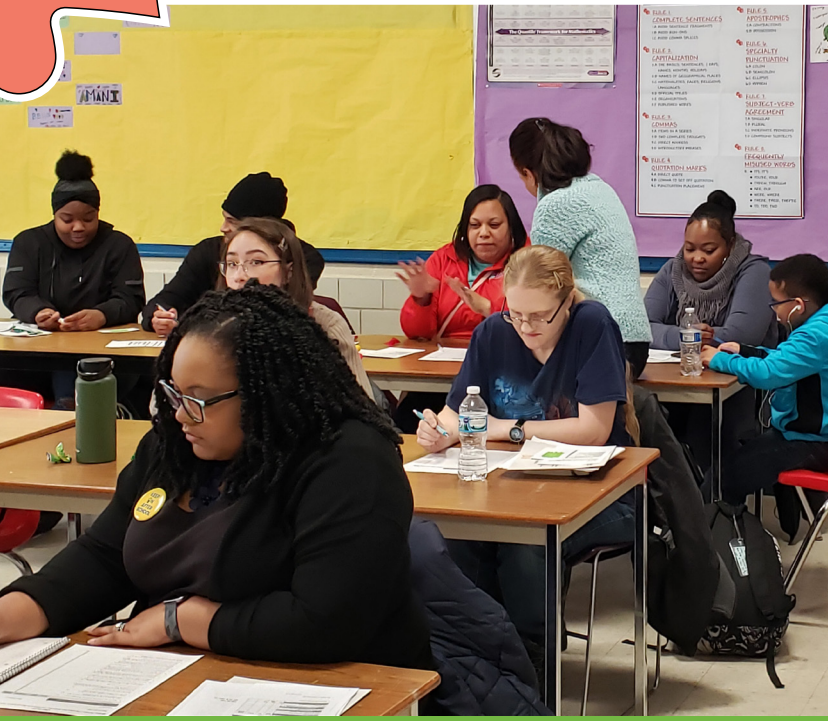


KYD network

Kalamazoo Youth Development

2019-2020 ANNUAL REPORT



OUR VISION

That all youth in Kalamazoo County are college, career, and community ready by the age of 21.

OUR MISSION

To ensure that all Kalamazoo County youth have access to high quality, youth-driven, culturally agile, and equitable out-of-school time (OST) programs that are part of a well-coordinated system.



DJ Boogie with the soundtrack to the KYD Network National Day of Summer Learning Celebration.

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A YEAR OF ADAPTING

Thinking back to the fall of 2019 seems like an impossible task, given all that has transpired over the past sixteen months, and at the same time it is imperative that we take the time to be more reflective than ever, to tell our individual and collective experiences during multiple pandemics. This annual report represents our attempt to tell the story of KYD Network and the out-of-school time (OST) sector during the beginning of multiple pandemics...COVID-19 and racism.

As we do every year, we kicked-off the 2019-20 year on September 13, 2019 with over 60 cohort members and partners in attendance at the West Main Professional Development Center. We unveiled our theme, adding precision to our passion, and our theme song, “No Place I’d Rather Be”, and left with a sense of unity.

Over the course of the next six months, our work unfolded as it always does, following the assess/plan/improve model. We collected data regarding program quality, social emotional learning skills of adults and youth, family engagement, youth leadership, and inclusion and equity. We supported cohort members as they created goals in these five program areas and we facilitated Action Fridays, Skills Saturdays, and Affinity Groups.

March 13, 2020 became the date for marking time; did something happen before or after COVID-19. On this historical day, our team and the sector gathered to discuss food equity and how to collaborate in support of youth and families at Action Friday and returned to Lincoln International Studies School, home of KYD Network, to hear the 2:00 pm announcement instructing us to gather our belongings as Kalamazoo Public Schools (KPS) was shutting down for a “few weeks.”

Little did we know that it would be months, not a few weeks, before we would be physically together again. As with everyone, we learned a new noun and verb...zoom. We quickly pivoted to a virtual existence as a team and a sector. Our April Action Friday provided an example of how KYD Network and the OST sector would function successfully in our new world. We have always prided ourselves in being “nimble” and COVID-19 allowed us to take it to an entirely new level.

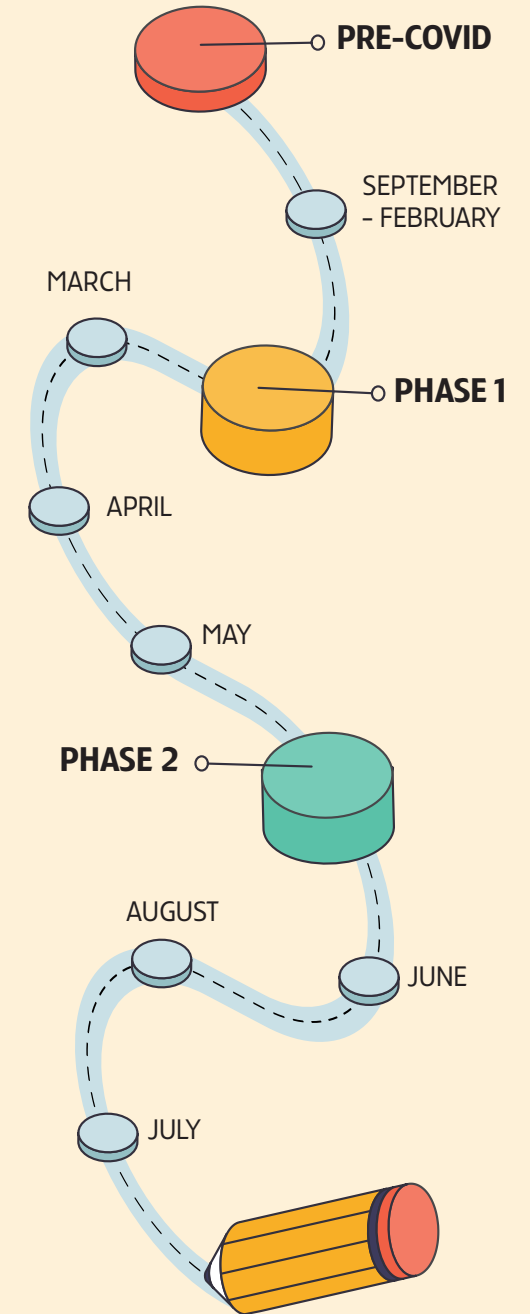
KYD Network offered all of its supports virtually...training, coaching, and technical assistance...and did not miss a beat. In fact, we gained a few beats; setting records for attendance at our Action Fridays, Affinity Groups, and summer 2020 training, all of which we facilitated virtually. We were literally, zooming and continued to do so successfully for the remainder of the 2019-20 year.

This annual report tells the story of KYD Network and the OST sector during the beginning of multiple pandemics...COVID-19 and racism. The murders of too many black and brown persons impacted everyone; albeit in very different ways. For KYD Network and the OST sector, we leaned into wellness and self-care in deeply meaningful ways. We also provided spaces for Black, Indigenous, People of Color (BIPOC) to heal and for white Youth Development Advocates to stumble and make mistakes.

We ended the year in August 2020 with the realization that the pandemics were going no where and the OST sector, was again, facing a huge challenge...how to support youth and families during a full year of virtual learning...but that’s a story for another time.

Meg Blinkiewicz
Executive Director

2019-2020 YEAR



OUR MODEL

YOUTH

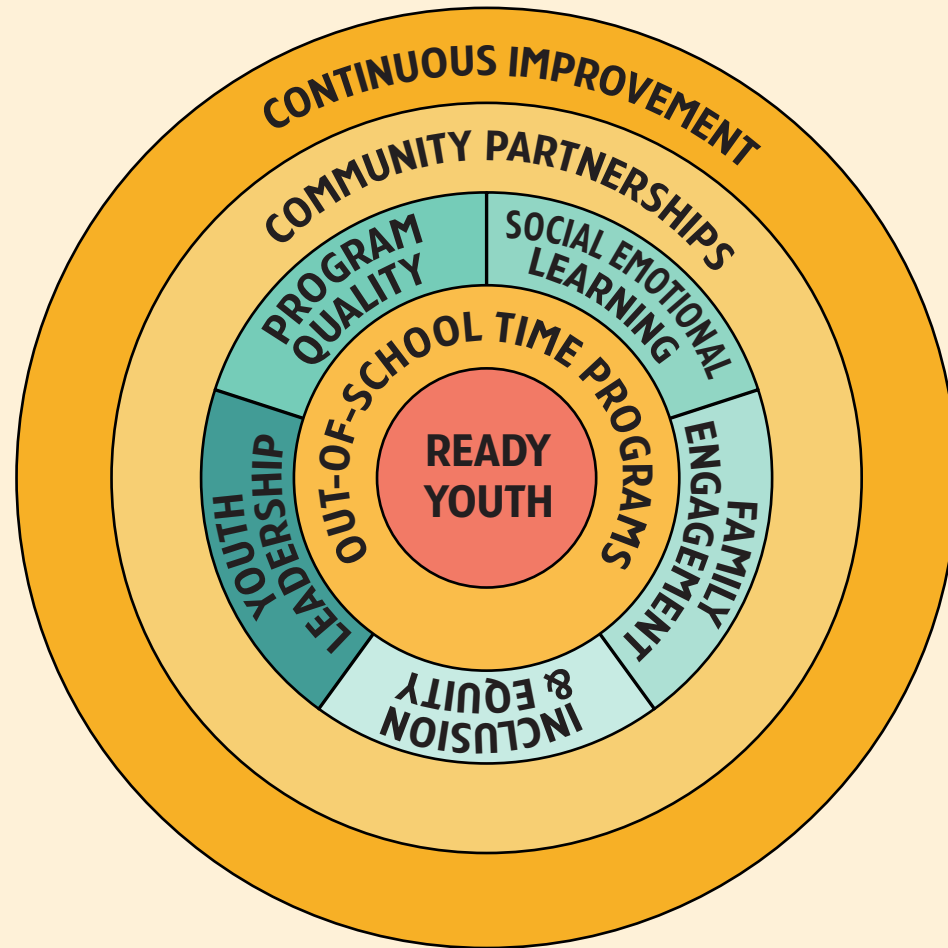
Youth are college, career and community ready by age 21.

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.

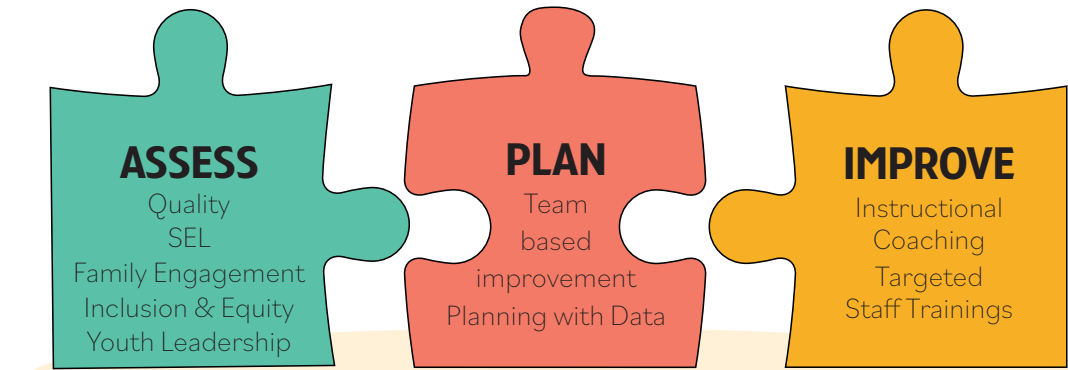


HOW WE WORK

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 60 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



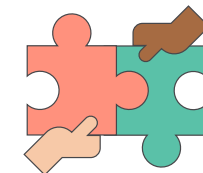
45
WORKSHOPS



OVER
350 YDPS



OVER 350
COACHING HOURS



16 OST
PARTNERS

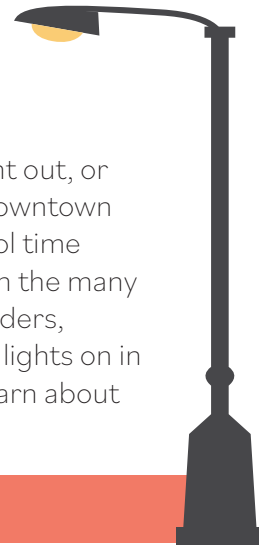


47 MOUS
SIGNED

PHASE 1:
PRE-COVID

KEEP THE LIGHTS ON AFTER SCHOOL

Downtown Kalamazoo may be part of your commute each day, somewhere you visit for a night out, or a place you consider home. Imagine the energy and excitement of 400 youth exploring the downtown area - with flashlights lighting their way! On October 17th, 2019, 400 youth from out-of-school time (OST) programs toured downtown, looking up at the high skyline, wondering what happens in the many buildings, all while on an advocacy adventure. Youth talked with local officials and business leaders, sharing their experiences in out-of-school time programs and the importance of keeping the lights on in these programs. While touring, youth were able to explore careers in different sectors and learn about downtown businesses.



YOUTH WERE ABLE TO ADVOCATE AND EXPLORE AT:

- City of Kalamazoo City Hall
- Kalamazoo Civic Theatre
- Kalamazoo Community Foundation
- Kalamazoo County Administration Building
- Kalamazoo Gazette
- Kalamazoo Promise
- Kalamazoo Valley Museum
- Kalamazoo Valley Community College
- Market On Michigan Ave (MOMA)
- Metro Transit
- Radisson
- 60th District Service Office



Youth learned about all the people and careers needed to run the Radisson - but may have been distracted by the thrill of riding the escalator!



Youth talked with Mayor Bobby Hopewell and marched around city hall with posters advocating for the OST sector.

PROGRAM QUALITY

Youth Program Quality Assessment (YPQA)
42 External observations were conducted prior to COVID

SOCIAL EMOTIONAL LEARNING

- Devereux Student Strengths Assessment (DESSA)
- OST Staff DESSA Result Pre COVID (n=254)
 - K-8 Youth DESSA Results Pre COVID (n=904)
 - High School Youth DESSA Results Pre COVID (n=187)

FAMILY ENGAGEMENT

- BOSTnet Assessment
11 organizations participated in the assessment.
- Highest Rated Items
- Greeting parents/ caregivers when they arrive
 - Specific in what they ask of parents/caregivers

INCLUSION & EQUITY

Annie E Casey Race Matters Assessment
The cohort participated in the assessment in February and March 2020.

- Highest Rated Items
- Comfortable discussing barrier issues
 - Cultural competences
 - Multicultural environment
 - Articulation in mission/vision statements

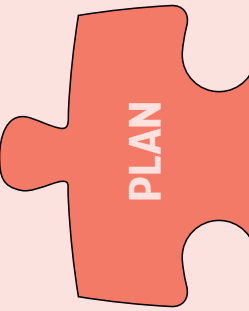


PLANNING WITH DATA SESSIONS

KYD Network facilitated with cohort members during which improvement plans were created.

The strategic level goals that emerged centered around:

- Getting to Quality through Understanding our Biases
- Self Care for Adults
- Youth Voice and implementing the Youth Advocacy Toolkit



AFFINITY GROUPS

- Social Emotional Learning
- Inclusion & Equity
- Youth Leadership
- Summer Learning

ACTION FRIDAYS

- October: Family Engagement
- November: Health & Wellness
- December: State of Sector
- January: Summer Planning
- February: Community Resiliency Model (CRM)[®]
- March: Food Equity



PHASE 2: QUICK PIVOT

MID-MARCH - APRIL

29 programs were closed
13 programs went virtual
0 programs were in person

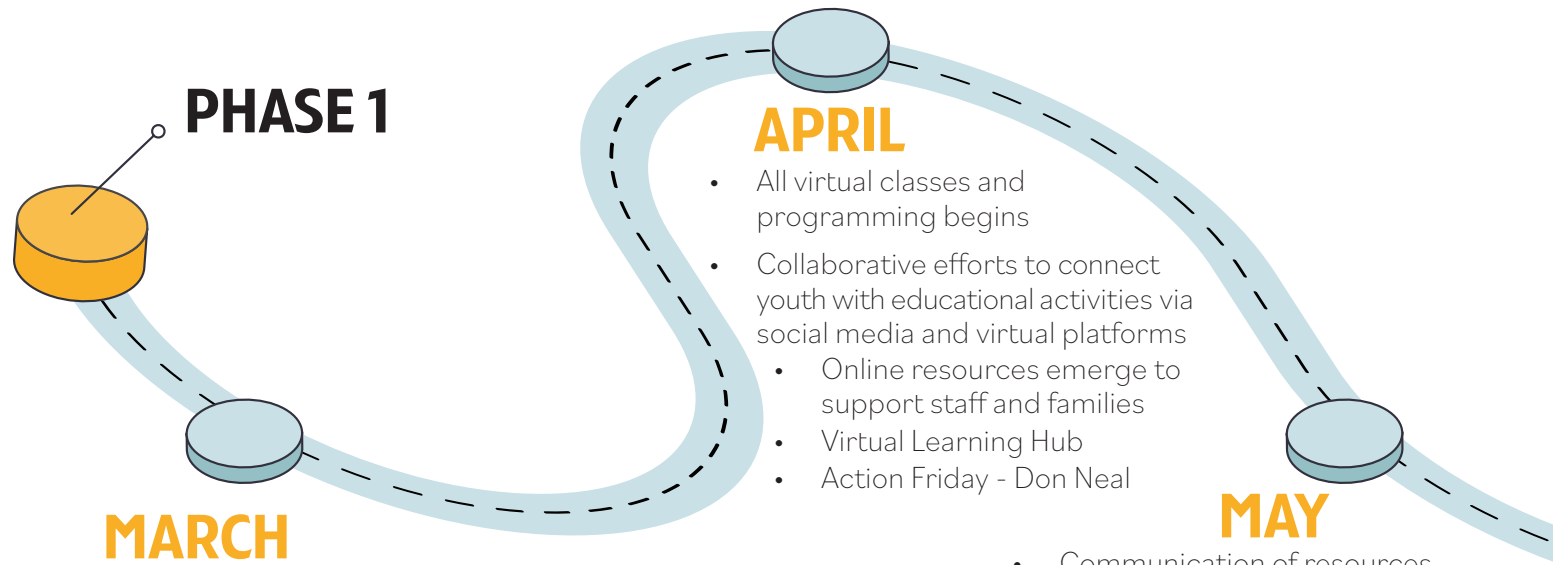
27% OF YOUTH WERE SERVED

MAY - JUNE

16 programs were closed
22 programs were virtual
4 programs were hybrid

46% OF YOUTH WERE SERVED

Source: KYD Network COVID Impact Spreadsheet



PHASE 1

MARCH

- In-person programming halted
- New food distribution sites for youth and families with collaborative community efforts
- Internet and technology support

APRIL

- All virtual classes and programming begins
- Collaborative efforts to connect youth with educational activities via social media and virtual platforms
 - Online resources emerge to support staff and families
 - Virtual Learning Hub
 - Action Friday - Don Neal

MAY

- Communication of resources for staff and families
- Continued food and basic need distribution
- Distribution of SEL supports
- Training for youth development professionals

VIRTUAL LEARNING SUPPORT NEEDS

- Virtual Learning Professional Development (76%)
 - Access to laptops/computers (67%)
 - Internet Access (52%)
 - Virtual Platforms (52%)
- Survey, April 2020



30% OF KPS FAMILIES DID NOT HAVE ACCESS TO THE INTERNET

ASSESS

HOW WE PIVOTED INTERNALLY

- Virtual internal meetings
- Planned how to coach/support programs virtually

April Action Friday with Don Neal

- OST Virtual Learning Strategies to Engage Youth

Community Partnerships

- Digital Access for All (DAFA)

HOW THE COHORT PIVOTED

Youth Development Professional Support

- Emergency Fund/COVID Grants
- Financial Strain/Job Security

Youth & Families Support

- Food/Basic Need Distribution
- Access to Technology

Affinity Groups

- Summer Learning & Food Access
- Inclusion & Equity

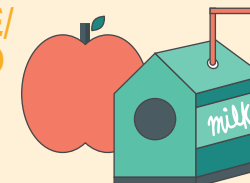
PLAN

FOOD EQUITY

Food Distribution Partnership

- Kzoo Loaves & Fishes: food
- Boys & Girls Clubs: basic needs
- Sherman Lake YMCA: food
- Kalamazoo Nature Center: transport
- Fresh Food is Fun: transport

70% OST FAMILIES ARE FREE/REDUCED LUNCH ELIGIBLE



VIRTUAL LEARNING HUB & RESOURCE LIST

“TV-Guide” Provided real-time information on:

- Virtual Youth Programming (OST)
- Public School Virtual Programming
- Virtual Family/Community Events
- Food Distribution
- Resource list for families and organizations
- Hub was available in English & Spanish

SOCIAL EMOTIONAL LEARNING

- Coloring Books

TECHNOLOGY & INTERNET ACCESS

- School districts provided Chromebooks and hotspots
- Kalamazoo Public Library partnered to distribute

VIRTUAL PROFESSIONAL DEVELOPMENT WORKSHOPS

- SLPQA Crash Course
- Level 5 Lesson Planning



OVER 35 COACHING HOURS

IMPROVE

PHASE 2:

QUICK PIVOT PERSPECTIVES

COHORT PERSPECTIVES

“We were worried if (student) needs were being met (food, safety, etc).”

“We had to get ourselves organized...we had to readjust and re-imagine.”

“Many of the barriers (faced by families) were so huge that we didn’t know how we could do it alone. We partnered with community agencies to be a connector to resources.”

“My greatest concern was having a job after everything settled down.”

CAREGIVER PERSPECTIVES

“[I am] mad, angry, scared, fearful, don’t understand what’s happening, stopped hugging, can’t work, to send a kid [outdoor or to a program or to school] feels like a Russian roulette, no info, skeptical about vaccines, this whole new world not being transparent, I need to know more I am confused. For it is like in a survival mode, social distance, waiting to see what’s happening.”



“My concern is that my child is going to contract the virus.”

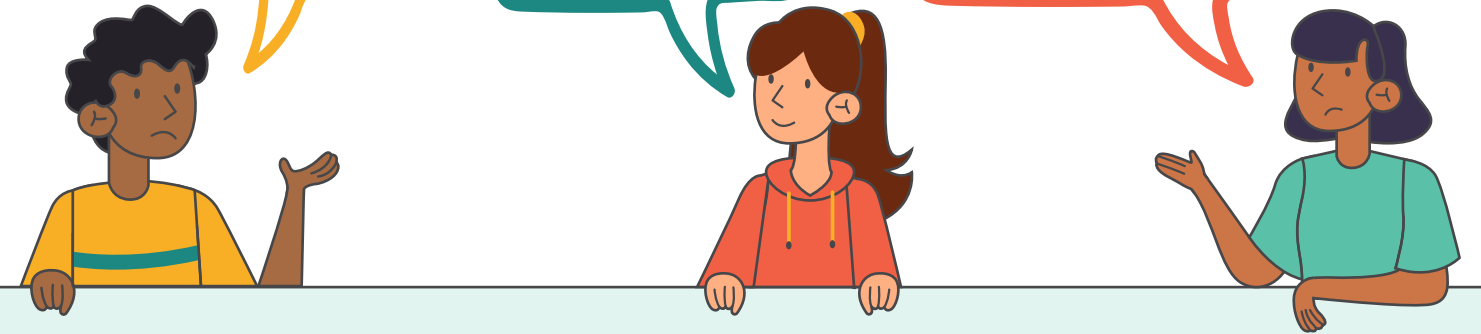
“It is not necessarily financial but educational support we need, like Meet Up and Eat Up for food, we need organizations like [after-school programs] for support in child development in this online period.”

YOUTH PERSPECTIVES

“I was shocked. All my clubs and groups were cancelled.”

“I was happy because I didn’t think it would last too long.”

“I was overwhelmed because I need a schedule and structure and it was stressful at the beginning because we didn’t have school, clubs, or sports.”



WHAT DO YOU REMEMBER FEELING IN THE SPRING, AS YOU EXPERIENCED VIRTUAL LEARNING, COVID-19, AND NATIONAL AND LOCAL RACIAL INJUSTICE?

“It was scary in the spring with the murders and the national racism.”

“Racism has been here for a long time and COVID gave some people time to think about it and to protest. I don’t think we would have had so many protesters if they hadn’t been home due to COVID.”

“I went downtown when they painted Black Lives Matter on the street. It was important for me to be there. I’m glad the protests happened.”

“I felt the protests were kind of fake because racism has been around forever. People protested because they had time and protests don’t change anything. If you want to change the police, become a police officer. If you want to change politics, become a politician. Change comes from within.”

PHASE 3:

FINDING OUR FOOTING

MAY - JUNE

16 programs were closed
22 programs were virtual
4 programs were hybrid

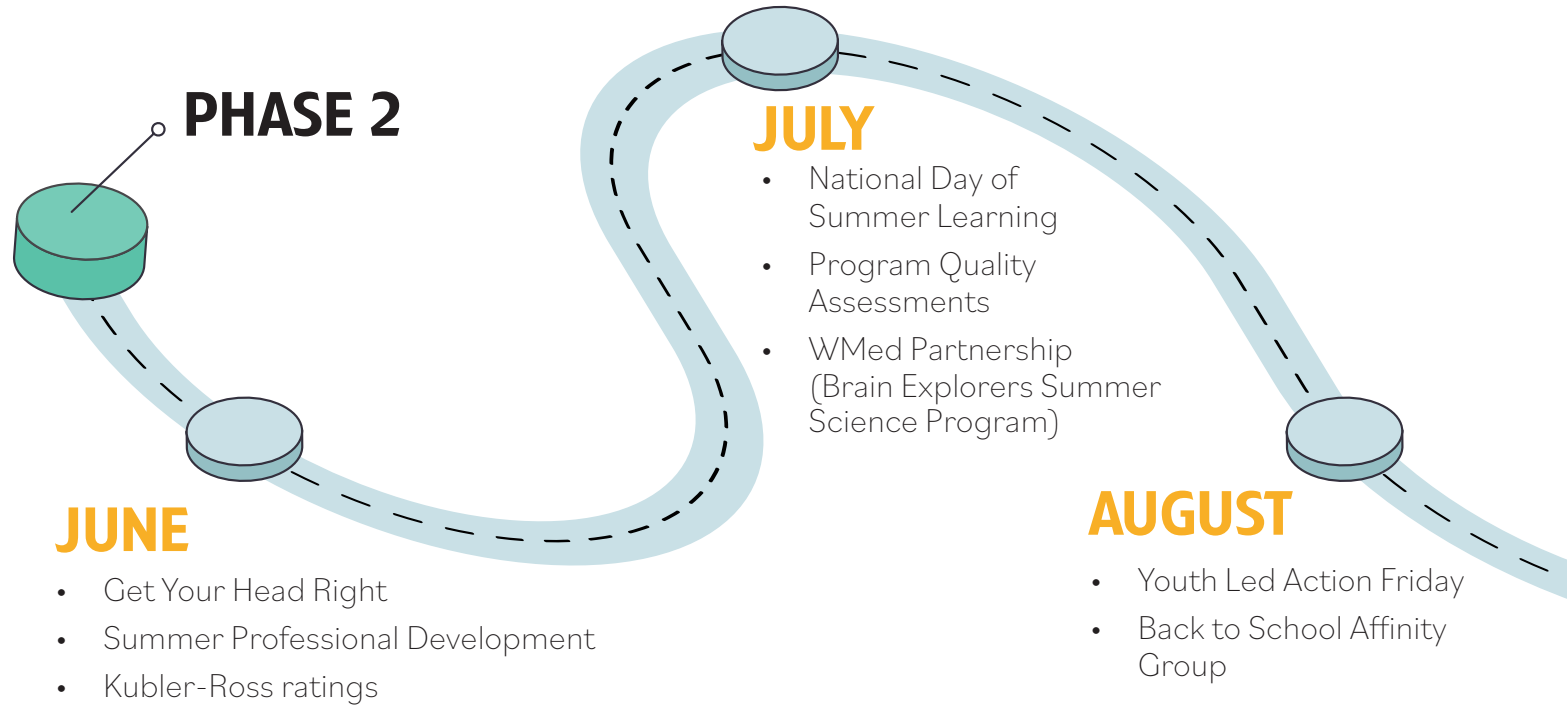
46% OF YOUTH WERE SERVED

JULY - AUGUST

10 programs were closed
18 programs were virtual
9 programs were hybrid.
5 programs were in person

55% OF YOUTH WERE SERVED

Source: KYD Network COVID Impact Spreadsheet



SOCIAL EMOTIONAL LEARNING

Devereux Student Strengths Assessment (DESSA)

Youth SEL skills were rated lower in 2020 than in 2019. These findings are useful in showing the impact COVID-19 had on our youth and the necessity of the OST sector.

PROGRAM QUALITY

Summer Learning Program Quality Assessment (SLPQA)

8 SLPQA were completed in 2020, including two virtual programs vs. 39 SLPQA in 2019.

ANNUAL OST STAFF SURVEY

Top Concerns For Youth

Inadequate resources for online activities
Food Insecurity
Learning loss

Top Concerns for OST Staff Themselves

Limited/no access to healthcare and other therapeutic services.
Funding and Job Security
Mental Health/Isolation/Sleep Deprivation

ASSESS

BACK TO SCHOOL AFFINITY GROUP

Virtual meetings were held in August across four Kalamazoo neighborhoods, Battle Creek and Portage.

K-12 sector shared back to school plans

OST sector worked to collectively support and fill gaps to fully support youth and families

How best do we share space, staff, and resources to maximize access and impacts?

Community Learning Hubs emerged.

PLAN

 **35 WORKSHOPS**

 **OVER 140 WORKSHOP ATTENDEES**

 **OVER 100 COACHING HOURS**

IMPROVE

PHASE 3:

FINDING OUR FOOTING PERSPECTIVES

COHORT PERSPECTIVES

"It forced us to think differently. We were well prepared with virtual measures in place by summer."

"Our programs switched to virtual - we hosted family engagement activities through the same platform."

"The biggest challenge to staying open during COVID was the state of our staff's mentality...they were tired and worn out."

"We provided two lessons every day of the week and focused on social emotional learning skills every week."

CAREGIVER PERSPECTIVES



"I don't want my child to fear this world. We need support for people to talk to one another like this."

"I will be damned if he lacks education because of COVID-19. I am going to get all the books, and curriculum, and will want to sit down with my child and study. But I need people to tell me what I do not understand for educating my child, call me, tell me, let me fax you this material etc."

YOUTH PERSPECTIVES

WHAT DO YOU WANT OTHERS TO KNOW ABOUT YOUR EXPERIENCE WITH COVID-19?



"That I am one of the lucky ones. There are millions of people in the U.S., thousands in Kalamazoo, that have it far worse than I do. That should be at the front of everyone's minds."

"I want other adults, community members, and leaders to know that my experiences with COVID-19 have been very stressful. I've helped people I care about through the virus. People I know have experienced stress from one of their family members getting this virus. I've seen this virus kill people's loved ones and kill up 270,000 Americans. It is very traumatic and painful to experience."

"To be patient and kind to one another, this is a difficult time for everyone in one way or another, and we need to make sure everyone's needs are being met, medically and emotionally."

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.

This was a year of rebuilding KCYC. We recruited twelve highly engaged Kalamazoo teens who came together to build community and to better their community.

2019-2020

TASKS COMPLETED



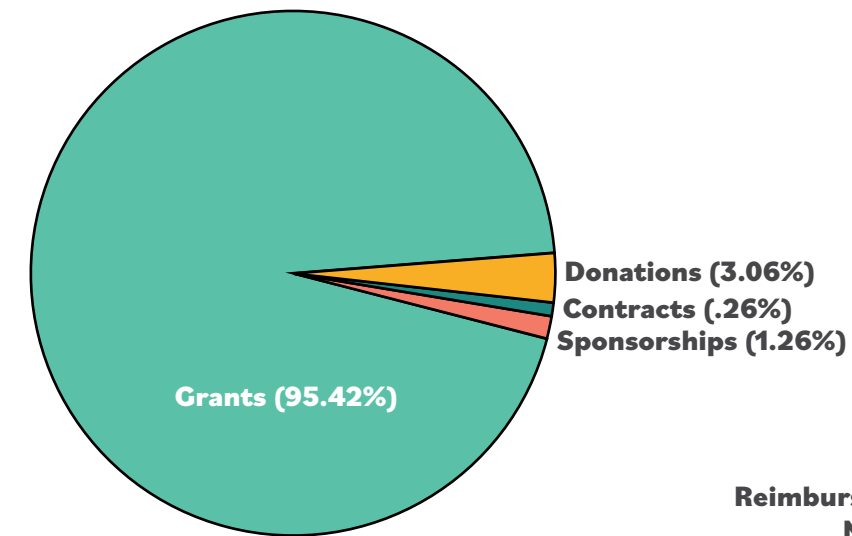
COMPLETED ANCESTRY DNA KITS



PLANNED AN EVENT CONNECTING VOLUNTEERS WITH YOUTH-CENTERED NON-PROFITS

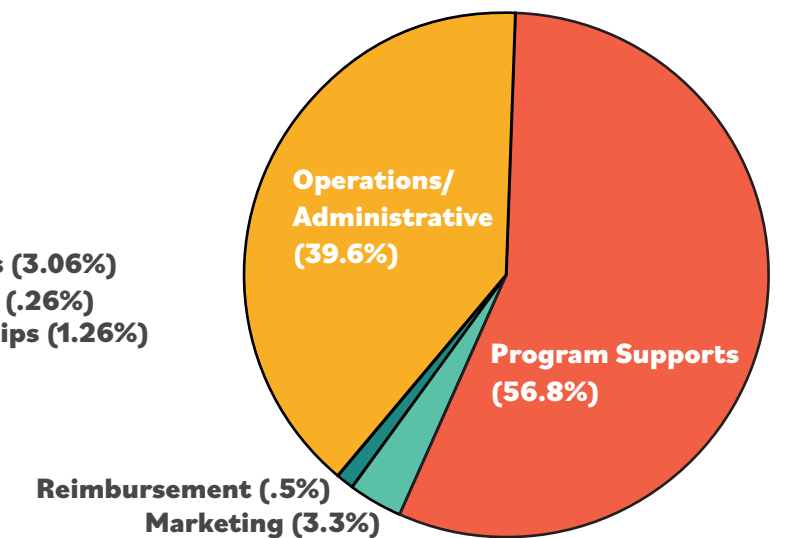
OUR FINANCES

INCOME



Donations:	\$13084.10
Contracts:	\$1110.00
Sponsorships:	\$5400
Grants:	\$407,920.76
TOTAL:	\$427,514.86

EXPENSES



Operations/Administrative:	\$159,398.09
Program Supports:	\$228,736.41
Marketing:	\$13,158.06
Reimbursement:	\$1755.90
TOTAL:	\$403,048.46

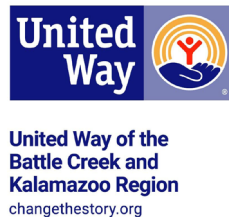
THANK YOU TO OUR SUPPORTERS

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- Clear Ridge Wealth Management
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- Community of Christ
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OUR BOARD

2019-2020 BOARD OF DIRECTORS

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JOSEPH THOMAS III, Kalamazoo County

DEMETRIAS WOLVERTON, YWCA Kalamazoo

“Being a board member for KYD Network gave me a different perspective and sense of direction. I felt a part of something bigger than myself.”

- ALEXIS CAPLES

“I have been invested in being an advocate for youth since I was a member of the Kalamazoo County Youth Cabinet (KCYC) and nothing but doing this work felt right...it gave me a sense of belonging. The board has not always been gumdrops and lollipops. It was through tough conversations that we were able to grow both personally and as a collective. In my adult life, I had never been with such a diverse group of opinions and backgrounds. Everyone brought something vital to the table. Being the youngest board member, I had my doubts about where I would fit in. I have been in spaces where my age was a bigger factor than my role, where my age determined where my voice was heard and what responsibilities I was given, and where being a woman silenced my voice completely. On the KYD Network board, I

appreciated the space for my voice. I jumped right into the fold of work, held my own, and showed up with intentionality. There is a saying that captures my time on the KYD Network board: “If you love what you do, you will never work a day in your life”.

- Alexis Caples, 2019-2020 Board Member

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