



2021 OUTCOMES REPORT



BOYS & GIRLS CLUBS
OF GREATER ST. LOUIS

The mission of the Boys & Girls Clubs of Greater St. Louis (BGCSTL) is to inspire and enable all young people, especially those who need us most, to realize their full potential as productive, responsible and caring citizens.

2021 OUTCOMES REPORT

In 2021, **Boys & Girls Clubs of Greater St. Louis** focused on maximizing our efforts to ensure we fulfilled the most core aspect of our mission, serving those who need us most. Here at the BGCSTL, we talk a lot about how COVID-19 forced us to rethink our approach and to work differently in order to be successful. Our pandemic learning continues to shape and strengthen our organization, and we expect that to continue well into the future. Through **ENORMOUS** program staff dedication, intricate planning, and some complicated protocols, our Club doors have stayed open throughout the various twists and turns of the COVID-19 pandemic.

We continued many of our enhanced efforts from 2020 to keep families informed and connected to much needed resources. During our organization's 2020 Shelter-In-Place Public Health Ordinance, when we re-opened that summer following the declaration of **Boys & Girls Clubs of Greater St. Louis** as an essential business, and since then, our focus has been ensuring we help meet the pressing urgent needs of those we serve.

It was and still is not easy. Despite the incredible challenges involved, we remained resolute in our decision to remain open. Most program staff understood the critical services we were providing and were proud to have been part of the support system that helped our families overcome the worst days of the pandemic. Standing shoulder-to-shoulder with our families and our partnering school districts, our Clubs stayed committed to allowing kids to be kids and to feel safe at a time when they needed it the most.

As we moved into 2021, our Clubs continued to serve as resource hubs, hosting food giveaways, as well as, COVID-19 testing and vaccination events. However, in order to combat the lingering impact of the pandemic on families; our mission called for us to further our efforts even more. We accomplished this by establishing ways to serve not only as a safety net, limiting the extent to which the pandemic negatively affected our youth and families, but as a safe-haven as well. As a safe-haven, we would prioritize actions that would allow those we serve to persevere.

A critical component to successfully supporting youth on their journey of pandemic recovery was our ability to implement our COVID-19 safety plans effectively. This allowed our doors to remain open despite local increases in COVID cases due to the spread of new variants. Mitigating the risks of positive cases and potential exposures required exceptional communication and coordination efforts across our agency, with our families, and school partners. Providing peace of mind for parents who trusted us to uphold our commitment to ensure an emotionally and physically safe environment for their children proved invaluable as members continued to engage in Club programs. The result of this trust in BGCSTL was evident by the **6,930** youth who sought our services (4,328 registered members, **2,602** youth through outreach). We are honored to have served **5,532** of those young people in 2021.



When at the Clubs, BGCSTL provided opportunities for youth to regain their sense of normalcy, maintain healthy lifestyles, and continue to build strong, resilient minds. Our strategic programmatic approaches prioritized the mental health and wellbeing of members by incorporating intentional efforts to support them as they recover from the unprecedented disruptions and sense of loss caused by the ongoing COVID-19 pandemic.

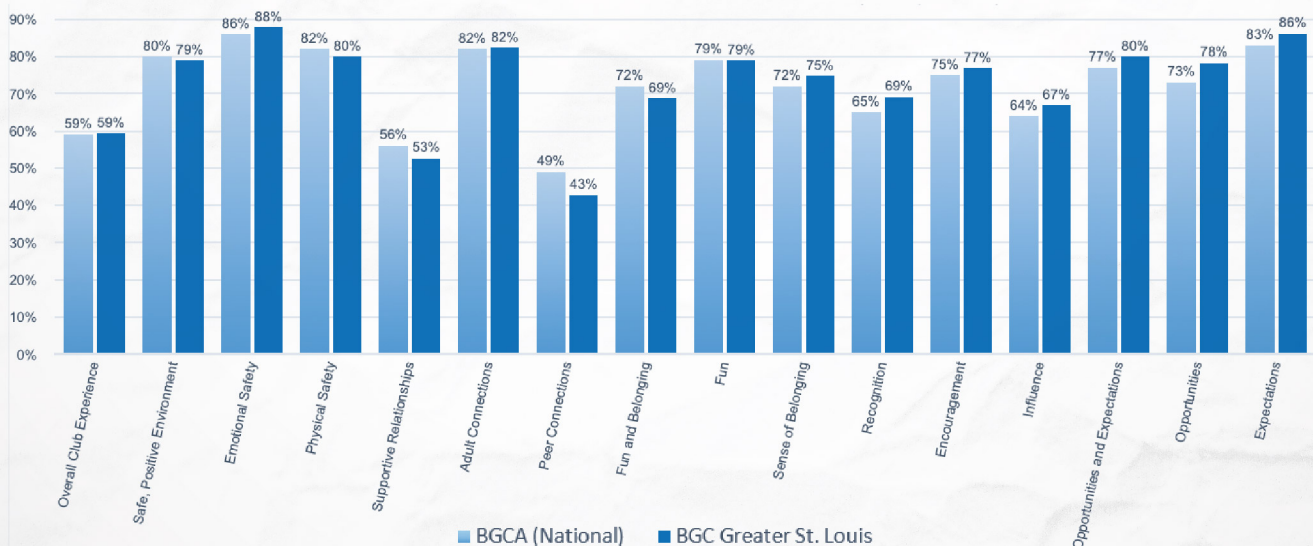
2021 NYOI Club Experience measures that are part of the National Youth Outcomes Initiative (NYOI) provided great insight into how our members felt about their time at BGCSTL. **Club Experience data measures the extent to which a member's experiences in the Club are reflective of the Five Key Elements for Positive Youth Development** (Safe Place, Fun, Caring Adults, Opportunities and Expectations, and Recognition). BGCSTL's "Formula For Impact" is a research-based theory of change that calls for us to consistently provide the most powerful Club experience possible by implementing the Five Key Elements for Positive Youth Development, offering high-yield activities, providing targeted programs, and encouraging regular attendance – all of which we know help youth achieve priority outcomes.

BGCSTL showed significant gains in 2021 when compared to 2020 in areas related to positive experiences, relationships and environments which are the foundation for building good character, and, ultimately, positive outcomes in our three priority areas for youth Academic Success, Good Character and Citizenship, and Healthy Lifestyles.

These gains are a reflection of our efforts to minimize experiences that may have added to the stress many youth were already feeling as they worked to make-up ground at school and rebuild social connections. These efforts included limiting the number of program opportunities offered, focusing solely on the programs and partnerships designed to address the social-emotional needs of members. While this reduced the amount of data collected, we achieved the desired outcome as shown by the increase in the percentage of members reporting their club experience to be optimal.

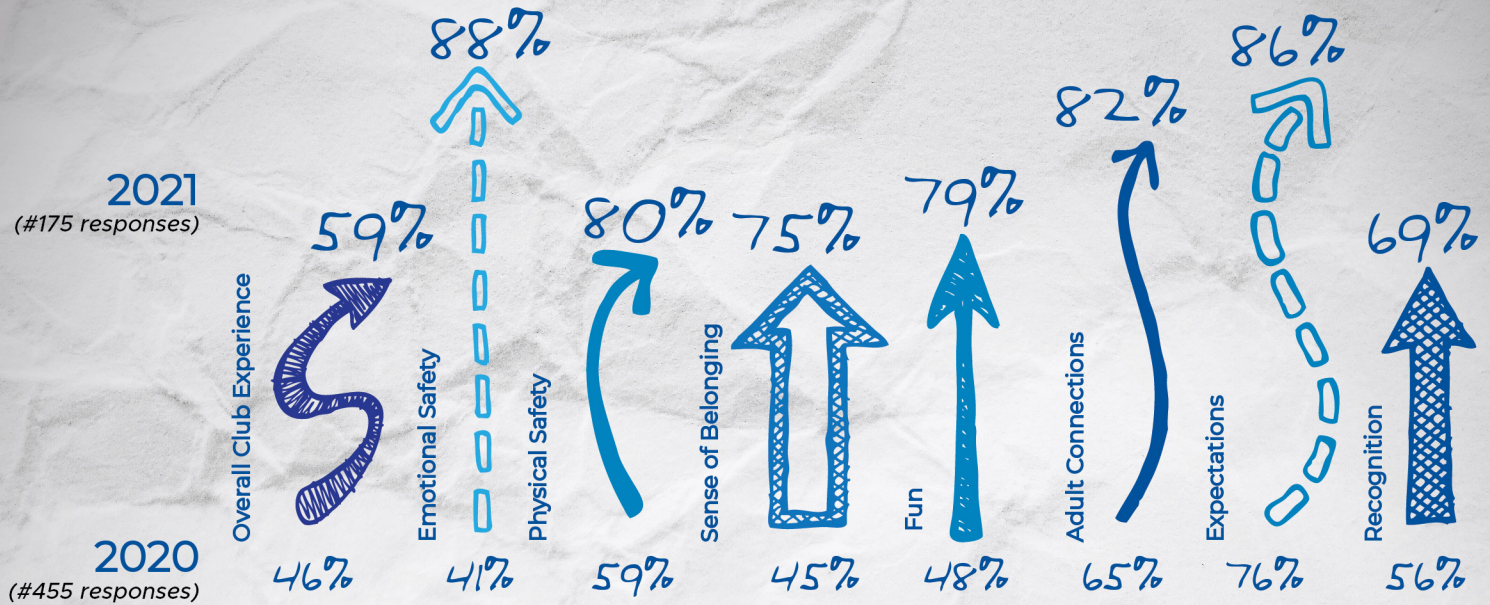
2021 NYOI OPTIMAL CLUB EXPERIENCE MEASURES (YOUTH AGES 9 & UP)	OPTIMAL (Doing Great)	FAIR (Doing Fine)	NEEDS IMPROVEMENT (Room to Grow)
OVERALL CLUB EXPERIENCE	59%	24%	17%
SAFE, POSITIVE ENVIRONMENT	79%	15%	7%
EMOTIONAL SAFETY	88%	9%	3%
PHYSICAL SAFETY	80%	13%	7%
SUPPORTIVE RELATIONSHIPS	53%	26%	22%
ADULT CONNECTIONS	82%	11%	6%
PEER CONNECTIONS	43%	22%	36%
FUN AND BELONGING	69%	25%	6%
FUN	79%	16%	5%
SENSE OF BELONGING	75%	14%	12%
RECOGNITION	69%	16%	15%
ENCOURAGEMENT	77%	13%	10%
INFLUENCE	67%	18%	15%
OPPORTUNITIES AND EXPECTATIONS	80%	14%	6%
OPPORTUNITIES	78%	13%	9%
EXPECTATIONS	86%	10%	4%

2021 BGCSTL YOUTH COMPARED TO BGCA (YOUTH NATIONALLY) OPTIMAL CLUB EXPERIENCE MEASURES (DOING GREAT)



BGCSTL YOUTH RESPONSES

2021 Compared to 2020 NYOI OPTIMAL CLUB EXPERIENCE



BGCSTL utilized national BGCA resources like the SMART Moves: Emotional Wellness curriculum that focuses on building the social-emotional skills of self-regulation, impulse control and stress management to help participating youth build an effective toolbox for self-management and coping. Additionally, the BGCSTL Wellness Team provided 1338 Member Support Services to 248 members. Of those, 846 one-on-one sessions were held with 136 members. Further, 189 members participated in mentoring sessions. Combined with our targeted programs, these essential individual impact services contribute to the improved social-emotional wellness of our members.

2021 COPING WITH CHALLENGE ITEMS

When something important goes wrong in my life, I try to figure out how to do better next time.

94%

If something is really hard, I keep working at it.

94%

When something important goes wrong in my life, I talk about it with someone to understand what happened.

85%

When something important goes wrong in my life, I tell myself I'll do better next time.

85%



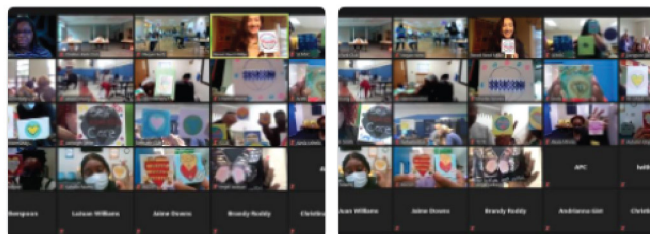
Additionally, we strengthened our commitment to integrate trauma informed practices across the agency by engaging staff in a series of trauma informed professional development sessions, which included many restorative, and self-care sessions intended to address the overall mental health and well-being of staff. Sessions such as Workplace Well-Being & Transformative Leadership, Vicarious Trauma, The Digital Health of "Zoomed Out" Youth, Weathering Seasons of Uncertainty & Change, and Trauma & Resistance to Change are just some examples of the innovative sessions held to address the impact of COVID-19 on, not only our members, but also our amazing team of professionals.



BGCSTL uploaded 2 files in the group: **Boys & Girls Clubs of Greater St. Louis Announcements**

June 8, 2021 · 📎

Day 2 Restorative & Expressive ARTS sessions were such FUN! I hope everyone enjoyed themselves. Thank you for being open to the process. I already know you are thinking of ways to bring these experiences to our members.



ACADEMIC EXPECTATIONS ITEM

Utilization of trauma informed practices during both virtual learning support during the school day and when they returned for in-person classes helped members to maintain their focus on their academic goals and aspirations. As the last two school years have required more of both children and families, BGCSTL has been right by their sides providing opportunities and setting expectations for academic achievement. Staff met with members in-person, virtually, and when called upon, conducted home visits to deliver application packets, program materials, and more so they could continue to engage in Club programs. Our dedication to their continued success combined with the impact of our trauma informed staff practices are reflected in the Academic Expectations of our members.

► How far in school do you think you will get in school? (Youth)

COLLEGE	HIGH SCHOOL	SOME HIGH SCHOOL	GRADE 8
77%	15%	4%	4%

► How far in school do you think you will get in school? (Teen)

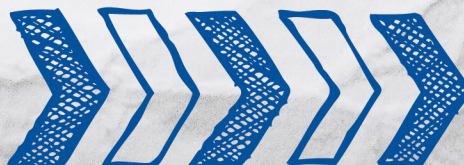
MASTERS DEGREE, PH.D., M.D., OR EQUIVALENT	4 YEAR COLLEGE DEGREE	1 OR 2 YEARS OF COLLEGE	FINISH VOCATIONAL OR TRADE SCHOOL	HIGH SCHOOL GRADUATION	SOME HIGH SCHOOL
29%	30%	16%	3%	14%	8%

► How important are the things you are learning in school going to be for you later in life?

VERY IMPORTANT	IMPORTANT	IN THE MIDDLE	NOT THAT IMPORTANT	NOT IMPORTANT AT ALL
53%	22%	20%	2%	3%



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BGCSTL'S WORKFORCE READINESS FRAMEWORK

includes three components:

► **EXPLORE** Career exploration provides members with exposure to the world of work and pathways to careers of their choice.

► **DEVELOP** In their Club experience, all members develop essential skills, as early as six years old, critical to success in work and life. They also gain access to job-specific hard skills to prepare them for employment.

► **APPLY** Members get opportunities to learn and demonstrate their skills in real-world work experiences.

WORKFORCE READINESS

We teach young people about **judgment, creativity, decision-making, communication, and collaboration** – all highly sought-after competencies by today's employers. BGCSTL believes when every young person has access to quality out-of-school opportunities that intentionally support their workforce readiness, they are well-positioned for Great Futures. BGCSTL's evidence-informed approach to workforce readiness puts holistic skill development and career exposure at the forefront of each Club member's experience. The goal is to provide all youth, from age six through their teen years, with the knowledge, skills, and learning experiences they need to succeed in life and work.

2021 WORKFORCE READINESS OUTCOMES

Ages 6 to 18

CAREER EXPLORATION

Diverse, career-focused activities and experiences

100% of high school students progressed to the next grade level

Ages 6 to 18

ESSENTIAL SKILL DEVELOPMENT

Formal and informal learning experiences

100% of high school students increased work readiness and career development skills during spring work readiness training and earned a summer internship assignment

Ages 13 to 18

EMPLOYABILITY SKILLS & CERTIFICATIONS

First-job readiness and job-specific training

81% of high school students obtained a professional certification

Ages 13 to 18

WORK-BASED LEARNING

Substantial, real-world work experience

100% of high school students demonstrated on-the-job skills during summer internships with a satisfactory rating by job site supervisors

Explore ➡ Develop ➡ Apply ➡





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Further, we designated one of our long-standing Licensed Master Social Workers to serve as our BGCA Trauma Informed Practices representative so we could build our internal capacity to sustain the efforts and strategies discussed during our professional development sessions. With the support and approval of our Board of Directors, we reaffirmed our commitment to support our dedicated team and helping to relieve some of the stress brought on by the pandemic by offering paid Mental Health Days to all staff.

These efforts lead to best practices by staff who members view as caring adults in their lives.



Adults here encourage me to try something different

VERY TRUE	SORT OF TRUE	NOT VERY TRUE	NOT TRUE AT ALL
72%	22%	3%	3%

The adults at this Club believe that I will be a success.

VERY TRUE	SORT OF TRUE	NOT VERY TRUE	NOT TRUE AT ALL
78%	18%	2%	1%

Adults here encourage me to do my best.

VERY TRUE	SORT OF TRUE	NOT VERY TRUE	NOT TRUE AT ALL
79%	18%	1%	2%

The adults at this Club care about me.

VERY TRUE	SORT OF TRUE	NOT VERY TRUE	NOT TRUE AT ALL
77%	19%	2%	2%



Now as we work to frame out our strategic path from 2022 to 2025 our commitment must start with making substantial new investments in our staff, programming as well as our approach to socio-emotional wellness.
Only in this work will WE and our kids emerge from the pandemic strong, resilient, and optimistic!