



Service Years as a Strategy to Expand Access to Afterschool

*Thank you for joining us.
The webinar will begin shortly.*



Housekeeping Notes



Experiencing Delays?

Try closing out the other programs running on your computer.



Have a question or comment?

Use the group chat to interact with presenters and other participants.





Welcome



Afterschool
Alliance

Speakers

Alexis Steines – Afterschool Alliance

Brooke Bohnet – Service Year Alliance

Andrew Neuman – Maryland Out-of-School Time Network

Bernard Rahming – OregonASK



The State of Afterschool: Why Host Service Year Corps Members?



Afterschool
Alliance

Demand is high for afterschool programs

More youth than ever before—

10.2 million

—are in afterschool programs.

For every child
in a program,



2 are waiting to get in.



www.afterschoolalliance.org/aa3pm

Source: *America After 3PM: Afterschool Programs in Demand*, 2014.



Who is Using Service Years in Afterschool Programming?

Afterschool Alliance
United Ways
Boys & Girls Clubs
4-Hs
YMCAs & YWCAs
Aspire! Afterschool Learning
Higher Achievement
Maryland Multicultural Youth
Center



Peace
Corps



BOYS & GIRLS CLUBS
OF AMERICA



Catholic
Charities



JESUIT VOLUNTEER CORPS



TEACHFORAMERICA



Children's Aid
Every step of the way



Who Wants These Outcomes?

Increase program capacity: additional human capital

Expand reach and serve: many more kids and families

Strengthen partnerships: building and stewarding partnerships

Build deeper relationships with students: outcomes

Create a community talent pipeline: kids who grow up seeing service year opportunity and teaching as an options



Service Year in Action: Oregon



Service Year in Action: Maryland



MOST VISTA Program



- ▶ The Maryland Out of School Time Network proudly serves as a statewide intermediary sponsor for AmeriCorps VISTA projects supporting more and better afterschool and summer programs for Maryland youth.
- ▶ Now in the 7th year of operation, our AmeriCorps VISTA program members serve as a catalyst for change, living and working alongside community members to advance local solutions. MOST VISTA members find creative and lasting solutions to build capacity for out of school time and youth development organizations working towards:
 - Inspiring the future STEM workforce by engaging youth in high quality STEM learning opportunities
 - Eliminating childhood hunger by increasing the number of meals served by OST programs and enriching those programs with quality nutrition/health education
 - Supporting innovative projects that expand access, improve quality, facilitate collaboration, and create new initiatives for OST programs statewide.

VISTA Cohort 2018- Summer and Full Year



Outcomes



As of October 2018, some of our most notable outputs and outcomes are as follows:



VISTA members collectively raised **\$707,078** in cash resources to support programming and ensure organizational sustainability through grants, donations, and special event planning.



VISTA members also leveraged over **\$319,365** of in-kind resources to enrich offerings and provide amazing opportunities for the program participants that they serve.



Recent pilot programs that were implemented via VISTA project include: middle school pilot of the high school based MERIT Health Leadership Academy program, the STEAM Center at Lakeland Elementary, and the design and launch of the Maryland MENTOR organization;



MOST recruited, trained, and deployed 26 short term Summer Associate VISTA volunteers to serve with capacity building and direct service assignments as curriculum designers and classroom facilitators at 10 youth serving organizations



Bringing Service Year Corps Members to Your Afterschool Program





Our Mission

To make a year of paid, full-time service - a service year - a common expectation and opportunity for all young Americans.

National Service Can Help

More than 44,000 national service corps members provide in-school and afterschool support, **serving in almost 12,000 schools**, including one out of every four low-performing schools and one out of every ten charter schools. (“National Service Strengthens Education,” Corporation for National and Community Service)

How do you get started?



SERVICE
YEAR

SERVICE YEARS AS A STRATEGY TO
**Expand Access
to Afterschool
Programs**



CHARLES STEWART
MOTT FOUNDATION

This work would not be possible without the generous
support of the Charles Stewart Mott Foundation.

STEP 1

GET IN THE SERVICE YEAR MINDSET

What does it take to be a high-quality service year program?

STEP 4

MAKE DECISIONS ON PROGRAM STRUCTURE

What structure best suits your program?



STEP 6

MAKE THE CASE

Why are service years a good strategy for your afterschool program?

STEP 7

CREATE AN IMPLEMENTATION PLAN

Now what?
What is needed to bring this program to life?



STEP 5

FINALIZE SERVICE YEAR CORPS MEMBER POSITION DESCRIPTIONS

What roles and responsibilities will the service year corps members perform to address the community identified needs?

STEP 2

IDENTIFY THE NEED

What specific unmet community needs will be addressed?



STEP 3

DETERMINE YOUR GOALS

What impact will you have and how will you measure and track success?

GET IN THE SERVICE YEAR MINDSET

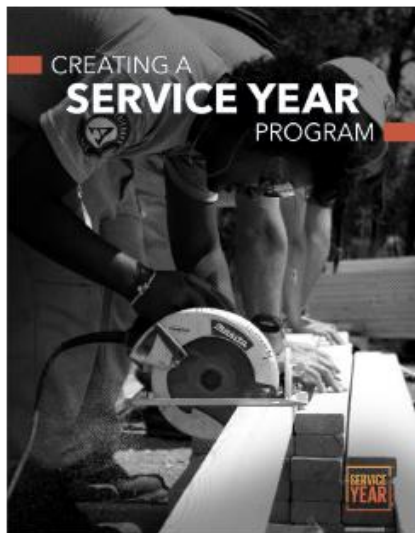
Become familiar with service year structure to build the best program to fit your situation.

This toolkit provides the necessary steps to create a service year position at your afterschool program or statewide afterschool network. We worked with afterschool providers and networks to identify a host of tips, tools, activities and resources based on their first-hand experience in utilizing service year positions to advance their goals and mission.

If you are thinking, "I want to add service year positions in my afterschool program or network, now what?", this toolkit is for you.

This is a companion guide to the [Creating a Service Year Program toolkit](#) and should be read in tandem.


USE THIS!



GET IN THE SERVICE YEAR MINDSET

Myths About a Service Year?

- Service Years can be anywhere from **10 months to a two-year term**.
- They are **paid positions**, not voluntary
- Funding comes from a **variety of sources**
- They are **not used as “cheap labor”** replacing regular employees, but **should add to your programming!**

STEP TWO

IDENTIFY THE NEED

-How many of children are enrolled in afterschool programs? How many more would you like to have capacity to enroll?

-What have you heard in your community about what is most needed during afterschool hours? What is the gap, if any, between what is needed and what is currently provided? How can you close the gap?

-How can a service year program support or enhance the role and the youth outcomes you work to achieve?

STEP THREE

DETERMINE YOUR GOALS

“What do we want to achieve?”

Given the unmet need you have identified, name the desired result or quantified change you want to see.

What is your vision for the future?



THEORY OF CHANGE

INTERVENTION

OUTPUT/ OUTCOMES

NEED

- Limited organization capacity to start afterschool programming
- Need to create and/or improve systems or processes
- Need for additional fundraising capacity
- Program development needs



- Understaffed
- High demand for services
- Need more structure and/or supervision to serve youth

- Organization(s) implementing more effective practices helping to make the organization more efficient and/or more effective
- Increase in the number of new beneficiaries that receive services

- Additional types of services offered
- Dollar value of financial resources leveraged (cash or in-kind)
- Improved systems or business processes

- Community partnerships created and/or strengthened
- Additional volunteers recruited, trained, and/or managed

- Improved student motivation, student engagement and/or performance at school
- Positive impact on students' academic and social development
- Increased student excitement about learning

- Prevention of risky behavior
- Reduction in crime and juvenile delinquency
- Reduced achievement gaps for students

- Increased academic engagement/interest and enthusiasm for learning
- Improve afterschool program's capacity, quality and/or effectiveness

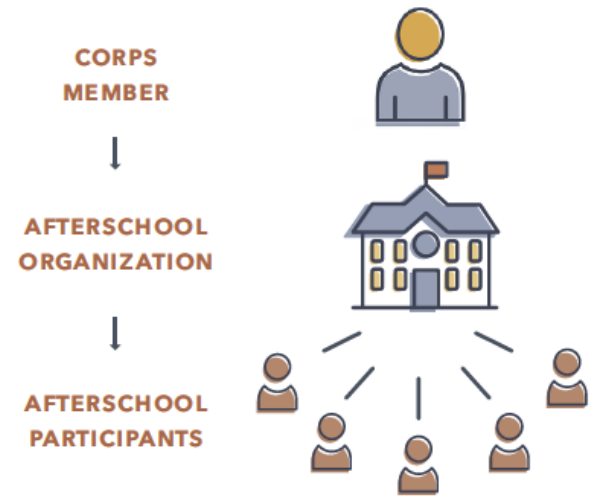
IMPACT

Millions more students gain access to high quality afterschool programs that inspire them to learn, help them make smart choices, and giving parents peace of mind

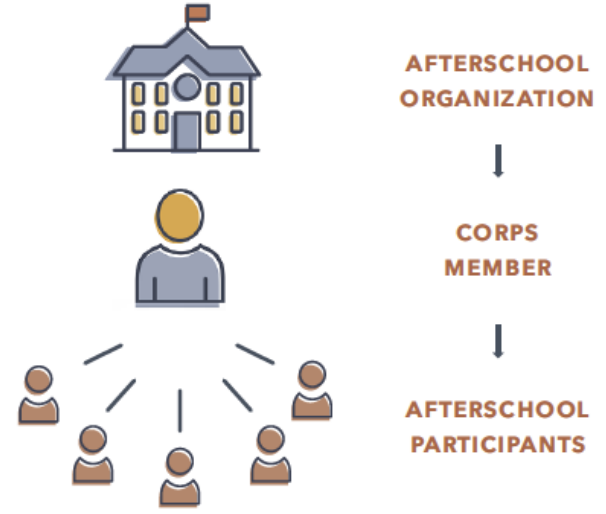
CAPACITY BUILDING

DIRECT

CAPACITY BUILDING



DIRECT SERVICE

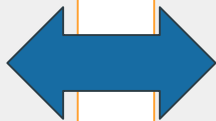


STEP THREE

DETERMINE YOUR GOALS

DIRECT SERVICE

- Increased academic achievement and Improved grades
- Enhanced reading gains/literacy
- Improved school attendance
- Improved social and emotional development
- Increased parental engagement
- Boosted youth job readiness / career exploration



CAPACITY BUILDING

- Increased the number of new beneficiaries that receive services
- Improved program's capacity, quality and/or effectiveness
- Improved systems processes
- Increased number of volunteers / caring adults supporting program
- Expanded community partnerships

STEP 2 MAKE DECISIONS ON PROGRAM STRUCTURE

What will the **corps members do** to address your need?

Do you want to **create a new program, or be a host or expansion site** for an existing program? **Replicate/Design - Host - Expand - Inform**

Will you be a **single site or multi-site** program?

Will your corps members be **part- or full-time**?

FINALIZE SERVICE YEAR CORPS MEMBER POSITION DESCRIPTIONS

A **well defined position description** is essential for a successful service year program to set clear expectations and to align the program needs with the best-suited candidates.

SAMPLE SERVICE YEAR CORPS MEMBER POSITION DESCRIPTION

About the Organization

Enter description about your program/organization.

About the Position

Position Title:

Term of Service Start Date:

Service Location:

Term of Service End Date:

Service year corps members complete an intensive commitment and make a substantial impact in the life of youth. You will be helping the nation address one of its greatest challenges-closing the achievement gap. You will be working with young people to inspire them to learn, help them make smart choices, and equip them with the skills needed to achieve their dreams. You'll serve students, schools and communities by providing hands-on service, tutoring, and academic support before school, afterschool, weekends, and during school breaks.

What You'll Do - Corps Member Responsibilities

You'll serve students, schools and communities. During your service year, you will fulfil the following responsibilities:

- List out activities

What You'll Get - Compensation & Benefits

This is an opportunity to develop real-world skills through hands-on service. It's an extraordinary year that transforms your life and your community. You'll gain valuable skills and knowledge that will accelerate your career and education. It's not your typical path; it's an experience for A Better You, A Greater Us.

Career and Education Opportunities

- Access to online resource center and virtual career fairs
- Networking opportunities
- ENTER INFO HERE

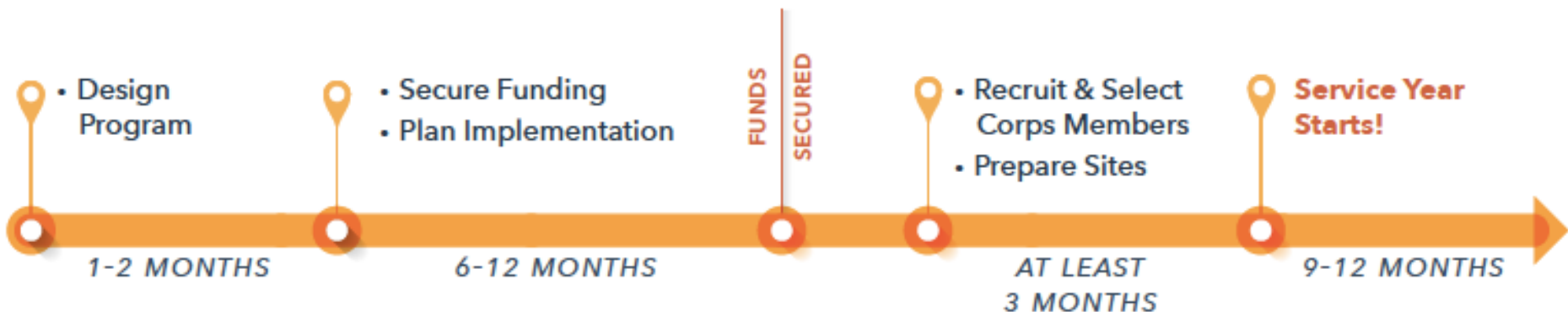
Skills and Training

- Leadership training and development
- Extensive training in the field of afterschool and youth development
- Project management and communication skills
- ENTER INFO HERE

MAKE THE CASE

Despite the prevalence of afterschool programs throughout our communities, according to the Afterschool Alliance and the America After 3pm report, there **remains a staggering 19.4 million kids** who would be enrolled in an afterschool program if it were available to them.

CREATE AN IMPLEMENTATION PLAN



CREATE AN IMPLEMENTATION PLAN

Build your budget. Here are some common elements:

- Corps member **living allowance**
- Additional corps member **benefits** (healthcare, etc.)
- Training and professional development**
- Staffing**
- Special **equipment and materials** (uniform, programmatic supplies)

Then, think about your **fundraising strategy!**

CREATE AN IMPLEMENTATION PLAN

AmeriCorps VISTA Goal: To create sustainable change that brings individuals and communities out of poverty.	AmeriCorps State/National Goal: To address unmet community needs in education, healthy futures, clean energy, environment, veterans, and economic opportunity.
Type of Service: Capacity building activities Service Requirement: 12-month, full-time commitment	Type of Service: Direct service and capacity building activities Service Requirement: 10-12 month, full- or part-time service commitments
Cost: Stipend & Benefits covered by CNCS <i>[unless Cost Share then 50% of living allowance per member covered by grantee]</i> & Operational Costs covered by grantee.	Cost: 24% match of total grant award from AmeriCorps.
How To Apply: Submit concept paper via eGrants -- quarterly call for concepts. If accepted, complete full application through CNCS.	How To Apply: Submit letter of intent to your State Service Commission by September/October.

How do you get started?



ServiceYear.org/Education
to download resource!

Questions?



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