Theory of Change

**INPUTS:**
- Donations & Grants
- Community Partners
- Volunteers & Mentors
- Data & Research

**STAKEHOLDERS:**
- EDUCATE
  - Programs: Career We Can, Academic Support & Planning
- ENRICH
  - Programs: SPARAT, Mindfulness & Wellness Workshops, Art Therapy, Life Skills
- EMPOWER
  - Programs: Character Education, Building Strong Networks of Support, Advocacy, Community Service, Mentoring

**OUTPUT:**
Long-term, comprehensive and equity-focused model.

**ASSUMPTIONS**
- Donors and grantors will sustain the model financially.
- Scholars and families buy-in to the long-term nature of programming.
- Community partners provide quality services that meet the dynamic needs of the Scholars and their families.
- CORE team is equitable and unbiased in their delivery of programming and services.
- Programming is able to pivot based on the needs of the community being served.

**SHORT-TERM OUTCOMES**
- Graduation to the next grade level.
- Scholars have a caring adult to turn to for support.
- Scholars understand the importance of art and self-expression.
- Scholars contribute to their communities through service hours - 50 hours minimum, annually.
- Families have a strong network of support to meet basic needs.

**MIDTERM OUTCOMES**
- Scholars achieve high school graduation and acceptance to a college or vocational school.
- Parents achieve a higher level of education including a GED, certification, or college education that leads to career mobility.
- Scholars are engaged and feel confident in social settings.
- Scholars learn to exhibit appropriate self-control and stress management.
- Scholars build high emotional intelligence that results in balanced decision-making skills to set and meet goals.

**LONG-TERM OUTCOMES**
- Scholars develop a comprehensive plan which outlines their pathway to one or more career fields they would like to pursue.
- Scholars show empathy to people who are unlike them in age, race, gender, etc.
- Scholars develop healthy habits and behaviors.
- Scholars can advocate for themselves and navigate through systems to achieve equity.
- Scholars' community service experiences lead to a lifelong commitment to civic engagement.
- Scholars learn the value of having accountability in achieving a choice-filled life.
- Parents use acquired skills and education to better navigate systems and create self-reliance.

**CONTRIBUTIONS TO IMPACT LEVEL CHANGES**
- A more equitable, diverse and inclusive society.
- Reduction in the number of individuals involved in the criminal justice system.
- Well educated, prepared, and curious human capital pool.
- Diverse and civic-minded leadership talent.
- Reduction in the number of individuals that are reliant on assistance programs.
- Empowered communities at large.

**LIFELONG OUTCOME:**
Scholars mature with the equitable tools, resources, and experiences necessary to be healthy, contributing, and empowered adults who will lead choice-filled lives.