



21ST CCLC

NAME OF LEA OR ORGANIZATION	BOYS & GIRLS CLUBS OF WAYNE COUNTY INDIANA INC.
ADDRESS	1717 SOUTH L STREET RICHMOND INDIANA 47374
COUNTY	WAYNE
NAME OF CONTACT PERSON	PAUL LOWER
TITLE	DIRECTOR OF GRANTS AND DATA
PHONE NUMBER	765-962-6922
EMAIL	PLOWER@BGCRICHMOND.ORG
NAME OF SUPERINTENDENT OR EXECUTIVE DIRECTOR	BRUCE DAGGY
EMAIL ADDRESS OF SUPERINTENDENT OR EXECUTIVE DIRECTOR	BDAGGY@BGCRICHMOND.ORG

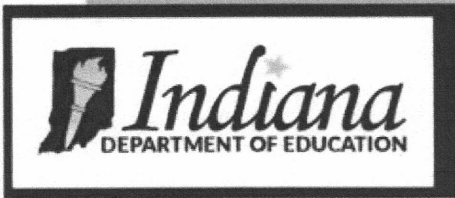
NAME OF SCHOOL TO BE SERVED (INCLUDE SCHOOL CORPORATION NUMBER)	FREE AND REDUCED LUNCH RATE	SCHOOL GRADE OR RATING	NUMBER OF YOUTH TO BE SERVED	GRADE LEVEL TO BE SERVED
HAGERSTOWN ELEMENTARY SCHOOL (NETTLE CREEK SCHOOL CORP #8305)	42%	A	40	1-6TH
HAGERSTOWN JR – SR HIGH SCHOOL (NETTLE CREEK SCHOOL CORP #8305)	35.1%	B	20	7TH -8TH
WESTERN WAYNE ELEMENTARY SCHOOL (WESTERN WAYNE SCHOOL CORP #8355)	53.8%	C	40	1-5TH
LINCOLN MIDDLE SCHOOL (WESTERN WAYNE SCHOOL CORP #8355)	64.3%	D	20	6TH – 8TH



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NAME OF SITE	STREET ADDRESS	CITY/COUNTY
BOYS & GIRLS CLUB OF WAYNE COUNTY AT HAGERSTOWN ELEMENTARY SCHOOL.	299 N SYCAMORE ST.	HAGERSTOWN IN 47346 WAYNE COUNTY
BOYS & GIRLS CLUB OF WAYNE COUNTY AT CAMBRIDGE CITY	519 QUEEN ST.	PERSHING IN 47370 WAYNE COUNTY

<u>TOTAL GRADE LEVEL(S) TO BE SERVED</u>	
<u>PRIORITY AREA</u> (STEM OR STEAM, LITERACY, COLLEGE & CAREER READINESS, OR SOCIAL EMOTIONAL LEARNING) *APPLICANTS SHOULD PICK <u>ONE</u> PRIORITY AREA	STEM/STEAM
<u>OPERATING HOURS</u> (AFTER-SCHOOL, BEFORE-SCHOOL, SUMMER, AND/OR INTERSESSION) *APPLICANTS SHOULD LIST <u>ALL</u> APPLICABLE OPERATING HOURS	AFTER SCHOOL. BOYS & GIRLS CLUBS OF WAYNE COUNTY (BGCWC) HOURS ARE UNTIL 6:30PM DAILY
<u>PROGRAM INCOME</u> DOES YOUR PROGRAM PLAN TO GENERATE PROGRAM INCOME? Y/N *FOR MORE INFO, SEE PAGE 22 OF RFP	No

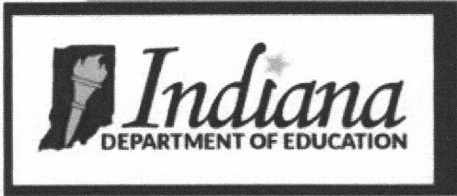


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The Indiana Department of Education requires that the following assurances remain in effect for the duration of the subgrant. The Indiana Department of Education will require assurances with subsequent amendments to this application if required by changes in federal or state law. The applicant assures that:

- It has the necessary legal authority to apply for and receive the proposed subgrant;
- The filing of this application has been authorized by the applicant's governing body, and the undersigned official has been duly authorized to file this proposal for and on behalf of the said applicant, and otherwise to act as the authorized representative of the applicant in regard to this application;
- The activities/services for which the assistance is sought under this subgrant will be administered by or under the supervision and control of the applicant;
- The subgrant program will be operated in compliance with all applicable state and federal laws and in compliance with regulations and other policies and administrative directives of the IDOE;
- The subgrant program will take place in a safe and easily accessible facility;
- The subgrant program will be carried out as proposed in the application;
- The subgrant program was developed and will be carried out in collaboration with schools the youth attend;
- The subgrant program will utilize an evidence based curriculum that includes professional development;
- The subgrant program will align out-of-school time efforts within school priorities including Indiana Academic Standards;
- The subgrant program will primarily target youth who attend schools who received a D or F school rating for state accountability or Does Not Meet or Approaches Expectations for federal accountability; or youth who attend schools with a 40% or higher Free and Reduced Lunch rate;
- The funds under the subgrant program will be used to increase the level of State, local and other non-federal funds that would, in the absence of Federal funds, be made available for authorized programs and activities;
- The required information and reports will be submitted timely as requested by the Indiana Department of Education;

- The subgrant program will comply with U.S. Education Department General Administrative Regulations (EDGAR) and Uniform Grants Guidance
- The subgrant program agrees to keep records and provide information to the IDOE as may be required for fiscal audit and program evaluation for a minimum of seven (7) years from the date of the last activity;
- The subgrant program agrees to complete the Indiana Quality Program Self-Assessment (IN- QPSA) annually and use the program action plan to guide program improvement and strengthening;
- The subgrant program will ensure that each staff member participating in this grant knows how to access student data including grade and/or state assessment data;
- The community was given notice of the applicant's intent to submit; and
- After the submission, the applicant will provide for public availability and review of the application and any waiver request;
- The applicant certifies by submitting this application that neither it nor its principals nor any of its subcontractors are presently suspended, proposed for debarment, declared ineligible or voluntarily excluded by any federal agency or by any department, agency or political subdivision of the State of Indiana. Verification is made via sam.gov. The term principal for purposes of this application means an officer, director, owner, partner, key employee or other person with primary management or supervisory responsibilities, or a person who has a critical influence on or substantive control over the operations of the applicant;
- The applicant certifies that it has verified the state and federal suspension and debarment status for all subcontractors receiving funds under the fund associated with this application and shall be solely responsible for any recoupment, penalties or costs that might arise from use of a suspended or debarred subcontractor. The applicant shall immediately notify the State if any subcontractor becomes debarred or suspended, and shall, at the State's request, take all steps required by the State to terminate its contractual relationship with the subcontractor for work to be performed and supported by funding from the application;
- The LEA certifies that it is in compliance with Title IX, section 8524, and that it has no policy that prevents, or otherwise denies participation in, constitutionally protected prayer in elementary and secondary public



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schools as set forth in the USDOE Guidance and Constitutionally Protected Prayer in Public Elementary and Secondary Schools, dated February 7, 2003. See

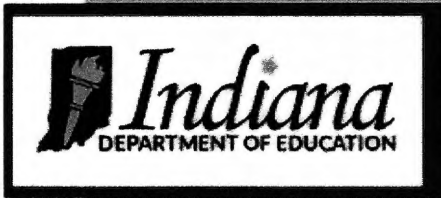
http://www2.ed.gov/policy/gen/guid/religionandschools/prayer_guidance.html

- o The subgrant program certifies that if it has expended \$750,000 or more in federal funds in the preceding year, it will receive a single audit or program specific audit (2 CFR 200.501)
- o All partners will review and comply with the above assurances.

Boys & Girls Clubs of Wayne County Indiana Inc.
Applicant Name (LEA or Organization)


Authorized Signature

8-6-20
Date



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MEMORANDUM OF UNDERSTANDING

The Nettle Creek School Corporation and The Boys & Girls Clubs of Wayne County Indiana, Inc. The **Nettle Creek School Corporation**, hereinafter referred to as **Nettle Creek**, and the **Boys & Girls Clubs of Wayne County Indiana, Inc.**, hereinafter referred to as **BGCWC**, enter into this Memorandum of Understanding (MOU) for the express purpose of implementing a 21st Century Community Learning Center Out-of-School Time Program. It is understood by and between the parties that the implementation of the MOU is contingent upon continued funding received by **BGCWC** from the Indiana Department of Education.

Nettle Creek School Corporation and **BGCWC** desire to work cooperatively to build an asset-based approach to the delivery of services to youth and families.

Nettle Creek and **BGCWC** will implement effective strength-focused strategies for positive youth development as part of the Out-of-School Time Program at **Hagerstown Elementary School** and **Hagerstown Jr.-Sr. High School**.

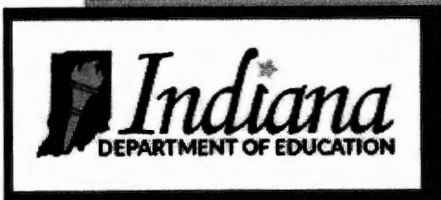
PURPOSE

The purpose of this Memorandum of Understanding is to establish a formal working relationship between the parties, based on the intent to meet the service delivery needs of the Out-of-School Time Program as described in the program application (RFP), and to set forth the operative conditions which will govern this important partnership.

DESCRIPTION OF PROGRAM SERVICES

BGCWC agrees to the following:

1. Act as the fiscal agent and ensure IDOE funds are spent appropriately toward implementation of the 21st CCLC Out-



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of-School Time Program.

2. Utilize space provided by Western Wayne to present services that include the following minimum requirements: designated office space, the cafeteria, gymnasium, classroom space and the media center/computer lab at **BGCWC Club Location**. Space provided will also include access to needed school facilities, office equipment, telephones, and supplies.
3. Work collaboratively with **Nettle Creek** to identify high-priority student participants and to meet needs of youth served in the program.
4. Develop common confidentiality guidelines to share information between **Nettle Creek** and **BGCWC** to the extent permitted by the Indiana Education Code and the Welfare and Institutions Code governing client confidentiality.
5. Provide out-of-school time snacks in accordance with CACFP and the School Nutrition Program managed by IDOE.
6. Maintain coordination of other agencies and service providers with **Nettle Creek**.
7. Provide the needed student assessment forms and evaluation requirements, including the identification and selection of local evaluator.
8. Assist with coordination of safe transportation of youth home following the 21st CCLC Out-of-School Time Program. This includes providing **Nettle Creek** with a list of youth who are transported by parents/authorized guardians and those who will utilize Nettle Creek busses or BGCWC buses/vans for transportation home.
9. Provide professional development opportunities to **BGCWC** staff.

BGCWC will:

1. Provide a parent sign-up table and **BGCWC** representative at each 21st CCLC program site's School Registration Days.
2. Provide Program Director to oversee Site Directors/



Coordinators and to support their collaborative work with school administrators and **Nettle Creek** partner agencies.

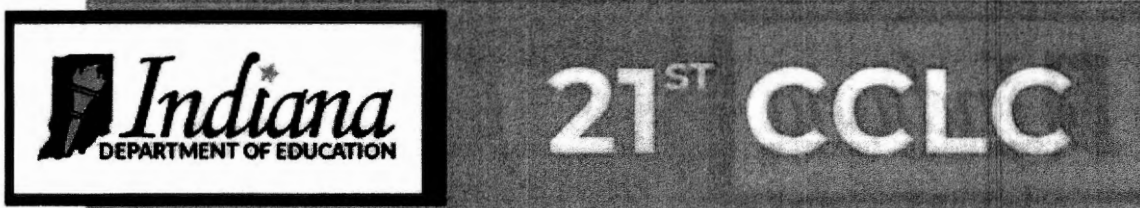
3. Provide up to ten Youth Development Professionals at each site for a minimum of 3 hours a day x 180 days to provide academic enrichment, healthy lifestyles and character development program and activities that emphasize positive youth development, academic success, life skills, and pro- social behaviors.

The number of Youth development professionals will equate to appropriate staff to member ratios (1 staff to 20 students).

4. Provide one full-time Site Director at each Out-of-School Time Program site (**Boys & Girls Club at Hagerstown**) for 8 hours per day, five days per week, for a minimum of 180 days. The Site Director will be responsible for coordinating all hiring, training and on-going professional development, as well as providing leadership for all Youth Development Professionals hired by **BGCWC** and employed in the Out-of-School Time Program, as described in the Site Director job description.
5. Deliver services as an out-of-school time program from 2:30 PM to 6:30 PM at the **BGCWC Hagerstown Location**.
6. Be responsible for maintaining evaluation data, attendance forms, and other relevant program documentation as needed by **BGCWC/Nettle Creek** and project evaluators (local and State).
7. Be responsible for general program coordination, including set-ups & clean- up and first aid.

Nettle Creek School Corporation will:

1. Continue to provide transportation from Hagerstown JR-SR High School to the BGCWC Club location at Hagerstown Elementary School.
2. Cooperate with BGCWC to provide all academic data as needed, including collective demographic data about schools and individual student data such as attendance, grades and local assessments for those students whose parents/guardians have given consent for data to be shared.



3. Designate a Nettle Creek employee to serve on the Advisory Group (School Improvement/Schoolwide Planning Committee) for each designated site.
4. Continue hosting the Boys & Girls Clubs of Wayne County within the Hagerstown Elementary School given the financial support and academic space is available.
5. Cooperate in the evaluation process of the 21st CCLC program including completing teacher surveys.

TERMS

The term of this Memorandum of Understanding shall commence no earlier than **July 1, 2021** and continue through **July 21, 2025**. This MOU may be reviewed by both parties annually. Existing labor contracts will be honored in the execution of services. The intent is not to supplant work that would belong to a bargaining unit member.

This Agreement contains all the terms and conditions agreed upon by the parties regarding the subject matter of this Agreement and supersede any prior Agreement, oral or written, and all other communication between the parties relating to such subject matter.

TERMINATION CLAUSE

This Memorandum of Understanding may be terminated by either party in sixty (60) days of giving written notice of intention to terminate the agreement.

AMENDMENTS

Amendments to this MOU may be made with the mutual written



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agreement of both parties.

HOLD HARMLESS/INDEMNIFICATION

Nettle Creek School Corporation agrees to indemnify, defend and hold harmless **Boys & Girls Clubs of Wayne County**, its board of trustees, officers, agents and employees from and against any and all claims, costs, demands, expenses (including attorney's fees), losses, damages injuries and liabilities arising from any accident, death, or injury whatsoever or however caused to any person or property, because of, arising out of, or related to the active negligence of **Nettle Creek School Corporation**. It is understood that such indemnity shall survive the termination of this Agreement.

Boys & Girls Clubs of Wayne County agrees to indemnify, defend and hold harmless **Nettle Creek School Corporation**, its board of trustees, officers, agents and employees from and against any and all claims, costs, demands, expenses (including attorney's fees), losses, damages injuries and liabilities arising from any accident, death, or injury whatsoever or however caused to any person or property, because of, arising out of, or related to the active negligence of **Boys & Girls Clubs of Wayne County**. It is understood that such indemnity shall survive the termination of this Agreement.

Insurance: As part of, but without limiting the hold harmless covenant, **Boys & Girls Clubs of Wayne County** shall, during the term of this Agreement, carry a comprehensive general liability or property damage insurance in the amount of ONE MILLION DOLLARS (\$1,000,000). **Nettle Creek School Corporation**, and in their capacity as such, its officers, agent and employees shall be named as additional named insured in said policy. A certificate of said insurance shall be filed with **Nettle Creek School Corporation** before commencement by **Boys & Girls Clubs of Wayne County** of performance under this MOU. Said insurance shall contain a clause prohibiting cancellation without ten (10) days advance notice to **Nettle Creek School Corporation**. A



certificate of insurance showing compliance with these requirements shall be filed with **Nettle Creek Chief Financial Officer**.

INDEPENDENT CONTRACTOR STATUS

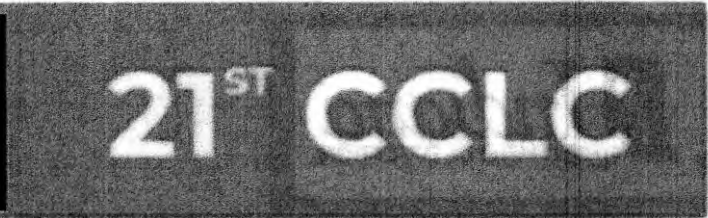
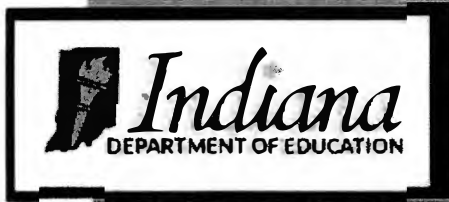
The parties hereto agree that the relationship created by this Agreement is that of independent contractors. Each party will be responsible for providing its own salaries, payroll taxes, withholding, insurance, workers compensation coverage and other benefits of any kind, as required by law, for its own employees.

FINGERPRINTING

BGCWC shall conduct a criminal background check of its employees and, upon receipt of those checks, certify to **Nettle Creek** that no employee of the contractor working with youth and parents of **Nettle Creek** has been convicted of a violent or serious felony as defined by statute. **BGCWC** shall not permit any employee to have any such contact with a student of **Nettle Creek** until such certification has been received by **Nettle Creek**. **BGCWC** shall supply **Nettle Creek** with a list of names of those employees who are cleared to work with youth and parents of the district. **Nettle Creek** will also conduct criminal background checks on **BGCWC** employees working to support its Out-of-School Time Programs.

WRITTEN NOTICE

Written notices regarding this MOU required to be provided herein shall be sent, first class mail to each of the following signers below:



APPROVALS

[Handwritten Signature]

8-5-2020

Nettle Creek School District Authorized
Signature

Date

Bruce E. Dagg

8-5-2020

Boys & Girls Clubs of Wayne County
Indiana Inc.

Date



21ST CCLC

MEMORANDUM OF UNDERSTANDING

Western Wayne School Corporation and **The Boys & Girls Clubs of Wayne County Indiana, Inc.** The **Western Wayne School Corporation**, hereinafter referred to as **Western Wayne**, and the **Boys & Girls Clubs of Wayne County Indiana, Inc.** hereinafter referred to as **BGCWC**, enter into this Memorandum of Understanding (MOU) for the express purpose of implementing a 21st Century Community Learning Center Out-of-School Time Program. It is understood by and between the parties that the implementation of the MOU is contingent upon continued funding received by **BGCWC** from the Indiana Department of Education.

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Western Wayne and **BGCWC** will implement effective strength-focused strategies for positive youth development as part of the Out-of-School Time Program at **Western Wayne Elementary School** and **Lincoln Middle School**.

PURPOSE

The purpose of this Memorandum of Understanding is to establish a formal working relationship between the parties, based on the intent to meet the service delivery needs of the Out-of-School Time Program as described in the program application (RFP), and to set forth the operative conditions which will govern this important partnership.

DESCRIPTION OF PROGRAM SERVICES

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of-School Time Program.

2. Utilize space provided by Western Wayne to present services that include the following minimum requirements: designated office space, a cafeteria, gymnasium, classroom space and the media center/computer lab at the **BGCWC Club Location**. Space provided will also include access to needed school facilities, office equipment, telephones, and supplies.
3. Work collaboratively with **Western Wayne** to identify high-priority student participants and to meet needs of youth served in the program.
4. Develop common confidentiality guidelines to share information between **Western Wayne** and **BGCWC** to the extent permitted by the Indiana Education Code and the Welfare and Institutions Code governing client confidentiality.
5. Provide out-of-school time snacks in accordance with CACFP and the School Nutrition Program managed by IDOE.
6. Maintain coordination of any other agencies and service providers with **Western Wayne**.
7. Provide the needed student assessment forms and evaluation requirements, including the identification and selection of local evaluator.
8. Assist with coordination of safe transportation of youth home following the 21st CCLC Out-of-School Time Program. This includes providing **Western Wayne** with a list of youth who are transported by parents/authorized guardians and those who will utilize Western Wayne busses or BGCWC buses/vans for transportation home.
9. Provide professional development opportunities to **BGCWC** staff.

BGCWC will:

1. Provide a parent sign-up table and **BGCWC** representative at each 21st CCLC program site's School Registration Days.



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2. Provide Program Director to oversee Site Directors/ Coordinators and to support their collaborative work with school administrators and **Western Wayne** partner agencies.
3. Provide up to ten Youth Development Professionals at each site for a minimum of 3 hours a day x 180 days to provide academic enrichment, healthy lifestyles and character development program and activities that emphasize positive youth development, academic success, life skills, and pro- social behaviors.
The number of Youth development professionals will equate to appropriate staff to member ratios (1 staff to 20 students).
4. Provide one full-time Site Director at each Out-of-School Time Program site (**Boys & Girls Club of Cambridge City**) for 8 hours per day, five days per week, for a minimum of 180 days. The Site Director will be responsible for coordinating all hiring, training and on-going professional development, as well as providing leadership for all Youth Development Professionals hired by **BGCWC** and employed in the Out-of-School Time Program, as described in the Site Director job description.
5. Deliver services as an out-of-school time program from 2:30 PM to 6:30 PM at the **BGCWC Cambridge City Club Location**.
6. Be responsible for maintaining evaluation data, attendance forms, and other relevant program documentation as needed by **BGCWC/Western Wayne** and project evaluators (local and State).
7. Be responsible for general program coordination, including set-ups & clean- up and first aid.

Western Wayne School Corporation will:

1. Provide transportation from western Wayne Elementary School and Lincoln Middle School to the BGCWC Club location at 519 Queen St. in Pershing Indiana.
2. Cooperate with BGCWC to provide all academic data as needed, including collective demographic data about schools and individual



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student data such as attendance, grades and local assessments for those students whose parents/guardians have given consent for data to be shared.

3. Designate a Western Wayne employee to serve on the Advisory Group (School Improvement/School wide Planning Committee) for each designated site.
4. Continue hosting the Boys & Girls Clubs of Wayne County within the Western Wayne School administration building located at 519 Queen St in Pershing, given the financial support and academic space is available.
5. Cooperate in the evaluation process of the 21st CCLC program including completing teacher surveys.

TERMS

The term of this Memorandum of Understanding shall commence no earlier than **July 1, 2021** and continue through **July 21, 2025**. This MOU may be reviewed by both parties annually. Existing labor contracts will be honored in the execution of services. The intent is not to supplant work that would belong to a bargaining unit member.

This Agreement contains all the terms and conditions agreed upon by the parties regarding the subject matter of this Agreement and supersede any prior Agreement, oral or written, and all other communication between the parties relating to such subject matter.

TERMINATION CLAUSE

This Memorandum of Understanding may be terminated by either party in sixty

(60) days of giving written notice of intention to terminate the agreement.



AMENDMENTS

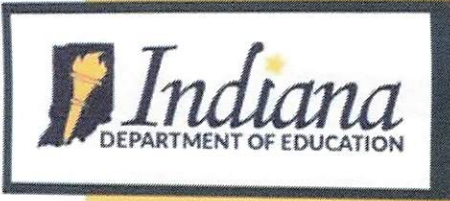
Amendments to this MOU may be made with the mutual written agreement of both parties.

HOLD HARMLESS/INDEMNIFICATION

Western Wayne School Corporation agrees to indemnify, defend and hold harmless **Boys & Girls Clubs of Wayne County**, its board of trustees, officers, agents and employees from and against any and all claims, costs, demands, expenses (including attorney's fees), losses, damages injuries and liabilities arising from any accident, death, or injury whatsoever or however caused to any person or property, because of, arising out of, or related to the active negligence of **Western Wayne School Corporation**. It is understood that such indemnity shall survive the termination of this Agreement.

Boys & Girls Clubs of Wayne County agrees to indemnify, defend and hold harmless **Western Wayne School Corporation**, its board of trustees, officers, agents and employees from and against any and all claims, costs, demands, expenses (including attorney's fees), losses, damages injuries and liabilities arising from any accident, death, or injury whatsoever or however caused to any person or property, because of, arising out of, or related to the active negligence of **Boys & Girls Clubs of Wayne County**. It is understood that such indemnity shall survive the termination of this Agreement.

Insurance: As part of, but without limiting the hold harmless covenant, **Boys & Girls Clubs of Wayne County** shall, during the term of this Agreement, carry a comprehensive general liability or property damage insurance in the amount of ONE MILLION DOLLARS (\$1,000,000). **Western Wayne School Corporation**, and in their capacity as such, its officers, agent and employees shall be named as additional



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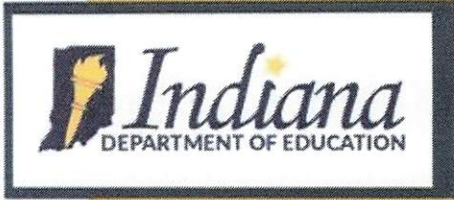
named insured in said policy. A certificate of said insurance shall be filed with **Western Wayne School Corporation** before commencement by **Boys & Girls Clubs of Wayne County** of performance under this MOU. Said insurance shall contain a clause prohibiting cancellation without ten (10) days advance notice to **Western Wayne School Corporation**. A certificate of insurance showing compliance with these requirements shall be filed with **Western Wayne School Corporation Chief Financial Officer**.

INDEPENDENT CONTRACTOR STATUS

The parties hereto agree that the relationship created by this Agreement is that of independent contractors. Each party will be responsible for providing its own salaries, payroll taxes, withholding, insurance, workers compensation coverage and other benefits of any kind, as required by law, for its own employees.

FINGERPRINTING

BGCWC shall conduct a criminal background check of its employees and, upon receipt of those checks, certify to **Western Wayne** that no employee of the contractor working with youth and parents of **Western Wayne** has been convicted of a violent or serious felony as defined by statute. **BGCWC** shall not permit any employee to have any such contact with a student of **Western Wayne** until such certification has been received by **Western Wayne**. **BGCWC** shall supply **Western Wayne** with a list of names of those employees who are cleared to work with youth and parents of the district. **Western Wayne** will also conduct criminal background checks on **BGCWC** employees working to support its Out-of-School Time Programs.



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WRITTEN NOTICE

Written notices regarding this MOU required to be provided herein shall be sent, first class mail to each of the following signers below:

APPROVALS

Amy P. Miller
Western Wayne School District Authorized
Signature

7-27-20
Date

Bruce E. Doss
Boys & Girls Clubs of Wayne County
Indiana Inc.

8-06-2020
Date

Boys & Girls Clubs of Wayne County and Praxis Strategies & Solutions

Memorandum of Understanding

This memorandum of understanding is entered into between Boys & Girls Clubs of Wayne County (BGCWC) and Praxis Strategies & Solutions (Praxis).

It is the intent of both parties represented in this memorandum to define the collaboration between the above stated entities and to work in support of the implementation of the 21st Century Community Training Center to be located in Wayne County, Indiana, subject to funding by the Indiana Department of Education.

DESCRIPTION OF PROGRAM SERVICES

Boys & Girls Clubs of Wayne County (BGCWC) agrees to the following:

1. Offer a range of high quality educational, developmental, and recreational programming aligned with Indiana Academic Standards and the Indiana Afterschool Standards
2. Orient programming to produce positive academic, social, and behavioral outcomes
3. Collect relevant academic outcome data from schools and provide these data to the evaluator in a timely manner.
4. Disseminate evaluation results to relevant stakeholders
5. Employ evaluation findings in decision-making as stated in the evaluation plan

Praxis Strategies & Solutions (PRAXIS) agrees to the following:

1. Assist BGCWC in creating and measuring the project outcomes.
2. Design and administer data collection tools such as surveys and focus group or interview guides to be used with school and project personnel or participants.
3. Collection qualitative data through site visits and key informant interviews of adults and children as needed during the project.
4. Supervise the data collection process, maintain records of all collected data and conduct statistical analyses for both formative and summative evaluation reports.
5. Prepare formative and summative evaluation reports as stated in the evaluation plan.
6. Provide technical assistance to BGCWC, as well as programming, data entry support, training, data management, and planning assistance.

TERMS

The term of this Memorandum of Understanding shall commence no earlier than **July 1st, 2021** and continue through **July 31st, 2025**. This MOU may be reviewed by both parties annually. Existing labor contracts will be honored in the execution of services. The intent is not to supplant work that would belong to a bargaining unit member. This Agreement contains all the terms and conditions agreed upon by the parties regarding the subject matter of this Agreement and supersede any prior Agreement, oral or written, and all other communication between the parties relating to such subject matter.

TERMINATION CLAUSE

This Memorandum of Understanding may be terminated by either party in sixty (60) days of giving written notice of intention to terminate the agreement.

AMENDMENTS

Amendments to this MOU may be made with the mutual written agreement of both parties.

WRITTEN NOTICE

Written notices regarding this MOU required to be provided herein shall be sent, via email to each of the following signers below:

This memorandum of understanding becomes effective when funding is granted through the Indiana Department of Education and when the properly authorized signatures of agency representatives are affixed.

Boys & Girls Clubs of Wayne County
1717 South L Street
Richmond, IN 47374

Praxis Strategies and Solutions
101 East Mishawaka Ave
Mishawaka, IN 46545



Executive
Director



President

Signature

Title

Signature

Title

Bruce Daggy

August 6, 2020

Brad McLeish

August 6, 2020

Printed Name

Date

Printed Name

Date



**APPENDIX 3—EQUITABLE PARTICIPATION OF NON-PUBLIC SCHOOL
CONSULTATION FORM (2.5 POINTS)**

Check this box if there are no non-public schools within a 5 mile radius of each proposed programming site

The Boys & Girls Clubs of Wayne County met with Thomas Peachey of the Amish School Network, representing Symonds Creek School, Rabbit Ridge School, Walnut Level School, Martin Dale School and Sugar Grove School on August 6, 2020 in consultation for participation in a 21st CCLC Initiative in Wayne County Indiana

We hereby testify as indicated by the below signatures that appropriate consultation as described by Subpart 1 of Part E of Title VIII of the ESEA has occurred.

- Yes, we wish to participate
- No, we do not wish to participate
- Yes, we wish to participate and request further consultation

THOMAS PEACHEY
Non-Public School Representative

[Signature]
Signature

BRUCE E. DUGGY
Applicant Representative

[Signature]
Signature



21ST CCLC

PROJECT ABSTRACT

The Boys & Girls Clubs of Wayne County Inc. (BGCWC) seeks to implement cohort 10 of the 21 Century Community Learning Centers programs in collaboration with two Wayne County School Corporations, where this program does not currently exist. The students in these rural locations experience limited access to academic support outside of the school day and the students lag their Indiana peers in some areas of academic performance. The BGCWC will serve at least 60 students from the Hagerstown elementary and Hagerstown Jr-Sr high schools in collaboration with the Nettle Creek School Corporation, in the current BGCWC site within the Hagerstown Elementary School. The BGCWC will also serve at least 60 students from the Western Wayne Elementary School and the Lincoln Middle School in conjunction with the Western Wayne School Corporation. The BGCWC will establish a site in Pershing Indiana that will serve the Western Wayne students. The name of the new site will be The Boys & Girls Club of Cambridge City. Both school corporations are located in rural areas of Wayne County.

With the goal of improving individual student academic performance and providing students with varied opportunities to enhance STEAM (Science, Technology, Engineering, Art and Math) skills, BGCWC will present programming that aligns to the typical school day and the school's desired improvement opportunities to students. The services fall under the Boys & Girls Clubs of America Project Learn model, an evidence-based program, which encompasses one-on-one tutoring, with individual learning plans at the direction of a licensed school day teacher and homework assistance with dedicated space, resources and structure to help ensure students complete homework assignments. Students will also experience high-yield learning activities, aligned with each school corporations' curriculum map, along with programs that focus on career exploration, literacy enrichment and STEAM skill building exercises.

The focus for elementary students will include support to ensure literacy skills are progressing as expected and to support an increase in the number of students at or above grade levels on assessments. All youth will have access to MyOn, and other literacy curriculum used by the school systems. Additionally, BGCWC will present STEM/STEAM programming, like Code in Class, to introduce students to additional skills that entice them to expand learning through activities that provide a degree of hands on experience and motivate them to gain new skills and build upon the sum of knowledge they are gaining. BGCWC will also contract with Link Observatory Space Science Institute to provide online curriculum for students that presents lessons steeped in math and science. Similarly, programming for students beyond elementary school will include support and opportunities to ensure academic progress is being sustained, and will include programs that focus on STEAM curriculum, social emotional learning and Career focus to ensure middle school students are building the foundation for a successful future.



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Within the BGCWC sites, additional Boys & Girls Club of America programming will be presented. This includes programs like Smart Girls and Passport to Manhood, that focus on social emotional skills and behavioral development, ClubFit and Healthy Habits, which focus on physical well-being and nutritional education, and Career Launch, Torch Club and Keystone Club, which all focus on helping teens to expand their career and educational opportunities while actively participating in the community through volunteer opportunities. Additionally, BGCWC presents evidence-based prevention curriculum like Too Good For Drugs and the Blueprints Model Certified LifeSkills Training, in current club sites and will offer at least one of these programs at each of the new 21ST CCLC sites.

BGCWC will carry out the objectives outlined by ensuring each of the new sites has a site coordinator, an education assistant, two tutors and support staff to assist with presenting the desired programming and maintaining the appropriate student to staff ratio. The Director of Academic programming who has the full time responsibility of overseeing the 21ST Century programming at current BGCWC locations will also oversee this initiative at the two new locations and will coordinate with existing BGCWC staff to ensure resources are appropriately leveraged to assist with additional aspects of programming.

PROGRAM QUALIFICATION

MINIMUM CRITERIA

BGCWC is seeking 21st Century Community Learning Center sites for schools located in two school corporations in Wayne County. Hagerstown Elementary School and Hagerstown Jr-Sr High School are located in the rural northwest corner of Wayne County in the Nettle Creek School Corporation. Hagerstown elementary school has a 42% free or reduced lunch rate, while the high school maintains a 35% rate. Both schools maintain a satisfactory federal accountability score in the most recent year assessed. While both Nettle Creek schools are performing well in general, a number of poor student performance indicators combined with the lack of academic support options in rural communities create opportunities for presenting 21stCCLC programming to the schools in this corporation. The inclusion of Hagerstown Jr-Sr high school is based on an initial grant for which BGCWC will present 21st CCLC programming in Nettle Creek. The grant was awarded for the 2020-2021 school year and was largely based on middle school math assessment scores that lagged the state scores by double digits.

Western Wayne Elementary and Lincoln Middle School, located in the rural western portion of Wayne County, are part of the Western Wayne School Corporation. Western Wayne



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Elementary has a free or reduced lunch rate of 53.8%, while Lincoln Middle School has a rate of 64.3%. While the elementary school has met federal accountability standards for the most recent year assessed, the middle school scored a D grade. The Western Wayne School Corporation is also experiencing a rapid downward trend in enrollment. In 2018 the total number of students enrolled was just over 1000. For the 2020 school year the enrolment level has dropped to 899. This rapid downward trend, means that funding, provided from state funding and title 1 allocations for the school, is decreasing. The impact for already disadvantaged students, who are lagging in academic performance and reside in rural areas can be devastating. A 21st CCLC site for Western Wayne offers an opportunity to provide much needed support to these students.

ORIGIN OF PARTNERSHIP

The Boys & Girls Clubs of Wayne County (BGCWC) has consistently worked to align closely with the local school corporations to best serve Wayne County students. BGCWC has a long established partnership with Richmond Community Schools, as they represent the largest district in Wayne County serving nearly 50% of the county's students. This partnership includes a 21stCCLC program and many other joint initiatives, Currently BGCWC presents a suite of substance misuse prevention curriculum throughout Richmond Community Schools and we have recently begun to expand those programs to additional school corporations in the county. The partnership between BGCWC and the Nettle Creek Schools Corporation has been long standing since BGCWC was invited to open a Club location in the elementary school in 2008. The Club serves a daily average of just under 100 students each day at the Club and 212 students have visited the Club during the 2019-2020 school year. The former superintendent of schools for Nettle Creek is also on the board of BGCWC. Our partnership with the Western Wayne School district has recently started to take shape. The Western Wayne School district is just outside of our current Club locations, but we have recently agreed that a BGCWC partnership with the schools of Western Wayne would be beneficial to students. To that end, the 21st CCLC opportunity brings with it a chance to fully realize that partnership. In an effort to bring a BGCWC site and the potential for a 21st CCLC to Western Wayne, the school district is securing a rent free space and transportation for students to offset BGCWC's cost of staffing a new location.

Students will benefit from BGCWC's ability to provide a variety of activities and programs that incorporate a number of priority areas critical to their education; however, given the socioeconomic challenges of rural communities, the challenges of the modern workforce and the desire to seek alternative areas of education, BGCWC's focus for these programs will be STEAM programming. BGCWC has recently begun to advocate for and design organizational capacity around ensuring that we are seeking to provide skills through high



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yield STEAM activities that will serve to build stronger academic skills in key areas and promote the likelihood that students can utilize the knowledge to better identify and pursue areas of interest that will fuel their career and future success.

PRIORITY POINTS

BGCWC has received 21st CCLC funding before to support the Richmond School districts and received funding to support the Nettle Creek school district for the 2021 school year, but has not previously received funding to support the Western Wayne School Corporation. Neither of the proposed districts for this grant opportunity is SRSA or RLIS eligible, but the districts are coded as rural, though neither is considered small with regards to average daily attendance or density. Nettle Creek has an average daily attendance of 1,117 students and Western Wayne has an average daily attendance of 824. The Indiana Department of Education identifies 56.7% of the students in Western Wayne as economically disadvantaged. The rate of economically disadvantaged students at Nettle Creek is 38.9%.

NEED FOR PROJECT

There are common factors shared by both Nettle Creek and Western Wayne relative to the need to provide additional support for education. Both school districts are located in Wayne County, where overall median income is 20% below the state of Indiana and greater than 25% below the United States according to the most recent US Census data. The latest data provided by the Annie E Casey Foundation (Kids Count) indicates that 24.7% of Wayne County children live below the poverty level while 17.8% of the state's children do. Living at or below the poverty level has been shown to negatively impact one's likelihood to graduate high school or seek post-secondary education. While Wayne County maintains high school graduation rates close to state levels those seeking a bachelor's degree or higher lag the state by nearly 8% and the country by 13% and student assessment results lag the state in many areas and age groups. Improving outcomes for students suffering these socioeconomic challenges requires educational support and specific focus on curriculum and programs that offer students academic performance improvement and additional opportunities to identify and build skills. The goal is to provide tools that make students more competitive, in the modern economy and prepare them for a successful career in cases where attaining a bachelor's degree may not be an option. In addition to the challenges outlined for Wayne County the Nettle Creek and Western Wayne school corporations each face individual specific challenges that warrant additional support for education.



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The Indiana Youth Institute provides the Kids Count data book, which includes data relative to the outcomes we are seeing for youth in Wayne County. This includes data showing Wayne County is the 5th highest county in the state for number of deaths from drug poisoning and for teen birth rates ages 15-17. Wayne ranks third for the highest number of single parent families and 10th highest for number of out of school suspensions. On the other end of the spectrum Wayne County ranks 79th for the highest number of students passing the English/Language Arts I-Step assessment and ranks 91 (out of 92 counties) for the number of kids passing the Math I-Step assessment test. These results further define the challenges youth face throughout Wayne County.

Nettle Creek

The Nettle Creek School Corporation consists of Hagerstown Elementary School and Hagerstown Jr-Sr High School. The schools are within a half mile of each other in the rural northwestern corner of Wayne County and served 607 students in grades K-6 and 515 students in grades 7-12 during the 2019-2020 school year. Ethnicity within the school district is 93% white. The only other substantial population is mixed heritage, which comprises 3.9% of the enrolled students. A review of the latest Standardized I-STEP testing data (2018-2019 school year) from the Indiana Department of Education reveals some challenges for the students in the elementary and Jr-Sr high school. Student performance in grades 3-10 indicate that meeting the Math testing standard is a challenge for nearly every grade, and results for English/ Language Arts show inconsistent performance at different grade levels. BGCWC has utilized the I-STEP assessment results and I.D.O.E. data to assess the status of Nettle Creek students. BGCWC regularly attends the Nettle Creek school board meetings and has worked with elementary school staff, the elementary school principal and the superintendent of the school corporation to examine the needs of students and the programming to support those needs. The table below illustrates the 2018-2019 I-Step testing results provided the Indiana Department of Education.

2018-2019 data	English/Language Arts standard		Above/below state	Math standard		Above/below state
	School	State	Difference	School	State	Difference
Grade 3	37.7	46.3	-8.6	50.6	58.7	-8.1
Grade 4	57.1	45.8	11.3	44.3	54	-9.7
Grade 5	50	47.5	2.5	53.9	47.8	6.1
Grade 6	72	47.8	24.2	65.9	46.4	19.5
Grade 7	64.8	49.7	15.1	29.6	42	-12.4



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8	40.5	50.7	-10.2	27.9	38	-10.1
10	64.3	62.4	1.9	32.1	35.3	-3.2

The historical test results for the last three school years point to inconsistent results in English/Language Arts at various grade levels and consistently poor performance in math at nearly all grade levels. During the 2018-2019 school year only 33.3% of 8th graders were in Algebra I vs state at 38.3%. Additionally, only 42.7% of the 2016-2017 graduating class took an Advance placement exam and only 8.5% passed the exam. While the Nettle Creek graduation rate has been above 97% consistently and has outperformed the state, for the last three years, graduating students taking the SAT and ACT tests is consistently below state levels. This is a direct correlation of the economic challenges and reduced opportunities students face in rural Wayne County. Other data gathered by the Indiana Department of Education points to slightly higher than average in school suspension rates (1% above state levels) at the Jr-Sr High School and safety and disciplinary incidents that are nearly double that of schools that share similar key demographics. These statistics for the elementary school are in line with state averages. Both Hagerstown Elementary and Hagerstown Jr-Sr High School lag the states model attendance and persistent attendance rates.

The school curriculum for Nettle Creek Schools Corporation is a comprehensive, teacher-designed curriculum developed for K-12 to ensure instruction does not overlap or allow gaps. Sufficient teacher planning time for collaboration and professional growth ensures the presentation of a curriculum based upon state standards. A routine and systematic evaluation procedure for instruction and curriculum further facilitates quality programming for all students. Scheduling is flexible, attuned to individual needs, and is not bound to the industrial model. The STEAM curriculum and educational support BGCWC seeks to provide will complement the curriculum of the Nettle Creek Schools.

BGCWC currently provides after school programming for youth within the Hagerstown Elementary Schools and serves an average of 100 students each day and 212 throughout the 2019-2020 school year in the BGCWC Club. The anticipation is that the number of students being served will increase by expanding our partnership with the Hagerstown Schools through the 21st CCLC program. One other after school provider is currently operating in this rural area of Wayne County. Head Start located at 629 East Main Street, has a capacity of 30 and operates between the hours of 8AM and 5PM Tuesday through Friday. The other nearest after school program providers would be in Richmond, 18 miles from the schools. The school corporation currently provides transportation from the Jr-Sr High School to the BGCWC Club site. BGCWC will partner with the Schools of the Nettle Creek Corporation to provide transportation, as needed, for students enrolled on 21st CCLC programming, where transportation from the Club to their homes is a challenge. The Club within the Elementary school will be operational immediately after school until 6:30 PM. The addition of 21st CCLC programming at Nettle Creek



enhances the overall programming BGCWC provides for these students and expands the number of students who have access to meaningful academic support.

Western Wayne

The Western Wayne School Corporation includes Western Wayne Elementary school, Lincoln Middle School and Lincoln Sr. High School and serves rural Western Wayne County. During the 2019-2020 school year Western Wayne served 398 students in grades K-5, 210 students in grades 6-8 and 291 students in grades 9-12. As indicated prior The most recent middle school accountability grade was D, while the elementary school grade was C and the high school grade was a B. Student performance on Math assessment testing was a large factor in the accountability score for the middle school. The ethnicity of Western Wayne students is predominantly white at 93.9%. The school has a 2.8% mixed heritage population and a 2.6% Hispanic population. In nearly all grades, for which I-STEP assessment tests are administered, both Wayne Elementary School and Lincoln Middle School were below state Math and English/Language Arts results for the 2018-2019 school year. The three- year trend for both Western Wayne Elementary and Lincoln Middle School also show nearly all grades below the standard for both Math and English/Language Arts. The Western Wayne school Superintendent and BGCWC personnel have examined how the BGCWC can best serve the Western Wayne students given the academic needs of the students amid economic challenges. BGCWC and staff form the school corporation are designing programs and academic opportunities to support those needs. The table below illustrates the 2018-2019 I-Step testing results provided by the Indiana Department of Education.

2018-2019 data	English/Language Arts standard		Above/below state	Math standard		Above/below state
	School	State	Difference	School	State	Difference
Grade 3	23.6	46.3	-22.7	36.4	58.7	-22.3
Grade 4	46.4	45.8	.6	42.9	54	-11.1
Grade 5	36.5	47.5	-11	28.6	47.8	-19.2
Grade 6	59.2	47.8	11.4	38	46.4	-8.4
Grade 7	45.3	49.7	-4.4	25	42	-17
Grade 8	40.3	50.7	-10.4	13.4	38	-24.6
Grade 10	52.3	62.4	-10.1	7.9	35.3	-27.4

The results for Western Wayne School Corporation point to other concerning outcomes. During the 2016-2017 school year only 36.5% of the graduating class took an Advance placement exam and only 10.8% passed the exam. The Western Wayne graduation rate was 75.3% in the 2018 - 2019 school year and nearly 12% below the state rate. Moreover, the graduation rate is on a three year downward trend and only 61% took the SAT and just over 12% took the ACT in the 2016 - 2017 school year. Other data gathered by the Indiana department of Education points to in school



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suspension rates of 12.9% compared to state averages of 4.8% at Lincoln Middle School and safety and disciplinary incidents are also more than twice that of schools with similar key demographics. Chronic absenteeism also exceeds the state averages slightly. These statistics for Western Wayne Elementary School are in line with state averages.

The Western Wayne Schools curriculum maps are written to outline essential learning targets that are to be taught, and teachers are required to teach all essential content. Teachers are given autonomy to design engaging lessons that allow students to master learning outcomes that are written in the school's curriculum. The intent is for the curriculum maps to be a useful tool for teachers to use to help ensure that they are teaching all of the essential content for their courses. Currently there are no local after school providers in the Western Wayne school district. Residents would rely on after school programs in Richmond or Hagerstown. Opening a BGCWC site in the designated space will provide the only full service after school programs in the community.

The results at both the Nettle Creek and the Western Wayne School Corporations illustrate the importance of additional educational support in Wayne County, in order to improve consistent academic performance in Math and English/Language arts so students can meet state standards and increase the likelihood that, in these rural school corporations, youth will successfully pursue post-secondary education. Given the results it is also essential to present opportunities to enhance STEAM skills to ensure students are equipped to excel in nontraditional opportunities that will also lead to successful futures. Furthermore, the students and families in these rural areas where median income is below the state need additional support to provide youth with constructive programming that develops the required academic skills for success. For both the Nettle Creek and Western Wayne 21st CCLC initiatives common service gaps will be addressed. This includes programming that will specifically address achievement gaps as indicated by assessment score gaps, where these school corporations lag the state of Indiana. Additionally, service gaps or potential service gaps exist for many students based on the socioeconomic challenges in the county. These gaps include access limited by family income levels or economic viability. BGCWC seeks to address these barriers with a low annual \$15 membership that provides access to a level of childcare that includes after school curriculum and programming and removes transportation barriers to ensure youth can participate.

The Wayne County community also experiences gaps in achievement based on families' abilities or aptitude to support and reinforce learning for children, and suffers from low protective factors like interaction with prosocial peers and prosocial community involvement. High risk factors like perceived drug use and the perception that drug use is not harmful are also prevalent. The gaps experienced in these areas have been determined through the Indiana National Youth Surveys, which seek to examine the state of youth in the state, and have been validated in the local statistics and data BGCWC gathers and records as



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part of the Wayne County Assessment it conducts each year. The assessment is used to design BGCWC programming within Clubs and local schools that will serve to identify and improve factors and behaviors that impact student achievement. BGCWC utilizes youth development, group mentorship and skill building curriculum that include Boys & Girls Clubs of America programming and well researched, or evidence-based programs to improve these factors and bridge the achievement gap for Wayne County youth.

BGCWC currently presents 21st CCLC programming for Richmond Community Schools and will initially implement a 21st CCLC for Nettle Creek during the 2020-2021 school year. BGCWC utilizes a number of resources to understand the needs of students and the support required to achieve positive academic outcomes. These resources include input from community members on our 40-member board, input from local teachers, based on an array of programs that BGCWC presents throughout local schools, and feedback from focus groups, surveys and events our members and their families participate in. BGCWC is deeply rooted in identifying and serving the needs of youth in the Wayne County community.

PARTNERSHIPS

PROJECT COLLABORATIONS

BGCWC will create a new partnership with the Western Wayne School Corporation and expand on the relationship with the Nettle Creek School Corporation to ensure we can meet the objectives of the 21st CCLC initiatives for the schools in these districts. These will be modeled similarly to the way the established partnership with the Richmond Community Schools, with specific criteria to support each of these school districts students.

BGCWC has begun planning, with the Western Wayne School Corporation, to bring a new 21st CCLC to a Boys & Girls Clubs of Wayne County site to serve the students in that district. Currently the nearest BGCWC site is approximately 15 miles east of the schools in Western Wayne; however, the school district has committed to providing a former administrative building with a capacity of 200 to support students and improve academic achievement. The space will be an in kind donation to BGCWC to help ensure we can accommodate the services needed to present a new Club site that provides Boys & Girls Clubs of America programming in addition to the proposed 21st Century Community Learning Center to support academic success focused on STEAM activities. The school corporation has also committed to provide transportation for students from Western Wayne Elementary and Lincoln Middle School to the new Club site located at the current administrative building, which is within a mile of both schools. Western Wayne and



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BGCWC have also jointly agreed to provide transportation for 21st CCLC participants who require transportation home from the Western Wayne site. This would include the use of BGCWC vans and or Western Wayne School buses. These commitments from Western Wayne, will serve BGCWC well in establishing a site to serve youth and BGCWC will commit operational funds to support staff and programming at the new site. We will utilize our resource development leadership to establish additional donors and contributions within the Western Wayne community and will also pursue grant opportunities to provide an array of services to the students.

BGCWC maintains a site within the Nettle Creek School Corporation and will have the benefit of utilizing space within the elementary school to conduct 21st CCLC programming and activities. The Jr-Sr High Schools is within one mile from the Club site at the elementary school and a school bus will continue to transport those Jr-Sr High school students to the BGCWC Club site so they can participate in all programming to include the 21st CCLC initiative. For 21st CCLC participants who require a ride home from the Hagerstown BGCWC location, Club transportation vehicles or Nettle Creek school buses will be used to accommodate these needs.

IDENTIFYING PARTNERS

BGCWC will continue to build our donor relationships with an emphasis on expanding outside of Richmond to secure additional funding resources to ensure sustainability and will continue to draw upon stakeholders in the community who support the Clubs mission. This includes community service organizations like Communities in Schools, Reid Health and the Drug Free Wayne County Partnership. BGCWC will expand the current advisory council to include additional partners and resources from Nettle Creek and Western Wayne to help perform analysis and make decisions regarding concerns that affect each school corporation differently. The BGCWC utilizes the Child & Adult Care Food Program (CACFP) to provide each member a free after school snack and provides free breakfast and lunch at Clubs operating during the summer.

Other organizations provide support for various programs and initiatives at BGCWC and will benefit the 21st CCLC programming at the new sites. Existing partner Morrisson Reeves Library, supports literacy at all BGCWC Clubs and provides books to support the reading spaces designated at each Club. They also provide an in house library at the Richard E Jeffers Unit. The libraries support at the new sites will encourage reading to support gains in English /Language Arts grades and overall literacy. Club members have opportunities to complete projects in conjunction with 4-H and learn agricultural skills and show their work



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at the Wayne County Fair. NATCO Credit Union facilitates financial literacy programming at least one time per year at one or more sites. Amigos Latino Center conducts tennis lessons for members and non-members and the BGCWC provides space for instruction. Ivy Tech and the BGCWC continue working together to create a more comprehensive collaboration to support education. This includes conducting STEAM and College & Career Readiness programming, including the recently introduced Code in Class program where members can participate in a multi-unit progressive learning cohort of technical skill building that starts with a personal Raspberry Pi computer build and progresses to program coding skills.

VOLUNTEERS

BGCWC draws upon the many organizations that we partner with to recruit volunteers. This includes resources from Earlham College, Indiana University, and local companies and we will continue to expand those resources as we expand our commitment to delivering academic support to Nettle Creek and Western Wayne School Corporations. All volunteers must provide authorization for a background check, just as employees do. Volunteers from our local educational institutions, often volunteer as part of their educational curriculum and to gain perspective into the careers they have chosen to study for. Local business volunteer to give back to the community and in many cases provide opportunities for Club members to gain some perspective on potential career plans. Volunteers from the community help carry on the tradition of involvement for the well-being of our youth and community members. Volunteers are recognized for the positive impact and diverse perspectives they bring to our members.

PROGRAM DESIGN

RECRUITMENT CRITERIA

The myriad of data points to challenges in many areas that will impact youth as they progress through school. For that reason, it will be imperative that we recruit students who are at risk to the 21ST CCLC sites in Nettle Creek and Western Wayne. We will accomplish this through our established relationships with teachers and school personnel at the Nettle Creek site and will continue working closely with the teachers and school personnel of Western Wayne to establish relationships to support recruitment efforts. The tutors to be utilized at the new sites will be hired from within the schools the program is supporting. Students referred typically struggle in one or more academic areas, are a grade level or more behind, and did not pass a standardized test or make a required benchmark. These students may also be experiencing other challenges such as ADHD or similar diagnosis, familial challenges, or the effects of an environment where negative behaviors have become community norms. BGCWC will work with school officials to assess referred students to determine the appropriate plan and



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programs to benefit these students, but will also work with community partners, like the Youth Service Bureau and Communities in School to ensure other factors relative to the well-being of these students are being addressed. Often the challenges of improving academic success begins with addressing other health, and behavioral needs for students.

Ultimately, BGCWC seeks to help youth improve academic results and explore areas of learning that may spark new opportunities and, most importantly, provide access to youth and families most in need of support. BGCWC will utilize quarterly Club newsletters, social media and specific school events to help advertise 21st CCLC programming in these schools and help parents/guardians enroll youth needing additional academic support. The BGCWC staff will also utilize individual student data and recommendations by school day teachers, tutors and administrators to direct students into the appropriate learning activities. In order to achieve the desired results there are underlying deficiencies that these centers must address. This includes enduring a rounded approach to academic success that encompasses literacy proficiency and provides opportunities for students to develop behavioral patterns necessary for success. Concurrently, social emotional learning to counter some of the negative results Wayne County youth experience as they develop s necessary to capitalize on the academic content being put forth.

COMMUNITY DATA

The BGCWC has utilized specific School Corporation data from The Indiana Department of Education, as well as research from the U.S. Census, and local data from Indiana Youth Institute to determine the need to provide 21st CCLC programming to students in grades 1 – 8 attending the Nettle Creek Schools to include Hagerstown elementary and Hagerstown Jr-Sr high School. BGCWC will also provide 21st CCLC programming to grades 1 – 8 in the Western Wayne School Corporation to include Western Wayne Elementary and Lincoln Middle School. Both school corps are coded as rural, though not among those considered small and rural and both experience poverty levels that exceed the state of Indiana. Nettle Creek has an overall free or reduced lunch rate at 38.8% though the elementary school is over 40%. The free or reduced lunch rate for Western Wayne Corporation is 56.7%. Nettle Creek and Hagerstown Corporations are both Title 1part A designated, to ensure that youth from low income families will have an equal opportunity to meet state standards needed to further their education.

The socioeconomic challenges that the youth of Wayne County experience, as noted by income disparities and poverty levels, force many families to prioritize basic needs ahead of educational opportunities. The environment for Wayne County youth is also negatively impacted by youth perceptions and realities as noted in the most recent Indiana Youth Institute survey results, which are administered to students throughout Indiana. According to the 2018 survey 58% of students in grades 10th-12th indicate it is sort of easy or very easy to access alcohol and a minimum of 52% of students in grades 10 – 12 said gaining access to



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marijuana was easy or very easy. Additionally, Youth are at high risk for low perception of harm from drugs. A minimum of 45% of 10th – 12th graders said there was no risk from smoking marijuana. Wayne County Youth also experience other community norms which negatively impact outcomes. Youth are at low protection for prosocial involvement within the community domain and in some cases with their peers. Among 8th graders, 70.5% indicated a low protection factor for prosocial community involvement. 66.8% of 10th graders and 69.88 % of 12th graders indicated the same. 59.8% of 12th grade students also experience low protection for prosocial interaction with their peers.

Given these community challenges, the 21st CCLC initiative is also important for the youth in these school corporations as both are lacking in after school programs and out of school options. Currently, the nearest after school provide for Students of Western Wayne Elementary and Lincoln Middle School is 15 miles away in Richmond. The new BGCWC location in Western Wayne will provide much needed after school programming and a safe place for all students who wish to attend. The expectation is that BGCWC in Western Wayne could serve as many as 200 students and we would seek to include as many as possible in the 21stCCLC initiative. Although BGCWC currently provides an after school option for Nettle Creek students, the only other option is a Head Start after school program site with a capacity of 30. Improving options and capacity for the students of Nettle Creek Schools is an important component of the initiative.

PARENTAL INVOLVEMENT

The BGCWC will conduct at least six family literacy and/or STEAM specific events per site per school year. This includes events that will provide onsite family learning as well as take home activities that will allow families to maintain the learning environment at home. BGCWC will also use these family nights to share information in an effort to support potential communication gaps, between parents and schools. These efforts will include sharing how parents can access and use the tools provided to track student's academic performance and progress. In addition to these, other family events that promote social interaction and health and well-being will be presented. This includes events like the Halloween Party, Zumba and fitness events and Mother-Daughter Tea. For literacy events, The BGCWC also provides free books at some events for all family members and instruction for using the MyOn software for students. STEAM family nights will demonstrate to parents how everyday items can be used at home to make STEAM learning fun. These events are promoted on Facebook, with flyers, and by personal handmade invitations. Parents and guardians will also have the opportunity at these events to learn more about online programs used within the schools.

SNACKS AND/OR MEALS

The BGCWC receives funding from the Child & Adult Care Food Program (CACFP) to provide each member a free after school snack and adheres to the nutrition requirements set



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forth. During the summer months, the BGCWC also provides free breakfast and lunch through the Summer Food Service Program (SFSP) and a free snack. SFSP is funded through the Department of Agriculture. These programs are critical to the health of Indiana children and require compliance monitoring visits to ensure snacks and meals meet nutritional guidelines. Snack items are purchased through local vendors and Gleaners’ Food Bank with weekly menus created by a volunteer dietician.

WEEKLY SCHEDULE

The schedule created below outlines the after school programs and activities that will be available to the 21CCLC participants at both the Nettle Creek and Western Wayne School Corporations during the hours of 2:30 PM – 6:00 PM daily. The schedule will include activities that focus on improving academic performance through supporting homework completion and tutoring opportunities, while focusing on high yield STEAM activities in conjunction with Social Emotional Learning (SEL) opportunities. In all activities and programs BGCWC staff will maintain one staff per 20 members. Additionally, time will be allocated for healthy lifestyle activities like fitness activities and nutrition education and of course social interaction in games rooms and BGCWC Clubs will be available.

Time	Monday	Tuesday	Wednesday	Thursday	Friday
2:30 -3:00 p.m.	Snack/ Daily Check-In	Snack/ Daily Check-In	Snack/ Daily Check-In	Snack/ Daily Check-In	Snack/ Daily Check-In
3:00PM	Tutoring/ Homework Help STEAM or SEL activity will be presented	Tutoring/ Homework Help STEAM or SEL activity will be presented	Tutoring/ Homework Help STEAM or SEL activity will be presented	Tutoring/ Homework Help STEAM or SEL activity will be presented	Tutoring/ Homework Help STEAM or SEL activity will be presented
4:00 p.m.	Tutoring/ Homework Help STEAM or SEL activity will be presented	Tutoring/ Homework Help STEAM or SEL activity will be presented	Tutoring/ Homework Help STEAM or SEL activity will be presented	Tutoring/ Homework Help STEAM or SEL activity will be presented	Tutoring/ Homework Help STEAM or SEL activity will be presented



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5:00 p.m.	Healthy Lifestyle/Social Interaction/	Healthy Lifestyle/Social Interaction/	Healthy Lifestyle/Social Interaction/	Healthy Lifestyle/Social Interaction/Family events will be presented on Thursdays at least once a month	Healthy Lifestyle/Social Interaction/
6:30-p.m.	Dismissal	Dismissal	Dismissal	Dismissal	Dismissal

The program schedule below breaks down the hours that will be dedicated to students and families participating in the 21st CCLC programming at Nettle Creek and Western Wayne during the school year. Because the Hagerstown BGCWC site is located in the Hagerstown Elementary School, which is closed in the summer, there will be no programming in this site. Initially, the BGCWC site is not presenting summer programming at the new Cambridge City Club location; however, this may be examined further after year one in the new site. BGCWC will continue to maintain two summer programming sites in Wayne County. The Richard E Jeffers site is located in Richmond’s Southeast corner, and The Ronald L McDaniel Foundation is located on the West side of Richmond.

Hours and Weeks of 21 st CCLC Programming for Students and families				
School Year – Hours per day				
	Week day Before school	Week day After school	Weekend Days	Evening events
Hours with Students	0	3.5	0	1
Hours with Family members	0	0	0	1
Number of days per week	0	5	0	1
Number of weeks	0	37	0	6
Total Program Hours	0	647	0	12

ALIGNMENT TO STANDARDS

BGCWC has met with administrators and teachers from the Nettle Creek and Western Wayne School Corporations to discuss the BGCWC programs and ensure these resources and programming align to state standards and support classroom instruction and the school improvement plans. School improvement plans focused across the districts on math scores, English/language arts scores and the strategy that non-traditional learning strongly supports the challenges in rural locations. The BGCWC will utilize the standards and curriculum maps, along with Indiana Afterschool standards to present high yield learning STEAM activities, social



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emotional learning and literacy programs to support the key objectives of the schools.

The BGCWC offers programming that helps youth develop common core competencies to support national common core standards and offers programs that align with CASEL (Collaboration for academic social and emotional learning). This includes the Power Hour program which utilizes activity books for reading and math skills in appropriate age segments from 6 to 18. Additionally, Project Learn, an evidence-based program recommended by the Office of Juvenile Justice and Delinquency Prevention (OJJDP) will support 21st CCLC programming. BGCWC sites offer BGCA national programs such as Smart Girls and Career Launch that support common core competencies and social emotional learning, and Passport to Manhood, and Smart Moves, which are part of Project Learn youth development programming that provide education and group mentorship. BGCWC also offers the BGCA annual art show to teach youth about art and help them develop their creativity with opportunities to enter the annual art show, which features multiple categories of art work.

To support STEAM programs designed to help students improve math and science skills and identify additional learning avenues, the BGCWC will be utilizing a variety of activities and tools. This will include STEM Scouts, a program aligned to the Indiana Afterschool Network's STEM standards, which features 4 to 6 weeks of age appropriate learning modules that focus on developing and enhancing student's STEM skills. BGCWC utilizes a variety of STEM activity kits from Stem-Finity to support STEM Scouts. Additionally, BGCWC will utilize the Discover Space program, an evidence-based intervention created by NASA and presented through LinkObservatory.org. The Code in Class curriculum, that begins teaching elementary students computer skills, will also be presented. The class consists of multi-unit lessons that start with a simple computer build and help develop computer skills and knowledge that include the build, basic coding, robotics and circuitry. BGCWC will utilize MyOn, an award winning digital literacy platform listed on IDOE's list of recommended research based curriculum. It provides instructors with real-time data from embedded Lexile ® evaluations. The curriculum allows for differentiated instruction for each individual reader and will be combined with the BGCWC Reading Lab, designated reading spaces, and literary events designed to engage and involve families to help promote literacy improvement.

STAFF RECRUITMENT AND RETENTION

The current Director of Academic Success at BGCWC holds an associates degree and this will be the minimum education requirement for the position. The Director oversees the existing BGCWC 21st Century program for Richmond Community Schools and will hold the same responsibility for oversight at the new Nettle Creek and Western Wayne locations. This role is 100% dedicated to the 21st CCLC program. The current Director of Academic Success has been on staff at BGCWC since 2013 and has spent most of her career training as part of a succession plan to serve in the capacity of an academic director. She also plans to continue additional educational pursuits. Site education directors will also be required at minimum to have an



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associates degree and will be hired to fulfill the needed 21st CCLC positions to directly oversee the two proposed locations. Education assistants will oversee the academic programming within the new sites. Each site will have an Education Assistant, which will require an associates degree. Additionally, each site will hire two tutors from the existing teaching staff at each school corporation, to support the sites. Support staff positions will also be hired to fulfill the positions needed to support the Club in presenting these programs. BGCWC exercises a development plan specific to the education staff within BGCWC. The current director of Academic Success is an example of the development done to increase bench strength. She moved to the role after working with the prior director for the last 5 years. Within the Hagerstown site we have long term employees who have been providing academic support, and will support the 21ST CCLC intervention presented during the 2021 school year as part of the Innovation grant opportunity. These staff members will continue to help fulfill the educational needs of the Nettle Creek site. BGCWC will recruit for positions at the Western Wayne site.

BGCWC evaluates the requirements for each role by utilizing data from the Indiana Department of Education, drawing upon the expertise of local educational service leaders, and considering the organization's history of serving youth in Wayne County. BGCWC reviews the data gathered, the qualifications of individuals selected and market conditions in Wayne County to determine salaries. BGCWC recruits through local post-secondary learning institutions and is fortunate to have a number of schools like, Earlham, Ivy Tech and a local Indiana University campus within the city of Richmond. BGCWC utilizes established relationships with educational institutions to seek potential candidates. BGCWC also seeks candidates from within youth and community service organizations and will ensure positions are posted on local and national job sites to ensure individuals from within the broad local community have an opportunity to apply. BGCWC will conduct panel interviews with candidates deemed to be the most qualified. Panel interviews will be conducted by BGCWC managers reflecting a broader perspective of the BGCWC organization and ensuring candidates adequately represent the culture of our members. The panel interview helps support the EOE requirements that candidates are considered without regard to race, color, religion, sex, age, national origin, disability, marital status, sexual orientation, sexual identity, veteran status or other protected status. Candidates that make it to the final round will require the appropriate background checks to ensure they possess the skills required to serve BGCWC members.

For all positions that are part of the 21st CCLC program, a professional development plan will be enacted to ensure the applicants have the opportunity to develop their skills further in support of the program and to ensure retention of talented staff. Within the Clubs, BGCWC maintains an ongoing staff training session each month to train staff on Club operational standards and initiatives, as well as quarterly sessions by local community service organizations to provide specific comprehensive training opportunities in areas specific to supporting healthy youth development. Quarterly training opportunities include subjects like trauma informed care for youth and Supporting LGBTQ+ youth in Clubs.



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Staff Listing for proposed 21st CCLC sites:

<i>Position</i>	<i>Description</i>
<i>Program Director of Academic Success</i>	<i>Oversees 21st CCLC programming for BGCWC/Richmond Community Schools program and would oversee the two new locations.</i>
<i>Site Education Coordinator – 2 positions</i>	<i>Specific Oversight for each of the two 21st CCLC sites</i>
<i>21st CCLC Education Assistants – 2 positions</i>	<i>Assist with high yield and STEAM activities for each of the two sites</i>
<i>Staff Support – 2</i>	<i>Support learning spaces and 21ST CCLC programming for each of the two sites</i>
<i>Tutors – 4 positions</i>	<i>2 tutor positions will be implemented at each of the two sites</i>

EVIDENCE OF PREVIOUS SUCCESS

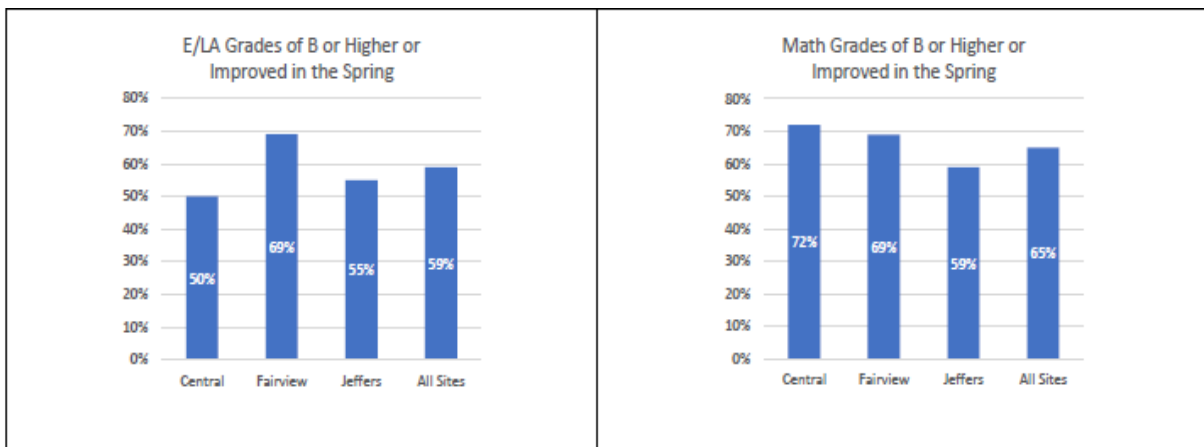
The BGCWC has been designated as a 21st CCLC site since Cohort 6, when the organization began providing academic support for Richmond Community School students in first through eighth grades. During the administering of cohorts 6 and 7 the organization met overall organizational target numbers for regular participants, and some sites exceeded their individual goals and received exceptional reviews from financial and programmatic compliance monitoring visits. BGCWC currently presents cohort 8 and 9 programming in continued support of students in the Richmond school district and was recently awarded funding under the Indiana Department of Education innovative grant to expand programming to the Nettle Creek School corporation for the 2020-2021 school year.

For the currently active cohort 8, BGCWC has three Club sites supporting 21st CCLC for Richmond Community Schools in grades 1-4. Those sites are the Central location at United Methodist Church, The Richard E Jeffers Club and the Ronald L McDaniel Foundation Club. Initially the program was presented at Fairview Elementary School, but as the school required changes in that location, funding and programming shifted to the Ronald L McDaniel Foundation location. The 2018-2019 summary indicates that the sites are meeting the family engagement outcomes targets, and although the behavioral targets were missed, scores for getting along with other students missed the goal by only 1percentage point and the goal for classroom behaviors missed the target by 3 percentage points. Additionally, 3 of 6 targets academic measures were



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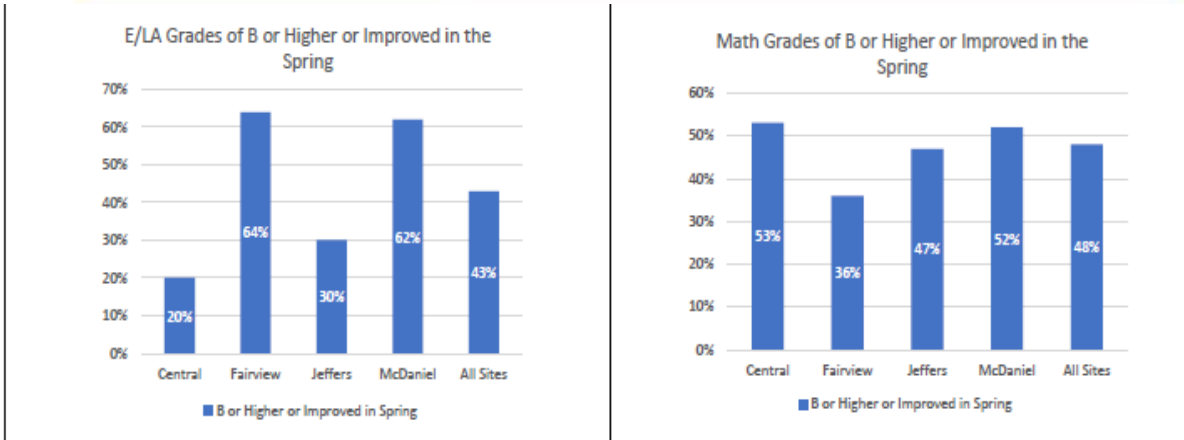
met and BGCWC was relatively close on the three where outcomes did not meet the target. The number for regularly attending members was at 160, well above the goal of 100. The report cites an opportunity to strengthen academic supports relative to achieving better English/Language arts scores for grades 3 and 4. The data below reflects the achievement of students relative to the goals set for achieving a B or higher, or improving one letter grade or more, in Math and English/Language Arts. The measure for this cohort in year 2 was that 65% or more across all sites would achieve this objective.



BGCWC began year 1 of cohort 9 in the 2018-2019 school year in Richmond community schools for grades 5-8. The 2018-2019 executive summary indicates that overall the program was achieving the family engagement goals and behavioral goals. Results indicate that there were challenges with meeting academic goals and the proposed regularly attending participants. Opportunities for 2019-2020 indicated that BGCWC needed to strengthen academic supports and explore ways to improve the approach to tutoring participants that are struggling, in order to improve participants' grades and assessment scores particularly for English/Language Arts. Additionally, the site overall needed to recruit more broadly and expand enrollment and improve incentives to reach desired participation frequency. Because of these results for cohort 9, BGCWC has begun utilizing the newly established teen center to help with recruitment and seeks to improve participation by more teens in the community by implementing Club programming that will appeal to teens. The site will continue to strive to ensure renewability. The data below reflects the achievement of students relative to the goals set for achieving a B or higher, or improving one letter grade or more, in Math and English/Language Arts. The measure for this cohort in year 2 was that 60% or more across all sites would achieve this objective.



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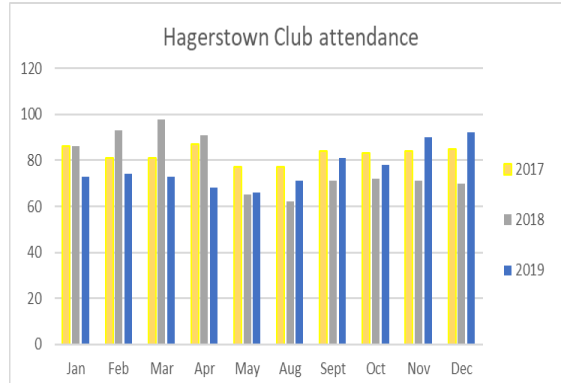
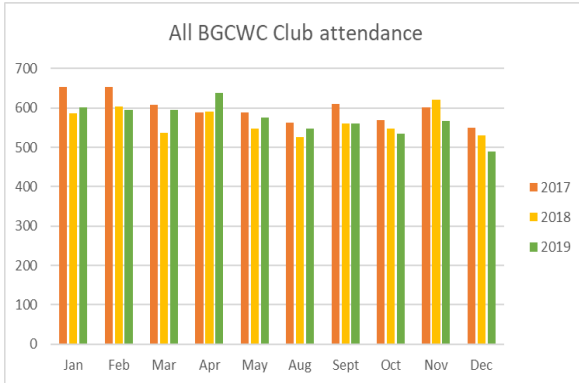


The most recent on-site visits relative to current BGCWC 21st CCLC programming for Richmond Community Schools have been facilitated by our local evaluator Praxis, during the 2019-2020 school year at several Club sites. BGCWC also had its most recent 21st Century monitoring visit on 12/2/2018. The Praxis visits occurred on 11/14/2019 at the Fairview, Jeffers and Central locations and 11/18/2020 at the Ronald L McDaniel Foundation location and 2/11/2020 at the Fairview, Central and Jeffers locations. The Praxis evaluators noted on 11/14/2019 that Jeffers and Central were meeting all standards, and that Fairview was meeting 9 of 18 criteria and nearly meeting the remaining 9. The 11/18/2019 visit at McDaniel indicated that all programming aspects were meeting standards except 2 that were nearly meeting the standard. The 2/11/2020 visits indicated that both the Jeffers site and the Central site were meeting or exceeding all standards and the Fairview site was meeting or exceeding in all, with one noted as near standard. Notes relative to the Fairview site indicated that results may have reflected ongoing budget and structure changes at the site. The Fairview site is not operational in the 2020-2021 school year based on changes within the school. 21st CCLC efforts have been fully realized now in the McDaniel site and BGCWC has created a board task force to further examine other BGCWC site opportunities within the Richmond School district.

The 21st Century site monitoring visit conducted by the Indiana Department of Education examined 5 quality indicators and 7 compliance indicators. BGCWC was rated as meeting requirements in all quality indicators and 6 of the 7 compliance indicators. Corrective action was required relative to the compliance indicator observing the status of the advisory council. The staff member leading the monitoring visit was not sure if an advisory council existed. The advisory council for 21st CCLC is embedded in the BGCWC board of directors, which includes the Richmond Community Schools superintendent. The board is comprised of many community stakeholders, who meet monthly, and is intimately involved in decisions of BGCWC and the 21st CCLC initiative. Additional stakeholders from Nettle Creek and Western Wayne will be added to the BGCWC board as part of the advisory council for 21st CCLC. With the inclusion of the new sites there will be clear correlation for 21st CCLC concerns with regard to the individual sites.



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BGCWC has invested resources deeply in the Wayne County schools, for the purpose of achieving the objectives of the 21st CCLC initiative, and to forge improvement for youth beyond the Clubs by presenting several evidence based social emotional learning curriculum to 4th through 8th graders. This includes the evidence based Too Good For Drugs program, the Blueprints model certified LifeSkills Training program and the evidence based Project Alert curriculum. BGCWC was able to secure funding and present training certification to allow additional community stakeholders to present these programs. The result was that the Richmond Police department was able to facilitate training to over 500 4th graders, increasing our reach to students. Additionally, schools have been able to implement programs and provide BGCWC with the data needed to track fidelity and outcomes for substance abuse prevention efforts. BGCWC is committed to youth and expanding our role and responsibility in the community to ensure the outcomes desired for youth. We employ these tenets across the primary outcomes we seek to achieve: Academic Success, Healthy Lifestyles and Good Character and Leadership. The table below illustrates BGCWC attendance data for 201-2019.

The table below reflects the Professional Development plan BGCWC utilized for the 2018 and 2019 school years. A new plan has been developed for the 2020 school year to better support the development needs of 21st CCLC associates and will be utilized to support cohort 10 at the new sites. It is presented in the Professional Development section of the request.

Professional Development Activities – Cohorts 8 and 9			
Professional Development Activity	Provider of Activity	Relevant Program Objective	Expected Staff Outcomes
First Aid/CPR	BGCWC	Safety	Increased knowledge of safety techniques
Staff Youth Development Training	Various presenters	Youth development, increase quality of	Increased knowledge and understanding of youth



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Indiana Youth Institute Because Kids Count	Indiana Youth Institute	Increase quality of programs	Increased knowledge of various youth development issues presented at conference
Mid-Year or National 21 st CCLC Conference	21 st CCLC	Improve reading comprehension, increase family engagement, improve STEM, improve quality of programs	Increased knowledge in content area and ability to implement programs effectively
Monthly Education Department meetings	BGCWC	Improve quality of programming	All educational content area, improve program implementation, utilizing curriculum maps and data, family engagement, etc.
Boys & Girls Clubs Regional or National Conference	Boys & Girls Clubs of America	Improve quality of programming, increase family engagement	Youth development skills enhanced, leadership skills enhanced, family engagement events.
Indiana Summit on Out of School Learning	Indiana Afterschool Network	Improve reading comprehension, increase family engagement, improve STEM, improve quality of programs	Increased knowledge in content area and ability to implement programs effectively
STEM Scouts Training	Boy Scouts of America	Improve STEM and quality of STEM programming.	Increased knowledge on the facilitation of STEM Scouts, how to manage a lab and the online system,

PROGRAM IMPLEMENTATION

EVIDENCE-BASED PROGRAMMING

Cohort 10 will provide curriculum that serves Nettle Creek youth in grades 1-8 and Western Wayne youth in grades 1-8 and conforms to 21st CCLC programming standards with a focus on STEAM programming that provides participants with activities that help youth explore hands on learning activities while supporting Math and literacy achievement. Additionally, BGCA's



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evidence-based Project Learn will be an integral part of supporting the students from these schools. Project Learn began in 1996 for Boys & Girls Clubs of America (BGCA) and has been researched by Dr. Reginald Clark who noted that “high-achieving students participated in more activities that reinforced the skills and knowledge they learned in school” (Presidents and Fellows of Harvard College, 2016). Project Learn employs five elements including family involvement, partnering with schools to create individualized learning plans, homework help or tutoring, high yield learning activities, and incentivizing participation. A number of programs designated as part of Project Learn will be presented. Additionally, BGCWC will present evidence-based social emotional learning curriculum, such as Too Good For Drugs, which is currently presented at each BGCWC location.

The tables below reflect the design and components of 21st CCLC programming at both school corporations. Both of the corporations are in rural locations, outside of the Richmond Community Schools programs, and share similar goals and performance measures. The focus on improving academic success, behaviors and family engagement are reflected below in the performance measures for all students in grades 1 through 8. In addition to the performance metrics noted BGCWC performs pre and post surveys within the presented programming to gauge how students are responding to specific programs.

Table 1: Nettle Creek School Corporation at Hagerstown Elementary School BGCWC

<i>Program Goals</i>	<i>Program Objectives</i>	<i>Program Activities</i>	<i>Performance Measures</i>	<i>Assessment Strategies</i>
1. Improve Academic Achievement	1.1 Increase mathematics achievement in regularly attending participants (RAPS) 1.2 Increase STEAM programming opportunities, the quality of STEAM activities and staff access to training for facilitating STEAM programs	1.1) Tutor assistance with Math specific activities and English/Language Arts specific activities including reading comprehension 1.2a) STEAM activities participation that draws upon math skills 1.2b) Present new and available STEAM programs	1.1a) 65% of RAPS will maintain a B or better or improve their math grade from fall to spring 1.1b/1.2a) 65% participants in the tutoring program grades 1-8 will demonstrate an expected grade progression performance in math based on Woodcock Johnson assessments	1.1a. Report Cards 1.1b/1.2a) Pre and post Woodcock Johnson assessments 1.2b) Evaluator provided survey of STEM interest and identity



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	<p>1.3 Increase English/Language Arts achievement in regularly attending participants</p> <p>1.4 Improve academic habits</p>	<p>such as Code in Class, STEM scouts NASA Ignite and Lego Robotics</p> <p>1.3) Reading Lab utilization and MyOn software</p> <p>1.4) Present Boys & Girls Clubs of America (BGCA) evidence based Project Learn programming to support academic success</p>	<p>1.2b) 60% of regular participants will score at least a 30 (out of 40) on a survey of STEM interest an identity administered in the spring or increase their score from fall to spring</p> <p>1.3) 65% of RAPS will maintain a B or better or improve their grade in English/Language Arts from fall to spring</p> <p>1.4) 65% of RAPS will either show no need to improve or improve their behavior regarding completing assignments.</p>	<p>1.3) report Cards</p> <p>1.4) 21st Century teacher survey tools</p>
<p>2. Improve student behavior</p>	<p>2.1) Increase positive student behavior in classrooms</p> <p>2.2) Increase positive student interactions with peers</p>	<p>2a) Recognition activities for positive student behavior</p> <p>2b) Behavior incentives within each program</p> <p>2c) Present BGCA social emotional learning programs</p>	<p>2.1) 65% of RAPS will demonstrate either improvement or no need for improvement in classroom behavior</p> <p>2.2) 65% of RAPS will demonstrate no need for improvement or</p>	<p>2.1) Teacher Surveys</p> <p>2.2) Teacher Surveys</p>



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		(Smart Kids, Smart Girls, Passport to Manhood) 2d) Present other researched or evidence based social emotional learning curriculum	improvement relative to helping others and getting along with other students	
3. Increase and improve family involvement opportunities.	3.1 Increase family engagement during BGCWC program events 3.2 Increase communication methods with families	3a) Family Nights 3b) Family Communication mediums	3.1) 75% of parents or guardians will demonstrate helping with schoolwork or projects at home as evidenced by positive responses to 3 or more measures in the parent survey 3.2) 75% of parents or guardians who participate in the Club's family activities will indicate greater involvement in with schools on the end of year parent survey	3.1) Parent Surveys 3.2) Parent Surveys

Table 2: Western Wayne School Corporation at Cambridge City BGCWC

Program Goals	Program Objectives	Program Activities	Performance Measures	Assessment Strategies
1. Improve Academic Achievement	1.5 Increase mathematics achievement in	1.1) Tutor assistance with Math specific	1.1a) 60% of RAPS will maintain a B or better or improve	1.1a. Report Cards



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	<p>regularly attending participants (RAPS)</p> <p>1.6 Increase STEAM programming opportunities, the quality of STEAM activities and staff access to training for facilitating STEAM programs</p> <p>1.7 Increase English/Language Arts achievement in regularly attending participants</p> <p>1.8 Improve academic habits</p>	<p>activities and English/Language Arts specific activities including reading comprehension</p> <p>1.2a) STEAM activities participation that draws upon math skills</p> <p>1.2b) Present new and available STEAM programs such as Code in Class, STEM scouts NASA Ignite and Lego Robotics</p> <p>1.3) Reading Lab utilization and MyOn software</p> <p>1.4) Present Boys & Girls Clubs of America (BGCA) evidence based Project Learn programming to support academic success</p>	<p>their math grade from fall to spring</p> <p>1.1b/1.2a) 60% participants in the tutoring program grades 1-8 will demonstrate an expected grade progression performance in math based on pre and post Woodcock Johnson assessments</p> <p>1.2b) 60% of regular participants will score at least a 30 (out of 40) on a survey of STEM interest an identity administered in the spring or increase their score from fall to spring</p> <p>1.3) 60% of RAPS will maintain a B or better or improve their grade in English/Language Arts from fall to spring</p> <p>1.4) 60% of RAPS will either show no need to improve or</p>	<p>1.1b/1.2a) Pre and post Woodcock Johnson assessments</p> <p>1.2b) Evaluator provided survey of STEM interest ad identity</p> <p>1.3) report Cards</p> <p>1.4) 21st Century teacher survey tools</p>
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			improve their behavior regarding completing assignments.	
2. Improve student behavior	<p>2.1) Increase positive student behavior in classrooms</p> <p>2.2) Increase positive student interactions with peers</p>	<p>2a) Recognition activities for positive student behavior</p> <p>2b) Behavior incentives within each program</p> <p>2c) Present BGCA social emotional learning programs (Smart Kids, Smart Girls, Passport to Manhood)</p> <p>2d) Present other researched or evidence based social emotional learning curriculum</p>	<p>2.1) 60% of RAPS will demonstrate either improvement or no need for improvement in classroom behavior</p> <p>2.2) 60% of RAPS will demonstrate no need for improvement or improvement relative to helping others and getting along with other students</p>	<p>2.1) Teacher Surveys</p> <p>2.2) Teacher Surveys</p>
3. Increase and improve family involvement opportunities.	<p>3.1 Increase family engagement during BGCWC program events</p> <p>3.2 Increase communication methods with families</p>	<p>3a) Family Nights</p> <p>3b) Family Communication mediums</p>	<p>3.1) 70% of parents or guardians will demonstrate helping with schoolwork or projects at home as evidenced by positive responses to 3 or more measures in the parent survey</p> <p>3.2) 70% of parents or guardians who</p>	<p>3.1) Parent Surveys</p> <p>3.2) Parent Surveys</p>



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			participate in the Club's family activities will indicate greater involvement with schools on the end of year parent survey	
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PROGRAM COMMUNICATION

COMMUNICATION PLAN

BGCWC will maintain communication with the Nettle Creek and Western Wayne School Corporations through a variety of multi-level meetings with participants at the school corporations and BGCWC. This includes the participation of each school superintendent and/or principal as part of the advisory group for each site and BGCWC will incorporate parents, school representation and community members from the new sites in the in the Advisory Council that is part of the BGCWC board. The BGCWC will incorporate representation from a youth member from the communities of each new site and will seek youth input through surveys conducted. On a monthly schedule the Unit director at each of the two BGCWC sites will meet with the principal or designated school official to review the 21st CCLC programming and progress and address any mutual questions that may arise while ensuring that the ongoing program in Clubs is effectively administering programs that support school curriculum and individual student performance plans. These meetings will be set up at both the elementary school locations and the Jr-Sr high schools for each corporation. The associate executive director of BGCWC will also participate in regular meetings with the school corporations, no less than quarterly. The 21st CCLC sites will receive a mid-year review of the progress towards their goals and information gathered from the fall site observation. As part of the communication plan, details from the annual executive summary prepared by the local evaluator will be shared with school officials to understand the underlying cause of successes and shortcomings, as well as recommendations for continued improvement and sustainability. The reports will be developed during the summer each year upon receipt of the year-end data which will include program and school attendance, results from onsite observations relating to program quality, and progress toward the center's performance goals. After the fourth year, a comprehensive evaluation showing all four years will be submitted. Agreements are in place to ensure the process of exchanging student data is adhered to. BGCWC will submit names of students to school administrations who will assign ID numbers to designate students and associate them with their results through a secure portal for which each school corporation will provide the BGCWC a passcode.



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BGCWC will advertise locally and on social media to advertise 21st CCLC programming and services specifically and will hold in school events during school enrollment and school open house events that reinforce that advertisement. Once the program is active BGCWC will utilize events to advertise the program and successes within the program to further recruit students. The BGCWC utilizes the 21st CCLC logo on current documentation for any 21st CCLC programming and promotional materials declaring the BGCWC a 21st CCLC site. Members complete a separate 21st CCLC intake form and signage marks each site at the front doors. The logo is placed on the BGCWC’s website, marketing handouts and is referred to often with regard to the impact BGCWC seeks to have on the Wayne County community.

PROFESSIONAL DEVELOPMENT (10 POINTS; 5 PAGES MAXIMUM)

PROFESSIONAL DEVELOPMENT PLAN

Program Name	Boys & Girls Clubs of Wayne County Indiana – Nettle Creek and Western Wayne 21 st Century Community Learning Centers
Program Director	Sydney Lieberman
Dates of Implementation	June 1, 2021—June 30, 2022

Training Name	Provider	Training Objective	Impact on Program Quality	Staff Participation (titles & # of Participants)	Hours of Training	Total Cost	What funds were used for training	Date of training	CYC Competency Alignment (if applicable)
Multistate Conference	21 st CCLC	Gain insight and sharpen skills	Improve program context and perspective	Director of Academic Success	16	\$380	21 st CCLC	October 2020	Various
BGCA National Conference	BGC of America	Learn knowledge and perspective from BGCA successes	Improve Club experience for staff and members	Management Staff: 1	24	\$5,625	21 st CCLC	May 2020	Various learning sessions that support a number of competencies
BGCA Midwest Leadership Conference	BGCA	Gain increased youth perspective	Staff able to be effective in working with youth, learn new	Senior Management: 1	24	\$3,900	21 st CCLC	October 2020	Various learning sessions that support a number of competencies



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			BGCA objectives						
All Staff Trainings	BGC of Wayne County	Staff increase knowledge of running programs and interacting with youth	Staff able to be effective in working with youth, Improve staff morale, decrease staff turnaround	Unit Coordinators, Program directors, Education staff front line staff: number varies	Varies	\$3,250 (In Kind)	General Operations Funding	Monthly	Varies
Leadership University: Youth Development Courses	BGC of America	Staff increase knowledge of running programs and interacting with youth	Staff able to lead a wider variety of programs and better interact with youth	Site Coordinators, Education Staff and Front Line Staff: number varies	Varies	\$1,350 (In Kind)	General Operations Funding	Varies	Applied Human Development
Youth Worker Cafes	Indiana Youth Institute	A variety of skills to help understand and respond to diverse youth experiences	We request impactful subjects	Site Coordinators and Front Line Staff: number varies	Varies	\$720 (In Kind)	General Operations Funding	Quarterly	Various competencies are supported
STEM Scouts Training	Boy Scouts of America	Improve STEM learning options and quality of STEM programs	Increased knowledge on the facilitation of STEM Scouts, how to manage a lab and the online system,	Education Staff	Varies	\$200 (in Kind)	General Operations Funding	Varies	Varies
Leadership University: CORE	BGC of America	Orientation to BGC, managing programs and participants, Club and child safety	Improved programing and Club experience	All new Front Line staff	Varies	\$240 (In Kind)	General Operations Funding	Varies	Professionalism

Professional Development Plan Cost:

Total Estimated Cost	\$ 15,465.00	% of Total Budget	2.1%
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Because BGCWC currently conducts 21st CCLC at several sites in conjunction with Richmond Community Schools, the \$15,465.00 estimated cost for the development plan is across all 21st CCLC program sites, including the two new proposed sites at Nettle Creek and Western Wayne and represents 2.1% of the entire proposed funding for the program across all three sites. The costs include fixed expense for sending the 21st CCLC program director, or appropriate alternate to the 21st CCLC multi state conference, the BGCA national conference, and the BGCA Midwest leadership conference that will be charged to the 21st CCLC grant. The remaining estimated costs will vary based on the number of staff from each of 21st Century sites, who will participate in the leadership training that is part of the development plan, and will be absorbed by BGCWC general operations funding.

ASSESSMENT

BGCWC realizes the role educational staff members play in the success of 21st CCLC programming and provides professional leadership opportunities to aid the staff in gaining and sharpening their skills in order to successfully fulfill their career goals. Ongoing training is also key to retaining valuable employees. The current Academic Director has been with BGCWC for 7 years and was trained under the premise of career path succession and was eventually promoted to the role she holds. As we have expanded 21st CCLC within BGCWC, we have been able to draw from existing staff strength and therefore recognize the need to continue to develop our education staff, which includes the noted training requirements, leadership development, and the motivation to continue with formal education as well.

The Director of Academic Success creates and maintains a plan to ensure staff at all levels have access, and participate in training that will support their professional development needs as a BGCWC professional and as a member of the 21st CCLC program staff. This includes having the Director of Academic Success, or appropriate designee, attend the annual Indiana Summit and participate in required IDOE training sessions or regional meetings. The Director of Academic Success will also help ensure success among the 21st CCLC staff by identifying specific needs for each educational staff member, which includes training opportunities specific to performing the duties of site coordinators, education assistants and support staff. To support the tenants of developing staff, BGCWC staff members receive regular reviews and supervisors will use this information to determine training needs and work with various program directors to ensure staff are presented with tools that help them achieve success in their specific roles. BGCWC also conducts peer observation during program presentation to help youth development professionals gain additional perspective. Specific to the 21st Century Community Learning Center initiative BGCWC will seek training for staff to ensure they seek out innovative opportunities and are prepared to present effective STEAM programs, like the recent addition of Code in Class curriculum, geared toward Math and Technology skills.



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STAFF PLANS

The 21st CCLC Professional Development plan includes Boys & Girls of America (BGCA) leadership and youth development training. The BGCA training curriculum aids BGCWC staff members in all aspects of facilitating youth development programs while ensuring the safety and well-being of children. Staff will also grow their own leadership skills in a youth environment and will be expected to progressively advance through the BGCA leadership training curriculum as part of their role. In addition to these courses BGCC sites will conduct monthly and quarterly training for all staff and some specific training sessions for educational staff. These include sessions from local community service agents to include programming from the Indiana Youth Institute. The table below reflects the Professional development plan BGCWC implemented for the Richmond Community schools ongoing 21st CCLC program. It will be carried through the 2021-2022 school year and utilized for the new sites BGCWC is proposing. The plan is reviewed each year among the Director of Academic Success, and key management staff to ensure the entirety of staff development speaks to the needs and roles that support 21st CCLC.

In addition to the noted leadership development, staff who present 21st CCLC programming will be trained in any course requirements that they are lacking. This would include STEAM programming for presenting Stem-Finity projects, Code in Class curriculum, utilization of MyOn literacy software and any other programs that require training for facilitation. Additionally, 21st CCLC staff may be trained to present Boys & Girls Club of America programs, such as Smart Girls, Passport to Manhood and Career Launch, and will obtain any certifications needed to present Evidence-Based Prevention and Social emotional learning programs the Club will utilize. For the Nettle Creek and Western Wayne sites. This could potentially include any of the following programs: Why Try, LifeSkills Training, Too Good For Drugs, Project Alert. As noted staff will also participate in all staff training which includes safety like first aid and CPR. The Director of Academic Success will also aid in ensuring that all staff supporting the 21st CCLC are assessed for specific training needs that support the attainment of core competencies and that each staff is pursuing training to support these efforts. This would include the initiative to support front line staff and education assistants with Trauma Informed care training that supports developmental practice methods, and applied human development competencies so they are capable of successfully presenting programs in the face of behaviors that deviate from the expectations they may have of students. The Director will ensure that Site coordinators are attaining competencies to understand professional boundaries and how to build success within the networks they influence and how to communicate in ways to demonstrate relationships that support both parents, teachers and staff equitably as they manage 21st CCLC sites. This training will be approached by utilizing education resources that provide training that supports child and youth care competencies.

ENHANCING QUALITY

BGCWC maintains an organizational professional development plan for all staff. Together the organization level plan and the 21ST CCLC plan are key to identifying areas of growth for



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individuals and improving quality implementation of programming throughout the Club and within the 21st CCLC program. The training BGCWC provides ensure that staff members are able to present programming that supports a diverse membership with varying challenges, academically, but also in terms of individual circumstances that can impact academic success. A full spectrum of training that speaks to program delivery and specific competencies geared toward youth development are essential to the success of programming and the impacts BGCWC desires for all youth. BGCWC seeks to help staff address barriers for students through the training program and utilizes in house observation and evaluation tools to present engaging programs that ensure program metrics can be achieved.

EVALUATION

EVALUATION PLAN

The BGCWC will collaborate with the Nettle Creek and Western Wayne School Corporations to gather data for students participating in the 21st CCLC programming at the specified club locations. Praxis Strategies and Solutions (Praxis) will serve as the external evaluator. Evaluation will be a collaborative effort by the club and Praxis using a multi-method, multi-source evaluation protocol that includes both quantitative and qualitative data collection measures to inform both summative and formative evaluation. The effort will provide for the 21st CCLC evaluation within the club's existing formative self-evaluation process and the summative evaluation process allowing for a clear picture of the program to emerge and the "story" of impact to be told.

Data collected will include:

Formative data

- Beginning-of-year meeting between Praxis and key program staff to discuss evaluation results from the previous year, as well as program adaptations arising from the evaluation, and to establish goals and priorities for the upcoming year.
- At least 2 site visits at each site by Praxis evaluators per year in fall and spring, with up to 2 additional visits as needed to observe process changes based on previous evaluation findings. Sites will be rated on all relevant Indiana Afterschool Standards. Evaluators will also provide qualitative feedback on priorities identified in the BOY interview. Ratings and feedback will be provided to the club in a written report within one week of the visit.
- End-of-year interview between Praxis and key program staff to discuss successes and lessons learned in greater depth.
- BGCWC utilizes an internal peer observation evaluation to evaluate program delivery for consistency and key elements of The Boys & Girls Clubs of America, and facilitates regular reflection meetings with program facilitators and program directors to inform school year program planning and make adaptations to promote effective programming.



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Summative assessment

- *Fall and Spring semester grades, and performance on local academic assessments* in reading and math to assess student academic progress.
- *Teacher surveys* collected every spring to gauge the program's impact on student behavior and academic habits.
- *Parent survey* collected every spring to solicit feedback about the program, and to gauge the effectiveness of parent programming and outreach.
- *Program pre and post surveys.* Within the BGCWC sites program staff consistently gather pre and post survey data for the Boys & Girls Clubs of America (BGCA) programming that will be offered, including the Smart Kids curriculum. The surveys provide perspective on how students perspective and behavioral patterns change, as well as knowledge gains. The data is valuable to determine program effectiveness and can also help education staff identify aspects of an individual child's behavior or performance to help support kids with achieving the desired results of the 21st CCLC program.
- *NYOI data.* In 2011 BGCA launched the National Youth Outcome Initiative (NYOI), a system built to measure the impact of Clubs using a common set of research informed indicators of our priority outcomes. In NYOI, individual Boys & Girls Clubs collect data about their registered members to compile results, at all levels, and for various demographics to measure indicators of youth achievement in our priority outcome areas of academic success, healthy lifestyles and good character and citizenship. BGCA processes the responses from surveys completed in Clubs each spring, furnishes each participating Club organization with its members' survey data, then aggregates and analyzes the data to render national results. Professionals at the local and national levels use NYOI data to inform planning and operational decisions, make improvements to programs and services, and demonstrate their impact to donors and stakeholders. BGCA provides training and technical assistance to enable local Club organizations to use their NYOI data more effectively.
- *Dimensions of Success (DoS) observation of STEAM programming.* A Praxis evaluator will assess STEAM programming using the DoS protocol, a STEM observation protocol specifically designed for out-of-school STEM programming by the PEAR Institute. DoS rates the program on twelve "Dimensions" of quality based on organization, effective use of scientific inquiry, and positive relationships. DoS ratings and recommendations for improvement will be included in site visit feedback.

Formative and summative data will be used to: assess progress on meeting required performance measures; assess efficacy of the program and effectiveness of project staff at meeting participant needs; garner feedback about program successes and challenges, assess program efficiency and efficacy; and collect feedback to inform improvement of the program. Quantitative and qualitative findings will be compared to check for alignment, thereby providing support of results or indicating a need for further inquiry.



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The process component of the evaluations will be utilized to improve program processes and to gauge the extent to which the 21st CCLC program: *1- aligns with school improvement plans, 2- is academically substantive, 3-assists parents to become engaged in their students' academics, college/career preparation, academic performance, and social development, 4-a highly professional operation driven by staff development, 5-achieves its self-articulated goals and objectives, and 6-utilizes effective policies & procedures to deliver service to students & parents.*

Praxis will incorporate the federal data collection requirements into the evaluation and will perform longitudinal analyses of academic data for years 2, 3, and 4 as data are available for students who attend the program multiple years. Year-over-year changes in whole-group student performance will be incorporated in each annual report to show developing trends.

LOCAL EVALUATOR

The BGCWC will partner with Praxis Strategies and Solutions (Praxis) to complete the evaluation requirements for the 21st Century Community Learning Center grant. Praxis is a research and consulting firm serving community learning centers across Indiana. Brad McLeish, President of Praxis and the lead researcher, holds a master's degree in Public Administration from Indiana University South Bend. Each Praxis consultant holds a master's degrees and has at least 5 years' experience evaluating programs in education, mental health, substance abuse prevention and youth service. Praxis began working with 21st CCLCs when the Indiana Youth Institute completed the first two rounds of statewide evaluations. Since then, it has taken on multiple local evaluations and served as the statewide evaluator for the 21st CCLC program during the 2016-17 school year. Praxis also has long-standing relationships with many non-profit organizations and government agencies and currently provides evaluation services to BGCWC for 21st CCLC cohort 8 and cohort 9 grants.

STRATEGIES OF MEASUREMENT

Attendance goals:

The details of this proposal were developed in close consultation with school administrators to ensure alignment between school and club activities, and a good fit between school needs and the club's capacity and competencies. Attention was paid to the number of students who fit the recruiting goals of the program, logistics/transportation, and the capacity of the club. Program attendance goals are based on this consultation with school administrators, and on the club's previous experience serving the community from our Hagerstown site.

Academic goals:

The proposed performance measures align with program activities and school practices to provide data-driven outcomes that reflect the impact of the program's activities on participants' academic performance. They are designed to cover a broad spectrum of factors which affect student learning, including skill mastery, academic habits, and positive mindset. Targets for all



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academic goals were set based on whole-school achievement and growth on standardized reading and math assessments at each feeder school, as well as the club's previous experience at our four Richmond 21st CCLC sites.

Grades are a composite measure of skill mastery, behavior, and compliance with in-class procedures, and so serve as a broad measure of program impact. The grade-based performance measures are designed on a "do well, or do better" model, meaning they are intended to capture both those who are consistently performing at a level typical for their grade, or are at least improving. Elementary grades in both Nettle Creek and Western Wayne school corporations are standard A-F grades. The grade-based performance measures assess the number of students who either maintain a B average throughout the school year, or improve by at least a "half-grade", e.g., from a C to a C+.

For students who are behind academically, the club's tutoring program provides more intensive instruction to help those students close the gap with their grade-level peers. Grade Equivalent scores on the Woodcock-Johnson assessment indicate the pace at which each student is closing that gap. The performance measure for academic growth emphasizes math achievement, as this aligns with the STEAM priority focus of the proposal, however reading and language use assessments, and student progress on the MyOn software will also guide program decisions.

The effectiveness of the club's STEAM programming will be assessed through pre and post surveys of STEM interest and STEM identity—perceiving oneself as a scientist. The survey was created by Praxis, based on research by the Afterschool Alliance on best practices and afterschool outcomes—*STEM Learning in Afterschool: An Analysis of Impact and Outcomes* (Afterschool Alliance, 2011) and *Defining Youth Outcomes for STEM Learning in Afterschool* (Afterschool Alliance, 2013).

In addition, results from the annual teacher survey and NYOI data will augment the formal academic performance measures. Together with the pre and post data from the club's character development and social emotional learning programs, these will gauge the program's impact on participants' academic habits, prosocial behaviors, and social/emotional development to address non-academic factors that can affect student performance and impede learning.

The club will use the annual evaluation results, ongoing feedback from Praxis, and the results of its own ongoing self-assessments to improve its program and adjust processes for maximum program efficiency and effectiveness. Careful attention to evaluation results will demonstrate accountability, as well as build a case for sustainability. Results of the external evaluation will be combined with the club's internal quality assessments through the BGCA, including the results of the National Youth Outcome Initiative, pre and post program survey data, and formative feedback from staff, families, and participants. Results of annual and ongoing evaluation efforts will be shared with BGCWC staff at regular staff meetings, with school advisory groups at monthly meetings and with the Advisory Council and BGCWC board during monthly meetings and at the end of every school year.



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SAFETY AND TRANSPORTATION

TRANSPORTATION PLAN

BGCWC will work with the new proposed sites to ensure transportation is not a barrier to program access. Within the Nettle Creek School Corporation, Hagerstown Elementary school students will remain on the campus at 299 North Sycamore Street in Hagerstown to attend the Club and the school district, with appropriate parent or guardian authorization, will transport students from the Jr-Sr High School to the Club site in the elementary school. The Western Wayne School Corporation will provide transportation at the end of the school day, from Lincoln Middle School and Western Wayne Elementary School to the BGCWC Cambridge City Club, located at 519 Queen Street in Pershing Indiana, via Western Wayne School buses, and with parental consent. 21st CCLC participants at both sites, who note transportation home from the Clubs as a barrier to attending, will be transported home by BGCWC as part of the night riders program. All of these transportation needs are included in members' \$15 annual fee.

NEEDS OF WORKING FAMILIES

Given the economic disparities in Wayne County and the lack of after school providers in these rural school districts, BGCWC seeks to ensure that participants can attend 21st CCLC programming with no negative impact on families. The low membership fees and provided transportation is designed to ensure access for families who may have challenges with transportation or the ability to leave their employment to ensure their children are being transported to Clubs after school. BGCWC continually seeks to ensure that regular Club programming and family events and activities are designed to support the needs of Wayne County families.

ON-SITE SAFETY

The BGCWC will continue to independently operate the Nettle Creek School site in the existing Hagerstown Elementary School site, utilizing shared space that the Nettle Creek School Corporation will provide daily maintenance for. The site includes access to the school gym, cafeteria and space to operate the games room, as well as the needed space for 21st CCLC education programming for students to complete homework, receive tutor assistance and participate in high yield STEAM activities. The responsibility for cleanliness and sanitization throughout the Club programming day will be the responsibility of BGCWC. For the Western Wayne initiative BGCWC will independently operate a programming site within the space provided by the school corp. The site at 519 Queen Street in Pershing was previously an elementary school and is currently used for school administration. The school corporation will continue to use the space for some administrative purposes; however, this leaves ample space for BGCWC to operate a 21st CCLC site to include a gym, cafeteria space, games room and the necessary class room space for 21stCCLC components. The Western Wayne School maintenance department will perform daily maintenance of the entire site with BGCWC responsible for



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cleanliness and sanitization of programming areas during after school programming. The BGCWC board has a building and transportation committee which meets quarterly to conduct inspections and will support both the Nettle Creek and Western Wayne School Corporations with regard to ensuring the sites utilized by BGCWC are being inspected regularly to ensure proper maintenance is being conducted.

Safety is one of the Five Key Elements of Positive Youth Development for the Boys & Girls Clubs of America, which means that each BGCWC operated facility is designed and operated to ensure the safety of all members. Each site has a process and or system in place that only allows youth members, staff and volunteers go beyond the check in point. Safety drills, including evacuation, tornado, and lockdown drills, are conducted and documented at each location. The BGCWC staff are trained on the emergency management plan, documenting how staff are to react to emergencies on or offsite (field trips). Members scan in and out daily at each site and attendance is also tracked for specific program participation. Parents designate on 21st CCLC intake forms whether the parent/guardian is to transport the child home, the BGCWC transports the child home, or if the member is to walk home. Program staff are also responsible for inspecting property, equipment, and materials daily before the programs for members. Any safety issues noted within the areas they are utilizing must be resolved before programming can begin. Staff are trained prior to interacting with youth and throughout the year on how to document repairs needed and how to handle unsafe situations that could arise. Staff are also certified on first aid and CPR and trained on how to manage and document any incidents that may occur. To ensure member safety within Club locations youth are not allowed in unsupervised areas and internet access on Club computers is available only on computer stations within educational areas where stations are situated so that students' monitors are easily observable by the staff. Youth complete an internet safety instructional prior to engaging in use of equipment. Staff to member ratios are also maintained as prescribed (1 staff for every 20), and fire marshals provided the BGCWC with occupancy ratios as well. The associate executive director and each unit director work together to determine how to adequately maintain ratios staff ratios and prevent situations that would violate the required ratios.

Each year the BGCWC conducts the National Youth Outcome Initiative (NYOI), the Indiana Quality Program Self-Assessment (IN-QPSA) and utilizes internal peer program observation. These three assessments provide opportunities for staff and youth to examine and report on a number of indicators, relative to how safe the members perceive the Club, how positive member relationships are with staff and their peers and where staff can identify weaknesses or areas of improvement. Results are reviewed so that annual planning supports effective practice relative to safety. These plans are overseen by the program director and associate executive director.

HIRING PRACTICES/BACKGROUND CHECKS

Staff for 21st CCLC programming will be evaluated and hired based on the minimum requirements set forth in the program plan and pursuant to minimums defined by the Indiana



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Department of Education. Staff and volunteers must pass an extensive background check before they are allowed to enter the facility when Club members are present. The background check includes a mandatory criminal background check performed in accordance with BGCA Membership Requirements. Staff and volunteer checks include name-based or fingerprint-based record searches that may be used in any combination but shall, at a minimum, (a) verify the person's identity and legal aliases, (b) provide a national Sex Offender Registry search, and (c) provide a national criminal record search. Such checks shall be conducted prior to employment and at regular intervals not to exceed twelve (12) months. All background check findings shall be considered when making employment or volunteer decisions and each Club shall have a policy defining eligibility for employment or volunteer service, if such individual: a) refuses to consent to a criminal background check, b) makes a false statement in connection with such criminal background check, c) is registered, or is required to be registered on a state or national sex offender registry, d) has been convicted of a felony consisting of: 1.) murder, 2.) child abuse, 3.) a crime against children, including child pornography, 4.) spousal abuse, 5.) a crime involving rape or sexual assault, 6.) arson or 7.) physical assault, battery, e) has been convicted of a drug-related offense committed within the last five years. The personal information provided in background checks remains confidential and is only utilized for the purpose of making hiring decisions. BGCWC maintains all background checks with associate human resource files. BGCWC or volunteer are also required to sign off on and comply with confidentiality statements, communication policies, a technology policy and all material in the Employee/Volunteer Handbook.

BUDGET (ATTACHED TO PROPOSAL SUBMISSION)

PROGRAM STABILITY (2.5 POINTS; 2 PAGES MAXIMUM)

In establishing the 21st Century Community Learning Center initiatives for both the Nettle Creek School Corporation and the Western Wayne School Corporation, BGCWC is enhancing partnerships to ensure the stability of these initiatives. In the Nettle Creek Corporation, we will build upon the ten plus year relationship with the district, utilizing our existing site in the Hagerstown Elementary School. In Western Wayne we begin the initiative with two commitments from the school district that will go a long way toward ensuring stability. These commitments include an in kind rent free school administration building and a transportation plan that has the schools stepping up to transport students to the BGCWC site. The BGCWC has relationships with agencies who have a strong sense of the academic needs of Wayne County and a commitment to improving youth outcomes. This includes pairing with Communities in Schools (CIS) and the Wayne County System of Care to ensure all the needs of the students within these districts are part of the equation and partnerships are seeking to serve these needs holistically and long term. The BGCWC board, which will also be a part of the advisory council for these new initiatives includes the current superintendent of the Richmond Community Schools as well as



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the previous superintendent of the Nettle Creek School Corp. Current superintendents or other school officials will also serve on the advisory council. These individual partners demonstrate how deep the commitment to Wayne County’s students truly is. With these critical elements to secure a location and agreements in place relative to the use of shared resources, BGCWC will look to collaborate with the communities, the advisory council and the BGCWC board to secure other partners to support academic programming efforts and additional funding, where available, in order to establish a solid foundation of support for these efforts.

BGCWC will also maintain strong relationships with STEAM programming resources, such as Link Observatory, Boy Scouts of America, and IVY Tech to ensure these partners can provide additional opportunities for youth and staff and leverage future funding opportunities. In addition to establishing partnerships and enhancing professional development to strengthen program quality, the BGCWC created a Resource Development Plan and maintains a three-year strategic plan under the direction of a 40-member board. The current plan for 2020-2022 includes the areas of leadership, human resources, finances, safety, program impact and strategic location. The Committee is in the process of reviewing strategic location options to further support the needs of the communities served. The current plan continues the 100% board contribution precedent set by the prior plan and includes specific plans to increase corporate and individual giving over the next three years, increasing special event giving, increasing the number of new members in the Heritage Club (beneficiary program), increasing major gifts, increasing key leader lunches, and once again doubling the endowment.

Ultimately, BGCWC will draw upon past financial strengths and fund raising success to expand resources to promote sustainability in the event of funding deficiencies. BGCWC will continue aggressive fundraising within the community. The Clubs will apply the lessons and experience of our 21st CCLC relationship with Richmond Community Schools to achieve similar results in the Nettle Creek and Western Wayne district. BGCWC also understands that the success of all of our 21st CCLC efforts is dependent on results, therefore we have presented SMART goals with the intent to deliver results that prove the efforts undertaken have an impact on Wayne County youth.

APPLICATION CHECKLIST

Section	Point Value	Maximum Page Limit
Completed Cover Page	2.5	N/A
Signed Assurances	2.5	N/A
Completed MOU(s)	2.5	N/A
Completed Appendix 3 form	2.5	N/A



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Project Abstract	2.5	2
Program Qualification	5	2
Priority Points	5	1
Need for Project	10	7
Partnerships	5	3
Program Design	15	10
Evidence of Previous Success	7.5	5
Program Implementation	15	5
Program Communication	5	2
Professional Development	10	5
Evaluation	10	5
Safety and Transportation	5	3
Budget	15	N/A
Program Stability	2.5	2
Application Organization	2.5	N/A
Total	125	52