

YWCA's School Age Program

*FY 2017 Buncombe County Community
Funding*

YWCA of Asheville and Western North Carolina

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Application Form

Project Name*

Name of Project

YWCA's School Age Program

Amount Requested*

Amount Requested

\$15,000.00

Service Area*

Which Commissioner Districts are served by this program?

Access a map of Buncombe County Commissioner districts [here](#).

- District 1
- District 2
- District 3

Which county sustainability goal aligns best with the goals of this project?*

Based on the Buncombe County Sustainability Plan, select a Category, Goal & Objective that align with the focus of the project and the specific results that will be achieved.

Access the Buncombe County Sustainability Plan [here](#).

Community > Educational Resources that Match the Needs of the Community > Promote programs that supplement equitable educational opportunities for all ages

If applicable, select a second sustainability goal that aligns with project goals.

Result 2 is optional - Select if project aligns with more than one Sustainability Category, Goal & Objective.

Community > Educational Resources that Match the Needs of the Community > Ensure that all children are reading at grade-level by the end of 3rd grade

If applicable, select a third sustainability goal that aligns with project goals.

Result 3 is optional - Select if project aligns with more than one Sustainability Category, Goal & Objective.

[Unanswered]

Project Description

Project Description*

Description of Project

Quality, affordable after-school and summer programming is critical for school-age children; it provides them with a safe place to go while their primary caregivers are at work, prevents them from engaging in risky behaviors, and helps them do better in school (After-School Alliance, 2015). The YWCA's School Age Program is a licensed five-star after-school and full-day summer program serving ages 5-12. Over the course of a year, the program provides 95-117 students quality academic, enrichment, and cultural awareness programming, including STEAM, tennis, soccer, homework support, and nutrition education.

The majority of our population is low-income and under-served. Many students are socially or academically under-performing and do not have the support, time, or space for completing homework at home. Utilizing out-of-school hours we will help students strengthen the social and academic skills they need for success and ensure equity in educational opportunities.

How many people will this project serve?*

State the number of individuals or households in Buncombe County that will be served by this project. Also state the number of people that will experience the desired result. For example, if dropout prevention services are being delivered to 100 students, how many will successfully graduate from high school?

Over the course of the year the School Age Learning Center will serve 95-117 students, many who are lagging behind their peers in academic or social skills.

80% of the total students enrolled in the program for six months or longer will demonstrate gains in key social skills as identified by county educators, parents, and program staff (identified via a currently in progress needs assessment to be completed by January 2016).

In Buncombe County Schools, less than half of African American Students are meeting standards. YW's after school academics will compliment in school learning and 80% (28/35) targeted, at-risk students, enrolled 6 months or longer, who have a grade of C or below in reading or math will maintain or improve their grade (raise to at least a C/2*).

*2 equivalent in schools that do not use the A, B, C grading systems.

Describe the people this project will serve.*

Characterize the demographics of the project's target population in terms such as age, gender, income, race, ethnicity, geographic area, etc. Include information about method of referral/recruitment of the target population.

Students are recruited through a myriad of marketing and outreach methods. Many families are attracted to our superior five star center, that is increasingly diverse in staff, programming and students.

This program currently serves students ages 5-12 from different schools from all over the county. Our current population is 54% male and 46% female. Most of the students are low income and 85% are from communities of color. Many face barriers to educational success: language barriers, underdeveloped social

skills, lack of homework help or quiet space at home to to perform homework, hunger, unstable housing, and single parent households.

What key steps will you take to achieve the results of this project?*

Describe the core elements of your implementation plan, including milestones that will take place within the funding timeframe.

Programming starts each day with a healthy snack from our Rainbow In My Tummy® kitchen and one hour of quiet time during which students can do homework, or if they have no homework they can choose academic enrichment activities. Following homework hour, STEAM and enrichment programs are offered each day. Students participate in tennis, soccer, nutrition education, engage in free play, and other physical activity.

According to the U.S. Departments of Education and Justice, students in quality after-school programs demonstrate better academic performance, behavior, school attendance, and greater expectations for the future. While recognizing that working with students approximately 3 hours a day cannot change a child's home realities, we seek to provide students and families with the support needed to encourage social and academic growth while providing a safe space for children so that parents and caregivers may work to provide for their families.

Describe the evidence of success that backs this project's approach.*

What evidence of success (i.e. evidence-based research, practice model, accreditation, industry standards, and/or other framework) are you using as a basis for your project design?

The School Age Learning Center complies with the School-Age Care Environment Rating Scale (SACERS) and earns the highest rating possible- five stars. The SACERS is designed to assess group-care programs for children of school age, 5 to 12. The SACERS is comprehensive and easy to use therefore is helpful for classroom staff as a self-evaluation, for agency staff in supervision and monitoring, and for researchers who may wish to include a measure of global quality in their school-age child care projects.

The Learning Center also utilizes evidenced based curriculum in program planning. For nutrition and physical education we use SPARK. Our social skills are informed by the highly regarded evidenced based Developmental Assets and our Tennis Program uses a curriculum provided by the US Tennis Association.

Describe your data collection, tracking, and reporting procedures.*

Explain your methods for documenting project, service and client information. Include a description of any software or other tools utilized.

To track our educational outcomes we use report cards and grades are recorded into an excel spreadsheet.

To measure our social skills we are currently using the Rosenberg scale three times per year. This too is tracked in an excel spreadsheet. Depending on the results of the needs assessment, this tool may change.

To track attendance, billing, immunizations, parent/caregiver contact info and other licensing requirements we use our Daxco database.

Explain your technological resources and capacity.*

Explain your current technological strengths and barriers and how this impacts your ability to track data and report outcomes. Who is responsible for adaptation and use of technology within your organization?

Two years ago the YWCA purchased new Daxco software to replace older, expensive and clunky systems used by various programs. This has greatly streamlined our processes especially in terms of enrollment and billing in our fitness and youth programs. This program is used successfully by our Child Care, School Age and Club W programs, therefore no one person holds all the knowledge reducing risk to the agency overall. We also have a part time IT Coordinator who has an extensive background in systems and is responsible for general support for all IT needs; phones, computers, printers/copiers, and database management.

Organizational Profile

How does the proposed project support your mission and strategic plan?*

State your mission and the date of your most recent strategic plan, and explain how the proposed project helps advance your organizational goals.

We aim to provide students and families with the support needed to encourage social and academic growth while providing a safe space for children so that parents and caregivers may work to provide for their families.

The YWCA School Age program stands apart from other local after school programs by aligning programming with our mission of eliminating racism and empowering women. This includes:

- Maintaining a Five-Star license
- Striving to eliminate barriers to quality programming by providing transportation, not limiting the percentage of subsidized children that may enroll and scholarshiping families that have lost vouchers
- Focusing on the whole child to "build the bridge" to personal success
- Offering the Rainbow In My Tummy® food and nutrition program along with a garden and nutrition education.
- Providing students with racial justice activities and staff with racial justice training
- Employing staff that are representative of and invested in the communities we serve.

What expertise/accomplishments do you have that are relevant to the proposed project?*

List your organization's strengths as well as accomplishments from the past 3 years that position the organization to be successful with the proposed project.

The past three years have been ones of change and growth for our School Age program. Despite a massive blow to our budget when the state cut vouchers to low income families, the YWCA has improved programming, staff training and morale. The program was re-certified as five star by the SACERS ranking scale, we implemented new tennis and soccer programs and were awarded a grant from the USDA to expand our nutrition educational programming to parents.

We completed a business plan that will allow us to continue serving our target population but reduces costs and decreases our reliance on the voucher subsidy.

Finally, Last year, 71% of identified at-risk students in our care achieved a C or better, and our increased focus on character development resulted in a 50% decrease in Disciplinary Action Forms.

Describe partners that are critical to the success of your organization.*

List any external partners, intermediaries or advisors important to your success, and describe their role and evidence of their commitment. Describe successful collaborations with these people or groups.

To help ensure academic success we partner with the NC Department of Health and Human Services, the Learning Tree, the Literacy Council, and various education and behavior specialists, school personnel, and parents/caregivers. In our efforts to strengthen social and basic life skills we partner with the Mediation Center, Girl Scouts, Girls on the Run, Parent U and Family Preservation Services. Also crucial to the success of the students are volunteers. We currently have 27 volunteers from the community and from local colleges (UNCA, A-B Tech, Warren Wilson) that serve as coaches, mentors, and adult role models.

Financial Information

Nonprofit financial assurance requirements:

Financial statements, prepared using a recognizable basis of accounting (i.e., modified accrual) and IRS Form 990s must be submitted to Buncombe County annually.

- Organizations with annual revenues of \$300,000 or greater must submit financial statements audited in accordance with generally accepted auditing standards.
- Those with revenues between \$100,000 and \$300,000 must submit financial statements reviewed in accordance with SSARS 19.
- Those with revenues of less than \$100,000 must submit non-disclosure financial statements compiled in accordance with SSARS 19.

All financial statements must be reported on by a certified public accountant and include a full balance sheet, income statement, and cash flow statement.

These requirements are considered minimum requirements. Organizations may submit a higher level of assurance than is required.

IRS Form 990 - Upload Here

Click Choose File to upload a copy of the 990 form you most recently completed.

990 Tax Return FY 2014-151.pdf

If your organization does not have a 990, briefly state the reason.

Include a statement of intent to comply with nonprofit financial assurance requirements as listed above.

[Unanswered]

Financial Statements - Upload here

Click Choose File to upload a copy of the most recently completed financial statements (audit, compilation or review).

Audited Financial Statements FY 2015-2015.pdf

If your organization does not have financial statements, briefly state the reason.

Include a statement of intent to comply with nonprofit financial assurance requirements as listed above.

[Unanswered]

Complete Budget Worksheet - Upload Here*

Download the budget form [Here](#).

Complete the budget form for this project/program and the overall agency. Save it to your computer, then upload it by clicking Choose File.

County Budget Request - Afterschool (1).xlsx

Budget Narrative*

Describe all differences between current year and proposed year. List all pending funding sources with expected date of notification. Please detail any other information that may help clarify the budget.

The program budget and agency budget reflect losses in the program as well as the adjustments to the expenses made thus far. These losses are a direct result of unanticipated cuts by the state legislature to child care vouchers. In November of 2015 we commissioned a business plan that we began implementing immediately in order to return this program and our Child Care program to profitability. This plan includes raising our prices for After School to be more in line with similar programs. We know this will place a cost burden on families that have lost their vouchers or are just above the new income limits for vouchers. Therefore we are asking in this request to help us offer scholarships to those working families that have been most affected by cuts at the state level.

We are working hard to shore up funding for this program through increased enrollment and grant funding. Pending sources of funding include:

Gannet- 12/10/15

Dale Earnhardt Fund-3/1/16

What (if any) portion of requested funds will be used to support capital expenses?*

Capital projects are defined as those used to acquire or upgrade physical assets such as property, buildings, or equipment. Please detail.

None

Employee Wages

Please provide information about the wage breakdowns of your employees. Living wage for Buncombe County has been identified as \$11.00 per hour for employees with employer-provided health insurance and \$12.50 per hour for employees without.

Employees with employer-provided health insurance*

List the number of employees in your organization with employer-provided health insurance in each wage category. For salaried employees, use hourly wage equivalents.

\$7.25 - \$10.99 per hour

\$11.00 - \$14.99 per hour

\$15.00 - \$19.99 per hour

\$20.00 - \$24.99 per hour

\$25.00 - \$29.99 per hour

\$30.00 - \$34.99 per hour

\$35.00 - \$39.99 per hour

\$40.00+ per hour

with insurance

\$7.25 - \$10.99 per hour- 14

\$11.00 - \$14.99 per hour- 14

\$15.00 - \$19.99 per hour- 7

\$20.00 - \$24.99 per hour- 1

\$25.00 - \$29.99 per hour- 2

\$30.00 - \$34.99 per hour-1

Employees without employer-provided health insurance*

List the number of employees in your organization without employer-provided health insurance in each wage category. For salaried employees, use hourly wage equivalents.

- \$7.25 - \$12.49 per hour
- \$12.50 - \$14.99 per hour
- \$15.00 - \$19.99 per hour
- \$20.00 - \$24.99 per hour
- \$25.00 - \$29.99 per hour
- \$30.00 - \$34.99 per hour
- \$35.00 - \$39.99 per hour
- \$40.00+ per hour

In accordance to our strategic plan, last year the YWCA raised all employees starting wage to 9.00/hour (up from \$7.50). While we are unable to offer a living wage at this time we do offer generous benefits including 10.5% retirement to everyone who works 1,000 hours/year, a free fitness membership, a 33% discount for our full time child care program and afterschool and summer care for children 5-12.

- \$7.25 - \$12.49 per hour- 54
- \$12.50 - \$14.99 per hour- 4
- \$15.00 - \$19.99 per hour- 1

As we implement our new comprehensive business model for our three child care programs we hope to become profitable once again, and be able to raise wages again for our front line staff-especially those in our Child Care, School Age and Drop In programs.