

ANNUAL REPORT

2023-2024



SHADES of Development is closing out our 28th year of serving, supporting and strengthening families, children and the Knoxville community through afterschool programming and summer day camps. We take our role of providing **S**afe, **H**ealthy, **A**dventures that **D**evelop **E**ssential **S**kills for lifelong learning and success for all children in need of out-of-school time services seriously. We are committed to continued growth and improvement in order to do our part to improve the quality of life in our community.

Our Strategic Plan is dedicated to making informed decisions grounded in three core elements - Culture of Commitment and Engagement, Expanded Awareness, and Strengthened Impact. (See diagram on page 3). 2023-24 continued to focus on recovery and understanding the new normal for students, families, communities and our economy. We continued to face staffing challenges while the needs for afterschool services exploded. Through our Board's commitment to increases compensation and streamlining processes, and the dedication of our team we continued to make forward progress in staff and program sustainability.

The pages that follow highlight our 2023-24 initiatives

THANK YOU to our Board of Directors, partners, volunteers, staff, numerous supporters and friends who made our 2023-24 programs, initiatives and events possible. You are our champions and we look forward to working together in 2024-25 and beyond.

OUR MISSION

Empowering happy kids with skills for life.



SHADES of Development Out of School Time Programs

Who We Are!

Our Mission: Empowering happy kids with skills for life

Our Vision:

Our vision is to provide **S**afe, **H**ealthy, **A**dventures that **D**evelop **E**ssential **S**kills for lifelong learning and success for all school-age children in need of out-of-school time services

Our Beliefs:

SHADES of Development believes that children learn and grow with every interaction they encounter during their waking hours of the day. Out-of-school time is a time to enhance learning, promote relationship building, and exercise conflict resolution techniques in a relaxed, nurturing and fun environment. The SHADES Afterschool program bridges the school day and home life. SHADES further believes that it is essential to create an environment of mutual respect where adults and children can share, laugh, and learn together by setting goals, communicating, developing trust and holding ourselves and each other accountable.

Our Constitution: **I Refuse To Be Less!**

This Constitution is grounded in the terms listed below.

Integrity

Respect

Teamwork

Balance

Leadership

DECISION-MAKING CORE ELEMENTS

Culture of Commitment and Engagement

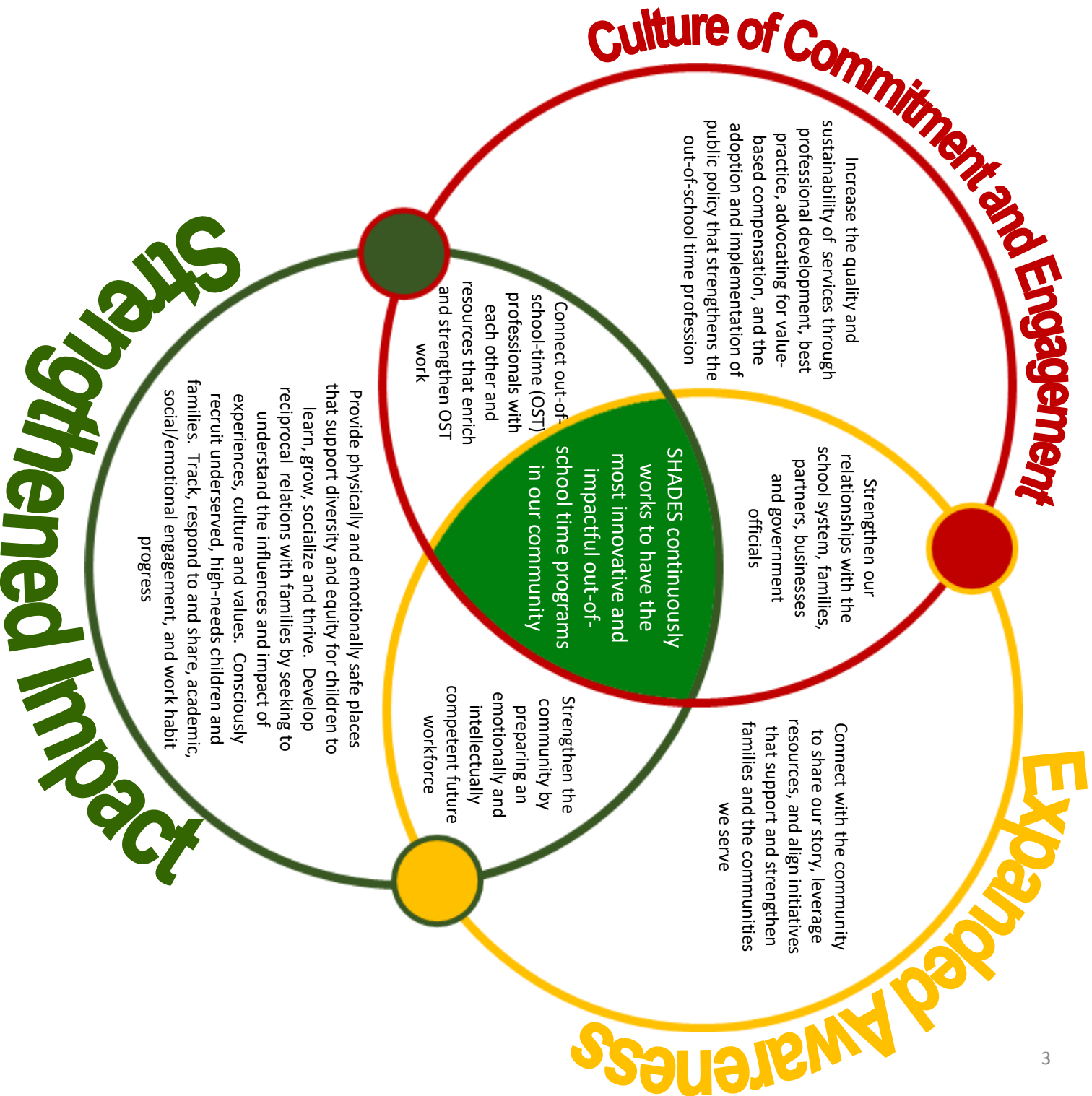
SHADES out-of-school time professionals are prepared and inspired to lead and teach. SHADES makes decisions based on what is best for families and children in the community, supporting the unique challenges and needs of today's families.

Expand Awareness

SHADES strives to engage and inform legislators, business leaders, community leaders, and the general public in recognizing the essential value of out-of-school time programs and its contribution to maintaining a strong workforce and healthy economy.

Strengthened Impact

SHADES works to connect with the community to leverage resources and align initiatives that support and strengthen families and the communities we serve.



Culture of Commitment and Engagement



Increasing commitment through engagement

Our Site Directors participated in a full-day retreat in March to realign, focus, learn new skills and prepare for summer. A few months later the SHADES Board of Directors participated in a half-day retreat, tackling the oversight, guidance and vision issues that prepared SHADES to launch into our 2024-25 year.



In addition to our retreats, SHADES further supported staff engagement and commitment by investing in the attendance of the Beyond Schools Conference in New Orleans. Staff soaked up knowledge about best practice, hiring and retention strategies, data collection, information management, and staff coaching and mentoring. These travel opportunities with co-workers not only set the stage for building lasting bonds, but also

professionalize the OST field for our staff in a concrete way. The sense of belonging to a larger cause not only has improved engagement, but has also inspired loyalty and improved job satisfaction according to feedback from our one-on-one meetings with attendees.

Lastly, we continued working to build community and engagement among staff through our monthly Director Meal and Mingle events, our staff appreciation activities in April and our annual staff celebration event. This year we held a potluck awards ceremony followed by patio games at First Presbyterian Church downtown. Our beloved Kathy Scott was recognized for 25 years of service at the event; only months before her passing. She was a bright and loving heart, and truly treasured at SHADES.



Investing in Our Workforce



68 Average Daily Number of Employees

24 Average Number of Continued Training Hours per Employee

Expanded Awareness



Raising awareness, influencing policy, and impacting out-of-school time programs at a local, state and national level.

SHADES tackled the national stage advocating for the benefits of afterschool programs for students, families, schools and the communities. Sindy Dawkins-Schade, President of SHADES of Development, was selected as one of fifteen Afterschool Ambassador by Afterschool Alliance. In her role as the Afterschool Ambassador for the State of Tennessee, she attended the Afterschool for All Challenge in Washington D.C., where she spoke to senators and representatives about the benefits of afterschool programs. She then traveled to San Francisco to co-present at the National 21st Century Community Learning Centers Summer Symposium about sustainability models for implementing high quality 21st CCLC afterschool programs offered through community-based agencies.

CAPTURING OPPORTUNITIES TO INCREASE AWARENESS AND PROMOTE SUSTAINABILITY OF OUT-OF-SCHOOL TIME PROGRAMS THAT SUPPORT STUDENT INTERESTS AND WORKING FAMILIES' ABILITY TO REMAIN GAINFULLY EMPLOYED

Strengthened Impact

Indicator	State Goal	Tennessee Average	My Program
Adrian Burnett			
6.A. At least 90% of all families with children/youth who participated in the program will report that the program offers useful resources and materials such as workshops on homework assistance, parent advocacy, adult education classes, etc.	90%	84.7%	100%
6.B. At least 90% of all families with children/youth who participate in the program will report that there is always program staff available to discuss individual student needs.	90%	91.9%	100%

Based on independent family surveys administered by UT Social Work Office of Research and Public Service (SWORPS) SHADES programs continue to exceed state expectations. The table above illustrates parent survey results from our new Adrian Burnette program

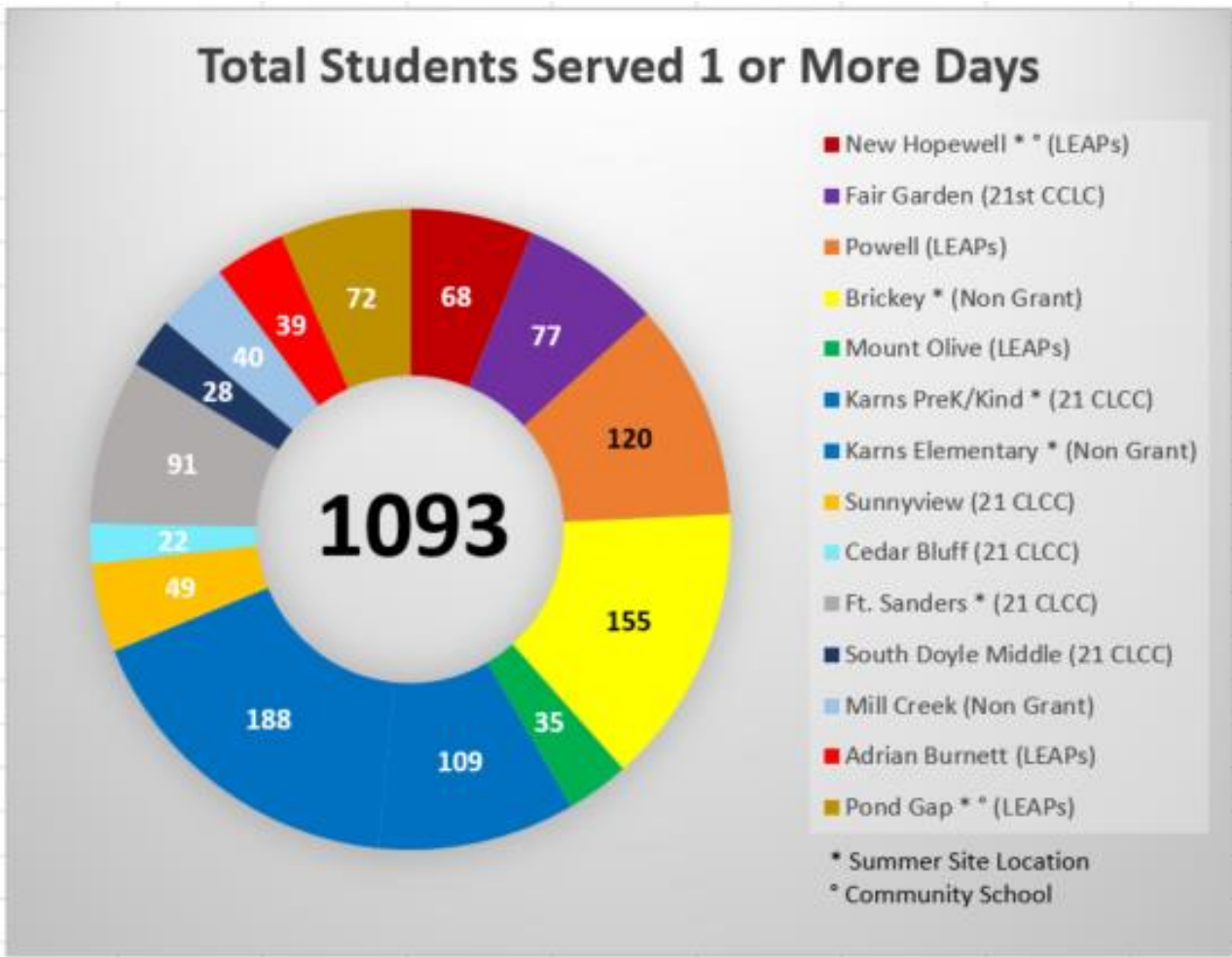


This summer our students practices their performance and public speaking skills during Circus Camp and Big Apple Performing Arts Camp. They learned to juggle scarves, spin plates, as well as perform group songs and individual talents in front of an audience of their peers, parents, and family members.

As students continued to feel the stress of learning loss and social skill gaps as a result of COVID, SHADES responded by instituting adaptive reading and social emotional screeners to help us better understand and respond to the needs of our students. Collecting data in a risk free setting has allowed us to determine student needs and develop strategies to align afterschool and school-day skill practice. We are excited to improve data use in the coming year.



Services



SHADES added three new programs in 2023-24, Adrian Burnette, Pond Gap and Mill Creek. In addition Knox County Schools divided the Karns Elementary Campus and the Karns PreK Campus to be two stand alone schools. These additions propelled SHADES from a 10 site organization to a 14 site organization.

proudly served
1093
students



Students from 14 PreK through Middle School Locations: New Hopewell, Fair Garden, Powell, Brickey, Mount Olive, Karns Elem, Karns PreK, Sunnyview, Cedar Bluff PreK, Ft. Sanders, South Doyle Middle, Mill Creek, Adrian Burnett, Pond Gap

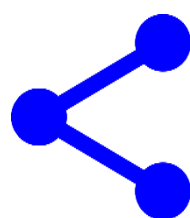


connect

During the 2023-24 year, SHADES was blessed with volunteerism that helped kids grow, learn and connect to their community. Our amazing volunteer foster grandparents, corporate giveback volunteers, college student volunteers and community volunteers made it possible to provide robust programming that allowed our students to begin exploring college and career opportunities. We could not do our work without you!



Community Connections



Over 25

Volunteer and Partner Organizations

Over 5397

Volunteer Hours

Leadership

2023-2024 Board of Directors



Tyler Morrow
Chairman
Governance



Liz Turpin
Vice Chair/Treasurer
Finance



Jessica Weaver
Co-Treasurer
Finance



Allison Wood
Secretary
Community Impact, Hospitality



PJ Hoskins
Board Member
*Community Impact,
Public Relations*



Adam Kornegay
Board Member
*Governance,
Fund Development*



Carney Ivy
Board Member
*Fund Development,
Hospitality*



Tate Cantrell
Board Member
*Fund Development,
Public Relations*

Amazing people doing amazing work! Thank you for your service!

Our 2023-2024 Executive Team



Sindy Dawkins-Schade
President
Governance



Betty Rose
Office Administrator
*Finance,
Fund Development*



Stacey Duncan
Field Supervisor
*Governance,
Fund Development*



Emily Harless
Curriculum Specialist
*Board Development
Community Impact*



Vanessa Smith
Staffing Manager
*Public Relations,
Community Impact*



Melony Smith
Admin. Assistant
*Public Relations,
Hospitality*

Innovation



Making ideas reality