CREATING A
NEW FUTURE
FOR OUT-OF-SCHOOL TIME
Dear Friends,

A year of operating during a pandemic has decimated the already challenged Out-of-School Time system. Under the strain of COVID-19, 30% of programs in Dallas permanently closed, and the majority of the OST programs that remained were operating at reduced capacity. That means that well over 100,000 students in Dallas are without OST programming.

At Dallas Afterschool, we recognize that these challenges are great – but so is our ability to generate solutions. We are committed to creating a new future for Out-of-School Time in Dallas, and our board and staff have worked diligently to create a new strategic plan that will act as a roadmap. In honor of this work, we have organized this year’s annual report under the four pillars that will guide our OST work for the next two years: building capacity, ensuring safety and quality, pursuing racial equity, and developing the workforce.

Thank you for your support as we continue to respond to the changing needs of OST providers and the sector. Even more importantly, we appreciate your continued investment in ensuring over 10,000 students are safe, engaged in learning, focused on healing, and motivated for their future.

Sincerely,

Christina K. Hanger, CEO

Bill Morrison, Board Chair
Building Capacity

Dallas Afterschool works to make free and low-cost afterschool and summer programming available to families and children that need it most. This can be challenging most years, but has proven especially daunting since COVID has devastated the system. With **45% of afterschool capacity disappearing nearly overnight**, Dallas Afterschool is now focused on creating a new future for Out-of-School Time (OST).

Of course, advocating for public support of OST requires research and data, so we partnered with **Afterschool Alliance** to learn more about the opinions and needs of parents across Dallas County. The results of this research are captured in our **Dallas After 3PM Report**. Following are a few highlights of our findings:

- For every child in an afterschool program in Dallas, **three are waiting** for an available program.
- **Over 100,000 children** between age 5 and 14 **have no adult supervision** after school.
- 89% of families report afterschool helps them **keep their job and work more hours**.
- Afterschool is expensive in Dallas at $4,300 for the school year. This is **46% higher** than the average for Texas!

In order to ensure more students have access to safe, high-quality programming, Dallas Afterschool will continue its advocacy efforts to create more opportunities in OST.

**How can you help ensure more students have access to programs?** Join the over 300 citizens Dallas Afterschool has mobilized to advocate for public support of afterschool funding.

**Sign up for our advocacy alerts** and get notified when it is time to act!
With all of the challenges brought on by the pandemic, our first priority in helping our partners was to keep kids safe. For programs that ran in-person, this initially meant providing guidance on safely reopening. We also provided personal protective equipment (PPE) for staff and students, air filtration systems, and facilitated outdoor learning activities.

Then, when a winter storm caused widespread floods and other damage to OST spaces, Dallas Afterschool supported our partners by coordinating funding to rebuild and reopen sites. With help from The Addy Foundation and other generous donors, we raised over $75,000 to help our partners recover. For one partner, this meant rebuilding a new computer lab and replacing equipment, complete with plexiglass partitions and a socially-distanced layout.

“We can’t thank Dallas Afterschool enough for the generous gift to support the re-building of Shadow Brook Learning Center.”

- Mary Tillman-Young
Director of NTX Programs, Foundation Communities
Improving Quality

To help partners remain resilient in light of the challenges experienced this past year, Dallas Afterschool provided customized coaching, roundtable sessions on timely topics, and a plethora of new training resources. This allowed us to be more responsive to the changing needs of providers, while also ensuring OST programs continue to focus on high quality programming for students.

The pandemic also made it necessary for us to ensure training and support materials were accessible. Our online platform, DAS360°, is now recognized as the most trusted source for resources and expertise in the OST community. Last year, partners logged into our platform over 900 times and downloaded over 17,000 resources! These included knowledge articles on OST best practices, quality improvement tools and strategies, and on-demand training courses, as well as academic and social-emotional activities for students.

We also launched a new service to meet the growing demand from our partners to address the issue of sustainability. Throughout the year, we hosted virtual roundtable sessions on topics such as the Fundamentals of Grantwriting, Financial Literacy, Navigating the Request for Proposal (RFP) Process, and Scenario Planning. These roundtables were very well attended, with partners expressing their gratitude for helping them keep their doors open throughout the pandemic.

Finally, we continued to deliver vital academic resources for students. Over the summer, Dallas Afterschool provided literacy tutors, supplies, and take-home kits for over 75 children at our partner programs. We also saw high demand for our Wonder Kit® activity boxes, which we adapted for individual and take-home use. These kits impart critical STEM concepts through fun activities such as designing model bridges, racing balloon-powered cars, and even making your own dinosaur fossils.

We are thrilled that our work helped students stay academically and emotionally strong and helped our partners overcome the challenges life presented over the past year!

Providing programming to youth during COVID-19 was a challenge, and at times, even a bit scary. I was so grateful for the staff at Dallas Afterschool who were always so helpful — providing practical advice, information, and even lesson plans for virtual programming. I knew I could reach out for resources and also for kind words of encouragement, which was an added bonus to working with such a great organization.

- Charnese Evans, LMSW
  Former Program Director, Jubilee Park and Community Center
COVID-19 has devastated the Out-of-School Time (OST) system in Dallas:

- 30% of OST sites have closed.
- 45% OST seats have been lost due to closures and social distancing protocol.
- 8,000 students lost access to free or low-cost OST programming.
- The number of students who failed the STAAR test in both math and reading increased significantly.

Dallas Afterschool continues to respond to the changing needs of OST providers.

**RESPONSE TO LEARNING LOSS & TRAUMA**

- Created SEL, CALM Kits & Trauma-Informed Care Curriculum
- Distributed STEM Based Wonder Bundles
- Provided Literacy Kits, Guided Reading Curriculum & Tutors
- Developed a Virtual Afterschool Platform

**ADDRESSING PARTNER NEEDS**

- 1,200 PPE resources provided
- Coordinated donors to provide $75,000+ in relief to partner sites
- 1,300 training hours dedicated to racial equity
- 40 online training courses developed
DALLAS AFTERSCHOOL IMPACT REPORT
2020-2021 ACADEMIC YEAR

$3,305,000
PUBLIC FUNDING ALLOCATED DIRECTLY TO THE COMMUNITY FOR OUT-OF-SCHOOL TIME (OST)

146
PARTNER SITES

750
OST PROFESSIONALS TRAINED

75
OST PROFESSIONALS PLACED IN THE WORK FORCE

10,000+
CHILDREN'S LIVES TRANSFORMED

156 attendees at community roundtables

100+ OST professionals trained in racial equity

17,000 professional resources downloaded

58 OST professionals participated in SEL Coaching for Leadership & Racial Reconciliation cohorts
Pursuing Equity

Building upon our long history of equity work, Dallas Afterschool is committed to making equity central to everything we do.

This process began years ago, as we took steps to diversify our staff, leadership team, and board and to add racial equity into our agency’s mission statement. Over the last three years, our team has attended trainings on topics such as Talking about Race and Racial Justice in Education, Brave/r Conversations, and the Racial Equity Institute’s renowned Groundwater Course on the impact of systemic racism, among several others. During the trainings, the lived experiences of so many of our own staff members emerged as key learning points that have helped shape our policies over the past year.

Our equity work highlights this year include:
- Launching Racial Affinity Groups for our staff
- Creating our first-ever Racial Equity Cohort for partner staff
- Participating in The Dallas Foundation’s inaugural Diversity, Equity, and Inclusion Cohort for nonprofits

Moving forward, we are continuing to provide racial equity leadership for our network of OST providers by designing trainings on topics such as Unconscious Bias and Equitable Disciplinary Practices. We are also creating new Wonder Kits® and other activities that directly impact and represent the diverse body of youth we serve. Stay tuned as we roll out these exciting new resources!

“Dallas Afterschool committed to training for its leaders and its staff this year to ensure they could move the work from head to heart and now hands. I applaud Dallas Afterschool for having the courage to move forward on the journey toward racial equity and for doing the critical work of what this means for them - as individuals and as an organization.”

- Kimberly Manns
CEO, H3Diversity
Developing the Workforce

One of the most important aspects of our work is providing solutions to challenges that threaten the sector. According to our providers, their greatest challenge involves staffing, as they are often without staff or experience significant turnover. In fact, most programs see 55% turnover during the course of a year while only 15% retain OST teachers for two years.

In response, Dallas Afterschool created a program to address two fundamental challenges facing our field: high and costly turnover rates for providers and a lack of career options for staff. This new program is known as the ECOST Workforce Development Program. (ECOST stands for Early Childhood and Out-of-School Time). The program is a collaborative effort between Dallas Afterschool, Strategic Focus, and Early Matters Dallas.

This past year, ECOST has enrolled ten partner agencies and hired over 100 staff members through the program. Staff hired through ECOST have access to:

- A wage of $15 per hour, full medical benefits, and 25 hours per week working directly with students
- 15 hours per week of paid professional development opportunities
- Access to financial, college, and career coaching
- A career ladder for professional advancement specific to the OST and ECE fields

ECOST staff members also have access to our DAS360° website for on-demand, interactive training courses on topics such as Program Safety, Behavior Guidance, Social-Emotional Learning, and Age-Appropriate Activities.

Each training includes pre- and post-course assessments and comes with a Certificate of Completion that staff can add to their virtual portfolio.

Keira (pictured below) is a Dallas Afterschool teacher and ECOST trainee who was recently able to complete her two-year degree while participating in the program. A first-generation college student, she is currently working towards her bachelor’s degree, an opportunity she never imagined she would have.

“Working with the ECOST Workforce Development Program has provided a healthy work environment and stability,” says Kiera. “It has also shown me that my impact is much larger than I originally thought it was. The best reward is seeing positive student progression each day — educationally and emotionally. The work we do here matters.”
The disruption caused by COVID has caused stress for us all. To promote the mental health of students and OST professionals in our programs, Dallas Afterschool designed a new series of social and emotional learning (SEL) activities for youth and adults.

For OST professionals, we launched our second annual SEL Cohort, allowing partner staff to meet monthly and discuss topics such as culturally competent approaches to family partnerships, respect agreements for staff, and SEL action plans for the classroom. We also designed several new training courses to meet the challenges posed by COVID and the unprecedented winter storm. To make training attendance easier for our partners, we held most courses virtually, while we also developed interactive course modules that partners could access on demand through our DAS360° website. Course topics included Self Care for Youth Workers, Mental Health First Aid Training, Trauma Informed Practices, Grief My Way, and many others.

To provide support for students, Dallas Afterschool designed new resources for both afterschool and take-home use. These resources included a yearlong curriculum focused on key SEL skills such as self-awareness, social-awareness, and positive identity formation, combined with specific exercises for overcoming loss and isolation from peers and mentors. For at-home use, we began to distribute SEL Calm Kits, which include items such as fidget toys, diaries and notebooks, pens and colored pencils, jump ropes, and mood identification cards. Thanks to these supports, we helped nearly 150 students improve their SEL aptitudes throughout the course of the year, in the process preventing hundreds of others from falling even further behind after so many months of social and physical isolation.
Our Afterschool Partners

Ability Connection  
After-School All-Stars North Texas  
AIDS Services of Dallas  
Behind Every Door  
Big Thought  
Brother Bill’s Helping Hand  
Catholic Charities  
Dallas Bethlehem Center  
Dallas Independent School District  
Dallas Museum of Art  
Dallas Park and Recreation  
Dallas Prestige Group  
For Oak Cliff  
Forerunner Mentoring Program  
Foundation Communities  
Frazier Revitalization  
Girls Inc. of Metropolitan Dallas  
Heart House Dallas  
HIS BridgeBuilders  
Jubilee Park and Community Center  
Kids-U  
Momentous Institute  
New Horizons of North Texas  
Project Transformation  
Readers 2 Leaders  
Rowlett Friendship Baptist Church  
Society of St. Vincent de Paul  
Diocesan Council of Dallas  
Terrance M. Johnson Dance Project  
Trinity Athletics  
Voice of Hope  
Vox Invictus  
Wesley-Rankin Community Center  
YMCA of Metropolitan Dallas  

Our Community Partners

Local
Bachman Lake Together  
Banzai  
Child Poverty Action Lab  
Children’s Health City of Dallas  
CitySquare  
City Year Dallas  
Commit Partnership  
Community Council of Greater Dallas  
Cristo Rey Dallas  
Dallas City of Learning  
Dallas ISD  
Dallas Kids First  
Dallas Park and Recreation  
Dallas Police Department  
Dallas Public Library  
Dallas Regional Chamber  
Dallas Truth, Racial Healing and Transformation  
Early Matters Dallas  
The Education Trust  
Every Hour Counts  
Equal Heart  
Leadership for Educational Equity  
Leadership ISD  
Mayor’s Star Council  
Perot Museum of Nature and Science  
Scholarshot  
SEL Dallas  
Southern Methodist University, Center on Research and Evaluation  
Strategic Focus, LLC  
Teach for America  
The School Zone  
Trinity River Audubon  
Uplift Education  
West Dallas STEM School  

State & National
Afterschool Alliance  
Leadership for Educational Equity  
National Afterschool Association  
National Youth Leadership Council  
Texas Partnership for Out of School Time
Financial Report Card

REVENUE
$2,241,071

EXPENSES
$1,871,295
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