

Evaluation Plan

Design: Mixed-methods, longitudinal tracking with comparison groups where feasible.

Implementation Fidelity Metrics:

- Attendance & retention for each activity
- Staff-to-participant ratios
- Program dosage delivered (sessions completed vs planned)

Short-Term Outcomes (0–12 mo):

- SEL improvements (validated scales, e.g., SDQ, PHQ-A)
- Increased engagement & attendance
- Early academic gains (benchmark assessments, grades)
- Awareness of career/postsecondary options

Intermediate Outcomes (1–3 yr):

- Sustained academic growth & grade-level proficiency
- Reduced disciplinary incidents & improved social skills
- Strengthened family engagement & household resource navigation
- Professional development & career skill acquisition

Long-Term Outcomes (3+ yr):

- High school graduation & postsecondary enrollment
- Employment outcomes & earnings trajectories
- Mental & physical health improvements
- Increased community and civic engagement

Data Sources:

- Program records, attendance logs, pre/post academic assessments, SEL surveys
- School administrative data via MOUs
- Mentor, tutor, and counselor logs
- Qualitative data: annual focus groups with youth & families

Risk Mitigation:

- Attendance: transportation stipends, flexible scheduling, family engagement
- Staff quality: recruitment, training, supervision, competitive compensation
- Data challenges: MOUs, FERPA/HIPAA compliance
- Sustainability: building reserve funds and securing multi-year funding commitments

KPIs / Dashboard Metrics (Quarterly Reporting):

- % of youth with active individualized plans
- Average weekly counseling/tutoring hours
- Camp attendance rate
- Academic benchmark improvement
- SEL improvement (pre→post)
- Participation in mentorship and youth-led PD events
- Family satisfaction scores