We hosted a full-day of training at Sherman Lake, followed by a week of other workshops focused on identity, belonging, agency, family engagement, literacy, STEAM, and youth leadership.

Over 3,000 youth participated in high quality summer learning opportunities in 2022. KYD Network coaches conducted the Summer Learning Program Quality Assessment (SLPQA) again in 2022.



## QUALITY RATING



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

- Summer provides opportunities for over 3,000 youth to continue learning...learning about themselves, others, and their communities.
- Summer provides time for youth to rediscover their joy of learning and bring that joy to school in the fall.

## ARPA FUNDING

KYD Network helped to facilitate two new summer opportunities, the American Rescue Plan Act (ARPA) summer program in Kalamazoo and Fun Fridays in Battle Creek.

The City of Kalamazoo provided \$875,000 in ARPA funds, distributed through KYD Network, that supported 32 programs and 3,667 youth.



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

- 2022 summer organizations employed 206 staff and served 3,667 youth
- All programs paid staff \$16/hour or more, which helped with retention and enhanced programming
- All programs indicated the support from KYD Network was helpful
- All programs indicated that youth gained SEL skills
- Youth were able to take “focused” field trips

## FUN FRIDAYS

KYD Network, partnering with Battle Creek Public Schools (BCPS), and funded by the W.K. Kellogg Foundation, offered “Fun Fridays,” a series of six field trips for BCPS Bearcat Blast youth to attend. This program allowed youth who were participating in the BCPS summer school program, Bearcat Blast, to have a learning experience on Fridays.

### Locations

- Binder Park Zoo (Primary)
- Michigan’s Adventure (Secondary)
- Craigs Cruisers
- AirZoo
- National Day of Summer Learning/ Leila Arboretum
- Greenfield Village and Henry Ford Museum
- Battle Jacks

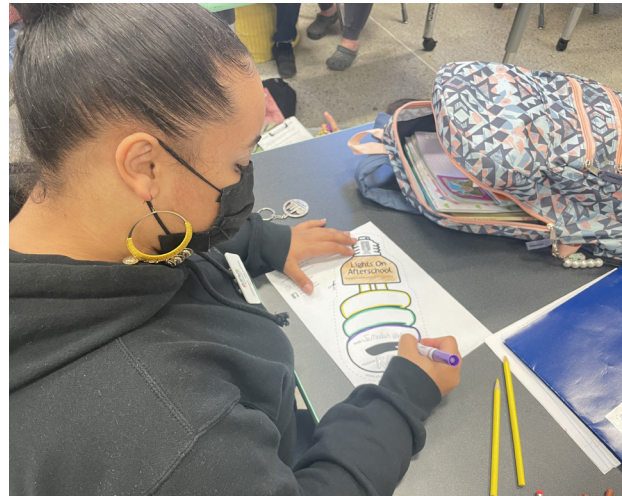
# ADVOCACY

## KEEP THE LIGHTS ON AFTER SCHOOL - OCTOBER 20, 2021

October 20 marked the seventh annual Lights on Afterschool (LOA) in Kalamazoo and October 21 marked the first annual LOA event in Calhoun County. Over 500 youth in Kalamazoo participated in several neighborhood celebrations at the Douglass Community Association, El Concilio, and Milwood Middle School. Youth in Calhoun County celebrated at VOCES, the Burma Center, and the Battle Creek 21st Century Community Learning Center program. Young people wrote letters to elected officials, spoke about the importance of the after-school program, and gave different performances.



**KYD NETWORK THANKS PNC BANK FOR BEING OUR PLATINUM SPONSOR.**

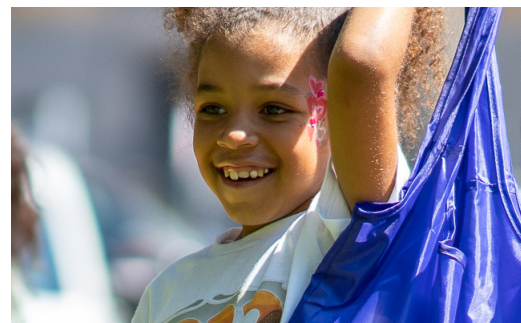


## NATIONAL DAY OF SUMMER LEARNING - JULY 14, 2022

KYD Network hosted its seventh annual National Day of Summer Learning in Kalamazoo and its first annual celebration in Calhoun County. Over 500 youth from each community participated in fun activities, gave performances and speeches, and received proclamations from elected officials.

### THANK YOU TO OUR EVENT SPONSORS

- Boys and Girls Club
- Community Healing Centers
- District Service Office/Community Services Charity
- Early Childhood Connections
- Fatherhood Network
- Kalamazoo County Pre-K
- Kalamazoo Promise
- Karen Blaisure
- KRESA
- Mancino's
- Molina Healthcare
- Niñas Del Corazón
- Prevention Works
- Public Media Network
- Read and Write Kalamazoo
- S.T.R.E.E.T



# OUR COHORT MEMBERS

## KALAMAZOO COUNTY

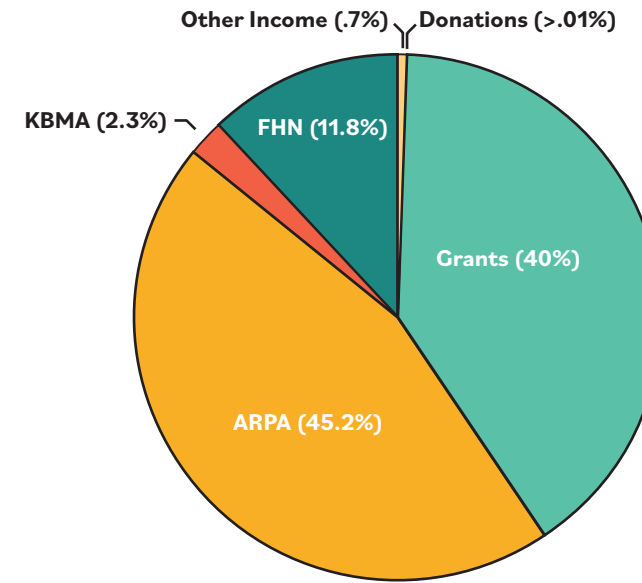
- Air Zoo
- ASK Family Services
- Black Arts and Cultural Center
- Boys & Girls Club of Greater Kalamazoo
- Children's Nature Playscape
- City of Kalamazoo Parks & Recreation
- Communities In Schools Kalamazoo
- Community Healing Center
- Confident Sole
- Douglass Community Association
- Eastside Youth Strong
- El Concilio
- First Tee Southwest Michigan
- Girls Loving Our Wisdom (G.L.O.W)
- Kalamazoo Civic Theatre
- Kalamazoo County Juvenile Home School
- Kalamazoo Nature Center
- KEYS
- Men of Promise
- New Connections
- New Genesis, Inc.
- Open Roads
- Parchment Early Learning Center
- Parchment School District
- Premier Athletics
- Pretty Lake Camp
- Prevention Works
- Read and Write Kalamazoo
- Rootead
- Second Wave Media
- Sherman Lake YMCA Outdoor Center
- UrbanZone (The Synergy Health Center)
- Valley Center School
- Wellspring Dance
- YMCA of Greater Kalamazoo
- Young Kings and Queens
- Zoo City Farm and Food Network

## CALHOUN COUNTY

- 21st Century - Battle Creek Public Schools
- Bohm Theatre
- Burma Center
- Communities Unlimited
- R.I.S.E Corp
- Sojourner Truth Center for Liberation & Justice
- The Haven of Rest Ministries
- VOCES
- Washington Heights United Methodist Church

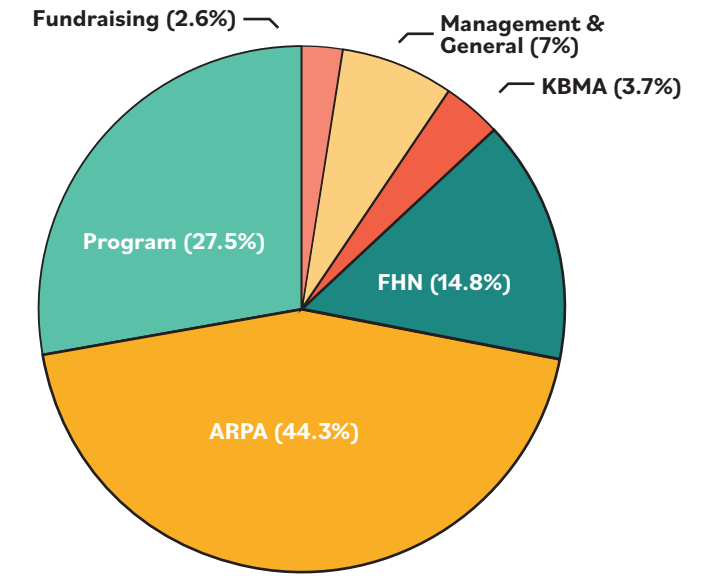
# OUR FINANCES

## INCOME



ARPA	\$1,000,000
Grants	\$884,792
Fatherhood Network	\$260,000
Kalamazoo Black Male Alliance	\$50,000
Other Income	\$15,031
Donations	\$2,401
<b>TOTAL:</b>	<b>\$2,212,224</b>

## EXPENSES



ARPA	\$885,500
Program	\$549,775
Fatherhood Network	\$296,313
Management and General	\$140,347
Kalamazoo Black Male Alliance	\$72,984
Fundraising	\$52,363
<b>TOTAL:</b>	<b>\$1,997,282</b>

# THANK YOU TO OUR SUPPORTERS

## OUR DONORS

- Aimee Light
- America's Promise
- Binda
- Blaze Pizza
- Bottomline Technologies
- Boys and Girls Club
- Catholic Charities Diocese of Kalamazoo
- Central County Transportation Authority (METRO)
- City of Kalamazoo Parks and Recreation
- Community Healing Centers
- Expanded
- Fatherhood Network
- Gilmore
- Greenleaf Trust (Stryker Johnston)
- I.S Gilmore
- Issue Media Group LLC
- Jessica Mancino
- Joseph Thomas III
- Josie Richards
- Kalamazoo Community Foundation
- Kalamazoo Promise
- Kalamazoo Public Library
- Karen Blaisure
- KRESA
- Linda Thompson
- Lisa Jenkins Meredith
- Mancinos
- Marcy Peake - The Center for Cultural Agility
- Molina
- Network for Good
- NPOconnect Nonprofit
- Old National Bank
- OnePlace
- PNC
- Prevention Works
- Salina Johnson
- SEL Initiative
- State Farm
- Stryker Johnston Foundation
- United Way of South Central Michigan
- W.K. Kellogg Foundation
- William Schilling and Karin Schilling
- YMCA of Greater Kalamazoo
- Youth United Way

## 2021-2022 BOARD OF DIRECTORS

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**CO-CHAIR**  
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 Goodwill Industries of Southwestern Michigan

**JOSEPH THOMAS III**  
 Kalamazoo County Juvenile Center

**EMILY OLIVARES**  
 Kalamazoo Community Foundation

## OUR FUNDERS



STRYKER JOHNSTON FOUNDATION



United Way of South Central Michigan