



**BOYS & GIRLS CLUBS**  
**METRO DENVER**

## PROGRAM OVERVIEW

Since 1961, Boys & Girls Clubs of Metro Denver has been a transformative keystone of the Metro Denver community. From our inception, we have grown into one of the largest and most comprehensive youth-serving organizations in the Metro Denver region. Today, we operate 27 Club sites, including six funded under Cohort 10 of the 21<sup>st</sup> CCLC program. Membership at all our 21<sup>st</sup> CCLC sites is offered at no cost to participants, and we continue to be one of the most affordable out-of-school time providers statewide. This level of accessibility is especially critical given that 90% of Club members attending Cohort 10 funded Clubs qualify for free or reduced-price lunch, underscoring the importance of access to high-quality enrichment and academic support.

Our mission is to provide Club members with a safe, supportive, fun, and enriching environment that inspires them to achieve their greatest potential. We accomplish this through our evidence-backed and premier out-of-school time programs, specifically designed to foster the growth and development of school-aged young people in four core program areas: 1) Academic Success, 2) Character & Leadership, 3) Healthy Lifestyles, and 4) Mental Health. By empowering kids in these crucial areas, we help them develop resilience, and strive for fulfilling, healthy, and successful lives.

Each Club provides daily academic and enrichment activities, including:

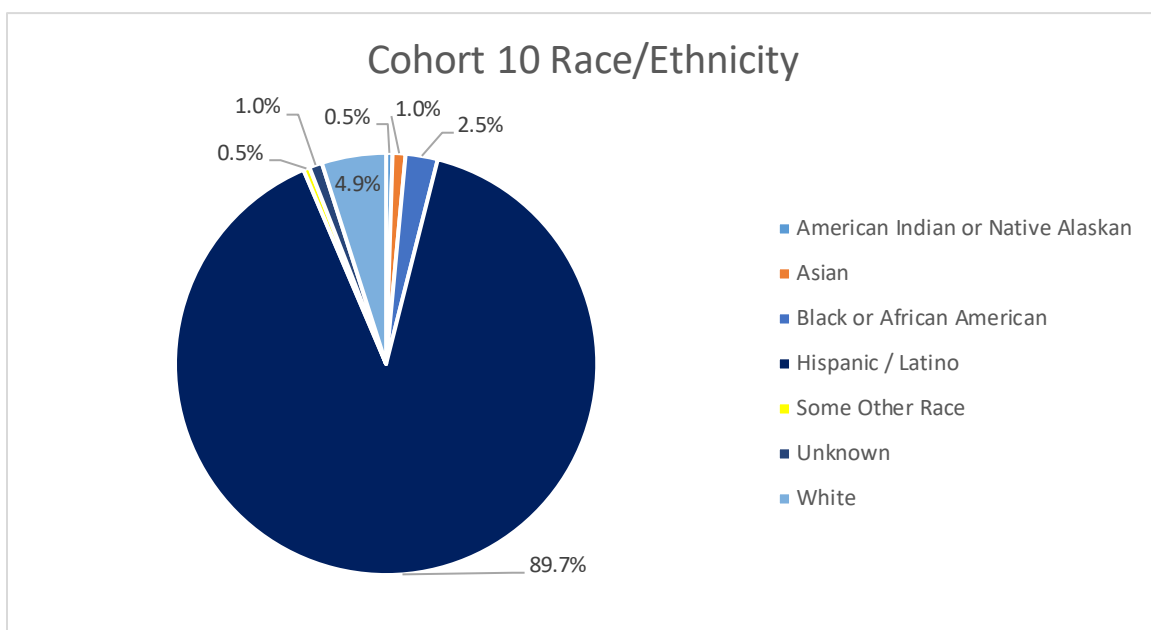
1. **Academic Success:** Boys & Girls Clubs of Metro Denver operates Project Learn, an evidence-based program providing reinforcement in academic enrichment and school engagement. Staff lead Power Hour daily for one-on-one support with homework; evidence-based reading programs through Renaissance products such as Accelerated Reader and MyON, and Freckle for math support; tutoring support for literacy and/or math; STEM-based learning opportunities; and cultural arts where young people have opportunities for self-expression and creativity through performances, digital art, painting, photography, and more.
2. **Character & Leadership:** Club members can participate in year-round service-learning activities through leadership programs like Keystone Club and Torch Club. Young People can also engage with Boys & Girls Clubs of America's premier leadership program, Youth of the Year which recognizes outstanding members monthly and includes a formal annual selection process to recognize Club leaders within various age groups. Boys & Girls Clubs of Metro Denver also supports young people through critical transitions from education to career pathways through our NEXT Program, a post-secondary, workforce exploration and readiness program available to members of all ages supporting young people in developing a sense of agency about their future self. This program provides tools and resources to prepare for college as well as explore careers through real-world context with trusted industry partners. Specifically, this program supports young people with skill-building and exploration, resume and essay development, interview preparation, and identifying unique college or career pathways members can explore and engage within high-demand fields.

3. **Healthy Lifestyles:** A variety of programming is offered to Club members including nutrition education, cooking classes, healthy relationships education, substance use prevention, and gardening, among many more. In addition, the Clubs offer sports and recreation including organized sports leagues. Club members can also participate in variety of field trips. Particularly, in the summer, Club members have the opportunity to spend time in the mountains at Gates Camp – a summer camp facility owned and operated by Boys & Girls Clubs of Metro Denver. In addition to high-quality programming, all Club members receive nutritious meals and snacks daily.
4. **Mental Health:** Within all programs, Boys & Girls Clubs of Metro Denver incorporates emotional and mental wellness, including Social Emotional Learning (SEL) to develop skills in self-control, self-awareness, emotional management, responsible decision-making, and relationship skills. A dedicated team of 14 mental health professionals provide one-on-one support and group SEL sessions, creating safe spaces for young people to process emotions and build resilience.. Families and caregivers are also supported with connections to community resources that help strengthen the family unit. Together, these efforts ensure that every young person has the tools and support they need to navigate life’s challenges with confidence and care.

Boys & Girls Clubs of Metro Denver is proud to play a vital role in supporting the success and well-being of youth and families across the Metro Denver region. Through our evidence informed, comprehensive programming, and strong community partnerships, we address critical needs in academic support, leadership development, healthy lifestyles, and mental health. Our 21<sup>st</sup> CCLC funded Clubs reflect this mission by providing high quality, no-cost out-of-school time services to young people who need them most. As we continue to grow and adapt, we remain committed to ensuring every young person who walks through our doors is equipped with the tools, opportunities, and support to thrive into the future.

## PROGRAM EVALUATION

During the 2024-2025 program year, the six Cohort 10 Clubs served a combined total of 1498 active members, 65% of whom attended 75 hours or more throughout the program year.



To ensure meaningful impact and drive continuous quality improvement across all sites, Boys & Girls Clubs of Metro Denver employs a comprehensive, multi-method evaluation strategy. This approach centers youth voice, monitors program fidelity, assesses staff practices, and aligns Club experiences with organizational goals and youth development outcomes. By leveraging a blend of internal tools and nationally validated frameworks, we capture real-time data to assess youth engagement, academic and social-emotional growth, and the overall Club environment.

In 2024-2025, we deepened this commitment by examining a key research question: ***What are the impacts of a continuous quality improvement system, central to 21<sup>st</sup> CCLC afterschool centers, on staff practices?***

The following core components collectively guided data-informed decision-making, strengthened program delivery, and expanded our capacity to deliver high-impact, youth-centered programming:

- Club Pulse Checks: Conducted monthly by leadership, these structured assessments gauged staff engagement, meeting participation, leadership dynamics, inclusivity, and alignment with Club goals. The data collected guides timely support, training, and resource adjustments to ensure each Club remains a vibrant and responsive space for youth development.
- Kid Perception Data (KPD): Age-appropriate tools such as dot voting, exit tickets, and focus groups are used regularly to gather immediate feedback from members, ensuring their voice shapes the Club experience.
- National Youth Outcomes Initiative (NYOI): Boys & Girls Clubs of America’s annual research-based survey captures youth perspectives on key quality indicators: safety; fun; supportive relationships; opportunities and expectations; and recognition.

Together, these strategies help build and sustain the infrastructure needed for our Clubs to remain responsive, inclusive, and impactful – advancing outcomes and positioning both staff and young people for long-term success.

## PROGRAM RESULTS

The following results highlight how our continuous quality improvement system is strengthening staff practices across 21<sup>st</sup> CCLC afterschool centers, while also elevating member experiences and influencing positive in-school behaviors.

### Pulse Checks

As part of our continuous quality improvement system, monthly *Pulse Checks* provided real-time insight into Club operations throughout the academic year. Conducted from September through April, these structured, observational assessments used 15 indicators across five key domains: Club environment, member experience, family engagement, staff readiness, and program delivery - all critical components of high-quality out-of-school programming.

This approach allowed us to identify trends, flag emerging needs, and respond immediately with targeted coaching, support, and professional development. Below is an overview of each domain and the observable indicators used to drive data-informed action.

Domain	Indicators
<b>1. What the Club Looks and Sounds Like</b>	<ul style="list-style-type: none"> <li>- Members are acknowledged for their successes.</li> <li>- Visual, up-to-date schedule posted and Club is clean.</li> <li>- Behaviors are mitigated with trauma-informed de-escalation practices.</li> </ul>
<b>2. How Our Kids Experience the Club</b>	<ul style="list-style-type: none"> <li>- Staff demonstrates a warm welcome as members arrive and use appropriate tone and volume.</li> <li>- Members' movements in space are calm and comfortable.</li> <li>- Members engage positively with each other.</li> </ul>
<b>3. How We Engage Our Families</b>	<ul style="list-style-type: none"> <li>- Families are recognized and greeted warmly.</li> <li>- Club entrance is clearly labeled and generally clean.</li> <li>- Monthly newsletter and visual postings celebrate member successes.</li> </ul>
<b>4. Readiness of Staff</b>	<ul style="list-style-type: none"> <li>- Clear behavior expectations posted and supported by staff; staff are actively engaged.</li> <li>- Staff have and use what they need to be safe (radios, keys, badges).</li> <li>- Ratio is regularly maintained, and staff communicate well with each other.</li> </ul>
<b>5. How We Deliver Programs to Our Kids</b>	<ul style="list-style-type: none"> <li>- At least one of the four core programs is offered to each age group.</li> <li>- Members are actively engaged at least 75% of the time.</li> <li>- Members can name their favorite activity at the Club.</li> </ul>

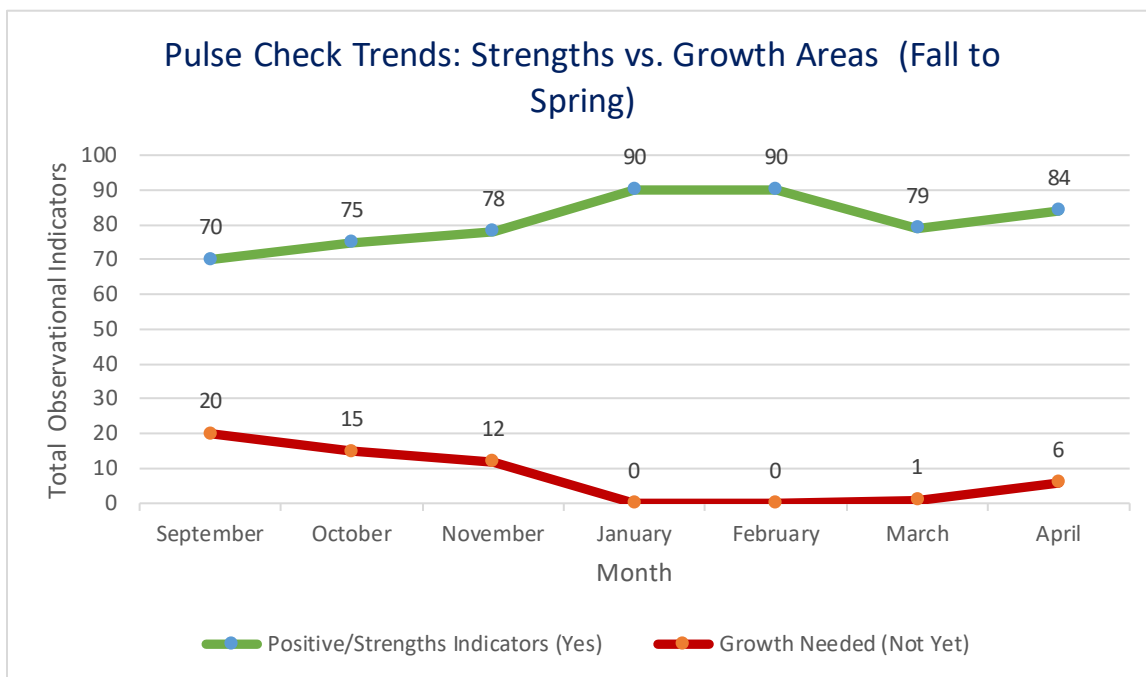


*The Pulse Checks help staff remain accountable for practices that should consistently be in place at their clubs at all times. Our goal is to ensure that the Club experience for our kids and families is consistent across all locations, even if it looks different from one Club to another. When something isn't happening as expected, staff are able to address it promptly and incorporate feedback."*

-Regina, Academics & Leadership Manager

### Summary of Pulse Check Findings:

From September through April, Pulse Check data reveals a clear and encouraging trajectory of improvement across 21<sup>st</sup> CCLC Clubs in terms of staff readiness and youth experience. The number of positive indicators (“Yes”) steadily increased/were observed, while areas needing growth or unobserved, (“Not Yet”) declined, with a small uptick in April.



### Pulse Check Trends:

The line chart provided demonstrates a clear and positive trajectory over the program year, highlighting both areas of progress and remaining opportunities for growth. Notably, the number of areas identified as needing improvement (“Not Yet”) steadily declined over time, suggesting increased staff consistency and effective implementation of key practices.

In the fall, the most frequently cited area for improvement was related to the Club environment, specifically, the need for *“clear behavior expectations to be posted and consistently supported by staff.”* By spring, observations showed marked improvement in this domain, indicating targeted efforts were successful in addressing this challenge.

Throughout the program year, staff readiness consistently emerged as a strength across Clubs. The indicator *“Ratio is regularly maintained, and staff communicate well with each other”* was among the most frequently observed positive practices, reflecting strong operational consistency and team coordination.

Observations gathered through Pulse Checks directly inform the design and focus of twice annual training sessions for Club staff. Trends in both strengths and growth areas help leadership tailor professional development to reinforce effective practices and address consistent challenges, ensuring staff are equipped to deliver high-quality, youth-centered programming across sites.

Staff Training

During the 2024-2025 program year, Cohort 10 Club staff participated in two comprehensive, full-day professional development sessions twice during the year to enhance program delivery and support of Club members. Each training day featured a series of targeted workshops, including topics such as *De-escalation and Re-engagement*, *Successful Summer Days*, *Summer Safety*, and *Supporting Members Social Emotional Needs*.

These trainings were grounded in real-time insights gathered through monthly Pulse Checks, allowing us to tailor topics to emerging needs and observed trends across Clubs. For examples, spring sessions emphasized summer safety and re-engagement strategies in preparation for high-energy programming around school breaks. Training in de-escalation techniques equipped staff with practical tools to proactively manage challenging behaviors while fostering welcoming spaces.

As a result, our team is better prepared to deliver responsive, engaging, safe programming that meets the diverse needs of the young people in our Clubs. These training courses not only strengthen staff confidence and cohesion, but also ensure that professional development remains responsive to on-the-ground realities – ultimately enhancing the Club experience for every member.

National Youth Outcome Initiative

As part of our ongoing commitment to data-driven continuous improvement, we are pleased to share key evaluative metrics from the National Youth Outcomes Initiative (NYOI) that reflect the social-emotional and motivational conditions foundational to academic success. These metrics give us insight into how well staff are fostering inclusive, values-based environments where young people can thrive.

Cohort 10 Boys & Girls Club NYOI Snapshot	
Indicator	Cohort 10 Clubs
I take care of my feelings and emotions	88%
I stand up for what is right, even if my friends disagree	88%
I care about other people’s feelings	95%
I care about how my actions affect other people	94%

These scores represent strong and consistent SEL outcomes – particularly empathy and moral reasoning. More importantly, these results provide indirect evidence of improved and consistent staff practices, which have been shaped by the Club’s continuous quality improvement system.

Here’s how:

- SEL-focused programming and staff training (reinforced by Pulse Checks) help staff create emotionally safe spaces where youth learn to regulate emotions and act with empathy.
- Targeted Coaching and feedback loops ensure that practices like modeling respectful communication, using restorative language, and leading values-based discussions are consistently applied.

- The high percentages of youth indicating care for others’ feelings and standing up for what is right – even when hard – demonstrate that staff are effectively embedding SEL and character development into daily programming.

These outcomes are the result of intentional and consistent social-emotional learning (SEL) reinforcement by dedicated staff throughout the year. This progress is supported by a continuous quality improvement system that provides ongoing monitoring, coaching, and the promotion of best practices.

## Kid Perception Data

During the 2024-2025 program year, Kid Perception Data was collected regularly across all Club locations and program areas. Among the various feedback gathered, we looked to identify whether Club members were engaged with reading, enjoyed career exploration activities, understood SEL concepts, and had tools for the future. Across the six funded Clubs, staff collected 1,141 responses for Club members; key results related to student learning, confidence, and career development included:

2024-2025 Program Year Kid Perception Data Cohort 10 - Boys & Girls Clubs				
Question Asked	Grade Levels Surveyed	Number of Respondents	Cohort 10 Results	Comparison to non-Cohort 10 Clubs
I enjoy reading at the Club.	K-8 <sup>th</sup> grade	378	88% of surveyed Club members indicated they enjoyed reading at the Club	10% <u>more</u> Club members indicated they enjoyed reading at the Club than at non-Cohort 10 Clubs
I enjoyed the career exploration activity or field trip.	K-12 <sup>th</sup> grade	118	94% of surveyed Club members indicated they learned something new.	11% <u>more</u> Club members indicated they learned something new at non-Cohort 10 Clubs
I can recognize my emotions and name what I am feeling.	K-12 <sup>th</sup> grade	369	88% of surveyed Club members indicated they could recognize and identify their emotions.	2% <u>less</u> Club members indicated they could recognize and identify their emotions than at non-Cohort 10 Clubs
I have learned skills that will help me be successful in the future.	K-12 <sup>th</sup> grade	381	87% of surveyed Club members indicated they learned skills that will help them be successful in the future	4% <u>more</u> Club members indicated they learned skills to help them be successful in the future than at non-Cohort 10 Clubs

The 2024-2025 Kid Perception data from Cohort 10 reveals key insights into how the Clubs are impacting youth development across multiple 21<sup>st</sup> Century sites. The positive responses suggest that the Club environment is not only engaging but also instrumental in fostering essential skills that contribute to long-term success.

High levels of enjoyment of reading among K-8th graders points to the Club’s effectiveness in nurturing early literacy and a love of learning, foundations that are crucial for academic achievement. This represents a **10% higher rate** of enjoyment compared to their peers at non-Cohort 10 Clubs. Meanwhile, career exploration activities resonate deeply with young people across age groups, broadening their horizons and encouraging them to envision optimistic futures.

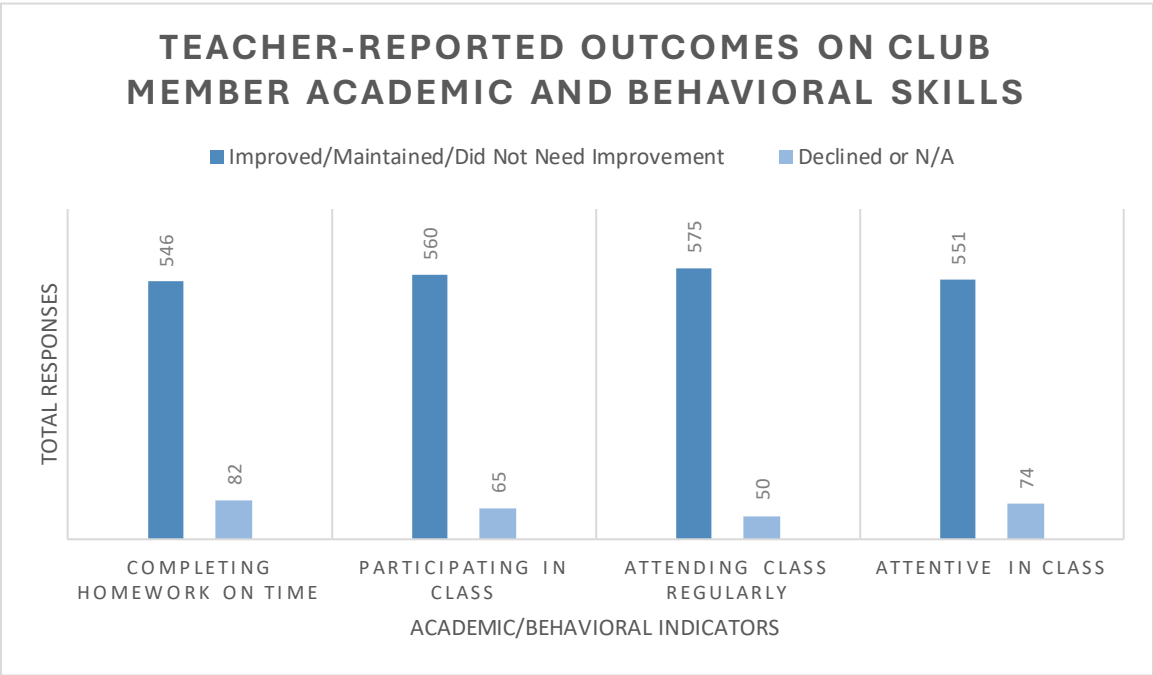
Notably, the data highlights a strong emphasis on social-emotional development among Club members, with nearly 90% confidently identifying and managing their emotions. This emotional awareness is foundational for resilience, healthy relationships, and effective decision-making, skills that are increasingly recognized as essential for success in both school and life.

Finally, the prominent level, 87% of confidence among youth in acquiring future-ready skills, highlights the Club’s holistic approach in integrating academic support, social-emotional learning, and hands-on experiences. This comprehensive model underscores the Boys & Girls Clubs’ 21st CCLC programs as a powerful catalyst for fostering curiosity, self-awareness, and the essential competencies that place young people on a strong path toward productive and fulfilling futures.

Teacher Survey

Teacher survey data collected across six Cohort 10 Clubs demonstrate consistently strong outcomes in key indicators of student academic engagement and classroom behavior. These findings provide compelling evidence of the positive impact of 21stCCLCs in advancing academic achievement, delivering enrichment that complements the school-day curriculum, and fostering the development of essential life and career skills.

Responses were gathered for 625 students across six Club sites, and the following metrics represent the percentage of students who were reported by teachers to have maintained, improved, or not needed improvement in each area. These data are presented in the accompanying bar chart to illustrate overall trends and relative strengths across skill realms.





Across eight key indicators, between 87% and 92% of students exhibited positive outcomes, defined as improvement, sustained performance, or not requiring improvement, indicating consistent progress and stability in their academic and behavioral development.

In terms of direct improvement, 35% of students measurably improved in timely submission of classwork and homework, while 42% improved to meet teachers' standards for quality completion of assignments, underscoring enhanced academic responsibility and accountability. Classroom engagement also improved, with 43% of students showing positive outcomes in participation and 38% demonstrating attentive behavior. Motivation to learn was similarly strong, with 33% of students exhibiting improvement, including 29% of students who improved their attendance during the year. These findings collectively affirm that our program effectively supports Club members in building essential academic habits, fostering positive behaviors, and sustaining meaningful engagement over time.

## **CONCLUSION**

Evaluation findings from the 2024-2025 program year demonstrate that Boys & Girls Clubs of Metro Denver's investment in a continuous quality improvement system has had measurable impacts on both staff practices and youth outcomes across our 21<sup>st</sup> Century Community Learning Centers.

Through structured tools such as monthly Pulse Checks, real-time Kid Perception Data, and formal evaluations like NYOI, staff became more responsive, engaged, and aligned with best practices that directly benefit Club members. Notably, staff readiness emerged as a consistent strength and targeted professional development – shaped by continuous quality improvement findings – enabled teams to improve Club environments, elevate program delivery, and better meet the needs of youth and families. This systems-level approach has proven effective in building staff capacity and creating more inclusive, high-quality Club experiences.

As a result, young people are not only more motivated and behaviorally engaged in school, but they also report increased confidence, emotional literacy, and future-readiness – key indicators that our holistic youth development model is working. Survey results indicate that Club members at Cohort 10 sites reported higher positive outcomes than their peers at non-Cohort 10 Clubs in key areas such as reading enjoyment, emotional awareness, and future readiness. These higher rates suggest that 21<sup>st</sup> CCLC programming is having a distinct and measurable impact on student engagement and development.

Looking ahead, one priority is to refine post-assessment and survey techniques to strengthen longitudinal tracking and deepen youth voice in program design. Ultimately, our continuous quality improvement system has positioned staff and Clubs to be more agile, youth-centered, and impactful – demonstrating the power of intentional reflection and data-informed action in driving meaningful, long-term outcomes for young people.