



Development Center, Inc.

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STRATEGIC PLAN FOR SPARK AFTERSCHOOL PROGRAM AT R&C DEVELOPMENT CENTER, INC.

The SPARK Afterschool Program's Strategic Plan outlines our mission, vision, and actionable steps to support children in Laurinburg, NC. By addressing challenges such as illiteracy, juvenile delinquency, and limited mental health resources, this plan serves as a roadmap to help students build resilience and thrive academically, socially, and emotionally.

Mission: To provide children in Laurinburg, NC, with mental health support, academic skill-building, and enrichment opportunities to help them become resilient and successful individuals.

Vision: A community where every child has the support and skills they need to thrive academically, socially, and emotionally.

Theory of Change

Problem Statement: Laurinburg, NC, faces high rates of juvenile delinquency, illiteracy, and limited access to mental health resources, which impact the future prospects of its youth.

Inputs:

1. Dedicated staff, including a Program Director, tutors, activity leaders, and mental health professionals.
2. Partnership with local schools, community organizations, and families.
3. Funding from grants, local businesses, and community contributions.
4. A safe and well-equipped facility.

Activities:

1. **Academic Support:** Homework assistance, reading comprehension, and STEM activities aligned with NC Common Core Standards.
2. **Enrichment:** Creative arts, cultural education, and life skills workshops.
3. **Mental Health Support:** Counseling sessions focused on emotional regulation and safe decision-making.
4. **Healthy Living:** Daily healthy snacks and education on nutrition.
5. **Parent Engagement:** Workshops and regular communication to involve parents in their children's development.



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Outputs:

1. 35 students enrolled and actively participating.
2. 20 hours of structured academic and enrichment activities per week.
3. Regular parent workshops with an average attendance of 20 parents per session.

Short-Term Outcomes:

1. Improved academic performance measured through grades and teacher feedback.
2. Increased self-awareness and emotional regulation skills measured through pre- and post-program surveys.
3. Enhanced engagement with peers and adults observed during activities.

Long-Term Outcomes:

1. Reduction in teen delinquency and risky behaviors.
2. Higher high school graduation rates.
3. Increased community involvement from students as they grow into productive adults.

Measurable Goals:

Year 1 (2025):

1. Enroll at least 35 students in the program.
2. Conduct weekly evaluations to monitor progress in academic, emotional, and social skills.
3. Develop and implement three enrichment curricula (e.g., Drug and Alcohol Prevention, Leadership Development, and Money Management Skills).
4. Host one parent workshop per month with at least 15 parents attending each session.

Year 2 (2026):

1. Expand enrollment to 50 students.
2. Launch a mentorship program pairing students with local professionals.
3. Achieve a 75% improvement in academic performance for enrolled students, measured by teacher feedback and test scores.
4. Publish an annual impact report to share program successes with stakeholders.



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Year 3 (2027):

1. Reach 75 students while maintaining quality standards.
2. Establish partnerships with local businesses for internships and job shadowing opportunities for older students.
3. Decrease community teen delinquency rates by 10%, using local crime data as a benchmark.
4. Secure sustainable funding for the next five years through grants and local support.

Implementation Plan:

1. **Staffing:** Recruit and train a team that aligns with the program's goals and values.
2. **Facility Renovation:** Utilize funding to create a safe, functional, and inviting environment for learning and growth.
3. **Program Design:** Finalize curriculum aligned with NC Common Core Standards and incorporate culturally relevant content.
4. **Community Engagement:** Build trust with families and stakeholders through transparent communication and consistent outreach.
5. **Evaluation:** Use tools such as surveys, assessments, and feedback forms to measure progress and adapt as needed.

Evaluation Metrics:

1. **Enrollment and Attendance:** Track the number of students enrolled and their consistent attendance.
2. **Academic Performance:** Compare report cards and standardized test results before and after participation.
3. **Emotional Growth:** Use pre- and post-surveys to measure emotional regulation and decision-making skills.
4. **Parent Engagement:** Record attendance and feedback from parent workshops.
5. **Community Impact:** Monitor local statistics on teen delinquency and graduation rates.



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