



NAZA
NASHVILLE AFTER ZONE ALLIANCE



2024 - 2025

NASHVILLE AFTER ZONE ALLIANCE
ANNUAL REPORT

TABLE OF CONTENTS

Foreward	Pg. 2
Youth Impact	Pg. 3
Program Spotlight	Pg. 4
Outcomes	Pg. 5-6
Capacity Building	Pg. 7
Vision for Holistic Youth Development	Pg. 8
Youth in Action!	Pg. 9
About NAZA	Pg. 10

Foreword

Dear Reader,

The Nashville After Zone Alliance (NAZA) celebrates another impactful year as we funded development opportunities for Nashville youth through afterschool, summer and mentorship programs.

In 2024-2025, over 3,000 young people accessed free, quality out-of-school time programs. These programs empowered youth to explore their interests and talents, from arts to career planning, receive academic support, and develop life skills.

NAZA's work has been supported by grants from the Institute of Museum and Library Services, the Wallace Foundation, and the Economic Club of Nashville whose contribution provided unique opportunities for young people and their families to visit cultural institutions and enriching life experiences at no cost. We also recognize Nashville Public Library Foundation for their continued fundraising support of NAZA.

I want to thank the Mayor's Office and Metro Council for their continued support of NAZA and for an additional allocation of \$350,000 for fiscal year (FY) 26 to sustain mentorship programs at the Metro Juvenile Detention Center, Johnson and Bass Alternative Learning Centers, and summer camps at Metro Development and Housing Agency (MDHA) public housing communities. These programs have proven to be essential in closing the opportunity gap for our most vulnerable and under-resourced youth. This work would not have been possible without the commitment and expertise of our diverse youth development community, the non-profits who work tirelessly to enhance learning and development of young people.

Finally, I would like to extend my gratitude to several Metro departments, including Metro Nashville Public Schools, Metro Parks, the Juvenile Court, MDHA, and our home department, the Nashville Public Library, for their continuous cooperation and participation in NAZA's Leadership Council. Together, we defined youth needs, NAZA priorities and advocated for increased resources to support youth programs.

Sincerely,



Anna Harutyunyan
Chief Executive, Nashville After Zone Alliance



Youth Impact

In 2024-2025, NAZA supported **54 NAZA-funded afterschool sites** across 37 schools and 17 community locations. These locations provided programming to students from **48 MNPS schools**, which included 24 middle schools, 12 elementary schools, and 12 charter schools. Additionally, NAZA supported three (3) mentorship programs serving youth attending Alternative Learning Centers and the Metro Detention Justice Center.

1,921 Afterschool Program Participants

45% Youth Attended 60 Days or More

30 Buses Providing Free Transportation

1,571 Summer Program Participants

84 Total Program Sites in FY 2024-2025

1,921 youth attended NAZA-funded afterschool programming, with **45% attending 60 days or more**. Programs engaged students with activities that developed 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.

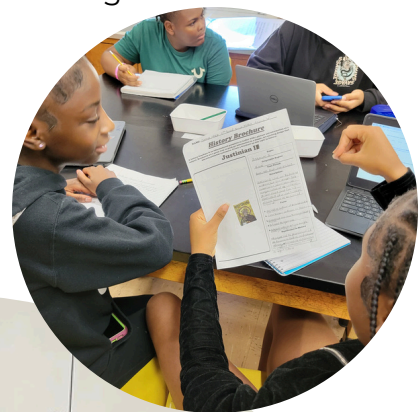
NAZA funded **25 school buses** for 19 middle school and one (1) elementary school program site to transport youth home in the evening. Additionally, NAZA shared transportation expenses for **two (2) charter school** and **three (3) community site** programs.

In FY 25, NAZA-funded summer programs ran in July 2024 and June 2025 and served **1,571 youth** (duplicated) at **30 program sites** across the Greater Nashville area. **57% of youth participants attended 10 days or more**. Summer programs offered youth opportunities for career exploration, athletic activities, academics, social emotional growth, field trips to educational and cultural sites, leadership development, and friendship-building.

Affiliate Partners

Beyond funded programming, there were **28 NAZA-affiliated** partners, including 14 new partners, who provided afterschool programs for Nashville youth. Approximately **1,000 youth** were served by NAZA-affiliated partners in FY 25.

Affiliate partners do not receive NAZA funds but do receive access to resources including evaluation tools, professional development, and operational support. **Three (3)** Affiliate Partners became Funded Partners for the 2025-2026 year.



Program Spotlight

In 2024-2025, NAZA continued funding pilot programs in collaboration with other Metro Departments to better meet the needs of underserved youth. NAZA-funded partners operated three (3) afterschool mentorship programs for youth at Alternative Learning Centers (ALC) and the Juvenile Detention Center. Additionally, NAZA partnered with the Metro Housing and Development Agency (MDHA) to fund and pilot three (3) summer camps at local public housing communities. Due in part to the success of these programs, Metro allocated an additional \$350,000 in NAZA's FY 26 budget to ensure their future sustainability.

Mentorship Programs

NAZA-funded partners, Rocklife Youth and Why We Can't Wait, coordinated mentorship programs at Bass ALC, Johnson ALC, and the Metro Juvenile Detention Center. These programs aimed to provide middle and high school aged youth participants personal development while reducing violence and recidivism. Programs met weekly throughout the school year, covering topics ranging from social emotional development and conflict resolution to goal setting and career planning.

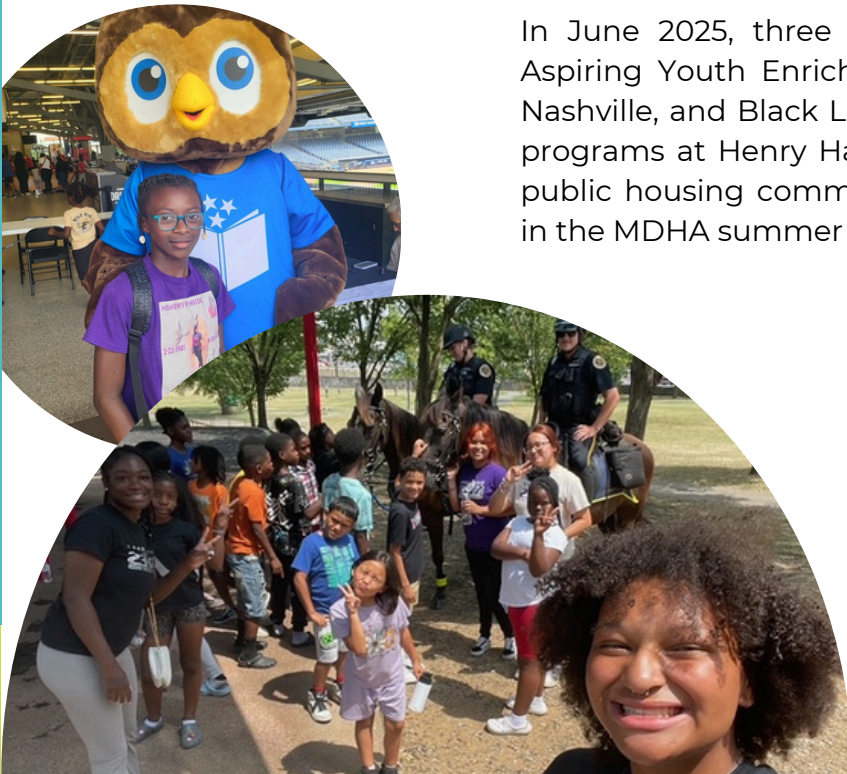
In total, **144 youth** participated in the mentorship programs.



MDHA Summer Programs

In June 2025, three NAZA-funded partner organizations - Aspiring Youth Enrichment Services, Bethlehem Centers of Nashville, and Black Lemonade - coordinated summer camp programs at Henry Hale, Preston Taylor, and Tony Sudekum public housing communities. In total, **78 youth** participated in the MDHA summer programs.

Programs operated for four weeks, providing participants academic enrichment, community service, and life skills. Beyond personal development, the camps built relationships among youth. Where there were previous concerns of safety that discouraged interaction, the camps encouraged connection and strengthened the sense of community for participants.



Outcomes

NAZA uses various tools to measure the effectiveness of out-of-school time programs. One of NAZA's main methods of evaluation is the Leading Indicator Survey (LIS). The LIS collects feedback from youth, program staff, and caregivers about their experiences with afterschool programming and their perceptions of it's impact on youth participants.

Leading Indicator Survey

The **LIS Youth** evaluation featured responses from **894 participants**. It asked youth a series of questions relating five (5) categories dealing with cognitive development and social emotional competencies.

The **LIS Staff** evaluation included feedback from **186 Staff Members** of NAZA-funded programs. The survey polled staff about their perception of their programming and experiences in the workplace.

The **LIS Caregiver** evaluation had **285 respondents**. The survey polled caregivers of participants about their involvement with programming and its perceived impact on their youth.

LIS Youth Results

91%

Commitment to Learning

Youth reported satisfactory support in academic development.

92%

Positive Relationships

Youth reported positive social experiences within program, staff, and peers.

89%

Social Emotional Development & Life Skills

Youth reported development of skills, self-esteem & emotional management.

88%

Youth Voice

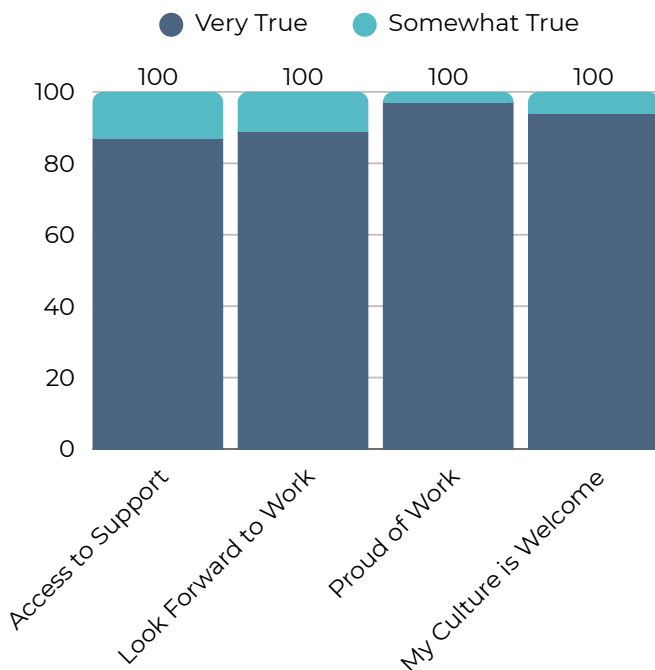
Youth reported opportunities to speak their mind and access leadership experiences.

92%

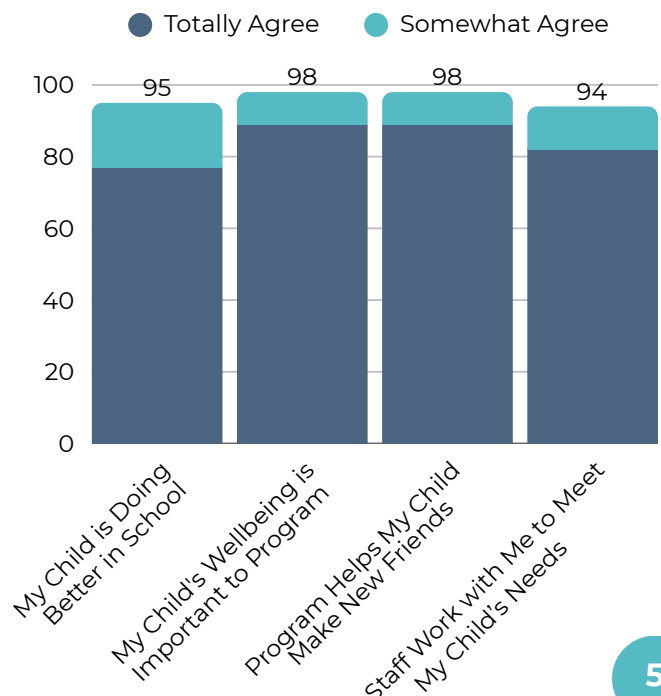
Satisfaction

Youth reported positive levels of enjoyment, engagement, and sense of belonging.

LIS Staff Results



LIS Caregiver Results



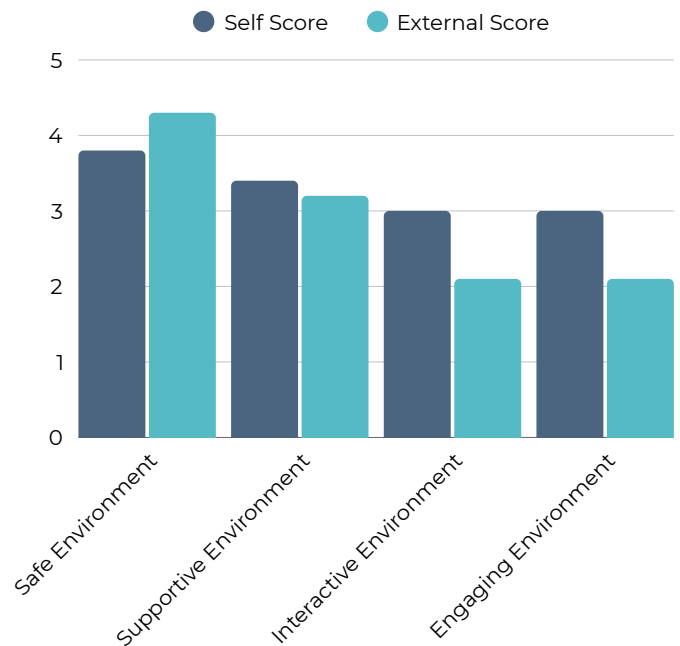
Program Quality Assessments

Another method of evaluation that programs use are Program Quality Assessments (PQA). The Youth PQA (YPQA) and the Social Emotional Learning PQA (SELPQA) are observational tools used to assess program quality and practices that create safe, supportive, interactive, and engaging environments. While the YPQA assesses general youth program quality, the SEL PQA measures best practices in supporting social and emotional learning. For both PQA's, programs perform self-assessments and undergo external assessments, conducted by independent evaluators. Assessments are scored on a scale of 1-5, with 5 being the highest.

Youth Program Results



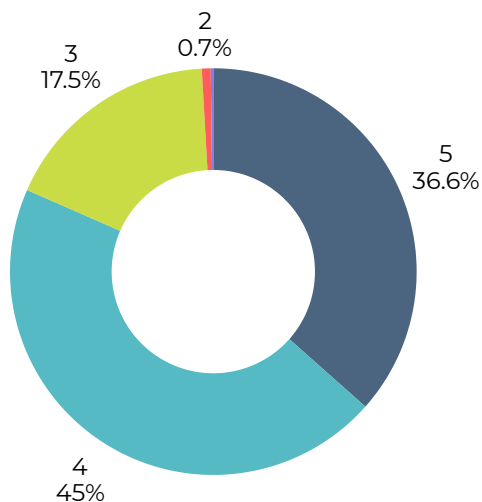
SEL Results



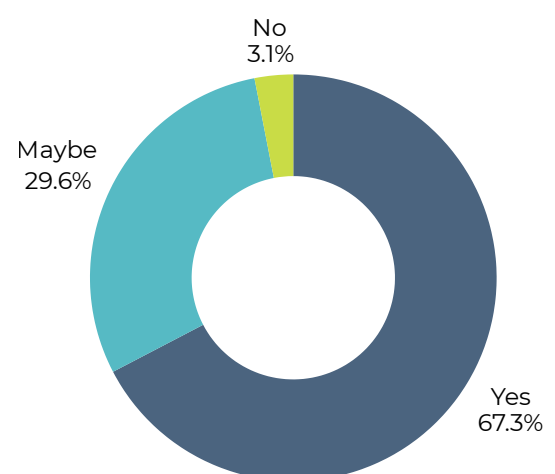
Summer Program Satisfaction Survey

For summer programming, NAZA-funded programs conducted satisfaction surveys for youth participants. In total, there were **568 respondents** who answered various questions about their experience with the program and whether they'd recommend NAZA programs to peers.

How would you rate your experience? (1-5; 5 being highest)



Would you recommend this program to a friend?



Capacity Building

In 2024-2025, NAZA offered **38** free professional development workshops (Including LED Conference). These workshops reached **865 attendees** (duplicated) for a total of **1,087 hours**. Workshops offered training, coaching, and networking opportunities that increased the capacity of youth program providers and impacted the lives of thousands of youth in Nashville. Workshop topics ranged from positive youth development to program improvement planning.

Additionally, NAZA managed the Learning Hub, an online platform for youth development professionals featuring free resources including asynchronous trainings, non-profit organizational tools, and resources from the Nashville Public Library.

38 PD Workshops

865 Participants

1,087 Hours of Learning

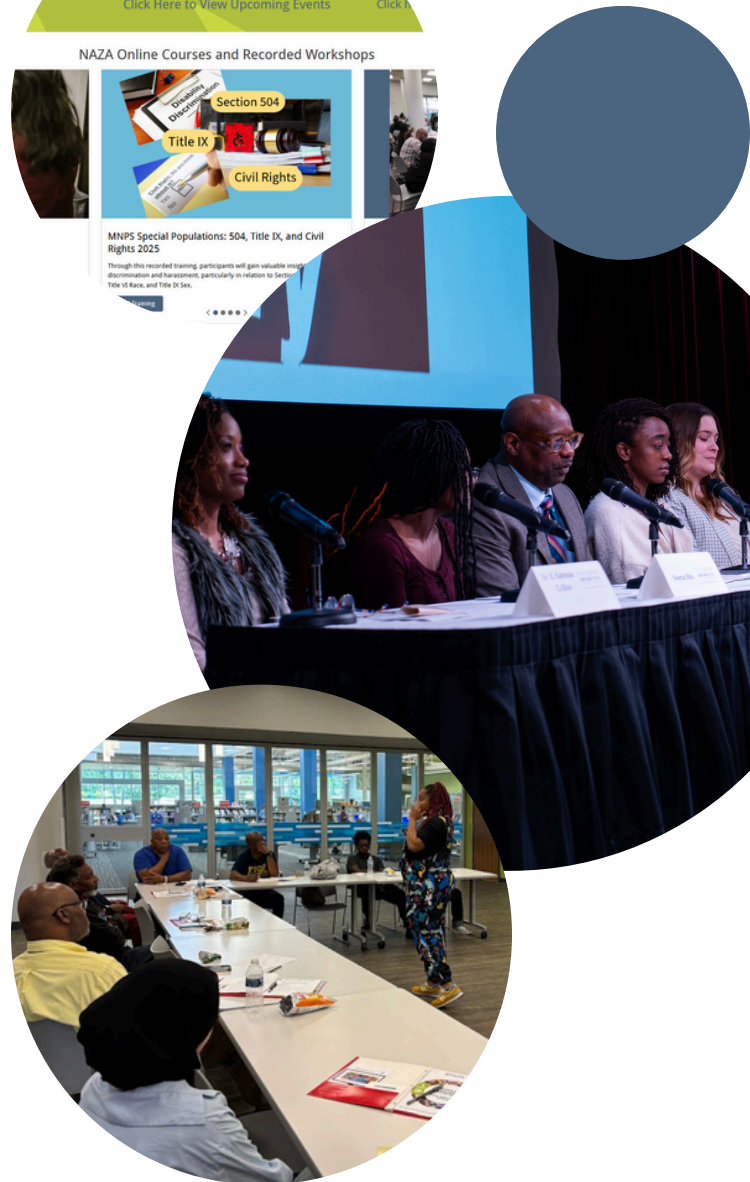
93% Reported that Skills Increased

83% Reported Content was Easy to Apply

L.E.D. Conference

The 3rd Annual Learn, Engage and Develop (L.E.D.) Conference took place on Thursday, March 6, 2025. The conference is an annual event hosted by NAZA to provide education, tools, and networking opportunities for out-of-school time professionals.

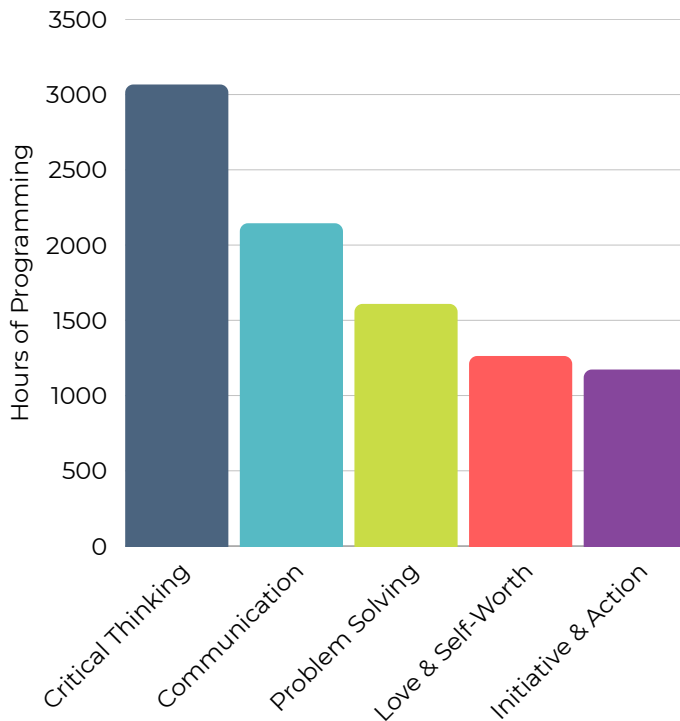
The conference featured a panel discussion of youth leaders and youth-serving professionals as they explored the effects of global events and social media on students. The conference also offered **11 workshops**, covering topics such as the Vision for Holistic Youth Development, engaging diverse families, integration of youth leadership in programming, effective classroom management, and YPQA best practices. In total, **100 people** attended the Conference representing dozens of youth serving organizations, schools, and government agencies.



Nashville's Vision for Holistic Youth Development

Nashville's Vision for Holistic Youth Development (Vision) is a youth outcomes framework developed in partnership with Vanderbilt University and over 25 community organizations with a commitment to helping youth build essential skills for life.

Top Growth Practice Areas



NAZA partners applied Vision related content in youth programs. Implementation ranged from leading activities from Vision curriculum to integrating growth practice themes into their pre-existing program content. In total, programs attributed over **7,000 hours** of programming to the Vision growth practice areas.

External Evaluation

This year, NAZA conducted an external evaluation measuring the impact of their Vision efforts. It found that NAZA successfully integrated Vision-aligned programs, expanded professional development, and engaged over **2,300 professionals** and **1,500 youth** in structured learning experiences. The project also scaled nationally via dissemination of Vision resources at national conferences, through partners, and digital platforms.

Youth development professionals utilizing Vision content indicated that **94%** of youth felt supported by program staff, while **86%** of professionals reported increase competency in SEL strategies.

In FY 25, NAZA helped partners integrate Vision education into youth programs. NAZA expanded upon the Vision website by providing communication tools designed for different user groups, videos explaining each of the 12 growth practices, and curricula for youth professionals to use in the classroom.

Additionally, NAZA conducted workshops throughout the year to train youth professionals on how to implement Vision growth practices into their youth programs.

By developing educational resources, providing training, and promoting Vision content, NAZA created spaces where holistic youth development was valued and empowered youth.



RESOURCES

RESOURCES IN ENGLISH

- ACTIVITY GUIDE FOR PROFESSIONALS
- ACTIVITY GUIDES FOR YOUTH AND PARENTS/CAREGIVERS
- VISION OVERVIEW (3-PAGER)
- CURRICULUM
- COMMUNICATION GUIDES
- ATTEND AN EVENT
- ONLINE TRAININGS
- BACKGROUND INFORMATION & ADDITIONAL RESOURCES

Youth in Action!

In FY 25, NAZA underwent restructuring for the Youth in Action! initiative. With prior funding for Youth In Action! attributed to temporary, external grants, NAZA prioritized long term funding to ensure sustainability of the program. Thanks to Metro Government, NAZA was able to secure additional funds for FY 26 to hire a Youth in Action! Program Coordinator. This position will deliver on NAZA's commitment to empower youth voice by ensuring that young people in NAZA-funded programs have a viable means for leadership opportunities and create change by applying skills from the Vision for Holistic Youth Development.

Youth-Led Research Project

During this program year, NAZA secured funding from a national foundation to develop a research project about the impact of gentrification on youth access to housing, education and developmental opportunities. The Youth in Action! initiative worked with funded-partners, Moves & Grooves and Nations Ministry, to host focus groups at JFK Middle School and LEAD Southeast. These schools were selected due to their location in Southeast Nashville, an area experiencing rapid demographic changes due to the rising cost of housing and displacement of families from the city's urban core.

Concerns that youth noted during the focus group conversations included the impact of growing classroom sizes on their learning and access to extracurricular field trips and college tours.



About NAZA

The Nashville After Zone Alliance (NAZA) is a partnership between the Nashville Public Library (NPL), Metro Nashville Public Schools, the Mayor's Office, and youth development organizations throughout Davidson County. NAZA's mission is to increase equitable access to holistic and transformative learning experiences for youth during out-of-school-time hours by funding youth development programming, cultivating youth-led opportunities, and building the capacity of youth-centered organizations.

History of NAZA

NAZA was established in 2009 by Mayor Karl Dean as an effort to create a citywide out-of-school time (OST) system. The goal was to increase equitable access to afterschool programming for middle school students.

In 2014, NAZA moved from the Mayor's Office to the Nashville Public Library to ensure sustainability of NAZA and the city's long-term commitment to out-of-school time programs.

In 2019, NAZA launched Youth In Action!, an initiative that empowers youth leaders to collaborate with program providers to elevate youth voice and implement youth-led projects.

In 2020, NAZA, in collaboration with several community stakeholders, developed Nashville's Vision for Holistic Youth Development (Vision). The Vision serves as a youth outcomes framework to create a communities where youth can develop the skills needed to thrive.



NAZA Strategic Priorities

NAZA carries out its mission in several ways including:

- Investing funds in afterschool, summer and mentorship programs for youth in grades 5 - 8.
- Strengthening the capacity of the youth-serving community through professional development and other support services.
- Advocating for increased investment in the holistic development of youth.
- Empowering youth through initiatives to cultivate their leadership and life skills.





NAZA

NASHVILLE AFTER ZONE ALLIANCE



MISSION

To increase youths' equitable access to out-of-school time learning experiences that help youth thrive and develop to their full potential.

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