



## OUR AFTERSCHOOL PROGRAMS:

### Harnessing the Power of Community to Promote Growth and Learning

For over 35 years, Good Shepherd Services has provided afterschool programs for youth and families across New York City. Today, Good Shepherd is one of the largest providers of afterschools in the city, serving over 3,000 elementary and middle school students at 22 programs located in Brooklyn and the Bronx. Our programs share a commitment to providing safe, engaging and inclusive afterschool communities, rich in developmental opportunities that help youth to identify their unique talents and empower them with a sense of belonging, skill mastery and leadership. City funders and foundations have consistently highlighted our programs for their innovative and effective practices.



## OUR 2018-2019 RESULTS

**2,893** elementary and middle school students **+** **366** staff **across** **21** programs 



**90%**

feel like they belong



**96%**

feel safe within our programs



**91%**

developed leadership skills



**93%**

became contributing members of the community



**93%**

developed more confidence in their ability to learn



**92%**

Improved decision-making skills

*"The program is a very great place for me to have extra knowledge. With the great staff at the program I feel comfortable and feel I have fun even when I am learning."*

*8<sup>th</sup> Grade Afterschool Participant*

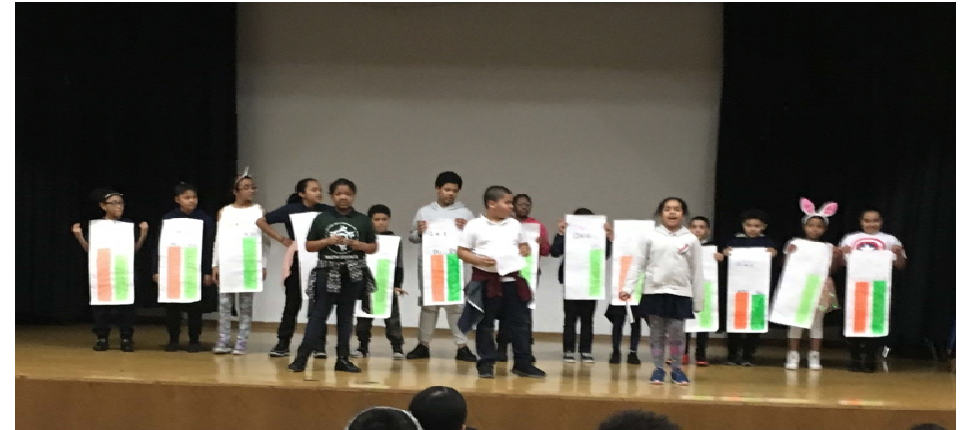
## OUR MODEL

Good Shepherd Services' Afterschool programs seek to create afterschool communities that are safe, engaging and inclusive and enable youth to tap into their talents. To strengthen our practice, we have embedded the guiding principles of **Circle of Courage** (a Native American philosophy of youth development): all young people need the opportunity for belonging, generosity, mastery, and independence. We measure success by assessing youth's growth in each one of these four tenets.

Our vibrant programs support the holistic development of youth and foster community. As such, we offer a wide range of **high quality activities** in group settings that help youth explore and deepen their awareness, skills and knowledge of: Leadership/Youth Voice, Family Engagement, Academic Enrichment, Community Building, Sports and Fitness, Visual and Performing Arts and College and Career Readiness.

Group activities are led by dedicated, skilled and nurturing staff whose work is grounded in the inherent value and strength of youth and families. These staff are also trained in our **core structures** that emphasize creating a safe and organized environment that both meets the high standards of Good Shepherd and the other agencies that oversee our programs.

Staff invest time and energy building positive relationships with and among participants. They apply a research-informed method called **Social Group Work** in the implementation of all activities. This method enables staff to use themselves purposefully to engage youth in the developmental stages of a group process (beginnings, middles and endings), designed to help them grow as individuals and as a group; and to achieve their personal and group goals.



## How We Assess Our Work:

The Afterschool programs, in partnership with PEP, have developed a plan for performance management and continuous learning. This plan follows the Performance Management Lifecycle, where we Define, Measure, Learn and Improve.

We **define** the evaluation process through program planning, which includes the development and implementation of the Afterschool Model, program workscopes and the afterschool logic model. We **measure** success through multiple data sources, such as surveys and DYCD data (site visits, enrollment and rate of participation).

Once the data is collected, we **learn** by analyzing the available data and reviewing the results, such as in the Afterschool Outcomes Report and the Participant Satisfaction Survey Reports. We hold bi-annual program data meetings, where we bring together program leadership with the afterschool core team to reflect on the program's data and to develop specific action plans to address the program's needs.

We **improve** by implementing action plan steps and using data to inform our practice. We routinely check-in on our progress in Implementation Core Team meetings, program meetings and in supervision with afterschool staff and those who support the afterschool model.

For more information on Good Shepherd Services, visit our website at <https://goodshepherds.org/>. For questions about the content of this report, please email Stephanie Mui, Senior Program Analyst, at [Stephanie.Mui@goodshepherds.org](mailto:Stephanie.Mui@goodshepherds.org)