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THE 21ST CENTURY COMMUNITY LEARNING CENTER INITIATIVE

THE NEED FOR AFTERSCHOOL

A great need exists for afterschool activities providing appropriate youth supervision and involvement. Academic literature suggests that children and parents are well served by carefully organized and supervised youth programs during afterschool hours. Programs can extend social, educational, and recreational activities for children, while protecting them from unhealthy environments (Posner & Vandell, 1994; Riley, 1994). Although there is no established formula for quality afterschool programs, most successful programs combine academic, recreational, physical, and artistic elements in a curriculum designed to engage youth in a variety of structured and supervised activities. The activities can fulfill numerous needs of children, families, and communities, while also providing safe and positive environments to nurture the cognitive, social, physical, and emotional development of youth (Reno & Riley, 2000). Consensus usually exists among program administrators that these components serve four key program objectives: (1) scholastic development, grade improvement, and increased performance on standardized tests (e.g., disguised learning, homework assistance, remediation, career awareness, and technology education); (2) improve behavior and social skills (e.g., behavior modification, character development, social skills education, conflict resolution; and substance abuse education); (3) provide a caring and safe environment, thus reducing negative impacts of unsupervised activities and allowing parents to be less worried about their child's safety, more appreciative of their child's talents, and more comfortable concentrating on their vocations (Wallace, 2002); and (4) provide children with personal inspiration, improving feelings of self-worth, self-concept, self-confidence, overall self-esteem, and self-perceptions of ability (Davis, 2001; Sanacore, 2002; Sanderson, 2003), as well as motivation to succeed in life and school.
**Types of Afterschool Programming**

It is important to distinguish between three major types of after school programs. Child Care and Day Care (or “after care”) programs are typically the least structured programs with a primary focus on providing a supervised place for children while parents are still in work. Extracurricular programs are typically more structured, school-run programs with a primary focus in single areas (e.g., after school band, football, debate, etc.). Finally, “afterschool program” (or “Extended Learning Program”) is a term typically used to describe the most structured types of programs offering a wide breadth of activities to enrich the minds and bodies of participating students. The latter are those programs generally included in research studies and are more likely to receive federal, state, and local funding. Ultimately, 21st CCLC programs, including the one at focus within this evaluation, are some of the most structured, comprehensive, and diverse afterschool programs in Florida.

**The 21st CCLC Initiative**

The national need for structured afterschool programming spawned the creation of the 21st Century Community Learning Centers (CCLC) initiative in 1994, when the U.S. Congress authorized the establishment of the federal afterschool programs. In 1998, the 21st CCLC program was refocused on supporting schools to provide school-based academic and recreational activities during after school hours, summer, and other times when schools were not in regular session. The development of the *No Child Left Behind Act of 2001* brought further political focus and federal funding to afterschool programs, which signified the beginning of federal funding aimed at directly addressing the need for afterschool programs in a systematic manner. Total federal funding began with $750,000 in 1995 and grew to approximately $1.2 billion dollars in 2013 (United States Department of Education, 2012).

The 21st Century Community Learning Center (21st CCLC) initiative, as outlined in federal law under the “No Child Left Behind Act” of 2001, is an opportunity for students to enhance and reinforce academic lessons of the regular school day, while also allowing them to learn new skills and discover new opportunities after the regular school day has ended. As described by the US Department of Education:

*The focus of this program, re-authorized under Title IV, Part B, of the No Child Left Behind Act, is to provide expanded academic*
enrichment opportunities for children attending low performing schools. Tutorial services and academic enrichment activities are designed to help students meet local and state academic standards in subjects such as reading and math. In addition 21st CCLC programs provide youth development activities, drug and violence prevention programs, technology education programs, art, music and recreation programs, counseling, and character education to enhance the academic component of the program.

Authorized under Title IV, Part B, of the Every Student Succeeds Act (ESSA), as amended, the specific purposes of this federal program are to:

(1) provide opportunities for academic enrichment, including providing tutorial services to help students, particularly students who attend low-performing schools, to meet State and local student academic achievement standards in core academic subjects, such as reading and mathematics;

(2) offer students a broad array of additional services, programs, and activities, such as youth development activities, drug and violence prevention programs, counseling programs, art, music, and recreation programs, technology education programs, and character education programs, that are designed to reinforce and complement the regular academic program of participating students; and

(3) offer families of students served by community learning centers opportunities for literacy and related educational development.

Since the inception of the federal 21st CCLC initiative, Florida’s 21st CCLC programs have been among the most structured and diverse out-of-school programs for students attending Florida’s low-income, Title I school-wide-program-eligible schools. Regardless of the age of participating students, all 21st CCLC programs are required to provide each attending student a full repertoire of wrap-around services, to include (1) academic remediation in reading, (2) academic remediation in math, (3) academic remediation in science, and (4) literacy education and/or other educational development for adult family members of participating students. Academic remediation activities must be project-based, fun, creative, engaging, and enhancing to the lessons provided during the regular school day.

In addition to these activities, all 21st CCLC programs are required to provide a variety of personal enrichment activities from at least four (4) of the following
categories: (1) physical education and recreation; (2) dropout prevention and character education; (3) service learning; (4) tutoring (e.g., homework help) and mentoring services; (5) arts and music education; (6) entrepreneurial education; (7) programs for limited English proficient students that emphasize language skills and academic achievement; (8) telecommunications and technology education; (9) expanded library service hours; and/or (10) drug and violence prevention and/or counseling. In addition to wrap-around services for each participating student, 21st CCLC programs must also assure the FDOE that: (1) all targeted students receive services regardless of special need, (2) services are provided with safe and well-planned program facilities and transportation services, (3) there will be a high level of communication with students’ schools, (4) adequate professional development will be provided for employed staff, and (5) daily snacks/meals will be provided to all participating students using other funding sources.

In essence, 21st CCLC programs provide structured, academically-focused, safe learning environments for students during non-school hours. The programs include a wide variety of wrap-around services and activities for students and family members.

**BENEFITS OF AFTERSCHOOL PROGRAMMING**

Research on the benefits of afterschool programs are generally limited to highly structured programs. With this caveat, research often shows a number of positive impacts on children and families, often depending on the types of activities offered. The most common benefit, spanning all activities and programs, is that children are kept safe and out of trouble. Many studies have shown that children in afterschool programs have a reduced incidence of juvenile delinquency, violence, and drug use. In addition, research has shown the following benefits of regular participation in a high-quality program:

- Gains in academic grades, standardized test scores, and quality of school work.
- Improved motivation and dedication to school and learning.
- Enhanced creativity and interest in school.
- Improved in-school behaviors and greater self-reported control over behaviors.
- Reduced stress for students and parents.
- Improved self-esteem, self-efficacy, and greater hope for the future.
• Improved well-being, improved physical fitness, and decrease in obesity.
• More connection to the community (particularly with service learning).

Afterschool programs can also offer many intangible benefits, such as the opportunity to engage in activities that help children realize they have something to contribute; the opportunity to work with diverse peers and adults to create projects, performances, and presentations; and the opportunity to develop a vision of life's possibilities that, with commitment and persistence, are attainable.
**ENHANCING QUALITY THROUGH EVALUATION**

**The Evaluation Process**

Given the impacts of high quality afterschool programs, federal, state, city, and community efforts and numerous initiatives across the U.S. have established and expanded afterschool enrichment programs in both public and private settings. However, as afterschool enrichment programs move toward greater recognition and become a more institutionalized social function, they are continuously challenged to demonstrate quality by reaching more children, strengthening programs and staff, and providing adequate facilities and equipment. Indeed, program quality has already become a public concern (Halpern, 1999) and, since the early 1990s, researchers have become more interested in identifying characteristics of quality and effective afterschool programs for children. In fact, poor quality educational programs have been reported to put children's development at risk for poorer language acquisition, lower cognitive scores, and lower ratings of social and emotional adjustment (Scarr & Eisenberg, 1993). Although hours of program operation, program stability, and type of activities can impact children's achievement, research has established the greatest influence to be program quality (Caspary et al., 2002).

Evaluation of program quality is integral to maintaining high quality programs and assessing progress toward achieving the primary program objectives. Program evaluation provides information for curriculum and activity adjustment, reallocation of funding, staff development, decision-making, and accountability (McGee, 1989). However, it is critically important to carefully establish evaluation procedures to effectively and accurately monitor the quality of afterschool programs. Toward this end, it is impossible to determine the effectiveness of an afterschool program without an in-depth assessment of all aspects of an individual program. Methods of assessment tend to be qualitative in nature to ensure that program goals are being met, although quantitative data can often allow for more concrete conclusions about program effectiveness. Thus, a mixed method approach is typically the most advantageous (Halpern, 2002; Magnusson & Day, 1993; Miller, 2001; Owens & Vallercamp, 2003; Piha & Miller, 2003).
Although assessing specific activities or services is often the basis for establishing program quality, it is also important to collect data from participants, parents, and program staff. For instance, recognizing that feedback from the participants is essential to assess program quality and to encourage continued participation, a number of assessments are available to measure participant perceptions and satisfaction with afterschool enrichment programs. Numerous researchers (e.g., Byrd et al., 2007; Deslandes & Potvin, 1999; Grolnick et al., 2000) have also indicated that parental involvement in the education of their children is an important aspect of effective education programs from the elementary through high school years. Indeed, children often make better transitions in educational programs and have a more positive orientation if their parents are more involved in their learning. As such, it is important for an evaluation to include assessment of parent participation in and parent perceptions about the afterschool programs. Finally, the opinions of program staff are fundamental for recognizing the importance and future directions of afterschool enrichment programs. Program staff members are the first-line deliverers of the program and are best able to provide immediate feedback about program operation.

Byrd, et al. (2007) and Smith et al. (2002) have suggested that evaluating the effectiveness of structured afterschool programs necessitates the assessment of a number of variables in addition to the opinions of program participants, parents, and facilitators. These variables include: (a) characteristics of program sites; (b) program operations and finance; (c) characteristics of participants and staff members; (d) program curriculum; (e) program attendance; (f) academic achievement in test performance, school attendance, and school behaviors; and (g) prevention of delinquent behaviors and fostering of good citizenship. Other researchers have suggested that fundamental evaluations of implementing quality afterschool programs should generally include the following 10 areas: (a) community needs assessment, (b) clarification of goals and intended outcomes, (c) program structure, (d) curriculum content, (e) program environment, (f) program facilities and infrastructure, (g) staff competency, (h) community partnership, (i) parent involvement, and (j) linkage to regular day school (Byrd et al., 2007; Friedman, 2003; Halpern, 2002; Magnusson & Day, 1993; Miller, 2001; Owens & Vallercamp, 2003; Piha & Miller, 2003). Finally, Baker and Witt (1996) and Byrd et al. (2007) suggested reporting community characteristics and assessing the effect of afterschool achievement programs on the enhancement of participants’ self-esteem levels. Clearly, there exists a plethora of variables from which an individualized, effective, and accurate evaluation of program quality can be generated.
THE SUMMATIVE EVALUATION

For the purposes of the summative evaluation, a number of variables are assessed and reported. The primary focus is on (1) a review of operational accomplishments and challenges (e.g., hiring staff, student recruitment/retention, etc.), (2) actual versus proposed operation (e.g., days of operation, attendance), (3) a review of each objective (e.g., data collected, progress), (4) partnerships and sustainability, and (5) recommendations for addressing any identified challenges. To enhance the quality and effectiveness of the 21st CCLC programs, it is necessary to establish a mechanism that links the program evaluation process with program improvement actions. As such, using a developmental model of evaluation, the Center for Assessment, Strategic Planning, Evaluation, and Research (CASPER) has already been working with the program in identifying and implementing the recommendations provided throughout this report.
OVERVIEW AND HISTORY

BREVARD AFTER SCHOOL ACADEMY: ENDEAVOUR 21ST CCLC PROGRAM

Brevard Public Schools (BPS) Office of Adult and Community Education has partnered with Endeavour Elementary School to provide students with afterschool learning experiences outside the traditional school setting. The program, Brevard After School Academy: Endeavour, operates five (5) days per week, Monday through Friday, each school day. The program proposed to serve the academic and social needs of 80 K-6 students in this Title 1 eligible school with a high concentration of low-income families. The program’s educational objectives support increases in student academic performance in the areas of reading comprehension, writing skills, mathematical problem solving, and understanding scientific concepts. The personal enrichment objectives support improvement in the areas of fitness and health and knowledge of performing and/or visual arts. The objectives for adult family members support increased parental involvement in their child’s education and improvement in the skills needed to support their child’s learning.

Students participate in project activities led by Florida certified teachers with the aid of well-trained paraprofessionals. Operations and programming are overseen by a Site Coordinator and a Project Manager. Enrichments that include fitness and health activities and fine arts are embedded in the projects/program so that the whole experience is well-rounded and engaging to the students. Partners provide added content to reinforce the ideas being taught and to bring innovative learning opportunities to the students.

SUPPLEMENTAL SNACK AND MEAL REQUIREMENT

All 21st CCLC programs in the State of Florida are required to provide food to all actively participating 21st CCLC students during program operational hours. More specifically, each 21st CCLC program must provide supplemental meals when the program is open as follows: (1) daily, nutritious snack when operating only during after-school hours; (2) daily, nutritious breakfast and snack when operating during both before-school and after-school hours; and (3) daily, nutritious breakfast, lunch, and snack when operating on non-school days (dependent on hours of operation). In
Florida, as in many states, the afterschool snack is often the final meal for many children each day. However, Florida rules disallow the use of state funding to purchase meals and/or food items, such that funding for snacks/meals cannot be drawn from 21st CCLC funds and must come from other sources (e.g., grocery store donations, private donations, private foundations or endowments, etc.). Finally, as 21st CCLC programs serve primarily low-income students, programs in Florida are not permitted to charge students for any costs associated with supplemental snacks and meals. The Brevard After School Academy: Endeavour 21st CCLC program provides a free, daily, nutritious snack, as required, to each student participating in the 21st CCLC program.

**SAFETY REQUIREMENTS**

Safety of students participating in Florida’s 21st CCLC programs is of the highest priority to the Florida Department of Education (FDOE). Within Florida, each 21st CCLC program must demonstrate that students will participate in structured activities in a safe environment, supervised by well-trained and caring staff. To this end, each program provides a safety plan that, at a minimum, describes the following: (a) how the safety of children will be maintained on-site (e.g., requiring parent sign-out, checking identification, presence of school resource officer) and during off-site activities (if applicable), (b) how personnel hired to work at the center will meet the minimum requirements set forth by the district or agency and that the personnel will have all required and current licenses and certifications where applicable, (c) how safe transportation needs will be addressed, (d) how families will safely access the program’s services, and (e) how the community learning center will assure that students participating in the program will travel safely to and from the center.

Student safety is a priority at the Brevard After School Academy: Endeavour site. Best practices in safety are achieved through compliance with rigorous standards for safety outlined and identified by the Florida Afterschool Network’s Standards for Quality Afterschool Programs. All sites are required to provide evidence of meeting identified safety and quality standards and are monitored by the Project Manager and district staff as well as an external auditor to ensure any area in need of improvement is addressed.

District personnel and personnel providing partner services are required by BPS to submit to fingerprinting and level two background checks. Volunteers are required to submit an application and be cleared through the VIPS (Volunteers in Public Schools).
system. Staff members are required to complete safety training annually and enhancement of safety procedures are addressed on a regular basis. At least one staff member with current certification in First Aid/CPR/AED operation is present during all operating hours. All program employees are hired through the district and have required district certification.

On-site safety begins before the students’ arrival, with all activities and transitions being planned with safety in mind. Students travel from their daytime classes to the site according to the transition plan each school is required to provide to the district in their safety portfolio. Upon arrival at the site, student attendance is verified and all students accounted for within 15 minutes of the time the last student is released from class. Students are signed out by program personnel when going to academic, enrichment, and partner activities and are signed back in when the sessions are over. Headcounts are conducted several times a day. Parents pick up their children at the end of the daily program. Staff requires proper identification and a signature from a parent/guardian and/or a previously authorized person before a child is released. Emergency contact lists are kept for each student in the program.

Brevard After School Academy: Endeavour is held on-site at the participating school with access to the multi-purpose room (sufficient to accommodate more than 100 students), technology lab, various teacher classrooms (each sufficient to accommodate up to 30 students), and all outdoor recreation areas. BPS facilities meet all requirements for safety and handicap-accessible features complying with the Americans with Disabilities Act (ADA).
STUDENT CHARACTERISTICS

STUDENT RECRUITMENT AND ENROLLMENT

The ultimate purpose of designing a high-quality, research-based, and well-rounded 21st CCLC program is to recruit, retain, and serve students in low-income areas that are at-risk for lower levels of academic achievement. The focus of any program, whether it is in Florida or elsewhere in the nation, falls squarely upon the students being served. Even with outstanding activities, well-planned schedules, high-quality staff, and continuous professional development, a program will only have widespread and significant impact if they are able to recruit and retain the participation of eligible students and their family members. As such, to better understand the population of students and families impacted by the 21st CCLC program, this section provides information about attendance, enrollment, and demographics of those students participating in Brevard After School Academy: Endeavour activities during the operational components described in the prior section.

21ST CCLC REQUIRED TARGET POPULATIONS

Students: Florida’s 21st CCLC afterschool programs are designed to help students meet state and local academic achievement standards in core academic subjects, particularly those who attend low-income, low-performing schools. Across the state of Florida, the 21st CCLC program targets at-risk students from kindergarten to twelfth grade. Recipients must target only those students attending schools eligible for Title I School-Wide Program services, attending schools with at least 40% low-income families (as demonstrated by free and reduced-price lunch status), or living within the district-defined service areas of such schools.

Students with Special Needs: In accordance with State and Federal laws, Florida’s children with special needs must be afforded the same opportunities as children in the general population. Eligibility for funding under Florida’s 21st CCLC initiative requires all programs to demonstrate the capacity to equitably serve students with special needs. In Florida, students with special needs include those who may be identified as Limited English Proficient (LEP), homeless, migrant, or with a physical, developmental, psychological, sensory, or learning disability that results in significant difficulties in areas such as communication, self-care, attention or behavior, and are
in need of more structured, intense supervision. In Florida, no child may be excluded from the 21st CCLC program, regardless of the level or severity of need, provided that they can be safely accommodated.

Adults and Families: In addition to services for eligible students, federal law allows 21st CCLC funds to support services to family members of participating students. Within Florida, all 21st CCLC programs are required offer some level of services to support parent involvement, family literacy, and/or related educational development. As per federal law, the 21st CCLC program may only propose services to adult family members of students actively participating in the 21st CCLC program. In Florida, services for adult family members cannot extend beyond the dates of the ongoing program for students.

**Proposed Target Population**

Endeavour Elementary has a high concentration of low-income families. The target population includes students who have reading, math, and science comprehension deficits and/or are academically below grade level, as well as those who are in need of behavior modification, students who are homeless, migrant, and/or latchkey. Schools identify, and equitably serve, all students in the target population. Students with special needs are no exception. The program complies with all identified special needs, individual education plans, individual academic plans, and 504’s.

**Student Enrollment**

Any actualized impact of the 21st CCLC program requires successful implementation of the recruitment and enrollment plan, thus ensuring the highest level of student participation. Over the course of the program year, the Brevard After School Academy: Endeavour 21st CCLC program enrolled a total of 139 students. Average daily attendance will be discussed later in this report.

**Regular Student Attendance**

In addition to student enrollment (representing the number of students attending the 21st CCLC program for at least one day of activities), it is important to explore daily student attendance. Attendance, as an intermediate outcome indicator, reflects the breadth and depth of exposure to afterschool programming.
Academy: Endeavour collects data on both (1) the total number of students who participated in 21st CCLC programming over the course of the year and (2) the number of these students meeting the United States Department of Education (USED) definition of “regular attendee” by participating in 21st CCLC activities for 30 days or more during the program year. The first indicator (total participants) can be utilized as a measure of the breadth of the program’s reach, whereas the second indicator (regular participants) can be construed as a partial measure of how successful the program was in retaining students in 21st CCLC services and activities across the program year.

The US Department of Education has determined the minimum dosage for afterschool programs to be impactful is 30 days of student attendance. As such, the US Department of Education requires data to be reported separately for students that attended at least one day (i.e., enrolled) and those attending at least 30 days of 21st CCLC activities (i.e., regularly participating students). While this “dosage” has not been clearly supported by research, data is presented consistent with this threshold in order to match data reported to the US Department of Education.

Table 1: Student Enrollment: Total and Regularly Participating Students for Summer 2018 and 2018-2019 Academic Year

<table>
<thead>
<tr>
<th>Center Name</th>
<th>Total Enrolled Attending (at least one day)</th>
<th>Regularly Participating Enrollment (30 days or more)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Total</td>
<td>Summer</td>
</tr>
<tr>
<td>Endeavour</td>
<td>139</td>
<td>0</td>
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</table>

As defined by the US Department of Education, it is reasonable to assume that regular attendees are more likely to represent those students who have received a sufficient "dose" of the 21st CCLC programming for it to have a positive impact on academic and/or behavioral outcomes. In order to show progress toward this federal metric, Table 1 provides a breakdown of total enrollment versus regular attendance (i.e., those who attended at least 30 days). As shown, the Brevard After School Academy: Endeavour 21st CCLC program was largely successful in retaining student participants – achieving an outstanding 83.5% rate of regular attendees compared to total enrollment. In general, any proportion over 50% suggests successful retention and student engagement. The program is encouraged to explore the reasons why the small percentage of students left the program and, if necessary, consider procedures or programmatic changes that could increase the overall rate of regular participation.
It is likely that increased and more regular attendance will result in more positive academic and behavioral outcomes.

**Average Daily Attendance**

For the purposes of this evaluation, in addition to assessing progress toward regular student attendance, it is also important to explore whether the program made progress toward meeting the proposed average daily attendance of student participants. This statistic serves several purposes for 21st CCLC programs. First, the level of funding provided by the Florida Department of Education is based on the number of students served by the program on a daily basis, rather than the number of students enrolled in the program (or even the percentage of regularly participating students). The logic for using average daily attendance as the funding metric is that programs may have 100 students enrolled, but only 50 students attending each day, such that they do not need staffing and other costs to support 100 students every day. As such, average daily attendance provides a better estimation of the required resources on an average day of operation. The second purpose for this statistic relates to program impact and quality - with high average daily attendance suggesting that the program is more likely to provide students with adequate dosage to impact academic achievement and program objectives. Finally, when average daily attendance is compared to site enrollment, conclusions can be cautiously drawn about student retention and engagement – with approximately equal numbers indicating that the program has not had significant “turnover” of students.

*Table 2: Average Daily Student Attendance*

<table>
<thead>
<tr>
<th></th>
<th>Summer 2018</th>
<th>Academic Year 2018-2019 (139 Total Enrolled)</th>
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<tbody>
<tr>
<td></td>
<td></td>
<td>After School</td>
</tr>
<tr>
<td>Endeavour Elementary</td>
<td>n/a</td>
<td>81 (80)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>101.3%</td>
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* Numbers in parentheses indicate PROPOSED average daily attendance. The percentage afterwards represents the percent of proposed daily attendance for that site and/or the total of all sites for that component.

** “Average Daily Attendance” for each component rounded up to next whole number.

*** The US Dept. of Ed. collects data on “During School” operation, which is not provided by this program.

Data on the average daily attendance for each of the four sites under the Brevard After School Academy: Endeavour 21st CCLC program are provided in Table 2. As part of the application approved by the Florida Department of Education, Brevard After School Academy: Endeavour proposed to serve an average of 80 students per day of 21st CCLC operation. As shown in Table 2, the program achieved 101.3% of
the proposed average daily attendance for the afterschool component over the course of the 2018-2019 program year. Table 2 provides the average daily attendance for each component to aid in submission of data to the federal data collection system.

**STUDENT AND FAMILY DEMOGRAPHICS**

When educators, administrators, and policymakers look at the academic and developmental impacts of out-of-school programming, it is imperative that they attend to the issues of access and equity by addressing two important questions: who is being served and how equitable is the quality of services across centers. To better understand the types of students being served in 21st CLCC programming, the Brevard After School Academy: Endeavour program submitted data on characteristics of all student participants served during the 2018-2019 program operational year.

**Student Grade Levels**

Florida’s 21st CCLC programs provide services to a wide range of student participants and their adult family members. To better understand the characteristics of students served by Brevard After School Academy: Endeavour, the program provided a distribution of student grade levels served during the 2018-2019 program year. School grade levels were reported for all 139 students in the 21st CCLC program. As shown in Tables 3 and 4 and Figure 1, the participating student population was composed of 100% kindergarten through 6th grade students, as proposed in the approved grant application. Table 3 shows enrollment (students who attended at least one day) by grade level for each site, while Figure 1 indicates enrollment by grade level for the entire program. Table 4 provides a breakdown of regular participants (students who attended at least 30 days) by grade level for each site.

**Table 3: 2018-2019 Academic Year – Student Grade for Total Participating Students**

<table>
<thead>
<tr>
<th>Center Name</th>
<th>Grade In School*</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>PK</td>
</tr>
<tr>
<td>Endeavour</td>
<td>0</td>
</tr>
</tbody>
</table>

*Grade levels are exclusive, as students can only be in one grade level.
Figure 1: Distribution of Student Participants by School Grade Level

Table 4: 2018-2019 Academic Year – Student Grade for Regularly Participating Students

<table>
<thead>
<tr>
<th>Center Name</th>
<th>Grade In School*</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>PK</td>
</tr>
<tr>
<td>Endeavour</td>
<td>0</td>
</tr>
</tbody>
</table>

* Grade levels are exclusive, as students can only be in one grade level.

Race and Ethnicity of Student Attendees

To better understand the types of students being served and to examine access to 21st CCLC services, Brevard After School Academy: Endeavour also submitted racial and ethnic data about those students participating in the 21st CCLC program. As shown in Table 5, 35 21st CCLC participants were identified as “Black” or “African American”; 79 were identified as “Hispanic/Latino(a)”; and 16 were identified as “White/Caucasian American.” Regularly participating students (i.e., those attending...
at least 30 days of 21st CCLC programming) had a similar distribution. Indeed, as shown in Table 5, 30 21st CCLC participants were identified as “Black” or “African American”; 70 were identified as “Hispanic/Latino(a)”; and 16 were identified as “White/Caucasian American.” As such, it appears that Brevard After School Academy: Endeavour was successful in retaining students from all racial and ethnic groups. The ability of Brevard After School Academy: Endeavour to attract and retain elementary school students from all races is a testament to both the programming provided and the commitment of the students and families.

Table 5: 2018-2019 Academic Year – Student Race and Ethnicity: Total and Regularly Participating Students

<table>
<thead>
<tr>
<th>Center Name</th>
<th>Total Participating Students</th>
<th>Regularly Participating Students</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>American Indian or Alaska Native</td>
<td>Asian</td>
</tr>
<tr>
<td>Endeavour</td>
<td>0 0 35 79 0 16 9 0</td>
<td>0 0 30 70 0 16 0 0</td>
</tr>
</tbody>
</table>

*Data Not Provided = Information is unknown, cannot be verified, or not reported.

Student Gender and Age Distribution

Table 6: 2018-2019 Academic Year – Student Gender and Age Range for Total Participating Students (All Students Served) and Regularly Participating Students

<table>
<thead>
<tr>
<th>Center Name</th>
<th>Total Participating Students</th>
<th>Regularly Participating Students</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Gender</td>
<td>Age Range</td>
</tr>
<tr>
<td></td>
<td>Male</td>
<td>Female</td>
</tr>
<tr>
<td>Endeavour</td>
<td>66</td>
<td>73</td>
</tr>
</tbody>
</table>

*Data Not Provided = Racial/ethnic group is unknown, cannot be verified, or not reported.

In addition to ethnicity, it is also important to understand the degree to which the 21st CCLC program achieved gender equity in their enrollment. Gender was reported for all 139 students served during the 2018-2019 program year. As shown in Table 6 and Figure 2, 47.5% of student attendees were identified as male, while 52.5% were
identified as female. Similar to the gender distribution of all student participants, regularly participating students were reported to be 51.7% male and 48.3% female as indicated in Figure 3.

**Figure 2: Distribution of All Student Participants by Gender (N=139)**

![Pie chart showing 52.5% female and 47.5% male](image)

**Figure 2: Distribution of Regularly Participating Students by Gender (N=116)**

![Pie chart showing 48.3% female and 51.7% male](image)

**Student Special Services Distribution**

**Table 7: 2018-2019 Academic Year – Population Specifics: Total Participating Students**

<table>
<thead>
<tr>
<th>Center Name</th>
<th>Limited English Language Proficiency</th>
<th>Identified with Special Needs</th>
<th>Free or Reduced-Price Lunch</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Yes</td>
<td>No</td>
<td>Data Not Provided</td>
</tr>
<tr>
<td>Endeavour</td>
<td>41</td>
<td>98</td>
<td>0</td>
</tr>
</tbody>
</table>

* Data Not Provided = Information is unknown, cannot be verified, or not reported.

In addition to the above characteristics, another way of examining the equity and reach of the 21st CCLC program is to examine the participation of students with
different special needs and backgrounds. As such, Brevard After School Academy: Endeavour reported data on the number of students eligible for three primary special services: Limited English Proficiency, Free or Reduced Price Lunch, and services for students with a Special Need or Disability. Distributions of those students on whom data were reported according to these demographic descriptors are shown in Table 7. In addition to total participants, it is important to report data on regularly participating students (i.e., students attending at least 30 days of program operations). As shown in Table 8, the distribution of regularly participating students in Brevard After School Academy: Endeavour within the identified special services were approximately equal to the distributions for all students. Overall, data show that Brevard After School Academy: Endeavour is providing 21st CCLC services to students that demonstrate the identified needs and target population proposed in the original grant application submitted to the Florida Department of Education.

Table 8: 2018-2019 Academic Year – Population Specifics: Regularly Participating Students

<table>
<thead>
<tr>
<th>Center Name</th>
<th>Limited English Language Proficiency</th>
<th>Identified with Special Needs</th>
<th>Free or Reduced-Price Lunch</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Yes</td>
<td>No</td>
<td>Data Not Provided *</td>
</tr>
<tr>
<td>Endeavour</td>
<td>40</td>
<td>76</td>
<td>0</td>
</tr>
</tbody>
</table>

* Data Not Provided = Information is unknown, cannot be verified, or not reported.
21ST CCLC PROGRAM OPERATIONS

To best serve the children of working families, centers must establish consistent and dependable hours of operation. Based on the 2017-2018 Request for Proposal (the program’s initial year of the current funding cycle), each 21st CCLC program must operate a minimum of 300 hours per program year across all program components. Further, it is recommended that programming begin within one (1) week of the school start date and continue through at least one (1) week before the end of the school year. Programs must begin no later than 15 school days after the first day of the school year. Programs are required to operate an afterschool component and are expected to operate for a minimum of:

- Ten (10) hours per week (Monday through Friday)
- Four (4) days per week (Monday through Friday)

Programs that operate an optional summer component are expected to operate for a minimum of four (4) hours per day (Monday through Friday) and four days per week (Monday through Friday).

21st CCLC services must be provided outside the regular school day or during periods when school is not in session (e.g., before school, after school, evenings, weekends, holidays, or summer). The 21st CCLC program may offer services to students during normal school hours only on days when school is not in session (e.g., school holidays or teacher professional development days). However, federal law allows limited 21st CCLC activities to take place during regular school hours (e.g., those targeting adult family members or pre-kindergarten students), as these times may be the most suitable for serving these populations.

ACADEMIC YEAR OPERATIONS

The Brevard After School Academy: Endeavour program began providing 21st CCLC academic year services on August 10, 2018, within the required starting date established by the Florida Department of Education. The program ended academic year operation on May 30, 2019. The 21st CCLC program was approved by the FDOE to operate an afterschool component from 3:15pm to 6:00pm on Mondays through Thursdays and to operate from 2:00pm to 6:00pm on Fridays, for a total of 180 days of academic year operation.
Table 9: 2018-2019 Academic Year Operation

<table>
<thead>
<tr>
<th>Center Name</th>
<th>Total # weeks THIS center was open</th>
<th>Total # days THIS center was open</th>
<th>Typical # days per week THIS center was open</th>
<th>Typical # hours per week THIS center was open</th>
<th>Total # days THIS center operated</th>
</tr>
</thead>
<tbody>
<tr>
<td>Endavour</td>
<td>40</td>
<td>180</td>
<td>5</td>
<td>0 Before School 0 During School 15 After School 0 Weekends/Holidays</td>
<td>0 Before School 0 During School 180 After School 0 Weekends/Holidays</td>
</tr>
</tbody>
</table>

*The 21st CCLC statute specifically indicates that services are to be provided outside the regular school day or during periods when school is not in session (e.g., before school, after school, evenings, weekends, holidays, or summer). However, activities targeting prekindergarten children and adult family members may take place during regular school hours as these times may be the most suitable for serving these populations.

Table 9 provides a summary of the overall academic year operations of the Brevard After School Academy: Endeavour 21st CCLC program during the 2018-2019 academic year. Ultimately, the program operated as proposed in the approved grant application. As mentioned previously, this 21st CCLC program was specifically developed to improve academic achievement, motivation and dedication to education, and personal growth and development.
STAFF CHARACTERISTICS

PROACTIVE PLANNING: BREVARD AFTER SCHOOL ACADEMY: ENDEAVOUR

The focus of the Brevard After School Academy: Endeavour 21st CCLC program during the initial weeks of academic year operation was to plan the successful implementation of a high-quality program while enrolling students into the program. This implementation planning process helped ensure that all students would be afforded the most complete and comprehensive program possible without enduring significant changes that could detract from receiving the full breadth of services and/or lead to premature termination of students secondary to frustration and confusion. Unlike many other agencies initiating such a complex educational program, the outstanding ties between Brevard Public Schools and the schools and communities where services are located with services starting within the required time after receipt of the 21st CCLC award letter from the Florida Department of Education.

As quality of state-funded educational programming becomes a public concern, it is imperative that quality be more than just monitored and measured. Rather, it must be actively managed with a view toward continuous improvement and development. Within such active management, it is important to account for the impact of both program structure and delivery processes on the quality of the program. For instance, effective programs must match the developmental needs of their participants, and they must also fit the demands and resources of the particular settings in which they are implemented. A key to successful implementation of high-quality programming is to be proactive when planning and structuring the program to overcome or account for predetermined areas that may be problematic. Indeed, it is critical to take corrective actions during the design of the program, rather than waiting until corrective actions could have detrimental impacts. For such proactive planning to be successful, the Brevard After School Academy: Endeavour 21st CCLC program required a program-wide commitment to continuous quality improvement and continuous process improvement. Program staff members worked collaboratively to develop a culture of critical inquiry and ensured that quality processes and outcomes were central to the vision, goals, and priorities of all staff members and within all program activities.
In cooperation with such a proactive planning process, Elias et al. (2003) proposed the following list of factors associated with the successful implementation of an enduring program: (a) presence of a program coordinator or committee to oversee implementation and resolution of day-to-day problems, (b) involvement of individuals with highly shared morale, good communication, and a sense of ownership, (c) employment of qualified personnel, (d) ongoing processes of formal and informal training, including the involvement of knowledgeable experts, (e) high inclusiveness of all school stakeholders, (f) high visibility in the school and the community, (g) program components that explicitly foster mutual respect and support among students, (h) varied and engaging instructional approaches, (i) linkage to stated goals of schools or districts, (j) consistent support from school principals, and (k) balance of support from both new and seasoned administrators.

Each element of the proactive planning process rests upon high-quality leadership, effective staffing, and program visibility. The importance of a physical presence in the community cannot be understated for the purposes of proactive planning and to help establish a stronger, more dedicated staff. Over the course of the initial weeks and months of operation, the Brevard After School Academy: Endeavour 21st CCLC program leveraged and enhanced their strong community presence developed during last year’s 21st CCLC program operations, while also focusing on retaining and hiring necessary staff to implement the highest quality program for all student participants. In addition, the program revised their comprehensive student enrollment packet, student application form, parent agreement/consent form, and other critical forms for the 21st CCLC program.

**Staff Characteristics**

Regardless of the adequacy and depth of the proactive planning process, and regardless of the quantity of operations and services (discussed later in this report), implementing and maintaining high-quality out-of-school programming depends heavily upon consistently effective program management. Ultimately, program management is a process of planning, organizing, leading, and controlling program resources and the work of program staff members to achieve stated program objectives. In turn, achievement of program objectives depends upon the extent to which program activities are formulated, organized, and coordinated in terms of human, financial, and material resources. Within this process, leadership plays a vital role in establishing a new culture, developing new directions, mobilizing change, creating opportunities, and motivating staff members.
Effective implementation and monitoring of the Brevard After School Academy: Endeavour 21st CCLC program is overseen by BPS personnel experienced in 21st CCLC operations and requirements and an advisory board that includes district staff (including Director of Adult and Community Education, District Coordinator of Brevard After School Programs, District Project Managers, Data Specialists, and Budget Specialists), site coordinators, school academic liaisons, parents from each school, and community partners. The Project Manager and site coordinators have a number of years of experience working with children and in managing afterschool sites. They are supported by a team that includes district staff with experience in fiscal management, curriculum development and teaching, data analysis, professional development, and monitoring for program effectiveness. Being a part of the school district allows for access to the data necessary for in-depth analysis of the program. An advisory board meets semi-annually to review progress and make suggestions for improvements.

In addition to program leaders, a high-quality program relies heavily upon well-qualified and experienced core program staff and service providers. The Brevard After School Academy: Endeavour 21st CCLC program successfully attracted experienced staff members to provide both core academic enrichment and personal growth activities to actively participating 21st CCLC students. As required by the Florida Department of Education, all academic-based 21st CCLC projects and programming are provided by teachers certified by the FDOE. Personal enrichment activities are provided by qualified non-certified instructors. Regardless of the activity, the teachers and instructors appear to be adequately qualified to provide the specific activities and have been trained in the federal and state 21st CCLC initiative, as well as the specific model proposed by Brevard After School Academy: Endeavour.

Table 10 demonstrates that the program is well-staffed and is capable of maintaining the proposed ratio of students-to-teachers in both academic and personal enrichment activities. Indeed, the enrichment activities are staffed at up to 1:25 (adult-to-students). This allows for activity leaders to manage the activities and be available to assist students. The academic activities can range from 1:1 to 1:20. The ratio depends on the grade level and specific activities. The younger students have a smaller ratio to allow the teachers more time with each student. The lower ratio supports the academic objectives of the grant and permits the teachers to get to know the students and their individual academic needs. The needs are determined by site by the school
day teachers, 21st CCLC teachers, and administration based on the school’s areas of focus.

Table 10: Regular Staff by Paid and Volunteer Status

<table>
<thead>
<tr>
<th>Staff Type*</th>
<th>Summer 2018</th>
<th>2018-2019 Academic Year</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Paid</td>
<td>Volunteer</td>
</tr>
<tr>
<td>Center Administrators and Coordinators</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td>College Students</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Community Members</td>
<td>0</td>
<td>10</td>
</tr>
<tr>
<td>High School Students</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Parents</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>School Day Teachers (former and substitute)</td>
<td>15</td>
<td>0</td>
</tr>
<tr>
<td>Other Non-teaching School Day Staff†</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Sub-contracted Staff†</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Other**</td>
<td>5</td>
<td>0</td>
</tr>
</tbody>
</table>

*For all staff categories, report only staff paid with 21st CCLC funds.
† These categories represent the regular responsibilities of program staff during the regular school day.
** Use this category if staff member does not fit in specific categories provided.

STAFF DEVELOPMENT AND TRAINING

Effective leadership requires a great deal of wisdom, skill, and persistence to design and implement a quality educational program; and the leadership process is vital to ensure that stakeholders (e.g., program staff, students, teachers, parents, and community partners) are equipped with the skills they need to help achieve and support program objectives. Indeed, effective leadership will engage students, parents, teachers, counselors, and administrators, while also providing them with the necessary support to help bridge achievement gaps through program activities. Toward this end, conducting quality assessments, offering professional training, and providing technical assistance are necessary elements for an optimal education program and can have measurable effects on students’ academic performance and social behaviors.

To support student services through the 21st CCLC program, the Brevard After School Academy: Endeavour 21st CCLC Project Manager and leadership provided...
staff development for those hired to provide 21st CCLC services. In addition to program and policy training, staff members have been provided more informal in-vivo trainings from the district leaders, including walkthroughs, demonstrations, and guided implementation of 21st CCLC projects. A list of professional trainings dates and topics are provided below:

- July 19, 2018 – 21st CCLC Staff Training: Forms & Documents (1 participant)
- September 7, 2018 – 21st CCLC Staff Training: Forms & Documents (2 participants)
- September 8, 2018 – Adult & Pediatric CPR/AED & First Aid (2 participants)
- May 11, 2019 – Adult & Pediatric CPR/AED & First Aid (1 participant)
Within the state of Florida, every 21st CCLC program is required to provide a strong academic component in each of three areas: (1) reading and language arts, (2) mathematics, and (3) science. Each of these academic components must be delivered by teachers certified by the Florida Department of Education. Programs are encouraged to make each of these academic components creative, fun, and designed to foster a love of reading, math, and science – in addition to focusing all such activities on project-based learning plans accepted by the Florida Department of Education. As such, Brevard After School Academy: endeavour wrote lesson plans and project-based learning plans for all academic activities, ensuring that the activities provided during the 21st CCLC program do not mirror the regular school day. Instead, the federal law encourages programs to design activities that reinforce topics taught during the regular day school. Florida programs are given some level of flexibility in the dosage of academic, project-based activities to provide during any specific week of operation, with each student required to receive at least one hour of project-based, academic-focused, teacher-provided activities per day of out-of-school programming. Activities must be provided in such a dosage that the program is able to meet the proposed objectives included in the grant application. Programs are not permitted to reduce the level of academic services throughout the five-year term of the grant.

Need-Based Academic Objectives

The Brevard After School Academy: Endeavour 21st CCLC program developed individual objectives based on an assessment of student, parent, family, and community needs. Each of the annual objectives, as approved by the Florida Department of Education, was designed to be measurable, quantitative, challenging (yet achievable), and assessed throughout the project year (continuous assessment). In essence, objective-focused implementation of the 21st CCLC program helps ensure a strong, consistent, and measurable impact on the students and families served. All objectives are program-wide, though center-specific objectives may be created in the future if warranted.
65% of regularly participating students will improve to a satisfactory English language arts grade or above, or maintain a high grade across the program year.

65% of regularly participating students will improve to a satisfactory mathematics grade or above, or maintain a high grade across the program year.

65% of regularly participating students will improve to a satisfactory science grade or above, or maintain a high grade across the program year.

65% of regularly participating students in third grade will achieve promotion based on their performance on the FSA.

**Academic Activities Provided**

With established need-based objectives, Brevard After School Academy: Endeavour developed and implemented project-based learning activities aligned to the approved 21st CCLC academic objectives. It is important to note that the Florida Department of Education does not require each activity to have a separate objective, such that multiple activities can be provided under a single objective and/or one activity can be provided to support multiple objectives (e.g., an objective for science might include robotics, technology, and rocketry activities; while a robotics activity can support reading, math, and science). As per federal law and state rules, programs are only permitted to provide activities that will help meet the stated objectives approved by the Florida Department of Education (i.e., objective-driven activities). The proposed activities are detailed in the approved grant application, and the program strived to adhere to those specified activities, with the addition of some additional project-based learning activities that support the approved objectives.

**Objective Assessment**

The United States Department of Education (USED) requires all 21st CCLC programs to indicate progress toward attaining each of the individualized objectives. In order to assess objective progress, the USED requires each objective to be rated in the federal data collection system within one of the below categories (indicated on the right). The star system and corresponding state objective status ratings (indicated on the left) as used in the Florida Department of Education’s required reports are aligned with the federal data collection system objective status ratings. State ratings are included for each objective in this report.
Domain: Academic – English Language Arts/Writing

Objective: 65% of regularly participating students will improve to a satisfactory English language arts grade or above, or maintain a high grade across the program year.

Measure: Report Card Grades

Standard of Success: Maintain an O/S grade or improve from a grade of N to S or above or a grade of U to N or above. Other Grading Scale: Maintain a 4/3 grade or improve from a grade of 2 to 3 or a grade of 1 to 2

Data Collection Timeframe: Academic Grades for Quarters 1, 2, and 4

Number of Participants Measured at End of Year: 85

Number of Participants Meeting Success Criterion at End of Year: 63

Percent of Participants Meeting Success Criterion at End of Year: 74%

Stars Achieved (Objective Status): 5 Stars (Meets or Exceeds Benchmark)

End-of-Year Programmatic Changes and Rationale: Proposed Changes: Continue with current curriculum with slight adjustments to rigor and scheduling as deemed necessary by program teachers.

Rationale: Based on 2018-2019 report card scores, 74% of regularly participating students met the standard of success. Compared with the
objective assessment benchmark of 65%, this indicates that the program is on track to meet or exceed the benchmark by the end of the project year.

**End-of-Year Data Collection/Evaluation Changes and Rationale:** No Changes Needed: Continue collecting grades and monitoring data.

**Domain:** Academic – Mathematics

**Objective:** 65% of regularly participating students will improve to a satisfactory mathematics grade or above, or maintain a high grade across the program year.

**Measure:** Report Card Grades

**Standard of Success:** Maintain an O/S grade or improve from a grade of N to S or above or a grade of U to N or above. Other Grading Scale: Maintain a 4/3 grade or improve from a grade of 2 to 3 or a grade of 1 to 2

**Data Collection Timeframe:** Academic Grades for Quarters 1, 2, and 4

**Number of Participants Measured at End of Year:** 85

**Number of Participants Meeting Success Criterion at End of Year:** 54

**Percent of Participants Meeting Success Criterion at End of Year:** 64%

**Stars Achieved (Objective Status):** 4 Stars (Approaching Benchmark)

**End-of-Year Programmatic Changes and Rationale:** Proposed Changes: Continue with current curriculum with slight adjustments to rigor and scheduling as deemed necessary by program teachers.

Rationale: Based on 2018-2019 report card scores, 64% of regularly participating students met the standard of success. Compared with the objective assessment benchmark of 65%, this indicates that the program is approaching toward the benchmark by the end of the project year.

**End-of-Year Data Collection/Evaluation Changes and Rationale:** No Changes Needed: Continue collecting grades and monitoring data.
Domain: Academic – Science

Objective: 65% of regularly participating students will improve to a satisfactory science grade or above, or maintain a high grade across the program year.

Measure: Report Card Grades

Standard of Success: Maintain an A/B grade OR improve from a grade of C to B or above OR improve from a grade of D/F to C or above. Other Grading Scales: Maintain an O/S grade or improve from a grade of N to S or above or a grade of U to N or above. Maintain a 4/3 grade or improve from a grade of 2 to 3 or a grade of 1 to 2

Data Collection Timeframe: Academic Grades for Quarters 1, 2, and 4

Number of Participants Measured at End of Year: 84

Number of Participants Meeting Success Criterion at End of Year: 81

Percent of Participants Meeting Success Criterion at End of Year: 96%

Stars Achieved (Objective Status): 5 Stars (Meets or Exceeds Benchmark)

End-of-Year Programmatic Changes and Rationale: Proposed Changes: Continue with current curriculum with slight adjustments to rigor and scheduling as deemed necessary by program teachers.

Rationale: Based on 2018-2019 report card scores, 96% of regularly participating students met the standard of success. Compared with the objective assessment benchmark of 65%, this indicates that the program is on track to meet or exceed the benchmark by the end of the project year.

End-of-Year Data Collection/Evaluation Changes and Rationale: No Changes Needed: Continue collecting grades and monitoring data.

Domain: Academic Benchmarks – Third Grade Promotion

Objective: 65% of regularly participating students in third grade will achieve promotion based on their performance on the FSA.

Measure: State Assessment
Standard of Success: Students achieve an FSA score sufficient to achieve promotion to fourth grade

Data Collection Timeframe: December, End of school year

Number of Participants Measured at End of Year: 23

Number of Participants Meeting Success Criterion at End of Year: 9

Percent of Participants Meeting Success Criterion at End of Year: 39%

Stars Achieved (Objective Status): 2 Stars (Some Progress)

End-of-Year Programmatic Changes and Rationale: Proposed Changes: Continue with current curriculum with appropriate adjustments to rigor and scheduling as deemed necessary by program teachers in order to increase academic achievement of third grade reading.

Rationale: Based on 2018-2019 FSA Reading scores, 39% of regularly participating students met the standard of success. Compared with the objective assessment benchmark of 65%, this indicates that the program is making some progress toward meeting the benchmark by the end of the project year.

End-of-Year Data Collection/Evaluation Changes and Rationale: No Changes Needed: Continue collecting scores and monitoring school-year data.
OBJECTIVES AND OUTCOMES:
PERSONAL ENRICHMENT SERVICES

In addition to academic remediation and enrichment, a second specific purpose of the 21st CCLC initiative is to offer eligible students a broad array of personal enrichment activities that reinforce and complement the regular academic program and help participating students meet local and state academic standards in core subjects. Including a variety of personal enrichment activities helps retain and attract student participants, while also providing a well-rounded breadth of experiences to help increase student commitment to the education process. As per rules established by the Florida Department of Education, personal enrichment must include a variety of structured activities, as well as encourage active participation regardless of individual student skill levels. All personal enrichment activities must directly or indirectly support the academic achievement of participating students. According to Section 4205(A) of ESSA, as amended, 21st CCLC programs are limited to providing additional services within the following categories: physical education and recreation activities; dropout prevention and character education activities; tutoring and mentoring services; educational arts and music activities; entrepreneurial education programs; programs for limited English proficient students; telecommunications and technology education programs; expanded library service hours; and/or drug and violence prevention and/or counseling activities.

NEED-BASED OBJECTIVES

In addition to academic-focused objectives and activities, Brevard After School Academy: Endeavour developed the following need-based objectives to help guide personal enrichment activities for student participants.

- 65% of regularly participating students will maintain high performance or improve their decision-making behaviors.
- 75% of regularly participating students will report their visual arts skills.
- 75% of regularly participating students will report their emotional and social wellness.
**PERSONAL ENRICHMENT ACTIVITIES PROVIDED**

With established need-based objectives for personal enrichment activities, Brevard After School Academy: Endeavour developed and implemented a broad array of activities aligned to at least one of the personal enrichment objectives and designed to support the academic achievement of participating students. Specific proposed enrichment activities are outlined in the approved grant application, and the program strived to adhere to those specified activities, with the addition of some project-based and problem-based learning activities that support the approved personal enrichment objectives. However, some activities were different than those proposed, as project-based and problem-based activities tend to be “living” and can significantly change as the project progresses and students’ interest piques about various topics.

**OBJECTIVE ASSESSMENT**

The United States Department of Education (USED) requires all 21st CCLC programs to indicate progress toward attaining each of the individualized objectives. In order to assess objective progress, the USED requires each objective to be rated in the federal data collection system within one of the below categories (indicated on the right). The star system and corresponding state objective status ratings (indicated on the left) as used in the Florida Department of Education’s required reports are aligned with the federal data collection system objective status ratings. State ratings are included for each objective in this report.

- 5 Stars (Meets or Exceeds Benchmark) = Met the stated objective
- 4 Stars (Approaching Benchmark) = Did not meet, but progressed toward the stated objective
- 3 Stars (Meaningful Progress) = Did not meet, but progressed toward the stated objective
- 2 Stars (Some Progress) = Did not meet, but progressed toward the stated objective
- 1 Star (Limited Progress) = Did not meet and no progress toward the stated objective
Domain: Personal Enrichment – Behavior & Problem-Solving

Objective: 65% of regularly participating students will maintain high performance or improve their application of positive character traits.

Measure: Report Card Grades

Standard of Success: Maintain an O/S grade or improve from a grade of N to S or above or a grade of U to N or above. Other Grading Scale: Maintain a 4/3 grade or improve from a grade of 2 to 3 or a grade of 1 to 2

Data Collection Timeframe: Pre, Mid, Post Assessments

Number of Participants Measured at End of Year: 85

Number of Participants Meeting Success Criterion at End of Year: 72

Percent of Participants Meeting Success Criterion at End of Year: 85%

Stars Achieved (Objective Status): 5 Stars (Meets or Exceeds Benchmark)

End-of-Year Programmatic Changes and Rationale: Proposed Changes: Continue with current personal enrichment activities with slight adjustments to rigor and scheduling as deemed necessary by program teachers and activity leaders.

Rationale: Based on 2018-2019 report card scores, 85% of regularly participating students met the standard of success. Compared with the objective assessment benchmark of 65%, this indicates that the program is on track to meet or exceed the benchmark by the end of the project year.

End-of-Year Data Collection/Evaluation Changes and Rationale: No Changes Needed: Continue collecting grades and monitoring data.

Domain: Personal Enrichment – Arts & Culture

Objective: 75% of regularly participating students will demonstrate their visual arts skills.

Measure: Logs
Standard of Success: Maintain a high performance of 6 out of 6 or improve the number of art activities accomplished

Data Collection Timeframe: Pre, Mid, Post Assessments

Number of Participants Measured at End of Year: 81

Number of Participants Meeting Success Criterion at End of Year: 80

Percent of Participants Meeting Success Criterion at End of Year: 99%

Stars Achieved (Objective Status): 5 Stars (Meets or Exceeds Benchmark)

End-of-Year Programmatic Changes and Rationale: Proposed Changes: Increase student interest through offerings of club/special-interest based activities.

Rationale: Students may be more motivated to participate in daily activities if they were more interesting/fun.

End-of-Year Data Collection/Evaluation Changes and Rationale: No Changes Needed: Continue collecting scores and monitoring data.

Domain: Personal Enrichment – Health & Nutrition

Objective: 75% of regularly participating students will demonstrate their emotional and social wellness.

Measure: Logs

Standard of Success: Maintain a high performance of 6 out of 6 or improve the number of art activities accomplished

Data Collection Timeframe: Pre, Mid, Post Assessments

Number of Participants Measured at End of Year: 81

Number of Participants Meeting Success Criterion at End of Year: 79

Percent of Participants Meeting Success Criterion at End of Year: 98%

Stars Achieved (Objective Status): 5 Stars (Meets or Exceeds Benchmark)
End-of-Year Programmatic Changes and Rationale: Proposed Changes:
Increase student interest through offerings of club/special-interest based activities.

Rationale: Students may be more motivated to participate in daily activities if they were more interesting/fun.

End-of-Year Data Collection/Evaluation Changes and Rationale: No Changes Needed: Continue collecting scores and monitoring data.
OBJECTIVES AND OUTCOMES: ADULT FAMILY MEMBER SERVICES

The third specific purpose of the 21st CCLC initiative is to offer families of actively participating 21st CCLC students the opportunity for literacy and related educational development. In particular, 21st CCLC programs are required to provide services designed to increase the involvement of adult family members in their child’s education (e.g., family reading nights, student performances/showcases, participation in school-based parent activities that have a documented 21st CCLC focus, etc.) and/or to develop literacy or related educational skills that will enable adult family members to be supportive of the child’s learning (e.g., GED preparation, money management, parenting skills, etc.). While programs are provided some flexibility with regard to the level of adult family member services they provide, the program must provide activities and/or services that are meaningful and ongoing, and must provide enough outreach to progress toward the proposed family-based objectives. Many programs in Florida limit adult family member activities to special events (e.g., student plays) and general meetings. Unfortunately, secondary to the difficulty in getting adult family member participation in these services, it is rare for Florida programs to serve a substantial percentage of adult family members. Regardless, 21st CCLC programs may only provide services to adult family members of students actively participating in 21st CCLC services.

NEED-BASED OBJECTIVES

Brevard After School Academy: Endeavour developed the following need-based objectives for providing services to adult family members of actively participating 21st CCLC students:

- 20% of regularly participating adult family members will increase their literacy skills.
**Activities Provided**

In support of the approved needs-based objectives, Brevard After School Academy: Endeavour proposed several research-based and family-focused activities to help parents and adult family members support the academic achievement of participating students. The following are adult family member services provided by Brevard After School Academy: Endeavour:

- Parent Orientation (8/28/18 – 6 participants)
- Bringing Active Learning Home (9/12/18 – 11 participants)
- Eureka Math Night (10/23/18 – 9 participants)
- Family Reading Night (1/31/19 – 17 participants)
- Family Friendly Fun (3/12/19 – 22 participants)

**Objective Assessment**

The United States Department of Education (USED) requires all 21st CCLC programs to indicate progress toward attaining each of the individualized objectives. In order to assess objective progress, the USED requires each objective to be rated in the federal data collection system within one of the below categories (indicated on the right). The star system and corresponding state objective status ratings (indicated on the left) as used in the Florida Department of Education’s required reports are aligned with the federal data collection system objective status ratings. State ratings are included for each objective in this report.

- **5 Stars (Meets or Exceeds Benchmark)** = Met the stated objective
- **4 Stars (Approaching Benchmark)** = Did not meet, but progressed toward the stated objective
- **3 Stars (Meaningful Progress)** = Did not meet, but progressed toward the stated objective
- **2 Stars (Some Progress)** = Did not meet, but progressed toward the stated objective
- **1 Star (Limited Progress)** = Did not meet and no progress toward the stated objective
Domain: Adult Family Services – Family Literacy

Objective: 20% of regularly participating adult family members will increase their literacy skills.

Measure: Perceptual Survey (Parent)

Standard of Success: By participating in a minimum of one family workshop, participants will report an increase in knowledge/parenting skills.

Data Collection Timeframe: Pre, Mid, and Post Assessments

Number of Participants Measured at End of Year: 68

Number of Participants Meeting Success Criterion at End of Year: 68

Percent of Participants Meeting Success Criterion at End of Year: 100%

Stars Achieved (Objective Status): 5 Stars (Meets or Exceeds Benchmark)

End-of-Year Programmatic Changes and Rationale: No Changes Needed: Continue adult family member activities.

End-of-Year Data Collection/Evaluation Changes and Rationale: No Changes Needed: Continue collecting grades and monitoring data.
OBJECTIVES AND OUTCOMES: 
SURVEY FINDINGS AND STUDENT SUCCESS SNAPSHOT

ACADEMIC IMPROVEMENT: TEACHER SURVEY

During the 2018-2019 program year, Florida’s 21st CCLC programs were required to provide teacher observational data showing impact of the afterschool program on regularly participating 21st CCLC students (as defined by attending at least 30 days during the program year). Given the unique position of out-of-school programs, teacher surveys were used to collect information about changes in each individual student’s behavior during the program year. Surveys were distributed to school-day teachers for all students attending the program, wherein teachers were asked to indicate the extent to which student behaviors improved or did not improve during the academic year. All 21st CCLC programs were instructed to distribute the surveys to school-day teachers who have regular contact with the student, preferably a mathematics or English teacher. Although it was permissible to survey teachers who also served as 21st CCLC program staff, it was preferred to survey teachers who were not serving the program in this capacity.

The following represent some important findings based on 124 completed teacher surveys for the Brevard After School Academy: Endeavour program:

- 61.3% of regularly participating 21st CCLC students either did not need to improve or were in need of improvement and demonstrated teacher-rated improvement in attending class regularly.

- 58.1% of regularly participating 21st CCLC students either did not need to improve or were in need of improvement and demonstrated teacher-rated improvement in behaving well in class.

- 61.3% of regularly participating 21st CCLC students either did not need to improve or were in need of improvement and demonstrated teacher-rated improvement in getting along well with others (positive interactions).

- 61.3% of regularly participating 21st CCLC students either did not need to improve or were in need of improvement and demonstrated teacher-rated improvement in self-efficacy (belief they can do well in school).
STUDENT SATISFACTION SURVEYS

During the 2018-2019 program year, Florida’s 21st CCLC programs were required to conduct student surveys in order to obtain information about student satisfaction with and perceptions of the 21st CCLC programming at the sites they attended. As such, the surveys were to be completed only by students who had participated in program activities at some point during the 2018-2019 program year.

The survey included several items, most of which required students to choose between “Definitely,” “Somewhat,” and “Not at all” for their responses. Brevard After School Academy: Endeavour received 85 completed student surveys. Results from the administration of the Student Satisfaction Survey of 21st CCLC students in the program indicate the following important findings:

- 97.6% of 21st CCLC students indicated they enjoyed the activities in the afterschool program.
- 100% of 21st CCLC students indicated the afterschool program had adults who care about them.
- 100% of 21st CCLC students indicated they felt safe at the afterschool program.
- 98.8% of 21st CCLC students indicated the afterschool program helped them get along well with others.
- 97.6% of 21st CCLC students indicated the afterschool program helped them understand that following the rules is important.

PARENT SATISFACTION SURVEYS

During the 2018-2019 program year, Florida’s 21st CCLC programs were required to conduct parent surveys in order to obtain information about parent satisfaction with and perceptions of the 21st CCLC program, as well as demographic information. As such, the surveys were to be completed only by parents of students who participated in program activities during the 2018-2019 program year.
The survey included several items, most of which required parents to choose between “Very Satisfied,” “Satisfied,” “Not sure,” “Unsatisfied,” “Very Unsatisfied,” and “Not Applicable” for their responses. Brevard After School Academy: Endeavour received 53 completed parent surveys. Results from the administration of the Parent Satisfaction Survey of 21st CCLC students in the program indicate the following important findings:

- 100% of parents of 21st CCLC students indicated they were satisfied or very satisfied with the following:
  - the staff’s warmth and friendliness;
  - the staff’s ability to work with their children;
  - their children’s happiness with the program; and
  - their children’s improvement in getting along well with others.

- 100% of parents of 21st CCLC students indicated they would sign their children up for the program again.

**Student Success Snapshot**

Per requirements of the Florida Department of Education, the program was asked to select a student that has demonstrated success on one or more of the program’s objective assessments and create a brief narrative of the student’s experiences with the 21st CCLC program, the student’s progress, and outcomes and how the 21st CCLC program may have played a role in the student’s success. Below is a snapshot of a student from one of the sites in the Brevard After School Academy: Endeavour program who participated in programming in the 2018-2019 program year.

_We have a 4th grade student who came to us in early fall. He was quiet, shy, and a little withdrawn. He had just moved here from Guatemala. Academically he was 2 years below grade level and struggled in every area, including confidence. As the days and months passed, he made friends with all of the students in his group and is active in our clubs. He was still struggling academically but liked to go to tutoring. I am happy to say he has made the most progress out of all of our students. In our iReady Diagnostic for Reading, he made a 409% growth! His scale score was 23 and now it is 94! He initially placed at a 2nd grade level (475) and is now on 4th grade level (569). We are so proud of him!!!_
SUSTAINABILITY PLAN

PROGRESS TOWARD SUSTAINABILITY

One of the goals of the 21st CCLC program is to continue activities beneficial to students and their families after the five-year project period is over. Programs receive 100% funding for each of the first two years of the program, followed by 80% funding for each of the final three years. Therefore, programs are required to demonstrate how the program will become self-sustaining both within and beyond the five years of initial funding. In addition, all programs in Florida are expected to maintain the size and scope of their programs and are forbidden from reducing the quantity or quality of services, the number of children, or the length of operation to account for the reduced funding. Moreover, Florida 21st CCLC programs are not permitted to charge any fees to students or parents in association with 21st CCLC programming without authorization from the Florida Department of Education (FDOE), and no program has ever received such authorization.

Structured afterschool program costs vary widely, depending on the organization and other funding available to the organization. For instance, as noted, all 21st Century Community Learning Centers are federally-funded and are prohibited by the Florida Department of Education from charging any fees for eligible students. Other programs (such as some Children Services Councils) receive local funding from tax dollars to provide free or inexpensive services to students (generally a sliding-scale fee, if charged). Still other programs receive charitable donations (e.g., Boys and Girls Clubs) and charge minimal or no fees to students. The costs associated with structured afterschool programs that do not receive external funding are often dependent on the level of services provided, such that the programs with the most expensive activities (e.g., out-of-state field trips) will result in a higher cost to families. Nationally, the average cost of structured afterschool programs are between $1,500 and $2,500 annually. When taking into account the number of hours and days of services provided to 21st CCLC students within this program, the annual funding is an average of $750 per student, which is less than half that of other structured afterschool programming. As such, marketing and sustaining the program are critical even in the early years of 21st CCLC program operations.
Table 11: Partnerships and Sub-Contracts

<table>
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<tr>
<th>Agency Name</th>
<th>*Type of Organization</th>
<th>Subcontract (Yes/No)</th>
<th>Estimated Value ($) of Contributions</th>
<th>Estimated Value ($) of Subcontract</th>
<th>Type of Service Provided</th>
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<tr>
<td>Girl Scouts</td>
<td>NPOO</td>
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<td>Programming or activity-related services</td>
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<td>Boy Scouts</td>
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<td>University of Florida IFAS</td>
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<td>United Way</td>
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<td><strong>$5,290</strong></td>
<td><strong>$4,000</strong></td>
<td></td>
</tr>
</tbody>
</table>

*School District (SD), Community-Based or other Non-Profit Organization (CBO), Nationally Affiliated Nonprofit - Boys & Girls Club (BGC), Nationally Affiliated Nonprofit - YMCA/YWCA (YMCA), Nationally Affiliated Nonprofit - Other Agency (NPOO), Faith-Based Organization (FBO), Charter School (CS), Private School (PS), College or University (CU), Regional/Intermediate Education Agency (IEA), Health-Based Organization (hospital/clinic/etc.) (HBO), Library (LIB), Museum (MUS), Park/Recreation District (PRD), Other Unit of City or County Government (CNT), For-Profit Entity (FPO), Bureau of Indian Affairs School (IAS), Other (OTH)

Although 21st CCLC objectives do not specifically address the importance of developing, maintaining, and enhancing partnerships and sustainability, it would be remiss for this evaluation to ignore the substantial progress of Brevard Public Schools in such efforts. The Brevard After School Academy: Endeavour 21st CCLC program engaged and received support from a number of partners that have and will continue to assist with developing, implementing, evaluating, and sustaining the 21st CCLC program. The program works closely with partners by serving on their boards, as well as continuous collaboration that not only helps the students at each school, but the surrounding communities. Table 11 indicates the partners, their organization types, whether they are partners or subcontractors, the estimated values of their contributions/subcontracts, and the types of contributions they made to enhance the activities offered to regularly participating students and their adult family members.
RECOMMENDATIONS

Brevard After School Academy: Endeavour is led by a team of dedicated and experienced individuals at the program and site levels. In addition to the program and site level leaders, the program also benefits from the leadership and support of school administrators and the Brevard County School District. With the support of partners and the strength of the Brevard After School Academy: Endeavour team, the program has continued to strengthen and grow to provide high-quality programming for students and their families since its inception.

Overall, Brevard After School Academy: Endeavour achieved many of its stated objectives for 2018-2019, while making progress toward and nearly achieving others. It is believed that the findings and recommendations within this report will help guide future efforts toward enhancing the program and furthering progress toward stated goals and objectives. Within the model of continuous program improvement, several recommendations for further enhancing this 21st CCLC program are provided. These are not considered “weaknesses,” as the program is already focused on addressing many of these challenges and/or implementing these recommendations. Rather, this section serves to document those areas where the program is planning or should plan to focus additional attention.

IMPLEMENT PROPOSED PROGRAMMATIC/DATA COLLECTION CHANGES

As indicated in the Objective Assessment sections of this report, the program plans to implement programmatic changes based on findings related to its objectives. The program is encouraged to implement the proposed changes identified within this report, along with any additional programmatic/data collection changes identified by program leaders.
If you are interested in learning more about the 21st Century Community Learning Center Initiative at Brevard After School Academy: Endeavour:

Debi Embry  
District Coordinator  
21st Century Community Learning Centers  
Brevard Public Schools  
(321) 633-3660 ext. 185  
Embry.Debi@Brevardschools.org
The 21st Century Community Learning Centers (21st CCLC) initiative is conducted with support from a grant from the Bureau of Family and Community Outreach (BFCO) within the Florida Department of Education. The overall direction of the initiative is provided by the Director of the Florida 21st CCLC Program. Any questions regarding this report may be directed to the Center for Assessment, Strategic Planning, Evaluation and Research.
“Education is the most powerful weapon which you can use to change the world.”

— Nelson Mandela

Report Prepared By
Center for Assessment, Strategic Planning, Evaluation and Research (CASPER)