





# Foreword

**To our youth:** We are immensely proud of the steps you have taken in reaching your goals. Your dedication and hard work are truly inspiring.

**To our partners:** We deeply appreciate your cooperation and commitment to providing our youth with high-quality and engaging learning opportunities. Your service is invaluable.

**To our leaders and funders:** Thank you for your significant investments and unwavering support. Your contributions play a crucial role in enabling NAZA to make a meaningful impact in the lives of young people. We thank the **Institute of Museum and Library Services**, the **Wallace Foundation**, the **Economic Club of Nashville**, and **Every Hour Counts** for their extensive support in making our holistic youth development vision come true.

The fiscal year 2024 focused on building new models of support for the most vulnerable youth and expanding partnership to new entities.

**Over 2,500 youth accessed high quality afterschool and summer programming** allowing them to explore their interests and talents from arts to career options as well as get academic support and homework help while in the programs. They took their social and emotional learning to a new level thanks to the curricula and communication tools developed to implement Nashville's Vision for Holistic Youth Development.

Our young leaders have consistently represented Nashville at various national meetings and conferences. Notably, NAZA's Youth Advisor had the opportunity to attend the **White House Youth Summit** in February 2024. There, she joined a diverse group of young people from across the country to address and discuss the pressing challenges facing their generation.

I want to extend special thanks to the **Wallace Foundation** and their youth development team for their meaningful visit to Nashville. Their time spent learning from the community and youth about the impact of the pilot projects they supported was invaluable. This partnership, which included **Metro Juvenile Court**, **MNPS**, and **MDHA**, highlighted the importance of adapting our approach to meet the diverse needs of young people at various stages of their lives. While traditional afterschool and summer programs benefit many, we discovered that applying a more individualized mentorship approach through these pilot programs can create a deeper and more lasting impact on each youth's life, especially those who are involved with or are at the risk of being involved with the justice system.

Sincerely,



Anna Harutyunyan  
Chief Executive, NAZA



# Impact

The 2023-2024 school year saw **48 NAZA-funded afterschool sites** in 33 schools and 15 community sites. These locations provided programming to students from **42 MNPS schools**, which included 23 middle schools, 7 elementary schools, and 12 charter schools.

From those NAZA-funded programs, **1,563 youth** attended programming, with **35% 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*. An additional **1,000 youth** were indirectly impacted through NAZA's Affiliated Partners program and its capacity-building supports.

NAZA funded **24 school buses** for 19 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 2023 and June of 2024 and served **1,272 youth** (duplicated) residing in the Greater Nashville area, with **69% attending 10 days or more**. 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.

1563

Afterschool  
program  
participants



35%

Youth attending  
60 days or more



1272

Summer program  
participants



24

Buses providing  
free transportation



# 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. 917 participants responded, with the majority of the youths indicating a **positive effect in all 5 categories**:

89%

**Commitment to Learning** asks questions related to youth receiving satisfactory support in areas of their academic development, including homework support, work habits, and academic success.

90%

**Positive Relationships** asks youth about their positive social experiences within their program, with staff and peers. Questions include areas related to teamwork, positive peer interactions, and encouragement.

87%

**Fundamental Social-Emotional Learning and Life Skills** concerns the development of social-emotional and general life skills. Questions are related to skill-building, positive self-esteem, and emotional management and expression.

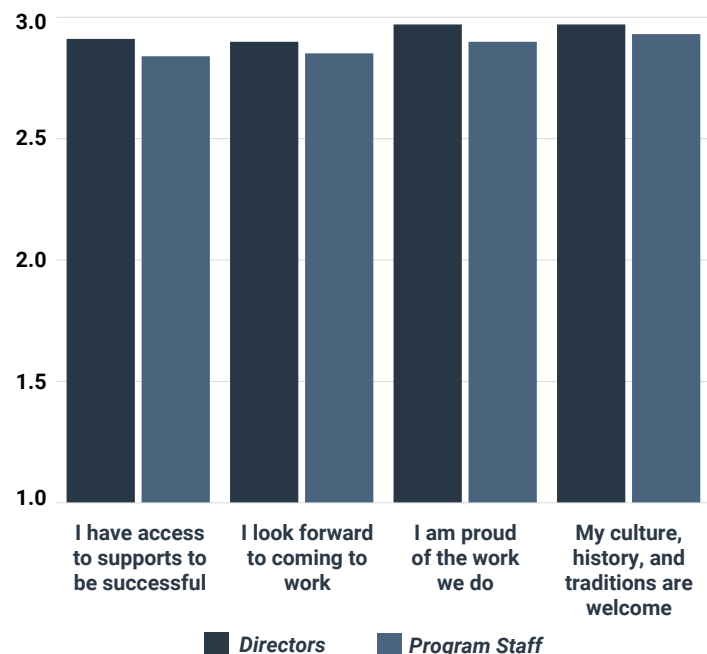
85%

**Youth Voice** covers areas related to opportunities for youth to speak their mind as well as their leadership experiences within the program.

91%

**Satisfaction** covers general areas of positive experiences and asks questions related to their level of enjoyment, engagement in new activities, and sense of belonging within the program.

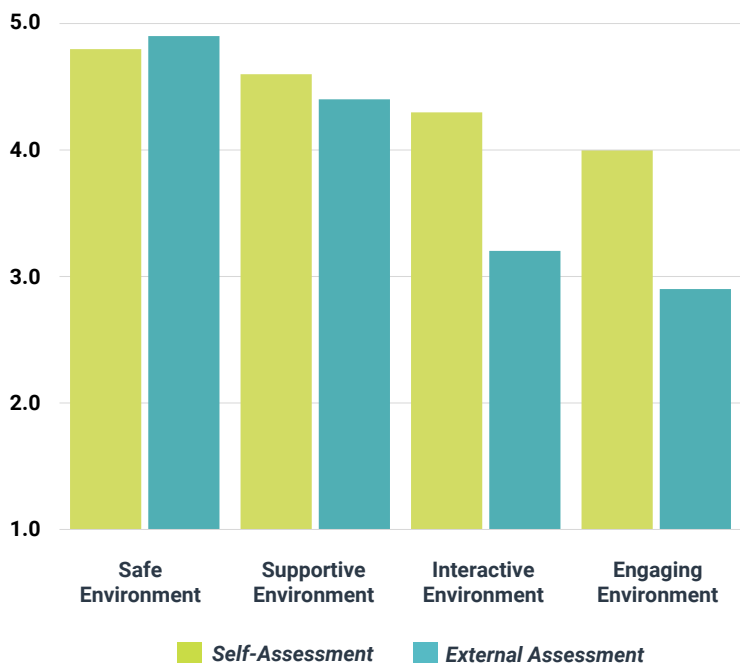
The **Leading Indicator Survey for Staff** asks program staff about their perception of the programming they provide. For the 2023-24 academic year, 123 staff members responded to the survey. The survey informs our understanding of Organizational Content, Instructional Context, External Relationships, Youth Skills, and Family Satisfaction. Of particular note is Organizational Content, which narrows in on staff's organizational experiences within their programs. These statements were scored as 1 (not at all true), 2 (somewhat true), or 3 (very true). Respondents indicated agreement on average that **they have access to supports for success** in their work, that staff have opportunities to share their opinion on program decisions, and that they are **proud of the work done** at the program.



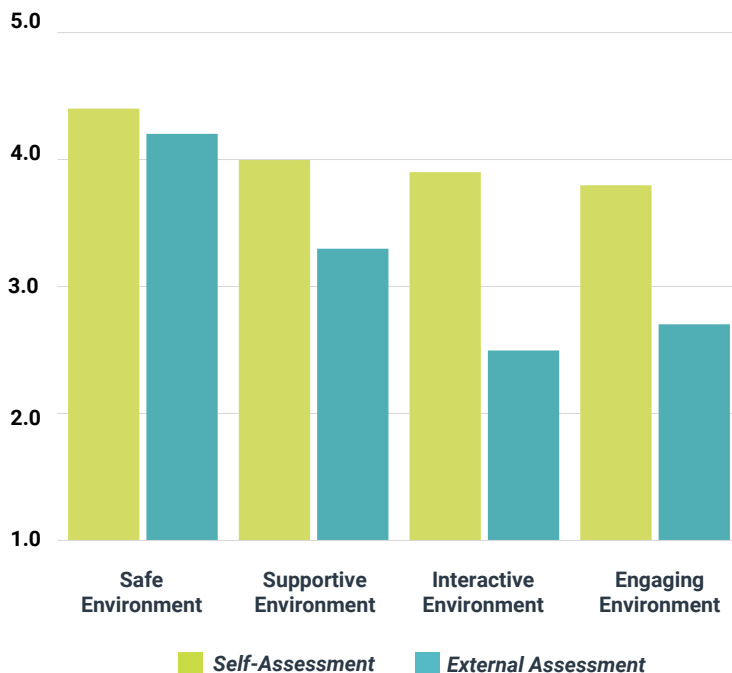


NAZA-Funded programs also perform **self-assessments** and undergo **external assessments** conducted by independent evaluators using the Forum for Youth Investment’s Youth Program Quality Assessment (YPQA) or Social Emotional Learning Program Quality Assessment (SELPQA). These assessments rate programs in different areas on a scale of 1-5, with 5 being the highest. The areas of evaluation are grouped into four categories: Safe Environment, Supportive Environment, Interactive Environment, and Engaging Environment. The average scores for all NAZA partners were **higher than national average** for both YPQA and SELPQA.

**YPQA**

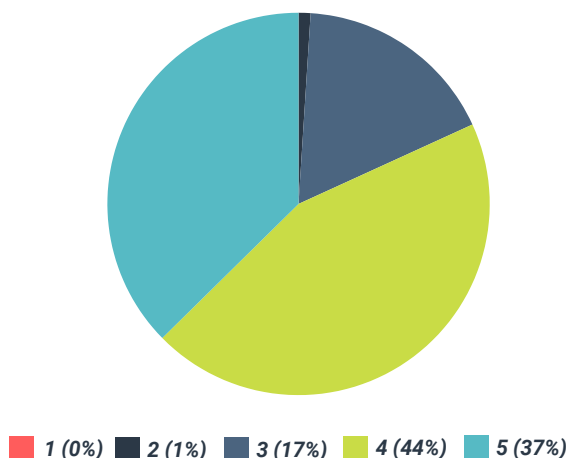


**SELPQA**

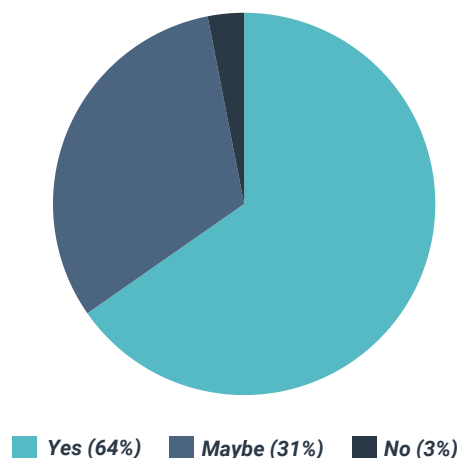


During 2024 summer programming, a brief satisfaction survey was administered to participating youth with 514 respondents. When asked about to rate their program on a scale of 1-5, with 5 being the highest, **81% of youth scored their program a four or above**. When asked if they would recommend their program to a friend, 64% of youth said they would.

**How would you rate this year’s summer program? (1=lowest, 5=highest)**



**Would recommend program to a friend?**



# Partnerships

We rounded out the year with **20 Affiliated Partners**, including 4 new 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. Two of these partners have now become funded for the 2024-2025 year.

This summer, seven of our partners brought groups to **Junior Achievement (JA)** for career exploration and financial literacy programming. One hundred and twenty (120) youth participated in JA's Finance Park and 110 participated in JA Biztown.

This year, we have had the opportunity to collaborate once more with **Nashville Soccer Club (NSC)**, Nashville's Major League Soccer team. Eight NSC IMPACT soccer events were held with partners, engaging approximately 400 youth participants. The **English Premier League** also visited Nashville, hosting mini soccer clinics for approximately 100 youth at 4 partner organizations. Both teams brought their love for soccer, health, and fitness to the youth, and gave youth a chance to learn more about soccer through drills and scrimmages while giving them a rare opportunity to meet and learn from professional athletes.





# Capacity-Building

Throughout the year, NAZA offered a total of **49 free workshops**, reaching **811 attendees** (duplicated) for **1,175 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 Empowering Youth Voices through Restorative Circles, Youth Mental Health First Aid, Positive Youth Development, Educating and Engaging Parents, Ways Adults Can Support Youth in Developing Communication Skills, Strategies to Address and Prevent Bullying, Building Better Relationships with Schools, and more. Participants rated the workshops an average of **4.7 out of 5**.

On March 7, 2024, NAZA hosted the second 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. Attendees enjoyed hands-on workshops on a variety of topics, including social-emotional learning, mental health, cultural competency, youth leadership, parent engagement, and more, centered around the principles of Nashville's Vision for Holistic Youth Development. The conference drew **more than 140 attendees** from dozens of youth-serving organizations, schools, and government agencies. The conference opened with a youth panel and featured 3 additional panel discussions and 15 interactive workshops. Participants rated the sessions an average of **4.9 out of 5**.



\* these numbers include the L.E.D. Conference, Vision trainings, and other workshops

# Nashville's Vision for Holistic Youth Development

Nashville's Vision Holistic Youth Development (the Vision) is a youth outcomes framework that guides us to create a community where youth can develop the skills they need to thrive in education, career, and life. Included in the Vision are **12 Individual Growth Practices** - the key skills that were identified as required for youths' development and lifelong success as well as **4 Community Growth Practices** and a **Learning Ecosystem** which support youth development through interpersonal relationships, systems, and societal beliefs.



Individual Growth Practices

This year, NAZA, the Vision Implementation Cohort, and NAZA's partner organizations made significant strides towards implementing the Vision in youth out-of-school time programming. Parents, caregivers, youth, educators, youth development professionals, and community members now have access to a variety of **resources designed to help them understand the Vision** and use it to help the youth in their lives develop and grow.



Community Growth Practices

The new resources developed in FY24 include:

- **15 communications guides** (36 total) that each explain one of the Individual Growth Practices and provide activities to help develop these skills. Each is customized for youth, parents/caregivers, or youth development professionals. Several guides are available in Spanish, Arabic, and Kurdish (Sorani).
- **Curricula for 5 of the Individual Growth Practices** (7 total), which provide youth development professionals with resources and activities to help the youth they work with develop these skills.
- **18 videos** explaining the different parts of the Vision framework.
- An **interactive website** where users can explore the Vision, download resources, watch informational videos, and find instructions for fun skill-building activities. **Scan the QR code below to visit the site.**



Ecosystem

NAZA and its partners also offered **34 workshops**, trainings, panel discussions, and interactive learning experiences to **469 attendees**.

Staff traveled to **2 national conferences** in FY24 to present information about the Vision framework and resources. These were the National After-School Association Conference in Dallas, TX, and the American Library Association Conference in San Diego, CA.

Scan to visit the  
Vision website



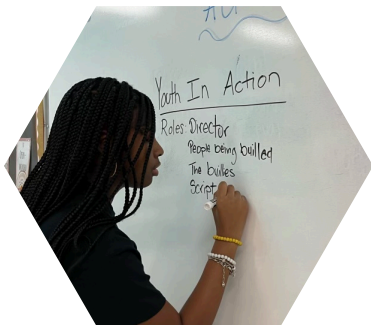


# Youth In Action!

*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 2023-2024, YIA collaborated with 10 NAZA-funded partners and **engaged 275 youth at 17 sites** in youth-led community projects. High school students served as Youth Community Leaders who worked with middle schoolers to **identify ways in which they could positively impact their afterschool program, school, and community**. Projects addressed issues of homelessness, motherhood, animals, bullying, and more.

**Two youth traveled to Washington, D.C.** in July 2023 to attend the National Summer Learning Association's *National Youth Leadership Institute*. The youth led an "Engage Every Student" workshop and participated in a panel discussion with the U.S. Deputy Secretary of Education. Another youth leader attended the Biden-Harris administration's *Youth Policy Summit: Cultivating Possibilities* in February 2024. **The conference brought together nearly 90 youth and members of several agencies** including the U.S. Departments of Education, Labor, Health & Human Services, Homeland Security, Housing & Urban Development, and Justice to discuss the issues that affect young people and how federal policies and programs can support youth.



Youth also served on the opening panel of NAZA's *Learn, Engage, Develop! (L.E.D.) Conference* in March 2024. They talked about why it's important to involve youth voice in afterschool and **how providers can integrate authentic youth leadership** in their programs. Youth also led an interactive workshop on youth leadership and engaging young people in out-of-school time and other spaces.

The year concluded with the second 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 presentations about their youth-led community projects and hands-on activities.

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, perseverance, planning, research, budgeting, public speaking, confidence, reflection, problem-solving, initiative and action, and many others.