



2009 Annual Report

Forging Pathways to Quality



Our Vision

To be a leader in Palm Beach County and beyond in improving quality afterschool programming and setting the standards for afterschool professionals.

Our Mission

As an intermediary organization, Prime Time's mission is to ensure that afterschool programs are of high quality in terms of delivery, practice and standards.

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Message from Prime Time Board of Directors Chair and Executive Director



Prime Time has been on a steep trajectory of growth for the past few years. We have increased the number of afterschool sites that we serve through the Afterschool Consortium and the Quality Improvement System. We have had record numbers of practitioners access professional development and use curricular enhancements from our community partners. The addition of a research and evaluation professional to our team has allowed us to take a closer look at the effectiveness of our services and be more responsive to our constituents' needs.

The creation of Prime Time's menu of supports and services would not have been possible without the continued support of the Children's Services Council of Palm Beach County. The John S. and James. L. Knight Foundation, the Picower Foundation and the Sun-Sentinel Children's Fund also provided critical funding in recent years to help build and refine our services. New support from Quantum Foundation and The Blue Foundation for a Healthy Florida has afforded Prime Time the opportunity to pilot a healthy lifestyles curriculum through the Center for Creative Education and the Y.M.C.A. of South Palm Beach County.



While securing funding has been pivotal to our work, so has the vision and stewardship of the Prime Time board of directors. We specifically want to thank Erin McColskey for her leadership as chair for the last four years. Prime Time has accomplished so much under her tenure.

We now look to expand and serve many more afterschool programs and practitioners in Palm Beach County with the solid foundation this support has provided us. The board of directors and the staff of Prime Time have been involved in intense strategic planning, plotting the organization's direction for the next several years. We are excited about the possibilities and look forward to sharing the collective vision in the near future.

A handwritten signature in black ink, appearing to read 'Warren Eldridge'.

Warren Eldridge
Board of Directors Chair

A handwritten signature in black ink, appearing to read 'Suzette L. Harvey'.

Suzette L. Harvey
Executive Director

About Prime Time Palm Beach County

Prime Time Palm Beach County is a nonprofit intermediary organization that serves afterschool programs and practitioners. We provide supports and resources that increase program quality to positively impact school-age youth. Prime Time provides a set of quality standards, a system for reaching these standards through assessment, technical assistance and resources, as well as a broad and diverse range of program enhancements to afterschool providers. We also offer a set of core competencies, professional development opportunities, and networking events for afterschool professionals across the county.

As an afterschool intermediary, Prime Time performs several essential functions:

- **Brokering Relationships** – Prime Time consistently seeks to develop relationships with afterschool stakeholders to form alliances on issues of mutual importance.
- **Convening Local Organizations** – The Prime Time Afterschool Consortium provides a collaborative network to allow for the sharing of ideas and information as well as peer and partner networking.
- **Expanding Services** – Prime Time procures support from funding sources to further expand the activities of afterschool providers and to encourage the development of new programs.
- **Increasing Program Quality** – Empowering agencies to build and sustain quality afterschool programs through use of the Palm Beach County Program Quality Assessment tool is core to Prime Time's Quality Improvement System.
- **Conducting, Strengthening and Supporting the Afterschool Workforce** – Prime Time partners with educational institutions like Palm Beach State College¹ to develop credit and noncredit educational pathways for afterschool practitioners.
- **Research and Evaluation** – System-level and program-level data collection and outcome reporting is critical to Prime Time's success in ensuring continuous quality improvement and securing funding to continuously offer supports and resources to the Palm Beach County afterschool community.
- **Promoting Sustainability** – Prime Time increasingly strives to develop connections and supports that will ensure a steadfast and sustainable flow of resources for the afterschool field.



1. Palm Beach Community College changed its name to Palm Beach State College in January 2010.

Our Work: Quality Improvement System

The Quality Improvement System (QIS) for afterschool consists of services and supports designed to improve afterschool program quality. Fundamental to QIS are the five Palm Beach County Quality Standards for Afterschool. These standards provide a shared language of quality for the afterschool environment.

Participation in QIS assists executive directors, program managers and staff to identify and implement opportunities to improve quality for children and tap into a young person's motivation to attend and engage in programs. Consistent participation in quality afterschool programs has shown to increase self-esteem and self efficacy in children and youth as well as increase positive social behaviors in school.²

Afterschool sites engage in QIS through one of two pathways: Guided QIS or Self-Guided QIS. Programs participating in the Guided QIS work with a quality advisor who is a Prime Time professional skilled in assisting programs through the process, using the Palm Beach County Program Quality Assessment (PBC-PQA), a tool created by High/Scope Educational Research Foundation. Together, they follow an approach that includes external assessments, self-assessment, improvement plan development, technical assistance, and training.

Programs electing Self-Guided QIS participate in an online environment to conduct program self-assessment in relation to the Palm Beach County Quality Standards for Afterschool as well as work independently to initiate a professional development plan.

². Durlak, J.A. & Weissberg, R.P. (2007). *The impact of after-school programs that promote personal and social skills*. Chicago, IL: Collaborative for Academic, Social, and Emotional Learning.



Palm Beach County Quality Standards for Afterschool

- A Solid Framework of Policies and Procedures in Agency Administration, Program Organization, Staffing and Professional Development.
- Supportive, Ongoing Relationships Between and Among Youth and Staff.
- Positive and Inclusive Environment for Youth.
- Youth Development and Challenging Learning Experiences.
- Family Involvement Through Outreach and Activities for Families.

During the 2008-2009 fiscal year, Prime Time completed the second full year of implementation of the Guided QIS with 90 sites participating. These consisted of 45 community-based sites and 45 school district-based sites—37 in elementary schools and eight in middle schools. Findings from the evaluation report conducted by Chapin Hall at the University of Chicago on QIS’s second year implementation showed that ongoing participation in QIS helped program directors become “... more comfortable being observed and scored by outside assessors than in the past, and more accepting of the assessment scores report.”³



This level of acceptance and commitment reflects in the programs’ scores. In fact, the David P. Weikart Center for Youth Program Quality reports robust improvement in PBC-PQA scores across multiple years among the 23 organizations that have participated in the QIS pilot and the first and second years of implementation. As indicated in the table below, with the exception of one data point, the aggregate scores of each domain in the observation portion of the PBC-PQA stayed the same or increased from one year to the next. This suggests to Weikart researchers that “gains produced by the QIS intervention are both stable and sustainable”⁴

3. Spielberg, J., Lockaby, T., Mayers, L., and Guterman, K. (2009). *Ready for Prime Time: Implementing a formal afterschool quality improvement system by Prime Time Palm Beach County, Inc.* Chicago: Chapin Hall at the University of Chicago.

4. Sugar, S., Pearson, L., Smith, C., and Devaney, T. (2009). *Findings from year 2 of the Palm Beach County Quality Improvement System 2008-09: Quality standards implementation in 90 after-school programs.* Ypsilanti, MI: David P. Weikart Center for Youth Program Quality.

Comparison of PBC-PQA Pilot, Year 1 Baseline, and Year 2 Reassessment Scores*

	Pilot Baseline Mean (N=23 sites)	Pilot Reassessment Mean (N=23 sites)	Year 1 Baseline Mean (N=24 sites)**	Year 2 Reassessment Mean (N=24 sites)**
I. Safe Environment	4.39	4.75	4.75	4.85^{abc}
II. Supportive Environment	3.91	4.25	4.26	4.37^a
III. Interaction	3.26	3.51	3.43	3.65^{ac}
IV. Engagement	2.53	2.81	2.83	3.00^a

Adapted from Sugar et al., 2009

* Scores ranged from 1.00 to 5.00

** During the Baseline and Year 2 rounds of data collection, one of the sites present in the Pilot data was split into two different sites.

a Indicates significant difference between Pilot baseline mean and Year 2 reassessment mean at $p \leq .05$ level.

b Indicates significant difference between Pilot reassessment mean and Year 2 reassessment mean at $p \leq .05$ level.

c Indicates significant difference between Year 1 baseline mean and Year 2 reassessment mean at $p \leq .05$ level.

Our Work: Professional Development

Professional development plays a significant role in a practitioner's ability to provide quality afterschool programming. Recent research in the field shows that practitioners who have participated in education and training opportunities are more likely to stay in the field and to deliver quality programming that contributes to positive youth outcomes. Despite growing recognition of the importance of a well-trained afterschool workforce, the reality is that there are very few professional development systems around the country to support youth work.⁵

With this knowledge, Prime Time and its partners have been dedicated to the development of a comprehensive professional development system for the afterschool practitioners of Palm Beach County. Efforts were concentrated on ensuring that core competencies, credit and non-credit pathways, a scholarship system and incentive programs were established – all integral pieces that are necessary for success.

During the 2008-2009 fiscal year, Prime Time made great strides in developing a comprehensive set of professional development supports for the afterschool practitioner. The following are key accomplishments:

- **Established Core Competencies for Afterschool Practitioners in Palm Beach County** – These core competencies establish standards that support the professionalism of the afterschool field. They define what practitioners need to know and do in order to provide quality afterschool programming for youth and families. There are eight core knowledge areas that are comprised of key elements and competencies under each. The core competencies are leveled in a fashion that is cumulative in nature and progress from entry level to level four, outlining a continuum from preliminary to advanced skills, and are demonstrative of higher levels of professionalism. All adults who work with children and youth should strive to increase their knowledge and skills in each of the content areas through participation in professional development activities and reflective practice.
- **Non-credit pathway** – Prime Time convened a committee of key partners and stakeholders to begin preliminary conversations around the creation of a non-credit pathway, to be comprised of content rooted in best practices in the youth development field and offered through the state college.

5. Bouffard, S. & Little, P. (2004). *Promoting Quality through Professional Development: A Framework for Evaluation. Issues and Opportunities in Out-of-School Time Evaluation.* Harvard Family Research Project, 8, August.

Core Competencies: The Eight Core Knowledge Areas

- Child/Youth Growth and Development
- Family and community Relationships
- Program Planning and Development
- Learning Environment and Curriculum
- Interaction with Children/ Youth
- Child/Youth Observation and Assessment
- Professional Development and Leadership
- Health, Safety, and Nutrition

- **Credit pathway** – A Business Partnership Council was created at Palm Beach State College to develop a credit pathway for afterschool practitioners that includes youth development-specific coursework. The Youth Development College Credit Certificate was the result, which could articulate to an Associate Degree in Human Services from the college.
- **Scholarship programs and practitioner incentive awards** – Prime Time recognized the need to financially support practitioners along the professional development pathways. In addition to offering scholarships for non-credit classes and limited courses in the field of education, scholarships for credit-bearing courses in the youth development pathway were offered. Prime Time also began conversations regarding expansion of the T.E.A.C.H. Early Childhood® scholarship model to support youth workers and incentive awards to encourage retention and support continued professional development efforts.
- **Trainings** – Prime Time continued to offer trainings free of cost to afterschool practitioners in the county to help strengthen knowledge and competencies in youth development practices.

Our Work: Community Partnerships

Outreach and Advocacy

In conjunction with the nationwide celebration of Lights on Afterschool, a national awareness initiative of the Afterschool Alliance, a Washington, D.C.-based national advocacy organization, Prime Time presented *2008 Discover Afterschool Family Fun Fair*. The event, which showcased the variety of activities made available to young people in afterschool, attracted approximately 1,000 attendees comprised of children and youth from various afterschool programs, community partners and parents. It was created collaboratively with the School District of Palm Beach County, Palm Beach County Parks and Recreation, DeVos-Blum Family Y.M.C.A. of Boynton Beach, Center for Creative Education, New Hope Charities, The Glades Initiative, Abundant Life Fellowship, JFK Beacon Center, and Palm Beach State College. The event was generously sponsored by the Florida Department of Health, Sal Senzatimore Jr. M.D., J.A.Y. Outreach Ministries, Team Albertsons, Palm



Beach Road Runners, The Capital Grille, McDonald's, Youth Speak Out International, Florida Afterschool Network, Kohl's, Kiwanis Club of Riviera Beach, Cheney Brothers and Home Depot.

Prime Time continues to support the Afterschool Alliance's Afterschool for All, a national petition campaign to secure the signatures of individuals and organizations in support of access to quality afterschool programs for all children and youth. At the close of fiscal year 2008 -2009, we were at approximately 70 percent of our goal of 10,000 registrants from Palm Beach County.



Prime Time Afterschool Consortium

Peer networking is a highly effective way for professionals to get connected as well as to learn and grow from the advice of others working in the same field. The Prime Time Afterschool Consortium is a network of afterschool practitioners who join together to share best practices, learn about new policy developments and advocacy activities, get information on program and staff resources and connect with their peers. Open to all individuals engaged in the afterschool arena in Palm Beach County, the Afterschool Consortium holds monthly networking meetings in various locations throughout the county to introduce practitioners to various community resources and attractions. Consortium members also have free access to a diverse array of resource materials in the Prime Time Lending Library. This lending collection contains books, videos, curriculum, and equipment to help afterschool providers present interesting, fun and challenging afterschool activities.

During its fiscal year 2008-2009, Prime Time hosted eleven peer networking events including one featuring Ron Fairchild, the Executive Director of the National Center for Summer Learning at the Johns Hopkins University School of Education, and our first summer social sponsored by Advanced Learning Centers. Through these events, 28 afterschool sites not previously connected with Prime Time were introduced to our supports and services. Prime Time also presented its annual end-of-year celebration in May 2009 at the Kravis Center for the Performing Arts, where it recognized the dedication and outstanding efforts of 51 afterschool practitioners who continued their education and our community partners who provided outstanding service.

Enhancement Providers for 2008-2009

- Accellern- Green Mouse Academy
- The Arc of Palm Beach County
- Center for Creative Education
- Champs
- Florida Atlantic University- Pine Jog Environmental Education Center
- Junior Achievement of Palm Beach County
- Lake Worth Playhouse
- Literacy Coalition of Palm Beach County
- Palm Beach State College – Summer Youth College
- Palm Beach Zoo at Dreher Park
- Raymond F. Kravis Center for the Performing Arts
- School District of Palm Beach County – Chit Chat Times Newspaper Project
- South Florida Science Museum
- Y.M.C.A. of South Palm Beach County
- Youth Speak Out International

Other highlights include the formation of a new Prime Time Afterschool Advisory Council. The council is comprised of program directors from afterschool programs, community partners that provide curricular enhancements and the business sector. The purpose of the group is to provide suggestions and feedback to the planning of the monthly consortium events.

Program Enhancements

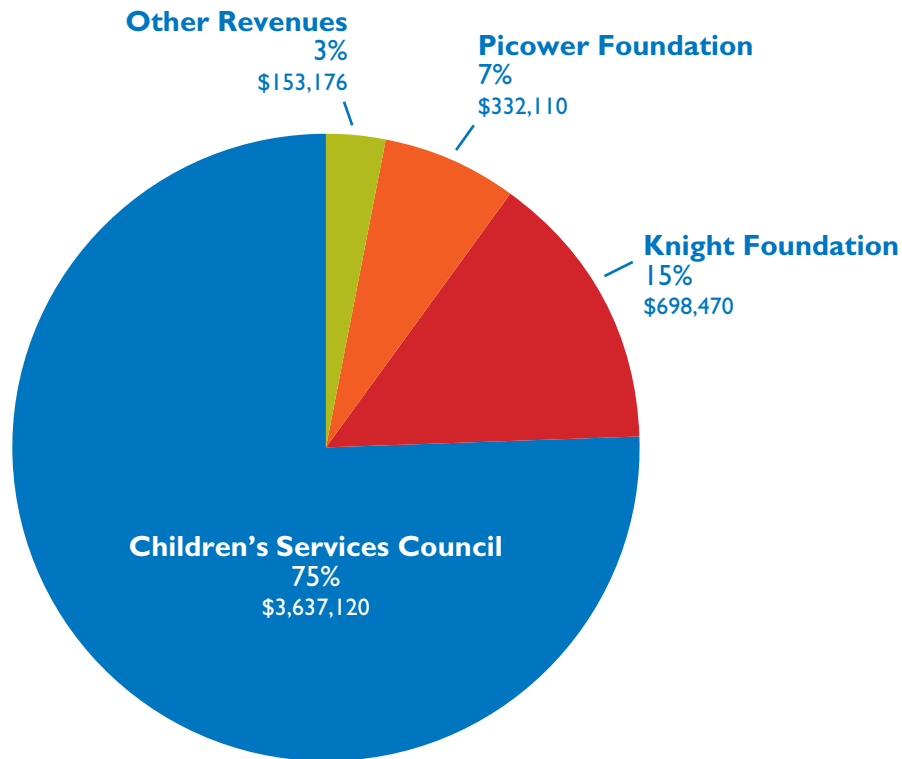
Afterschool is the ideal environment for children and youth to engage in hands-on, age-appropriate and fun learning opportunities. Through Prime Time's Community Partnerships, we make it possible for thousands of young people throughout Palm Beach County to experience a wide range of programming in the areas of arts and culture, literacy, sports and wellness, STEM (science, technology, engineering and math), career exploration and financial literacy. These program enhancements are offered through solid community organizations that have particular content expertise and are free of charge to eligible program providers. They can range from four-session blocks to semester-long engagements. Approximately 26,460 children and youth participated in these enrichment activities during the fiscal year.

Prime Time also launched a new enhancement called Project GROW (Guided Reflections on Wellness), created in partnership with the Center for Creative Education and the Y.M.C.A. of South Palm Beach County. Project GROW is a comprehensive curriculum-based childhood obesity prevention program designed to demonstrate the benefits of a healthy lifestyle for elementary-age children. The program promotes good nutrition and better food choices through gardening and nutrition lessons; fun play activities and non-competitive physical activity. Project GROW also encourages the use of mindfulness practices as a means of reducing stress and forming positive relationships.



Prime Time 2009 Grant Revenue

\$4,820,876



For the fiscal year ended September 30, 2009 Prime Time total revenues were \$4,919,258 consisting of grant revenues of \$4,820,876 and other revenues of \$98,382 for interest income and in-kind contributions.

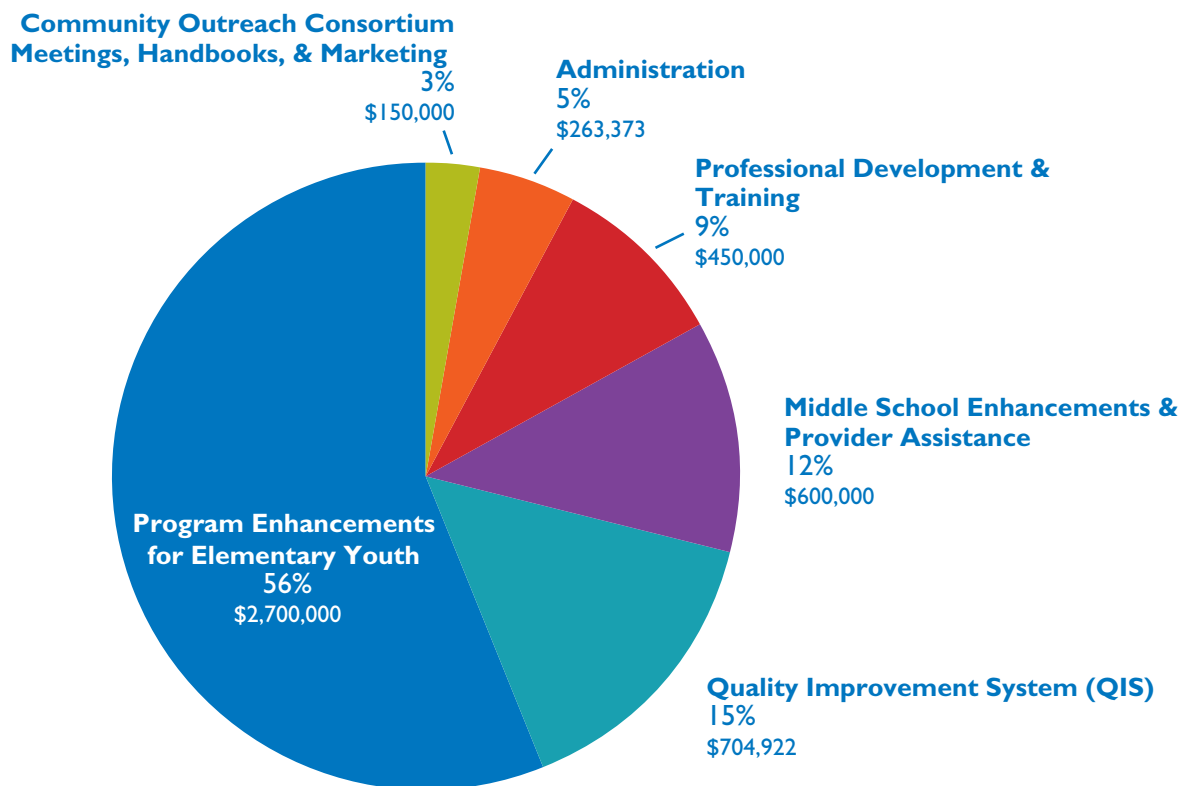
Grants were received from the Children's Services Council of Palm Beach County, John S. and James L. Knight Foundation, The Picower Foundation, Quantum Foundation, Blue

Foundation for a Healthy Florida and the Sun-Sentinel Children's Fund.

The above chart illustrates the amount of funds received from each of the organizations with the Children's Services Council representing 75% of the total grant revenues, The Picower Foundation representing 7% and Knight Foundation representing 15% of total grant revenues.

Prime Time 2009 Expenditures

\$4,868,295



For the fiscal year ended September 30, 2009, Prime Time total expenses were \$4,868,295 consisting of program expenses of \$4,604,922 and general & administrative expenses of \$263,373. Program expenses were for direct support to the afterschool programs for technical assistance, professional development, program enhancements and activities. Program expenses also included the development of a Quality Improvement System (QIS) and community outreach and consortium meetings.

The above chart illustrates the major expenditures for the year. Program enhancements for elementary students represents 56% of the total expenses. Program enhancements and provider assistance for middle school programs represent 12% of total expenses.

As an intermediary, Prime Time developed partnerships with other organizations to provide these program enhancements to the afterschool programs. (See page 10 for a complete list of partners.)

The Quality Improvement System (QIS) represents 15% of total expenditures for a total of \$704,922. This includes quality advisors who work on-site with providers as well as the development of the quality improvement system and external assessments of the program sites.

Professional Development and training represents 9% of total expenditures for a total of \$450,000 which includes career guidance to school-age practitioners and support for scholarships, classes, workshops and conferences.

Prime Time Palm Beach County Board of Directors*

Warren Eldridge, *Chair*
Executive Director
Early Learning Coalition of Palm Beach County

Erin McColskey, *Vice Chair*
Director of Government Relations & Assistant to the President
Palm Beach State College

Nate Nichols, *Treasurer*
Deputy Director
Children's Services Council of Palm Beach County

Dr. Alison Adler, *Secretary*
Chief of Safety & Learning Environment
School District of Palm Beach County, Florida

JoAnne C. Beckner, *Member*
Director of Afterschool Programming
School District of Palm Beach County, Florida

Jeanne Brossell, *Member*
Director, Quality Child Care Program
Children's Services Council of Palm Beach County

Upendo Shabazz-Phillips, *Member*
Vice President, Community Impact
United Way of Palm Beach County

Suzette L. Harvey
Executive Director
Prime Time Palm Beach County, Inc.

(* As of May 2010)



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We gratefully acknowledge the generous support of our funders. Their resources and guidance have made it possible for Prime Time to develop an array of supports to increase capacity of afterschool providers to deliver high quality programs to the children and youth of Palm Beach County.

