



seeds of STEM



overview

Preparing Teen Girls of Color for the 21st Century Workplace

When it comes to Engineering, Electronics, Telecommunications, Cybersecurity, Biotech, Healthcare, Environmental Sciences, and Finance, Crittenton connects teen girls to... Real People. Real Skills. And Real Careers.

According to a recent study of the Greater Washington area's economy, now and in the future the careers in highest demand are STEM-related in healthcare and information technology. Yet too few Black and Latina girls are earning degrees needed for careers in these fields. *Seeds of STEM* is Crittenton's integrated approach to career exposure, exploration, and planning across all of our school-based programs for 400 teen girls of color. Our programs are school-based, meet for 26 one- or two-hour sessions, serve small groups of 12 to 15 girls, and hold STEM-related out-of-school enrichment activities.

Over the past 30 years, Crittenton has developed programming for underserved teen girls of color that helps them see their value, build healthy relationships, grow in confidence and academic skills, and plan for the future of their choosing. Our programs for girls from the 6th to 12th grades produce measurable and meaningful results. After their high school graduation, Crittenton alumnae continue to benefit from ongoing career and college support, serve as role models for younger girls, and are advisors to the organization as a whole.

NEW in 2017, Crittenton is piloting our Goal Setting Girls (GSG) program in three middle schools to serve 36 to 45 6th grade girls from low-income families who are Latina, African, Asian, and African American. GSG is an innovative positive youth development initiative that combines an evidence-based, social and emotional learning curriculum, STEM project-based learning, a SMART goal curriculum, parental and school engagement, college and career exposure, and out-of-school STEM-related activities. GSG will meet for two hours per week for 26 sessions as part of the Excel Beyond the Bell Afterschool program. Our funding partners include Montgomery County Public Schools; County Executive Isiah Leggett; Montgomery County Recreation Department; and the Montgomery County Collaboration Council for Children, Youth, and Families. Additional partners include the Hispanic Heritage Foundation's "Coding as a Second Language" Program and DC Web Women, a professional association of 3,000 women working in STEM careers.

Goal Setting Girls' short- and long-term outcomes, as measured by independent evaluation, will include:

1. Increases in participants' ability to set short-term academic goals, develop action plans, monitor progress toward attainment, control emotions, manage stress, develop healthy relationships with peers, and manage conflict.
2. Improvements in areas of academic weakness.
3. Increases in knowledge of STEM career options, STEM career educational requirements, career paths for STEM careers, and post-secondary education options and requirements.
4. Progress in school each year and on-time graduation from high school.
5. Graduation from a community college within four years, from a four-year college within six years, or completion of a technical training program.

Our SNEAKERS program for 8th to 12th grade girls includes multiple activities to strengthen participants' ability to plan for post-secondary education; deepen their knowledge of STEM career opportunities; and enable them to make connections with STEM professionals through hands-on activities, career workshops and panels, college application support, and internships.



learning today
leading tomorrow
preparing
teen girls of color
for tomorrow's
workplace!

Goal Setting Girls (6th and 7th grades)

- An evidenced-based, 26-session curriculum to build participants' fundamental social and emotional skills, to use those skills as they undertake an 8-session STEM project-based learning activity, to explore and identify specific STEM careers that appeal to them, and to then set educational goals and action steps to achieve their goals
- STEM career exposure and exploration through out-of-school enrichment and weekend activities. Examples include partnerships with the Hispanic Heritage Foundation's Coding as a Second Language program and with DC Web Women (3,000 women in STEM careers) for a Hack-A-Thon. We will be exploring additional partnerships with local STEM corporations.
- SMART goal training using Today, Tomorrow, Forever: My Life Planner, the journal Crittenton created to teach goal-setting and to track achievements in school, college, and careers
- College tours and college planning
- A STEM Career Fair for girls and their parents

SNEAKERS (8th to 12th grades)

- Evidence-informed curricula that are age appropriate, medically accurate, and trauma-informed
- STEM Career Fairs and workshops
- Intern "Shadow Days" with professional women in a 21st Century workplace
- Coding as a Second Language workshops with the Hispanic Heritage Foundation
- Technical skills workshops with DC Web Women and others
- College application support provided by professional volunteers
- College and University tours
- Higher education scholarship opportunities
- SMART goal training

Demographic Summary, Overview, and Outcomes for Crittenton Programs

For over 30 years, Crittenton Services of Greater Washington has been empowering teen girls from underserved communities to succeed in school and prepare for college and 21st century careers. We embrace each teen girl as strong, ready to lead, and poised for a future that is both bright and one of each girl's choosing. We focus on the "whole girl"—helping her attain foundational social and emotional skills, motivating her to make healthy choices about her body and her life, inspiring her to be creative and confident in solving the challenges she faces, and teaching her how to plan for college and her future career.

Each year, we deliver programs to over 400 girls from low-income families. The majority of the participants receive four consecutive years of program delivery. With the addition in 2017 of GSG for 6th and 7th grade girls, we want girls to benefit from our programs from the 6th to the 12th grades. In the District, more than 90% of girls are Black and live in the

communities with the highest rates of poverty. In Montgomery County, more than half of participants are Latina and nearly one-third are Black or African American. More than 70% of all participants are from low-income and/or single parent families. Fewer than 10% of participants' parents have four-year college degrees.

Experienced experts with degrees in social work, public health, and education counseling deliver Crittenton programs. The curricula for all programs are evidence-based or evidence-informed. Shattuck and Associates, an independent evaluation firm with extensive experience in evaluating youth development programs, conducts our annual program evaluations.

Our Programs' Life-Changing Results

Academic Success

- 100% graduation rate (for 6 consecutive years)
- 98% grade advancement
- Increased academic effort
- Improved school behavior and attendance

Prepared for the 21st Century Workplace

- Speak up for their own needs
- Set and accomplish their goals
- Use problem-solving skills to overcome challenges

Healthy Choices

- Able to build healthy relationships
- Knows the facts about STDs and HIV/AIDS
- Significant pregnancy prevention

We welcome partnerships to support new ways to ensure that Crittenton girls are "smart girls in a digital world."

Our goal is to connect all 400 girls to the digital economy – regardless of race, ethnicity, or family income – as a pathway to having sustainable and fulfilling careers and being leaders in their communities.

Please contact Pamela R. Jones, President and CEO, if you are interested in engaging with us in this journey to invest in the teen girls of America as they enter the digital economy.

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