

2017-18 Annual Report

# TULSA CHANGEMAKERS

*A Program of Leadership Tulsa*



*School Safety Action Team at TPS School Leaders Institute (May 2018)*

*“Don’t be scared to voice what matters to you. Never be worried about coming out of your comfort zone. Everyone has the potential to make a positive impact.”*

*Alma, 15*

# TULSA CHANGEMAKERS

**Our mission is to empower promising youth leaders to drive positive impact in Tulsa right now and into the future.**



*Middle School Changemakers at ONEOK Field (October 2017)*

*Our vision is a future where Tulsa is a model city for youth-driven impact. The youth are core catalysts for impact in their communities, and communities are actively engaged in identifying, developing, and empowering youth as leaders. Tulsa is consistently cultivating highly effective community leaders eager to empower successive generations.*

## Year 1 (2017-18) Middle and High School Cohorts

10 Changemakers, grades 5-7, from Springdale Elementary, Collegiate Hall Charter School, Hawthorne Elementary, Gilcrease Elementary, Bell Elementary, and Tulsa School of Arts and Sciences



*Middle School Cohort at Fab Lab Tulsa (May 2018); Serious Picture (Left), Silly Picture (Right)*

8 Changemakers, grades 8-10, from Nathan Hale Junior and Senior High School, Tulsa MET High School, Tulsa School of Arts and Sciences, and Tulsa Legacy Charter School



*High School Cohort at Fab Lab Tulsa (May 2018); Serious Picture (Left), Silly Picture (Right)*



# TULSA CHANGEMAKERS

Middle and high school Changemakers met weekly from October 2017 to May 2018, engaging in a 28-session afterschool youth leadership development and action program that empowered them to make meaningful change in their schools and communities.



*High School Cohort at Greenwood Cultural Center (October 2017)*

Changemakers leveraged their unique perspectives and conducted listening campaigns to identify community strengths and challenges, committed to well-researched solutions, and worked collaboratively to drive real and measurable change.



*Middle School Changemakers at Mayor's Office (October 2017)*

# TULSA CHANGEMAKERS

Changemakers initiated community impact projects on school breakfast, school lunch, career readiness, animal rights, teen drug abuse awareness, kids without fathers, racism, bullying, fine arts in schools, teen pregnancy, gun violence, community gardening, and food insecurity.



*Changemaker Jehovahy at TPS Wellness Council Meeting at Bell Elementary (March 2018)*

In the process, youth formed meaningful relationships with influential people and organizations, built skills in leadership and design thinking, and generated momentum for success in school and beyond. Changemakers also developed a high level of civic responsibility, personal agency, and connection to Tulsa.



*Changemaker Donald at Operation Violence Elimination at Gilcrease Elementary (February 2018)*

## MIDDLE SCHOOL SPOTLIGHT:

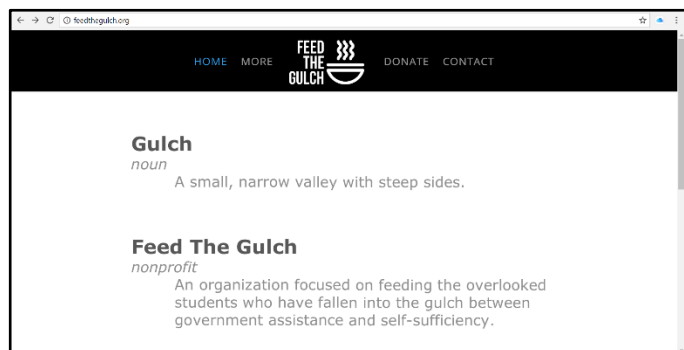
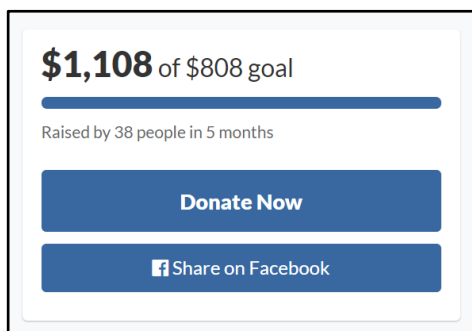
### *Natalie, "Feed the Gulch"*

7<sup>th</sup> Grade, Tulsa School of Arts and Sciences



Changemaker Natalie at Fab Lab Tulsa (May 2018)

- Through listening, Natalie discovered that despite the free and reduced lunch program at her school, there are students that have not applied for the program and students with caregivers that are not able to replenish their lunch accounts regularly.
- In collaboration with her principal and the cafeteria at her school, Natalie confirmed that this is a legitimate need to be addressed. She worked with them to create a system to disperse funds across the overdue accounts.
- Natalie raised \$1,108, replenishing and adding critical funds to empty lunch accounts across her school, and launched a website, <http://feedthegulch.org>.
- Natalie was selected as a Finalist for the Tulsa Association for Fundraising Professionals Outstanding Youth in Philanthropy Award.



## HIGH SCHOOL SPOTLIGHT: *Darrion, “Hale Career Readiness Program”* 10<sup>th</sup> Grade, Nathan Hale High School



*Changemaker Darrion at Pitch Night at 36 Degrees North (March 2018)*

- Through listening, Darrion recognized that students were disengaged with school because of a lack of real-world application in the classroom, negative relationships between students and teachers were affecting education quality, and Hale students were not achieving as much as they could after graduation.
- In collaboration with Martin Green, Director of Academic Services and Impact at Tulsa Public Schools, Darrion developed the “Hale Career Readiness Program” with the vision: “To help students make enlightened decisions for the future ahead of them, and create the environment for success.”
- Darrion presented the program to administration at Nathan Hale High School and is working to begin program rollout in fall 2018.
- Due to his work with Martin Green, Darrion was offered and accepted an internship with Tulsa Public Schools this summer.

*“I would not be the same person without Tulsa Changemakers and I would not have the same drive without this program. You have given me a mindset where I can make a change in my community and where I can use my voice, as well as my peers and neighbors, to create impact.”*

Darrion, 16



## Changemakers in the Community

In addition to their community impact projects, Changemakers also engaged with the Tulsa community in a variety of ways:

- Presenting at a School Board meeting (January 2018)
- Co-facilitating a roundtable with The Opportunity Project (February 2018)
- Appearing on Good Day Tulsa (March 2018)
- Presenting their projects at Pitch Night (March 2018)
- Presenting at Leadership Tulsa Class 59's North Tulsa Day (April 2018)
- Leading the TPS School Safety Action team (March-May 2018)

### The Opportunity Project Roundtable



*High School Changemakers at Nathan Hale HS for The Opportunity Project Roundtable (February 2018)*

*“The Changemakers youth were instrumental in leading the best of the two dozen community roundtables we hosted during our winter planning phase. Not only were they extremely poised in facilitating the four breakout groups with the adult participants, their thoughtful follow-up questions showed a deep level of maturity and understanding of our work. They showed a clear passion for our systems-building efforts...and that drove the enthusiasm of the others.”*

Patrick Duhon, Executive Director of The Opportunity Project



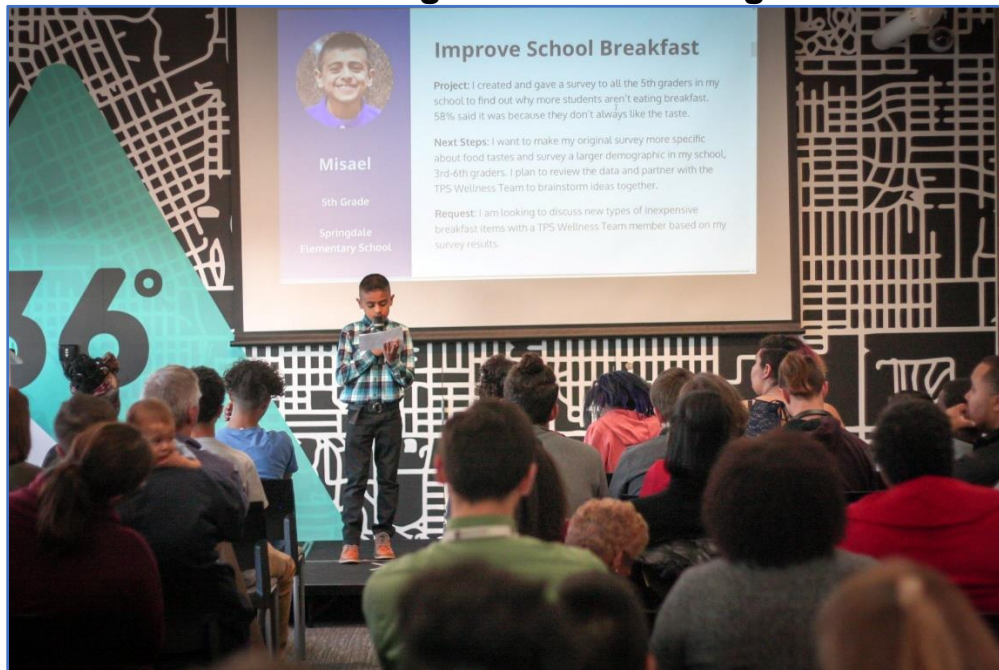
# TULSA CHANGEMAKERS

## Changemakers on Good Day Tulsa



*Changemakers Valeria and Darrion on Good Day Tulsa (March 2018)*

## Tulsa Changemakers Pitch Night



*Changemaker Misael presenting to 80+ people at Pitch Night at 36 Degrees North (March 2018)*

# TULSA CHANGEMAKERS

## TPS School Safety Action Team



*Action Team presenting on Student Panel*



*Action Team meeting with Chief of School Police*



*Action Team celebrating their work with TPS Chief Innovation Officer, Andrea Castañeda*

- In partnership with the TPS Design & Innovation Lab, Tulsa Changemakers collaborated with Dr. Gist's Student Cabinet to execute a School Safety Action Team, in response to school safety challenges locally and nationally.
- Youth created a media campaign (poster above) to promote school safety that will launch in fall 2018.
- The Team presented in front of all TPS Assistant Principals and the Chief of School Police's team about their personal experiences with school safety.



## Changemaker Families

*"I am incredibly thankful for this program... Thank you for pouring your time, energy, passion and dedication into my daughter. I've seen tremendous growth, especially in her confidence. I am definitely recommending this to more of my kids!"*



*Family Night at Langston University-Tulsa (November 2017)*

*"Changemakers is a great program that allowed my daughter to begin building her own identity."*



*Family Night at Langston University-Tulsa (November 2017)*

*"I just want to thank you for helping me give her a sense of stability in her life, helping me to let her know that she is worth something and is loved by others...that she does not have to act out to get attention."*



## **Year 1 (2017-18)**

### **Program Metrics**

*“If you want change to happen, you don’t wait for it, you make it happen.”*  
– Youth Changemaker

Tulsa Changemakers uses multiple methodologies of measurement to assess the quality of our program and to discover to what extent we are achieving our set goals and objectives.

- Levels of Impact identifies how many Changemakers in our program are achieving the different levels of impact with their community impact initiatives.
- Youth and parent/guardian surveys provide an opportunity for the youth to self-report and parents/guardians to assess on six metrics: 1) Talent Retention, 2) Leadership Mindset, 3) Social Emotional Learning, 4) Contagious Leadership, 5) Social Capital, and 6) Youth Experience.
- The Weikart Center’s SEL YPQA (Social Emotional Learning Youth Program Quality Assessment) focuses on the extent to which our staff practices are achieving a quality youth program that nourishes an environment that facilitates social emotional growth.

### **Levels of Impact**

The three levels of impact that we measure the Changemakers’ community impact on are: Level 1) Conducted a listening campaign, Level 2) Initiated an engaged action, and Level 3) Executed multiple engaged actions. A listening campaign consists of using a variety of research techniques to hear from community members about perceived community strengths, challenges, and opportunities. An engaged action is a one-time attempt to make an impact towards a larger issue.

100% of Changemakers conducted listening campaigns (Level 1), 72% initiated engaged actions (Level 2), and 56% executed multiple engaged actions (Level 3). In 2018-19, we are looking to build on this success by increasing the comprehensiveness of the listening campaigns through the addition of intentional community organizing practices. We are also working with youth, families, staff, and advisory committee members to make the Level 2 and 3 impacts even more effective.

## **Youth and Parent/Guardian Surveys**

- **Talent Retention**
  - 100% Changemakers that completed the program agree that Tulsa Changemakers will be there to support them in the future.
  - 94% Changemakers agree that as they grow up, they will continue to make positive change in their community.
- **Leadership Mindset**
  - 83% Changemakers currently see themselves as leaders in their school and/or community.
  - 100% Changemakers want to make their school and/or community a better place.
  - 72% Changemakers agree they will find the resource to overcome a challenge if they are making a change and something challenging gets in their way.
  - 88% parents/guardians agree Tulsa Changemakers has helped their Changemaker be more of a leader in their school and/or community.
- **Social Emotional Learning**
  - 100% Changemakers believe they can provide something valuable to their school and/or community.
  - 78% Changemakers feel confident in their ability to lead and influence change in their school and/or community.
  - 100% parents/guardians agree Tulsa Changemakers has helped their Changemaker feel more confident in their ability to lead and influence change in their school and/or community.
- **Contagious Leadership**
  - 89% Changemakers agree it is important to partner with those they are trying to serve.
- **Social Capital**
  - 61% Changemakers feel connected to current leaders of Tulsa.
  - 100% parents/guardians feel their Changemaker is more connected to current leaders of Tulsa than they were before Tulsa Changemakers.
- **Youth Experience**
  - 100% Changemakers had fun at Tulsa Changemakers this year.
  - 100% parents/guardians agree their Changemaker had fun at Tulsa Changemakers this year.
  - 88% parents/guardians agree Tulsa Changemakers had a positive impact on their student's school performance.

## Quotes from Youth and Parent/Guardian Surveys

*“The most important thing I’ve learned in Tulsa Changemakers is no matter the group, no matter the situation, everything and everyone can work together and even when working towards different things you can strive together and help each other.” – Youth Changemaker*



*Middle School Changemakers at Fab Lab Tulsa (May 2018)*

*“She was able to gain key leadership skills, and she was able to network with a variety of professionals in her chosen project. She has greater confidence in herself, and she believes she can positively impact her community.” – Changemaker Parent/Guardian*



*High School Changemakers at Langston University-Tulsa (November 2017)*

*“The most important thing that impacted me was the fact that I got a chance to make my mom proud and be a positive role model in my school community and at home.” – Youth Changemaker*



# TULSA CHANGEMAKERS

## Quotes from Youth and Parent/Guardian Surveys

*"I love how amazing you guys have been to me! I really felt supported. This is the first full year of my life that I love living." – Youth Changemaker*



*High School Cohort at Langton University-Tulsa (November 2017)*

*"She has gained knowledge of her self-worth. She had a really low self-esteem before she entered in the Changemakers program. I see a big change. Thank you." – Changemaker Parent/Guardian*

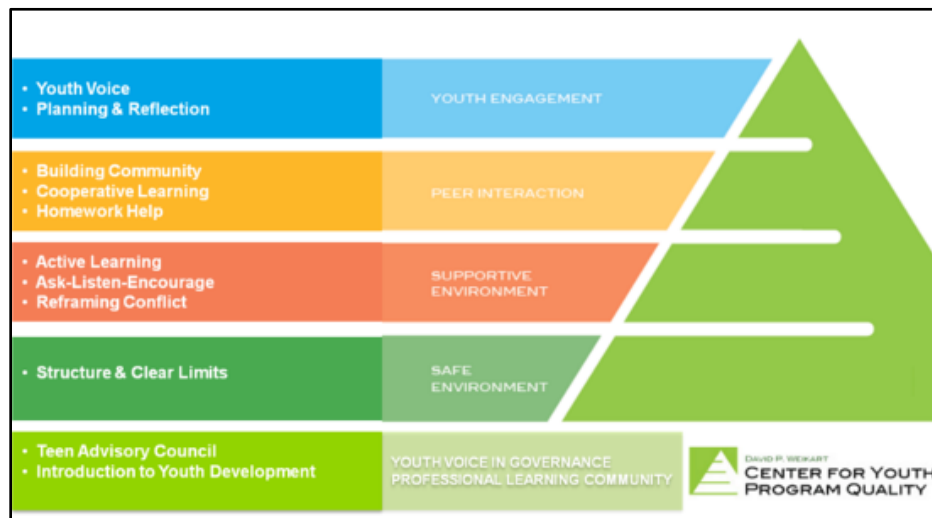


*Middle School Cohort at Escape The Room (April 2017)*

*"It was the best time of my life." – Youth Changemaker*

## SEL YPQA: Overview

In collaboration with The Opportunity Project, Tulsa Changemakers is implementing the David P. Weikart Center for Youth Program Quality's Social Emotional Learning Youth Program Quality Assessment (SEL YPQA). The SEL YPQA is a Continuous Quality Improvement Process (Assess, Plan, Improve). It empowers us to manage program performance in real-time and enact a support system that helps us develop highly effective program facilitators that create and nourish environments that promote social-emotional learning. The SEL YPQA also helps us identify areas of our program that are going well and that need improvement. The SEL YPQA Pyramid (below) is the foundation for the assessment tool, measuring for Safe Space, Supportive Environment, Interaction, and Engagement. The SEL YPQA also measures for six domains: Emotion Management, Empathy, Teamwork, Responsibility, Initiative, and Problem Solving.



## SEL YPQA: Tulsa Changemakers Outcomes

### Celebrations

- ✓ Emotional Safety: "Staff creates a safe space for youth to share and provides youth with specific guidance or supports for creating a safe space."
- ✓ Skill-Building: "Staff models skills for all youth."
- ✓ Collaboration: "Staff provides all youth multiple or extended opportunities to practice group-process skills."

### Areas for Growth

- Emotion Coaching: Work towards "Staff asks youth about causes or consequences of *their* emotions."
- Planning: Work towards "Staff has youth monitor progress toward goals the youth set for themselves."
- Problem Solving: Work towards "More than once, staff supports youth in linking concrete examples to principles, laws, categories, or formulas."

## **Changemaker Staff**

Co-Founder, Program Director: Jake Lerner

Co-Founder, Program Director: Andrew Spector

Middle School Program Facilitator: Rebecca Ortiz

Middle School Program Facilitator: De Andre Woods-Walker

High School Program Facilitator: Toneille Bent

High School Program Facilitator: James Parker

## **Changemaker Advisory Committee**

Board Champion: Karen MacCannell, The McIntosh Group

Leadership Tulsa Staff Liaison: Marcia Bruno-Todd

Shantel Austin, Changemaker Family

Chase Beasley, American Airlines

Darrion Boaz, High School Changemaker

Rocky Bright, Tulsa Tech

Tracye Love Chandler, Love & Associates Wellness Services, PLLC

Alma Fierro, High School Changemaker

Jennifer Fierro, Changemaker Family

John Fleming, Changemaker Family

Matthew Fleming, High School Changemaker

Annice Gardner Hill, Changemaker Family

Erin Holland, ONEOK

Omare Jimmerson, Strong Tomorrows

Alonee Jones, High School Changemaker

DeRikka Vann-Martinez, Changemaker Family

Valeria Martinez, High School Changemaker

Cindy McGhee, M&M Consulting Partners PLLC

Emeka Nnaka, Motivational and Inspirational Speaker

Nathan Pritchett, Fab Lab Tulsa

Chyanna Pugh, Changemaker Family

Mkeyela Pugh, Pilot Program Changemaker

Denise Reid, Denise Reid Consulting

Jody Vivion, Flintco

Angela Wells, ONEOK



# **TULSA CHANGEMAKERS**

## **Financial Report: Inception to May 31, 2018**

### **Income**

<u>Sponsorships</u>	75,919
<b>Total Income</b>	<b>75,919</b>

### **Expense**

Conference/Training	1,821
Contracts/Honorariums	22,785
Facilities/Rentals/Meals	6,937
Materials/Supplies	1,556
Payroll Expenses	26,552
Printing/Design	182
Transportation	76
<b>Total Expense</b>	<b>59,909</b>

**Year 2 Start-up Funds      16,010**

# TULSA CHANGEMAKERS

## 2017-18 Foundation and Corporate Sponsors



**Individual and In-Kind Sponsors:** 36 Degrees North, Anonymous, Camp Fire Green Country, Capital Homes, City of Tulsa, City Year Tulsa, Chimera Café, Cindy McGhee, Congregation B'nai Emunah, Cyntergy, Equality Center, Fab Lab Tulsa, Generation Citizen, Greenwood Cultural Center, Growing Together Tulsa, Jason's Deli, Jill Wenger, Langston University-Tulsa, Impact Tulsa, Oklahoma Adventure Learning, ONEOK, Parisa Pilehvar, Prairie Brewpub, The Center for Individuals with Physical Challenges, The Opportunity Project, Tulsa City-County Library, Tulsa Community College, Tulsa Public Schools, Tulsa Tech, University of Tulsa Oxley College of Health Sciences

