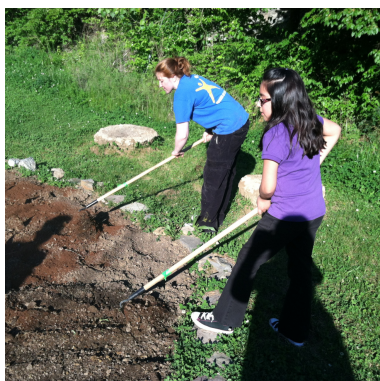
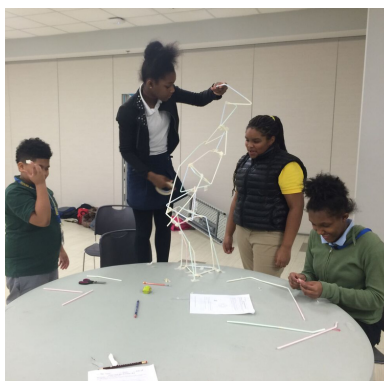




NAZA

NASHVILLE AFTER ZONE ALLIANCE

ANNUAL REPORT 2021-2022



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Reflections

on the 2021-2022 school year

The 2021-2022 school year was a year of revival and motivation as the light was seen at the end of the tunnel.

Afterschool programs funded by NAZA returned to full operations to serve **1,328 youth** that came through their doors during the school year. An amazing energy and resilience from our partner providers created a new drive for NAZA's team to provide more resources and funding.



There were two major highlights in past year. Thanks to the support from Library leadership and Metro Government: NAZA hired **new team members** who brought a great diversity to NAZA, and an unprecedented budget increase was approved to expand access to afterschool programs and invest in new summer programs. The team filled NAZA with new energy, with a vast variety of expertise areas, unique community connections, and outstanding personal and professional qualities, all of which restarted NAZA's mission and operations in the post-COVID year.

The **new \$1.7M funding** helped increase the number of afterschool slots by 150, increase access to transportation to remove participation barriers, and invest in **new summer programs for 1,100 youth** by making NAZA support year-round. The summer programs opened up unique opportunities for youth in grades 5th through 8th to learn in safe and supportive environments, build positive relationships, continue to grow by engaging in interest-based activities, access academic enrichment and field trips, develop lifetime skills, explore various careers, develop leadership skills, and much more.

Acknowledgements

NAZA extends gratitude to **Mayor Cooper** and **Metro Council** for unequivocal support and continuous investment in Nashville's youth through NAZA-funded programs.

We would like to acknowledge and appreciate all **NAZA program partners**, without whom our work would be impossible. Thank you for seeing every youth, meeting them where they are, holding their hands, and helping them dream and make dreams come true! We also recognize and appreciate the meaningful participation and leadership that **youth** provide to make their learning and development purposeful, rich, and engaging.

We thank our major partner, **Metro Nashville Public Schools (MNPS)** for continuously working with NAZA to reopen access to school facilities, MNPS buses, meals program, data sharing, and much more.

Lastly, we acknowledge and appreciate all non-Metro funders who supported key elements of NAZA's strategic focus, including professional development, implementation of the Vision for Holistic Youth Development, quality of programs, youth leadership, field trips, and more. Our funders of past year included **Economic Club of Nashville, Dan & Margaret Maddox Charitable Fund, Joe. C. Davis Foundation, First Horizon Foundation, Institute of Library and Museum Services** (Federal government grant), and **Every Hour Counts** (a national grant).

Thank you everyone for standing together to help our youth develop and learn after their school bell. The skills learned during out-of-school time hours may become the skills of lifelong success!

A handwritten signature in black ink, appearing to read 'A Harutyunyan', written in a cursive style.

Anna Harutyunyan
Chief Executive, NAZA



Partnerships

Affiliated Partners and Junior Achievement programs

This year, we revamped and streamlined the **Affiliated Partner** process and services. The purpose of this partnership is to create opportunities for organizations to get resources to grow, support out-of-school time programs serving youth outside of 5th-8th grade, and possibly become funded in the future. This year, we engaged **15 different organizations** in this partnership, eleven of which have been successfully onboarded. One of those programs became funded for the 2022-2023 fiscal year.

This summer we launched a partnership with **Junior Achievement (JA)** to give our youth an opportunity to explore careers and learn how to manage their finances. **Biztown** is designed for younger youths (upper elementary or early middle) to learn about running a business and how different positions tie together to make sure that shops run smoothly. A total of **60 youth** from four partner sites participated in the program during June and July.

Finance Park is a program at Junior Achievement designed to provide youth with the real life experience of managing and planning a budget based on life's circumstances. Each participant was given a tablet that detailed their salary, as well as other factors that affect their budget. These factors include the number of children in the family, car ownership or use of public transportation, education, and more. The youth learned about the costs of childcare, utilities, and other common expenses. A total of **48 youth** from three sites participated in Finance Park during June and July.

"I really want to own my own business based on the JA Biztown day... I was the head of my business and really want to do something like this in life." – Queen

"The opportunity to learn and teach our youth about business and financial empowerment has been very rewarding. The experience has been captivating and the energy of aspiring was displayed by our students." – Leonardo Holmes, Bethlehem Center staff

"I am inspired by my participating and would love to become a CEO some day!" – Kennedy

Capacity Building

Enabling our partners to do more

Our goal has always been to increase the capacity of program providers by offering training, coaching, and networking opportunities, including ones related to *Nashville's Vision for Holistic Youth Development* that are based on community needs and partner feedback. We strive to make sure all of our offerings are rooted in principles of equity, diversity, and inclusion, and are centered on the communities we serve.

Capacity Building is one of NAZA's five strategic priorities and a crucial part of continuous improvement and expansion of the network of providers in the city. This year, we facilitated **23 workshops** including The ADHD Iceberg, Restorative Practices, LGBTQ+ 101, and Intro to Positive Youth Development. Trainings in Suicide Prevention, Conflict Management, Taming Trauma, and Advanced Youth Development are being developed for the 2022-2023 school year. By hosting some trainings in a hybrid (in-person and virtual) format, busy parents and youth-serving professionals have the option to attend trainings in a way that fits into their life/work schedule. 97% of survey respondents reported an increase in skills and 77% reported an increase in knowledge.

Coaching Moments, a coaching/mentoring network implemented this year, is designed to cultivate meaningful interaction between our funded and affiliated partners. Participants share experiences, challenges, successes, and best practices in an intimate setting. Seasoned program veterans and innovative newbies can connect and learn from each other. We have also incorporated quarterly **Networking Moments**, with pair panel discussions and networking conversations around topics that are relevant to all who touch the youth of Nashville.

NAZA Learning Management System

Bringing professional development to your doorstep

One of NAZA's major undertakings this year was the development of the **NAZA Learning Management System (LMS)**, set to launch in early Fall 2022. The LMS will serve as a professional learning space for NAZA-funded partners, as well as the out-of-school-time community, teachers, and parents that cultivate best practices in youth engagement and foster the individual skills outlined in the *Nashville Vision for Holistic Youth Development*. Users will be able to access free learning experiences to enhance their practice and report on growth indicators through training evaluation surveys. The LMS will be used for data collection related to training sessions, and for the development of future training sessions focused on enhancing the growth practices in the Vision. The goal is to increase equitable access to training opportunities for adults through providing multiple options for participation - live virtual, hybrid, and asynchronous.

23

Professional development workshops

226

Participants

854

Hours of learning and mentoring

13

Coaching and networking opportunities

97%

Reported an increase in skills

Youth In Action!

Elevating the voices of Nashville youth

Youth In Action! is a network of young people taking action on issues that they care about. It works to elevate youth voices within our community by **creating a network of young people** across Nashville who work collaboratively with adults and peers on their ideas and implement them on a city-wide scale. Highschoolers collaborate with a NAZA-funded program on elevating the youth voice within programming and beyond, educating youth on advocacy, aiding the middle school youth in creating and implementing their own community-based projects, and reflecting on youth involvement in the community.

In the 2021-22 year, *Youth In Action!* collaborated with 3 NAZA-funded partners: the YMCA, DYMON in the Rough, and Nations Ministry centers. YIA engaged **167 youth at 6 sites** in community level youth-led projects during the 2021-2022 school year. High school students served as **youth community leaders** who worked with middle schoolers to creatively envision their best possible community. They held conversations on issues they noticed within their classrooms and neighborhoods and identified ways in which they could positively impact their afterschool program, school, and community.



Youth In Action! also engaged a youth cohort of **15-20 middle school youth** from NAZA-funded programs across the city. They learned about *Nashville's Vision for Holistic Youth Development*, including the history/background, the process of its creation, and what it hopes to accomplish in the future. They discussed how they felt about the growth practices, especially those relating to community, and created their own versions of the 4 community growth practices that were more youth-friendly/facing. The youth cohort participated in a retreat/team-building event where they co-worked with the adult cohort to practice creating youth-led/facing activities related to the Vision. The youth cohort led the adult supporters through the activities in order to workshop them and get feedback.

YIA worked with NAZA Chief Executive and Youth Advisor to apply for a **national grant** that will help NAZA and YIA make youth voice and leadership part of our framework as an intermediary organization. **Ten youth between the ages of 11-21 form the core grant team** who will be part of a national youth team to envision the future of the afterschool. These young leaders will convene students from various schools to include their voice in how they'd like to see afterschool evolve. The team will ultimately collect data and experiences from the Nashville community and share at a national youth conference in the fall of 2022.

Impact and Evaluation

Measuring outcomes

The 2021-2022 school year saw **41 NAZA-funded locations** in 31 schools and 10 community sites. These locations provide youth programming to **students from 34 schools**, which included 22 MNPS-managed middle schools, 3 MNPS-managed elementary schools, and 9 MNPS charter schools.

From those NAZA-Funded programs, **1,328 youth attended programming**, with 495 youth attending 60 days or more. These NAZA partners provided 5th–8th grade youth with **engaging activities that develop social, emotional, and cognitive skills**; co-created youth leadership opportunities; and aligned programming with growth practices identified in *Nashville's Vision for Holistic Youth Development*. Partners also collaborated across the NAZA system to develop new and creative techniques for recruitment, youth engagement, and curriculum development.

Eligible participating students and locations provided **free rides home** by MNPS Transportation. NAZA funded 16 school buses for 13 Middle School programming locations. Additionally, NAZA assisted with some of the expenses for two charter school programs with their transportation needs.

"Sixty-five percent (65%) of our students increased one letter grade in reading." – Mooves and Grooves

"This was a great opportunity for the youth to practice leadership, visioning, planning, budgeting, collaboration, and initiative." – Nations Ministry



NAZA-funded sites



youth attending 60 or more days



free school buses provided



youth served in afterschool programs

The annual **Youth Asset Survey** asks youth how their program has influenced their growth in various cognitive as well as social-emotional skills and competencies. 656 participants responded, with the majority of youths indicating a positive effect in all categories.



increased social competencies



feel they can make better decisions now



built caring relationships



want to try harder in school