



2018 NYOI SUMMARY

BOYS & GIRLS CLUBS OF CONTRA COSTA – ORG WIDE SUMMARY

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INTRODUCTION

This past school year, 77 youth participated in the National Youth Outcome Initiative (NYOI) Survey. These youth came from both communities we served last school year (Martinez and Pinole). 23 Teens and 54 Elementary Aged youth were surveyed about their perceptions around the Club Environment, Relationships, Academics, and STEM related subjects. Although we have much progress to be made, it should be noted that 32% of youth overall felt that we really did not meet their needs in achieving an Optimal Club Experience. Even though only 38% of youth reported that they had an Optimal Club Experience, another 29% believe that we are doing okay. We should never strive to be okay or average, and until 85% of youth are reporting an Optimal Club Experience, our work will continue to center around improving this outcome.

This summary will highlight where we are meeting the National Average, and where we are exceeding it. There are also highlighted areas where we are taking immediate steps to start improving today, so every youth can feel safe and secure in the Club. In this summary you will also find the steps we are taking to create a Program Action Plan. This Action Plan will be developed by our staff, and the goals will be set by our Program Leadership, with input from Club Administration. Parents will have an opportunity to share their thoughts, and our entire Board of Directors will be asked to give their feedback as well.

Kids in Contra Costa County need the Boys & Girls Clubs. It is our responsibility to serve our communities with a commitment to excellence, a commitment to quality, and a commitment to transparency. This survey establishes our baseline as a newly unified organization, and sets the pace for the work ahead. I look forward to meeting this challenge head on, together with each and every one of our program staff. Our kids deserve the very best, and we will not rest until we are the very best youth serving organization in the Bay Area.

BE GREAT!



KEY MEASURES

MEASURE	OPTIMAL	FAIR	ROOM TO GROW
Overall Club Experience	38%	29%	32%
Sense of Belonging	51%	38%	11%
Emotional Safety	35%	48%	17%
Physical Safety	57%	8%	35%
Fun	44%	38%	19%
Adult Connections	66%	17%	17%
Staff Expectations	75%	22%	3%
Recognition	50%	20%	30%

MEETING AND EXCEEDING THE AVERAGE

MEASURE	BGCCC	NATIONAL
Sense of Belonging (9 – 12 Yr. Old)	52%	44%
Sense of Belonging (Teens)	45%	44%
Adult Connections	73%	69%
Staff Expectations	74%	68%
On Track to Graduate H.S.	82%	77%



YEAR TO YEAR TRENDS

MEASURE	2018	2017	2016	2015
Overall Club Experience	38%	37%	33%	35%
Sense of Belonging	51%	39%	44%	31%
Emotional Safety	35%	33%	31%	28%
Physical Safety	57%	60%	50%	55%
Fun	44%	40%	58%	40%
Adult Connections	66%	53%	47%	53%
Staff Expectations	75%	61%	69%	60%
Recognition	50%	42%	53%	39%

As the numbers show in the three preceding tables, we still have plenty of growth that needs to occur within our organization. In many areas however, [over 1/3 of youth are responding with fair perceptions of their Club Experience](#). These youth are closest to having an Optimal Club Experience. These are the youth we target with exceptional opportunities and exceptional programming.

92%

Of Youth feel like they belong at Club

85%

Of Youth feel listened to at Club

82%

Of Youth are on track to Graduate H.S.

Even though our kids may be on the fence about their overall perception of the Club as a whole, our kids feel like they belong. When kids feel like they belong, they will want to keep coming back. Our kids are also excelling in school. Most youth who attend our Clubs report that they are on track to graduate from High School on time.

We are well positioned to improve the overall quality of our programs. Through the implementation and use of the Youth Program Quality Assessment (YPQA), we will be able to improve our Club with innovation, and Evidence Based initiatives. We are tying staff training to YPQA modalities. Staff are planning programs with YPQA in mind, and an emphasis on fun and continued learning.



AREAS OF FOCUS FOR IMPROVEMENT

MEASURES FOR IMPROVEMENT	Strongly Agree	Agree	Disagree	Strong Disagree
I feel respected by other kids.	22%	38%	26%	14%
Staff let others know I did a good job. (Recognition)	28%	38%	17%	17%
I know what steps I need to take to pursue a career in STEM related fields.	21%	22%	40%	17%
MEASURES FOR IMPROVEMENT	Exactly Like me	A lot like me	Kind of like me	Not Like me
If I set goals, I take action to achieve them.	33%	21%	35%	11%
When other people my age try to hit me or push me around, I fight back. (Elementary Aged)	51%	16%	23%	10%

Our kids are high risk, there is simply no denying it. More than half of our kids report that when they are hit or pushed by a peer, their first reaction is to fight back. Only a third of our kids set goals with a clear plan to achieve them. Only 22% of kids strongly agree that they feel respected by their peers. Only 43% of our kids can identify the path it takes to get a career in a STEM field. All of these very real problems come from areas where we must do better to improve the opportunity equation for our kids. Safety is the very top priority of our organization. We have already implemented a zero tolerance bullying policy, and will be taking time this fall to train our staff about goal setting, and role modeling positive peer to peer interactions.

We are taking active steps to improve opportunities for youth by recruiting new volunteers to mentor our kids. We will begin re-implementing the BGCA Mentoring Program at every site this fall starting with our Martinez Clubhouse, Each month we will launch the program site by site through November when all four of our locations will have fully implemented the program. When kids have access to mentors who can teach them positive skills, they are far more likely to thrive. We are focusing our recruitment on college students studying STEM fields, professionals in various industries including engineering. We are also targeting High Schoolers who are upstanding individuals in their Clubs and their communities to mentor their younger peers.

This fall, all of our Site Directors will work with their program staff on developing Action Plan goals centered. The goals are centered around the focus areas listed above. For the next two years, we will be laser focused on improving the outcomes in these areas, as well as others identified by the staff who work with our kids every day. In October we will present this Action Plan to the Board of Directors for comment, and ratification/approval.