



ANNUAL REPORT



2022
2023



Dear Reader,

The Fiscal Year 2023 was a year of expansion and innovation at NAZA.

The **additional \$1.7 million appropriated by the Metro government** for FY23 enabled meaningful expansion of summer funding, providing access to over 1,100 youth to participate in high-quality and engaging summer learning opportunities. Youth engaged in activities helping them build various skills for lifetime success, and were exposed to various professions and opportunities to enhance their preparedness for high school and postsecondary education. We added 150 slots in afterschool space to expand access to high-quality afterschool programming, as well as invested in additional transportation to remove barriers for access. In total, **over 2,500 youth participated in afterschool and summer programs** that supported their academic day at school, provided enrichment opportunities based on their interests and talents, served meals, and provided transportation to access programs.



The programs also focused on **building social and emotional skills** that contribute to youths' overall well-being as individuals and as members of society, as well as their future employability by using a holistic approach to youth development as stated in Nashville's Vision for Holistic Youth Development and outcomes framework developed by community organizations and led by NAZA and Vanderbilt University in 2020.

A highlight of the year was an increased effort to support **youth leadership opportunities**, including funding youth-led activities and projects which enabled young people to practice the skills that they built during the programs by generating ideas, designing projects with expected outcomes, negotiating with adult administrators, community partners, and other parties to implement their project, and managing budgets. On top of these, young people were invited to present at multiple national conferences in the presence of the U.S. Secretary and Deputy Secretary of Education, Congressional Representatives from across the country and other senior-level officials, and national funders to share their ideas about how learning could be improved in afterschool programs and in general to meet their needs.

Another highlight of the year was an increase in the FY24 NAZA budget of \$890,000 to enable paying the increased transportation rate to MNPS, as well as adding 250 slots for afterschool and 100 slots for summer to **fully fund all the requested programs for Fiscal Year 2024**.

Lastly, NAZA became part of a newly created funding opportunity by Wallace Foundation which enabled us to **design pilot interventions** in partnership with MNPS and Juvenile Court of Nashville which will allow more intentional programming for young people who are involved in various systems, including the juvenile justice system, foster care system, public housing system, and others.

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Acknowledgements

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

NAZA is grateful to the **Library leadership** for continuous support in expanding NAZA funding and to the **Nashville Public Library Foundation** for support in fundraising.

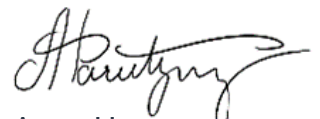
We would like to acknowledge and appreciate all **NAZA program partners**, without whom our work would be impossible. Thank you for seeing every youth, meeting them where they are, holding their hands, and helping them dream and make dreams come true! We also recognize and appreciate the meaningful participation 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 continue accessing to school facilities, MNPS buses, meal programs, 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 the **Economic Club of Nashville**, which expanded their funding this year to include memberships for families, **Dan & Margaret Maddox Charitable Fund**, **Institute of Library and Museum Services** (a federal government grant), **The Wallace Foundation**, 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!

Sincerely,



Anna Harutyunyan
Chief Executive, NAZA



Impact

The 2022-2023 school year saw **51 NAZA-funded afterschool sites** in 32 schools and 9 community sites. These locations provided programming to students from **39 MNPS schools**, which included middle schools, 6 elementary schools, and 8 charter schools.

From those NAZA-funded programs, **1,532 youth** attended programming, with **39% attending 60 days or more**. NAZA partners provided 5th-8th graders with engaging activities that develop social, emotional, and cognitive skills; co-created youth leadership opportunities; and aligned programming with the growth practices identified in *Nashville's Vision for Holistic Youth Development*.

NAZA funded **21 school buses** for 16 middle school and one elementary school program sites to transport youth home in the evening. Additionally, NAZA shared the expenses of three charter school and four community site programs' transportation needs.

NAZA-Funded **summer programs** ran in July of 2022 and June of 2023 and served **1,132 youth** (duplicated) in the Greater Nashville area. These free summer programs offered opportunities for career exploration, athletic and recreational activities, life skills, academics, social-emotional growth, field trips to educational and cultural sites, leadership development, fun activities, and friendship-building.

1,532

Afterschool
program
participants



39%

Youth attending
60 days or more



21

Buses providing
free transportation



1,132

Summer program
participants



Outcomes

NAZA continuously collects data about the quality of programs, including youth feedback about their experiences and the programs. The **Leading Indicator Survey for Youth** collects feedback from youth on how their program has influenced growth in various cognitive and social-emotional skills and competencies. 746 participants responded, with the majority of the youths indicating **a positive effect in all 5 categories:**

- 90%

Commitment to Learning asks questions related to youth receiving satisfactory support in areas of their academic development, including homework support, academic success, goal-setting, problem-solving, and school connection.
- 90%

Positive Relationships asks youth about their positive social experiences within their program. Questions include areas related to positive peer interaction, peer relationships, and teamwork.
- 86%

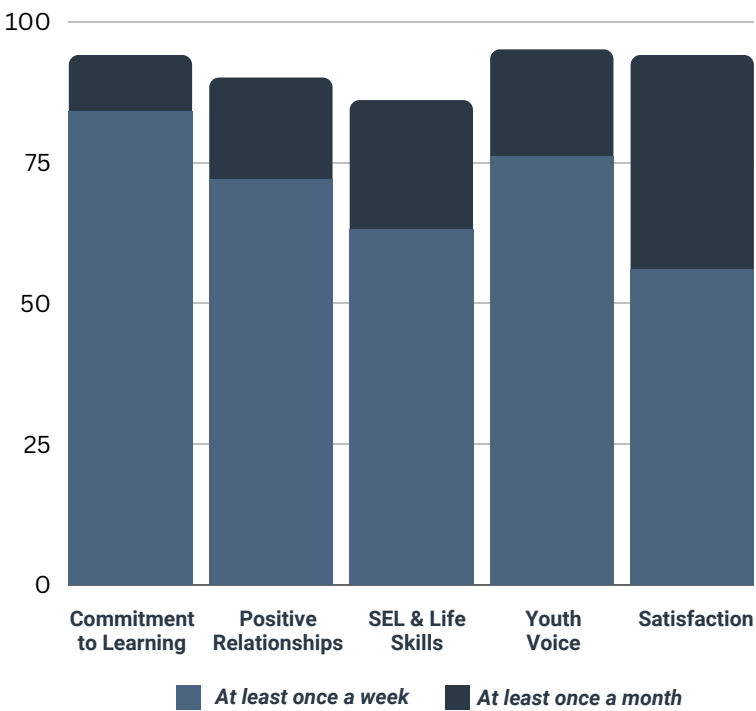
Fundamental Social-Emotional Learning and Life Skills concerns the development of social-emotional and general life skills. Questions are related to developing cultural connections, skill-building, emotional management and expression, confidence, and self-esteem.
- 86%

Youth Voice covers areas related to youth’s opportunity to speak their mind as well as share ownership in their experiences with the program.
- 92%

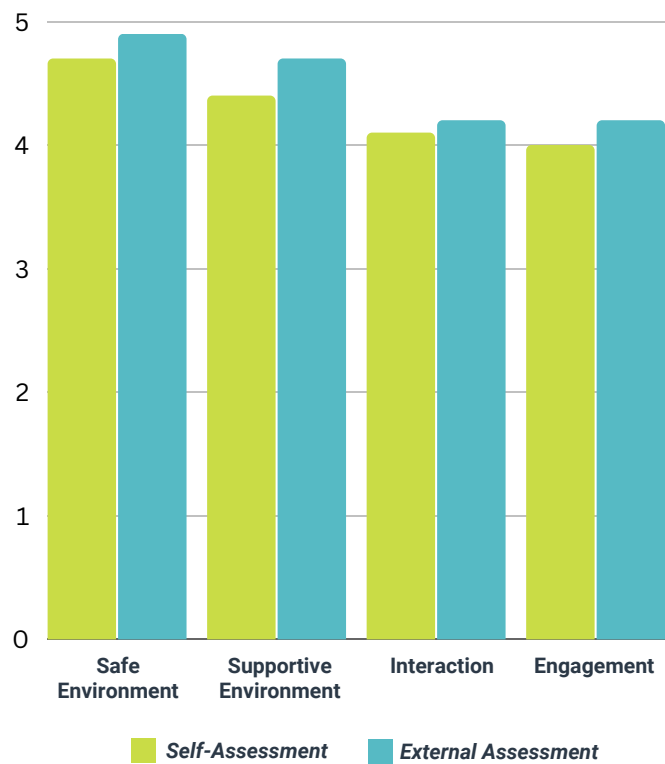
Satisfaction covers general areas of positive experiences with the program and asks questions related to their level of enjoyment as well as engagement with the program.

The **Leading Indicator Survey for Staff** asks program staff about the frequency they cover certain topics and/or provide support to youth in specific areas, grouped into the same categories as the Leading Indicator Survey for Youth. Nearly all programs reported spending time focusing on Commitment to Learning, Positive Relationships, Fundamental SEL & Life Skills, Youth Voice, and Satisfaction at least once a month, with the majority covering each once a week or more.

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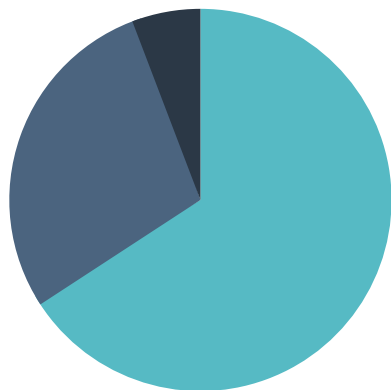


NAZA-Funded programs also perform **self-assessments** and undergo **external assessments** conducted by independent evaluators. These assessments rate programs on a scale of 1-5, with 5 being the highest, in different areas. The areas of evaluation are grouped into four categories: Safe Environment, Supportive Environment, Interaction, and Engagement. According to the Forum for Youth Investment’s Weikart Center, NAZA-funded programs’ scores in all categories are **above the national average**.

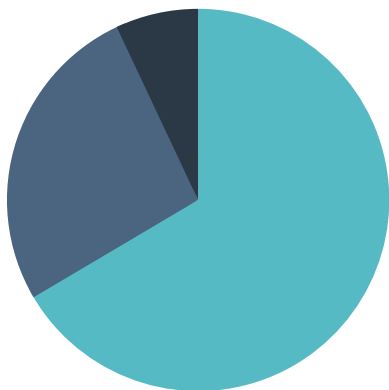


During June 2023 **summer programming**, a brief satisfaction survey was administered to participating youth and 402 responded. When asked about to rate their program on a scale of 1-5, with 5 being the highest, **80% of youth scored their program a four or above** with the average score being a 4.2. When asked if they would recommend their program to a friend, the following responses were received:

Would recommend program to a friend:



Would return to program next year:



Average program rating:



Yes (65.8%) Maybe (28.4%) No (5.8%)

Yes (66.5%) Maybe (26.5%) No (7.0%)

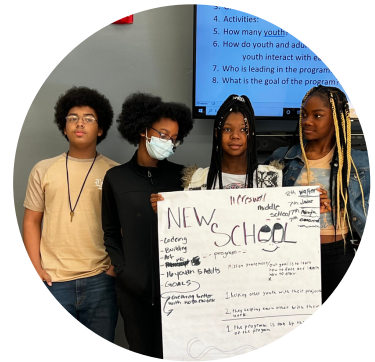
On a scale of 1-5

Youth In Action!

Youth In Action! (YIA) is NAZA's youth leadership initiative that creates resources and conditions for young people to take action on issues that they care about. It works to **elevate youth voices** within the 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.

In the 2022-2023 year, YIA collaborated with 7 NAZA-funded partners and **engaged 371 youth at 13 sites** in youth-led community projects. High school students served as Youth Community Leaders (YCLs) 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**. YCLs met throughout the year to support other youth, NAZA-funded programs, and the community in engaging in authentic youth leadership.

YIA also engaged a **youth cohort of 10 middle school youth**, who 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 and **created their own versions of the two individual growth practices**.



A team of **10 youth between ages 12-21** continued to work on **reimagining out-of-school time** with youth voice at the center. They came up with a list of activities that they'd like to see in afterschool space. This group of youth presented their ideas at various conferences in **Washington D.C., Chicago, and West Palm Beach** and ultimately received funding to reinvest in youth-led ideas that they will implement in 2023-2024.

The year concluded with the first annual **Youth Matters Gala & Showcase**. Created by the youth, the event showcased their work from the past year and served as a space for youth and adults to support and learn from each other. Participants experienced young creators through live music, art, literature, and heard their voices directly. The event also featured opportunities for youth and adults to network, build positive relationships, and celebrate in community.

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The youth look forward to even more community engagement in the coming year. A **Youth Leadership Toolkit**, developed by a Youth Community Leader, will be available in fall of 2023.

NAZA has been intentional in sustaining and increasing support for these various youth engagements, as this has been our strategy to create conditions where youth could actually **practice the skills** that we teach and promote based on Nashville's Vision for Holistic Youth Development. Those skills include teamwork, communication, goal-setting, decision making, negotiation, perseverance, planning, research, understanding money and budgets, public speaking, confidence, reflection, self-management and emotional intelligence, growth mindset, problem-solving, initiative and action, and many other skills.

Partnerships

We rounded out the year with **20 Affiliated Partners**. These organizations serve hundreds of youth in the city ranging from Pre-K to 12th grade. The Affiliated Partner program creates opportunities for organizations to get resources to grow inside the NAZA network, support out-of-school time programs serving youth outside of 5th-8th grade, and possibly become funded in the future. Three of these partners have now become funded for the 2023-2024 year.

This summer, seven of our partners brought groups to **Junior Achievement (JA)** for career exploration and financial literacy programming. Sixty-two youth participated in JA's Finance Park and 116 participated in JA Biztown.

This year, we have had the opportunity to collaborate with **Nashville Soccer Club (NSC)**, Nashville's Major League Soccer team, to provide a new experience for program participants. NSC and their partnership with Body Armour brought their love for soccer, health, and fitness to several locations around the city. These events gave youth a chance to learn more about soccer through drills and scrimmages. Some youth even had a chance to play 3v3 matches with a professional soccer player! This special opportunity reached a total of **330 youth** and 34 adult participants. The partnership will continue with additional events in the fall.



Capacity Building

Throughout the year, NAZA offered a total of **41 free workshops**, reaching **745 attendees** (duplicated) for **825 hours of learning***. These workshops offer training, coaching, and networking opportunities that increase the capacity of program providers, affecting the lives of thousands of youth each year. Popular workshops included Building Relationships with School Teams, Using SEL Strategies to Support Our Youth, Making Program Curriculum Fun and Engaging, DEI in Family Engagement, and Curating Spaces of Wellness: Self-Care from the Inside Out.

On March 9, 2023, NAZA hosted the first annual **Learn, Engage, Develop! (L.E.D.) Conference** as part of our free capacity-building efforts. The L.E.D. Conference was created to provide a free professional learning and networking opportunity for youth development professionals. Sessions included in the conference provided professional development for both administrative/executive staff and youth-facing program staff. Attendees enjoyed hands-on workshops on a variety of topics, including social-emotional learning, mindfulness, lesson planning, integrating youth voice, and more, centered around the principles of Nashville's Vision for Holistic Youth Development. The conference drew **more than 120 attendees** from dozens of youth-serving organizations, schools, and government agencies.



**these numbers include the L.E.D. conference*