

THE AFTER-SCHOOL INSTITUTE

Annual Report 2008

BUILDING THE CAPACITY
OF AFTER-SCHOOL
PROGRAM PROVIDERS
TO EMPOWER CHILDREN AND YOUTH
TO EXCEL



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TASI, as a newly formed independent organization, would like to welcome its new board:

- Jennifer Brady
- K.C. Burton
- Beahta R. Davis
- Vanessa Diggs
- Aryika Fletcher
- Amy Michelle Gross
- Dr. Cheryl De Pinto, MD, MPH
- Selwyn I. Ray, JD
- Reverend Medgar L. Reid
- Shawn Stelow
- Sabrina Y. Sutton

TASI would like to take this opportunity to thank its Fiscal Year 2008 funders for their support:

- Mayor Sheila Dixon and the Baltimore City Council
- Montgomery County Collaboration Council
- Maryland Department of Health and Mental Hygiene
- Maryland AIDS Administration
- Baltimore City Health Department
- The After-School Corporation
- Maryland State Department of Education
- Fourth Annual Eastern Regional Conference on After-School Co-Sponsors
- Everyone who attended our First Annual Gala Fundraiser



The After-School Institute (TASI) was established in 1999 as a citywide, capacity-building organization linked to the Safe and Sound Campaign and Baltimore's After-School Strategy.

Our Mission: The After-School Institute builds the capacity of after-school program providers so that they can deliver high quality services in a caring, supportive environment that empowers children and youth to develop civic, academic, artistic, and athletic talents and skills.

Our Vision: The After-School Institute's vision is to be the premier training and technical assistance organization for after-school programs in Maryland, focused on professionalizing and expanding the field by:

- providing innovative and multiple approaches to distilling and presenting national best practices,
- providing quality training experiences,
- providing tailored technical assistance,
- providing unique networking opportunities,
- promoting effective policies,
- engaging, convening, and supporting critical constituencies,
- brokering and leveraging resources and monitoring program quality, and
- establishing quality standards and promoting accountability.

From the Executive Director

Dear friends,

Across the country, this has been a year of successes and challenges that have made history. So has been the experience of The After-School Institute.

As we look ahead and embark on our tenth anniversary year as a citywide, capacity-building organization, we are also embarking on our first year as an independent nonprofit organization. It is with this anniversary, and this new beginning, in mind that we would like to share with you – our supporters, our funders, our partners, our friends – some of the highlights of what we've accomplished in 2008, and where we are headed in the future. So please, take a few moments to read through this annual report. We welcome your input, your thoughts, and your continuing support. We appreciate your financial contributions and have enclosed an envelope for your convenience.

Here's to another momentous year!

Sincerely,

Rebkha Atnafou
Executive Director



Rebkha Atnafou, Executive Director

Government Leaders' Perspectives:



Mayor Sheila Dixon, Baltimore City

“As mayor, I am committed to improving the availability and quality of after-school programming in this city...I believe that ***improving after-school programs is an important step towards advancing youth development and opportunity in this city.*** As we increase the number of youth attending high-quality after-school programs, we increase the quality of life for these youth, their families and communities, and everyone in the city. I want to thank The After-School Institute for their leadership in Baltimore and in the Eastern region of the U.S. Your commitment to our young people is a constant personal reminder to me that we all need to work together with strength and purpose to ensure the benefits of Baltimore’s renaissance are within reach for every person.”



Nancy Grasmick, Maryland
State Superintendent of Schools

“***As public school educators, we believe that each child is capable of learning and acquiring the skills and knowledge necessary to become a responsible citizen and enjoy a productive life. After-school programs are a vital and integral part of our ability to achieve this mission...*** In addition to improving the academic achievement and self-confidence of students, these programs keep students safe and help working families. Students in these programs are less likely to be involved in potentially detrimental activities and more likely to have better grades and conduct than their counterparts who are reluctant to take advantage of constructive activities after school. Moreover, parents and grandparents can have confidence that while they are earning a living, their most precious possessions are well-cared for while learning.”



Dr. Joshua M. Sharfstein, Baltimore City
Commissioner of Health

“The ***collaboration between the Mayor’s Office, the city health department, the state AIDS administration, and TASI*** in HIV prevention and social marketing is a model worth disseminating in other areas.”



Heather Hauck, Director, Maryland
AIDS Administration

“TASI has demonstrated an ability to foster collaborations with other community entities and an ability to negotiate having HIV prevention education and activities incorporated into new venues...Our partnership with TASI is a successful relationship that has ***benefited thousands of youth statewide in the fight against HIV/AIDS.***”

Practitioners' Perspectives:

"Since 2003, when I became the Executive Director of Learning Inc., I have been attending TASI events and trainings. In the beginning they provided me with an overview of Baltimore's after-school community –with which I was unfamiliar. I really appreciated the networking and learning about the available resources. The technical assistance and trainings they have provided over the years has proven to be very helpful as we have worked to achieve our mission - **to re-engage Baltimore City at-risk adolescents in the process of education and to provide them with academic and life skills so that they may grow into caring and responsible adults with economic opportunity.** Now I am looking forward to working with the newly formed Executive Directors' group as we get together to 'let our hair down' and identify problem areas and identify strategies that we can all use to strengthen our nonprofit operations."

-Judy Friedman, Executive Director of Learning Inc., Baltimore City



Youth from Learning Inc.

"TASI's work fills a great void in the world of youth development by offering relevant and challenging training for direct service youth workers and management level staff. As Youth Service providers, we feel confident to serve our population due to the training provided for our front line youth workers and the workgroups that help shape the quality of out-of-school time programs such as Community Bridges."

-Judy Hurbón, Youth Programs Director at Community Bridges, Montgomery County



Crystal Adegbola and her after-school group

"My experience in the Advancing Youth Development (AYD) workshop was nothing short of transformative and challenged my assumptions about what it meant to "engage" youth and also supported my existing knowledge of the field. I now have a more firm understanding of not just why I do the work that I do, but how I can do the work more effectively and push my peers to do the same. As a result, **I am more comfortable with encouraging my participants to take full ownership of our program and how it is run. Some of them have even told me that they want to grow up to be Youth Workers because they so value the impact our program has made in their lives.** How awesome is that? Thank you TASI!"

-Crystal Adegbola, Elementary School Program Leader at Community Bridges, Montgomery County

"The After-School Institute has been a welcome resource for the Chesapeake Center for Youth Development Changz After-School Program. The amazing trainings, workshops, and TASI network meetings provide my direct service staff and myself with the answers we need to work effectively with youth, with our partners, and in our community, while also giving us the opportunity to share with others what we are doing. If you have taken or seen a Gallup Poll survey, one of the questions they always ask at the end is: 'Can you imagine a world without...?' whatever the particular subject is they are asking about. If they asked me this question about TASI, I would have to answer: **'I cannot imagine the Baltimore City after-school world without The After-School Institute.'**"

-Joanne Robinson, Director of the Changz After-School Program at the Chesapeake Center for Youth Development, Baltimore City, and member of the after-school Network Steering Committee



Youth in the Chesapeake Center's Changz after-school program



Youth and adult participants at TASI's conference

Eastern Regional Conference on After-School

On May 8th and 9th, 2008, TASI held its Fourth Annual Eastern Regional Conference on After-School. **Four hundred fifty people from across the Mid-Atlantic attended the conference**, taking part in 40 different workshops and institutes; general sessions that included youth performances; panel discussions on education policy, youth and youth worker perspectives, and funding and funding opportunities; state network meetings; a reception; and exhibitors. According to the evaluation completed by the Out-of-School Time Resource Center at the University of Pennsylvania, 90% of participants would recommend the conference to a friend.

As in past years, TASI's conference had a variety of co-sponsors, including Mayor Sheila Dixon and the Baltimore City Council; Baltimore City Public School System; Maryland State Department of Education; DC Children and Youth Investment Trust Corporation; Montgomery County Collaboration Council for Children, Youth, and Families; The Family League of Baltimore City, Inc.; The Collaborative for Building After-School Systems; New Jersey After 3; United Way of Southeastern Pennsylvania; Philadelphia Safe and Sound; Pennsylvania Statewide After-School/Youth Development Network; and Martinsville-Henry County After 3. All of our participants, volunteers, presenters, panelists, exhibitors, and speakers were vital in making the conference a success.

The next conference will be in May, 2009. The date and location will be announced on our website very soon. If you are interested in being a co-sponsor, please contact us.

Network Meetings

TASI holds monthly after-school network meetings the last Tuesday of every month. Every meeting has about 100 after-school program providers and others in attendance, and at least three concurrent workshops. Over the course FY2008 over 40 different resource providers attended to connect with after-school programs. Workshops focused on everything from helping youth find employment to parental engagement, staff recruitment and retention to incorporating the arts in after-school. Monthly network meetings give after-school program providers a chance to connect and learn from each other. ***After-school reaches more youth more effectively when various programs and other community-based organizations and resources are connected with each other, and able to work together toward a common goal—helping youth in Baltimore and the entire region develop into healthy, successful young adults.***

New features this year include Virtual Site Visits and Executive Director Leadership Circles. Virtual Site Visits were established by the Network Steering Committee, and allow program providers to take their peers on a virtual tour of their program, how it is structured, what happens during a typical day, and more. Executive Director Leadership Circles are the first step in an After-School Leadership Development Program that TASI is working to establish, with the support of Maryland Association of Nonprofit Organizations and the Maryland Mentoring Partnership. Leadership Circles give Executive Directors and other senior management staff a chance to address the challenges that are unique to their positions, network with peers, learn from expert trainers, and build program and organizational capacity.

“I truly enjoyed this workshop and **look forward to sharing what I learned with the rest of my staff.**”
-TASI training participant

Technical Assistance

In FY2008, TASI provided technical assistance to programs as requested. We also held several programs such as “How to Start an After-School Program,” to disseminate vital information to those looking to start a program. So far in FY2009, TASI has hosted an all-day “YPQA Basics” training for nearly 50 program providers and others in the after-school field, conducted by Erica Curry from The Center for Youth Program Quality in Michigan. The Youth Program Quality Assessment (YPQA) tool was developed by High/Scope at the University of Michigan. It has been researched and validated, and is used in cities and states across the country—several states even use it to assess their entire 21st Century Community Learning Centers program. This incredibly helpful training will guide TASI's technical assistance for the rest of FY2009 and in future years. It will also allow programs to conduct self-assessments, and come up with improvement plans for themselves, to increase the quality of after-school throughout the city.

Training Institutes

Over the course of FY 2008, TASI held three training institutes. Training institutes are full-day “mini-conferences,” each attended by over 125 program providers. They feature concurrent workshops, expert speakers (such as Dr. Phil leaf, JHU; Vanessa Diggs, MSDE; and David Miller, Urban Leadership Institute), and Continuing Education Units (CEUs) from Baltimore City Community College.

Training Institute topics focus on best practices and program improvement—giving after-school program providers access to knowledge and resources they would not receive otherwise. Training institutes also support program management and leadership with ideas to use for staff training, orientation, and continuing professional development.

FY2009’s Training Institutes will take place on December 12th, 2008 and January 30th, 2009. Both Training Institutes will include tracks for Executive Directors, senior management, and frontline staff. ***TASI has decided to focus this year on quality relationships, since research consistently shows that the biggest determinant of positive youth outcomes is the relationship between staff and youth.*** TASI will also focus on relationships between staff of all levels, as well as staff and parents and community members. Our second focus will be project-based learning, to reinforce the unique role after-school can play in building on what is taught during the day—through hands-on projects, inquiry-based activities, experiments, and more. Our key partners in FY2009 are Maryland Mentoring Partnership, Maryland Association of Nonprofit Organizations, Community Conference, and the National Center for Summer Learning.



Great Science for Girls in action at the Village Learning Place



Program providers at the Great Science for Girls training in June



Village Learning Place students with their STEM Mentor, Professor Seth Guikema from Johns Hopkins

Great Science for Girls

In June 2008, TASI brought a program called Great Science for Girls (GSG) to Baltimore. GSG is an initiative of the Educational Equity Center at the Academy for Educational Development, funded by the National Science Foundation. GSG aims to increase and sustain interest in the STEM subjects—Science, Technology, Engineering, and Math—not only among girls, but all underrepresented groups. The June training focused on the GSG philosophy and trained after-school program providers on the After-School Science Plus curriculum.

Less than a quarter of STEM faculty at US colleges and universities are women. In 2002 there were no African American, Hispanic, or Native American women who were tenured faculty or on a tenure-track in the “top 50” US computer science departments, and there was only one African American woman who was a full professor in a “top 50” US physical science or engineering department. The economy and job-market are becoming increasingly focused on STEM skills and fields. By bringing GSG—a hands-on, inquiry-based program—to Baltimore’s after-school programs, hundreds of youth are learning that STEM subjects are fun, exciting, and worth pursuing academically and as a career.

Great Science for Girls is up and running in seven Baltimore after-school programs. All seven programs have been paired with a “STEM Mentor”—someone who is a professional in a STEM career, or a university student pursuing a STEM subject area. Programs are also busy planning their first science fairs, and are looking forward to a partnership with Maryland 4H, Baltimore City Extension Office, which will allow them to participate in 4H’s youth expo in the spring. As the year progresses, we hope to arrange STEM field trips to local museums and universities, to encourage more interest, more excitement, and more curiosity among all 150 youth involved.

“Great! This session really helped me understand what the curriculum involves and encouraged me to know that I can teach this even though I feel I have limited science knowledge.”
-Great Science for Girls training participant

“AYD training, if truly absorbed, puts youth in the center for the world as opposed to on the periphery. It allows for adults to seek answers elsewhere, not simply from themselves and their peers, but from youth.”

-AYD participant



Three of the 300+ youth workers TASI has certified in AYD

“AYD provides a new perspective on youth developmental needs that changes the morale of youth service staff.”

-AYD participant

Advancing Youth Development (AYD)

In 2002, The After-School Institute (TASI) was awarded the honor of being one of twenty-five national BEST intermediaries by the Academy of Educational Development. BEST stands for Building Exemplary Systems for Training Youth Workers. This award allows us to certify youth workers and their supervisors in positive youth development. The purpose of the BEST Initiative is to help local communities establish delivery systems capable of training youth workers in Advancing Youth Development and then connecting youth workers and their employers to an array of programs, policies, and resources that help institutionalize a youth development approach in their organizations and communities (BEST Impact Study 2002). By definition, youth development is the process by which all young people seek ways to meet their basic physical and social needs, and build the competencies necessary to succeed in adolescence and adulthood. If youth workers do not provide young people with opportunities and supports, youth will go elsewhere to meet their needs. Via two curriculums, Advancing Youth Development (AYD) and Supervising Youth Development Practice (SYDP), over 300 youth workers and supervisors from across the State of Maryland and Baltimore City have received national certification.

TASI is the only organization in Maryland certified to deliver AYD and SYDP.

Via surveys, TASI learned that AYD and SYDP have had a large impact on youth worker practices. Prior to taking these courses, most participants reported that they could not define youth development. Afterwards, providers and administrators reported that they had a deeper understanding of formal youth development language and practical strategies to increase youth participation. They stated that having a common language allowed them to better articulate their work, network with colleagues and other stakeholders, and build stronger partnerships.

TASI continues to offer these courses in the fall and spring. These courses remind professionals that the goal is to develop youth and to challenge them to achieve their highest potential—not to fix them. Caring adults do not simply show affection for young people; they (1) challenge youth to achieve their potential, and (2) provide youth with a full range of supports necessary to succeed. The next AYD in Baltimore City will be in February, and the next SYDP will be in June. If you are interested in either of these courses, please contact TASI for details.

Looking Ahead: Community Schools

In response to recommendations from the foundation community, and based on the findings from a review of the Baltimore Community Schools Initiative, TASI will be taking the lead in developing a training, technical assistance, and professional development structure for Baltimore's community schools this year, as the city works on restructuring community schools. Sheila Drummond, with over 25 years of experience in the field, has been brought on as a consultant, as TASI begins this exciting new project.

Network Steering Committee

2008: Julia Baez, Camille Burke, Kaleisha Biggs, Gayl Brooks, Lori Carter, Maritza Gonzalez, Katie Green, Sean Keelan, Sandi McFadden, Joanne Robinson, Jennifer Rosenthal, Steve Vassor

2009: Julia Baez, Camille Burke, Kaleisha Biggs, Gayl Brooks, Cinnamon Brown, Lori Carter Vassor, Maritza Gonzalez, Katie Green, Honour McClellan, Sandi McFadden, Joanne Robinson, Bernie Shephard

TASI Newsletters

TASI's newsletters are produced quarterly. Newsletters are a way for TASI to communicate upcoming events, recent successes, and future plans to the network and others in the field. Every newsletter includes a featured program from both Baltimore City and Montgomery County, as a way to *share promising practices and acknowledge successful work*. TASI is looking forward to switching over to e-newsletters, to allow us to communicate with more people more frequently.

Research Highlights

Every month, TASI produces research highlights and distributes them at the network meeting and via list-serv, and posts them on our website. Research highlights are a quick way to share recent findings in the field. At least two research studies are highlighted every month. Highlights have included work by the Harvard Family Research Project, Public/Private Ventures, Child Trends, Advocates for Children and Youth, and the Congressional Black Caucus Foundation. Research highlights contribute to *TASI's role of informing research and practice*, and are a response to programs' requests for information and research on promising practices.

"I publish some of the events and announcements from TASI's newsletter in the Council President's weekly Roll Call newsletter. It's very helpful."

-Marva Williams, Communications Office
of Baltimore City Council President
Stephanie Rawlings-Blake

TASI's List-Serv

TASI's list-serv goes out every Tuesday and Friday to *hundreds of after-school program providers, government officials, foundation officers, school district personnel, and others in the area*. List-serv includes information about upcoming TASI events, upcoming community events, upcoming deadlines and applications (such as RFPs), and research news. Anyone can receive list-serv, or submit an event to be included, making it representative of the needs and interests of the after-school network and its partners.

TASI's Website

TASI's website is www.afterschoolinstitute.org. The website is a vital way for TASI to communicate with the network. The website lists all of TASI's upcoming events, and allows for online registration. Programs that are looking to hire, or individuals looking for employment or volunteer opportunities, can use the website as a place to post job descriptions or resumes. Research highlights and other news of interest are posted on the website as well. *Since website updates are costly, we appreciate any volunteer or financial service our readers can provide.*

TASI's First Annual Gala Fundraiser

On June 27th, 2008, TASI was joined by 100 people for its First Annual Gala Fundraiser—Make History With The After-School Institute. The event was held at the Maryland Historical Society, featured live entertainment, a spirited silent auction and raffle, food, drinks, and—most importantly—great company. TASI raised thousands of dollars over the course of the night.

Thank you again to Deputy Mayor Salima Siler Marriot for attending, speaking, and for her unwavering support; Sabrina Sutton, TASI's After-School Champion of the Year; all of our performers and volunteers; and everyone else who attended. *We're looking forward to an even better event next year.*



Make History with The After-School Institute

HIV Prevention

According to the Maryland Department of Health and Mental Hygiene, in 2006 there were over 1,000 new HIV cases reported in the Baltimore metropolitan area. There were also over 1,000 new AIDS cases—the second highest rate in the country. Within Baltimore City, certain areas have HIV prevalence and incidence rates of more than 10%. Perhaps most alarming, of the 1,000 new HIV cases in 2006, 200 of them were in people under age 30—***teenagers are quickly becoming the new face of HIV/AIDS, and it is up to those who work with youth to find a way to stop this trend, and keep youth safe and healthy.*** TASI works extensively with both youth and youth workers to promote education and awareness, with the goal of preventing the spread of HIV/AIDS, particularly among youth.

“TASI has been a leader in providing quality training to after-school programs. These trainings vary from what’s needed to address administrative issues, like hiring quality staff, to implementing programs that address the growing needs of youth today (HIV/AIDS prevention). TASI’s success can be directly attributed to their ability to listen to the training needs of after school programs and use their needs to develop training that has positive effects on program implementation.”

-*Beabta R. Davis, Area Coordinator, Baltimore County Department of Recreation and Parks*

Becoming A Responsible Teen (BART)

BART is the HIV prevention curriculum that TASI uses to train both youth and youth workers. ***Over the years, TASI has trained over 1,000 youth and youth workers in BART.*** TASI’s HIV prevention coordinator, Stacey Reed, conducts trainings in schools, community centers, and anywhere after-school programs are held. TASI also participates in the Office of Employment Development’s After-School Matters II program, a job training and internship program for high school students in Baltimore City. This past year, TASI hosted seven youth interns from area high schools, and trained them to be peer educators, using the BART curriculum. The interns planned and conducted trainings with other youth, because when health messages are spread from youth to youth, they are more likely to have an effect. The interns also helped plan the 2008 Maryland HIV Prevention Youth Summit. Additionally, youth workers who participate in AYD also receive BART training, allowing them to take the information back to their programs and share it with their youth.

This year, TASI is already going full speed, conducting BART trainings at nine local middle and high schools. In December, a new class of After-School Matters II interns will join TASI, and an HIV prevention youth organizer program will kickoff. HIV Prevention Youth Site Coordinators will be responsible for learning the BART curriculum, planning and facilitating BART trainings, assisting with the 2009 Maryland HIV Prevention Youth Summit, and more. This year, Recreation Centers will be serving as satellite sites for youth organizers as well.

Spread the Word, Not the Disease: AIDS is NO Joke

“Spread the Word, Not the Disease” is TASI’s HIV prevention social marketing campaign. It started in 2007 with support from the Baltimore City Health Department. TASI conducted focus groups with youth across the city, and learned that condom usage and testing were the most important messages to get across to youth. Using this feedback, TASI and youth created Public Service Announcements (PSAs), t-shirts, bags, bracelets, posters, and a billboard that was up at Mon-dawmin Mall for over a year. The campaign was so successful that it was extended through 2008. ***In 2009, the campaign was recommended to go national***—with “Spread the Word” billboards and posters in cities across the country, as part of the Centers for Disease Control’s “ACT” Campaign.

Youth Summits

Every year for the past seven years, TASI has held a Maryland HIV Prevention Youth Summit, with support from the Baltimore City Health Department, Maryland AIDS Administration, and Maryland State Department of Education. This past year, as part of a grant from the Department of Health and Mental Hygiene, a Maryland Abstinence Youth Summit was held at the same time. ***Over 200 youth and youth workers from across the state attended the summits—coming from as close as Baltimore City and as far as the Eastern Shore and Western Maryland.*** Workshops in the HIV Prevention summit focused on understanding the causes and symptoms of STDs, a panel discussion with youth who are HIV positive, learning about healthy relationships, and understanding what HIV is, how it is spread, and how it can be prevented. The Abstinence Summit focused on understanding the consequences of decisions, dealing with peer pressure, and self-esteem. Abstinence focus groups were held with participants as well, to gather information about how to best spread the message of abstinence to youth across the state.

The general session included a presentation on Hip Hop and Sexuality—understanding the history of hip hop, to better analyze its messages today, and what they mean for youth.



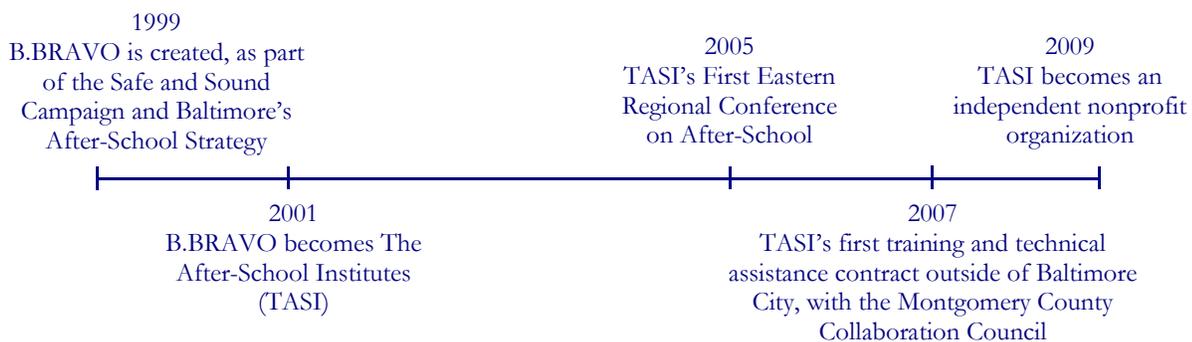
Youth presenting at the HIV Prevention summit

Health Report

With a grant from the Maryland Department of Health and Mental Hygiene (DHMH), TASI spent this summer and fall gathering information from after-school programs across the state about how to best integrate health promotion into after-school. The report included information on abstinence, HIV prevention, obesity prevention (fitness and nutrition), and Positive Youth Development. TASI visited programs, distributed surveys to youth workers, youth, and parents, and conducted phone interviews with experts from across the state and country. A large section of the report focused on abstinence programs, examining what is happening in the state, and what's working best. To get the youth perspective, TASI conducted focus group discussions with youth at the Abstinence Summit (who were from across the state), and in Baltimore City, Baltimore County, Howard County, Montgomery County, and Prince George's County.

Findings from the report will be distributed via TASI's list-serv and on our website, pending approval from DHMH.

Timeline of Major TASI Events



Montgomery County

Since 2007, TASI has had a contract with the Montgomery County Collaboration Council for Children, Youth, and Families to assist in building an after-school system in the county, and provide capacity-building trainings. This work is part of Montgomery County's "Excel Beyond the Bell" initiative, with support from the County Executive, County Council, and the Polinger Foundation, and is now in its second year.

Supporting Quality Initiatives Workgroups

Supporting Quality Initiatives (SQI) workgroups met monthly throughout the year, to discuss what Montgomery County's after-school system should look like. There were three workgroups—quality standards and core competencies; professional development; and serving immigrant youth.

Quality Standards and Core Competencies

The quality standards and core competencies committee focused on three areas—health, safety, and human relationships. *Developing quality standards and core competencies is part of the Excel Beyond the Bell goal of ensuring that all Montgomery County children are successful in school and in life.* Health, safety, and human relationships all play a vital role in reaching this goal. Based on standards from other areas—including Baltimore, Vermont, Indiana, and Washington, DC—the committee edited, adapted, and brainstormed a set of standards for programs and competencies for youth workers, that are being piloted this year. The standards and competencies were introduced at the first anniversary Excel Beyond the Bell Symposium in May, and programs are receiving support and training as they implement them this year.

Professional Development

The professional development committee collectively brainstormed a lengthy list of areas where program providers need training and support. Based on this list, they created five "bucket" areas where professional development is needed, including mental health, youth culture, and sexuality. As programs become more comfortable with the standards and competencies, training on these five areas will begin.

Serving Immigrant Youth

Montgomery County is an incredibly diverse area. There is no majority minority in the school district, and over 100 languages are spoken. This diversity presents unique challenges and opportunities for after-school programs in the county, and the serving immigrant youth committee was created to discuss ways to address challenges, and take advantage of opportunities. The committee planned and held a symposium on Preparing Staff to Work with Immigrant youth, based on the publication by the National Collaboration for Youth. The symposium featured President of the Board of Montgomery County Schools, Nancy Navarro; Pam Wilson (author of the publication); Young-Chan Han, Family Involvement

Specialist with the Maryland State Department of Education; panel discussions; and extensive audience participation. A follow-up event is in the works for this year, as well as another symposium.



Participants at the Serving Immigrant Youth Symposium



Pam Wilson at the Preparing Staff to Work with Immigrant Youth Symposium

Advancing Youth Development (AYD)

TASI has brought AYD to Montgomery County. In March, the first class of 20 youth workers completed the training. This group represented a variety of public and private organizations within the county, including the Department of Recreation, Montgomery County Public Schools, and several community-based organizations.

The enthusiastic group has since become some of TASI's most important contacts in the county. Three participants—Valerie Graham, Winston “Alex” Taylor, and Terry Gloster—co-facilitated a workshop at the Eastern Regional Conference about youth worker core competencies, based on what they learned from AYD.

The first AYD of this year is under way, and 33 youth workers graduated on November 12, 2009. Another round will take place in March, and a Supporting Youth Development Practice (SYDP) training for supervisors and management will be held in May. SYDP is the equivalent of AYD for program leadership and management. By training people who work in after-school programs at all levels, SYDP helps ensure programs truly incorporate the principles of Positive Youth Development into their everyday practice.



March, 2008 AYD participants, guests from the Collaboration Council and County Executive Office, and AYD facilitators at their graduation ceremony



Montgomery County AYD graduation ceremony presentations.

“I cannot overstate the tremendous benefit that TASI has been to me personally and to my youth development staff. TASI has been on the cutting edge of providing new resources, training, information, and connections to program vendors that have broadened the experiences of all of my staff.”

-Sandi McFadden, Executive Director of the Franciscan Youth Center, Baltimore City

“The development of youth is so important and if you’re not in touch with the changes that occur from one age to another, all kinds of conflicts can occur. In AYD, TASI not only explains the differences but provides many options the trainees can use in their programs. I have a staff person who went through the training, and I have watched her develop from a person who was struggling to manage youth behaviors while imparting her many talents and skills to them, to a person who now facilitates while the youth handle their own projects, and manage their own behaviors. They have even developed their own rewards system for what they consider to be a ‘Job Well Done!’”

-Joanne Robinson, Director of the Changx After-School Program at the Chesapeake Center for Youth Development, Baltimore City

TASI Nationwide Systems Building

TASI is frequently sought out by organizations across the country as a source of information about systems— and capacity-building. Baltimore, and the work TASI has done as part of the Safe and Sound campaign, is often pointed to as an example of a positive, successful citywide effort to create quality after-school opportunities for youth.

Martinsville-Henry County, Virginia

Over the past year, TASI has provided limited consulting to Martinsville-Henry County After 3 (MHC After 3), an organization attempting to create an after-school system in the rural Virginia county, complete with quality standards and capacity-building opportunities for program providers. A large team from MHC After 3 visited TASI, met with key stakeholders, and came up with a three-year plan. TASI has also been in regular communication with the leaders of MHC After 3, advising them as they move forward. Program providers from the county had the opportunity to attend TASI's Eastern Regional Conference, and staff from MHC After 3 attended TASI's YPQA training.

New Orleans

As New Orleans rebuilds its education system and revitalizes its community-based organizations, it is trying to ensure the creation of a strong after-school system, to support youth and families. ***In a recent report on the effort, TASI and Baltimore were mentioned as a specific example of what they are trying to create in New Orleans.***

Pennsylvania

TASI, with support from CBASS, recently convened a meeting with after-school representatives from Baltimore, Montgomery County, Washington, DC, the Pennsylvania Statewide After-School Network, and a variety of organizations in Allegheny County, Pennsylvania. This meeting was requested by the Pennsylvania Network, as Allegheny County explores creating an after-school system, including training and technical assistance. Each community presented its history, its work, and lessons learned.



Visitors from Allegheny County

Young Men of Color Cross Cities Collaborative (YMC3)

YMC3 seeks to increase the academic achievement levels and high school completion rates of young males of color, which will lead to increased college matriculation rates and improved preparedness for the world of work. Baltimore, Washington, DC, and Philadelphia have been working together to develop successful programs focused on youth development to change the lives of boys of color in all three cities. TASI's next YMC3 event will be in January, and will feature Dr. Ivory Toldson of Howard University, and his recently-released report, "Breaking Barriers: Plotting a Path to Academic Success for School-Age African American Males." More information about YMC3 can be found at: http://www.123triadprojects.com/concerned_black_men/index.html.

TASI has contributed to several publications this year, including:

- "Integrating Health Promotion in After-School Programs" for the Maryland State Department of Health and Mental Hygiene, available soon
- "More Time for Learning: ELT Initiatives & Enrichment Opportunities," with the Collaborative for Building After-School Systems, available at: <http://www.afterschoolsystems.org/content/document/detail/2124/>
- A feature on Baltimore in "Out-of-School Time Policy Commentary: Speaking in One Voice," from the Forum for Youth Investment, available at: <http://www.forumforyouthinvestment.org/node/580>

TASI Nationwide



Panelists at TASI's Eastern Regional Conference, including CBASS member Hillary Salmon (left)

Collaborative for Building After-School Systems (CBASS)

TASI is a member of the Collaborative for Building After-School Systems (CBASS), a national collaborative made up of leading intermediaries from seven cities across the country—After-School Matters in Chicago, Baltimore's Safe and Sound Campaign and TASI in Baltimore, Boston After-School & Beyond, the DC Children and Youth Investment Trust Corporation, Providence After-School Alliance, The After-School Corporation in New York City, Prime Time Palm Beach County, and the newly added Bay Area Partnership. CBASS was formed out of a shared concern that young people need social and academic enrichments outside of school in order to complete high school. Working in collaboration with service providers, public and private funders,

and policymakers, ***CBASS is dedicated to making after-school an integral part of the system of essential services that support children and youth.***

CBASS aims to produce research and policy initiatives for after-school in general, as well as on the role of intermediaries specifically. CBASS areas of focus include extended learning time and high school graduation rates—and how after-school does or does not factor into both of these areas. Another focus area is designing programs and services that address racial, economic, and gender inequities. TASI took a leadership role in a CBASS research project with Public/Private Ventures to identify promising practices in engaging older boys of color in after-school programs. More information about CBASS can be found at: www.afterschoolsystems.org.

Did you know?

TASI is one of only 28 intermediaries nationally considered a BEST (Building Exemplary Systems for Training Youth Workers) site by the Academy of Educational Development, and is a featured PPAS (Promising Practices in After-School) site on www.afterschool.org.

Forum for Youth Investment

As part of The Next Generation Youth Work Coalition and TASI's work with CBASS, with support from a Cornerstones for Kids grant, TASI has been representing Baltimore in national conversations about youth worker career pathways and policies. This project, led by the Forum for Youth Investment and the National Institute on Out-of-School Time, is looking to create a more stable, prepared, supported, and committed youth workforce across the nation.

The Forum for Youth Investment has also recently released a report on data collection and evaluation in after-school programs across the country. The report is based on research in the CBASS cities, and includes information about Baltimore's practices around data and evaluation. The report can be found at: <http://www.forumforyouthinvestment.org/node/580>.

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Mission Statement:

The After-School Institute builds the capacity of after-school program providers so that they can deliver high quality services in a caring, supportive environment that empowers children and youth to develop civic, academic, artistic, and athletic talents and

The After-School Institute by the Numbers

450

The number of participants at TASI's Fourth Annual Eastern Regional Conference on After-School in May, 2008

300+

The number of youth workers in Maryland TASI has trained in the Advancing Youth Development (AYD) youth worker certification

200

The number of youth and youth worker participants, from across the state, at the 2008 Maryland HIV Prevention and Abstinence Youth Summits

100

The number of participants at TASI's monthly after-school network meetings

3

The number of Supporting Quality Initiatives (SQI) committees that met monthly in Montgomery County to discuss quality standards, core competencies, professional development, and supporting immigrant youth

2

The number of times TASI's list-serv goes out each week—to **hundreds** of after-school program providers, government officials, foundation officers, and more.

1

The number of after-school training, technical assistance, and capacity-building organizations in Maryland...

The After-School Institute