

RECREATION ADVISORY COMMISSION

Tuesday, May 21, 2024 ** 6:30 PM **

Rec & Ed Office

1515 S. Seventh St.

Ann Arbor, MI 48103

MEMBERS PRESENT: Hannah Cary, Nicholas Crowe, Stacy Ebron, Naomi Goldberg, Larry O'Connell, Hannah Smith, Kurt Svoboda

EX-OFFICIO MEMBERS PRESENT: Jenna Bacolor and Donna Dishman

GUEST PRESENT: Kate Porter, Ann Arbor Rec & Ed

I. CALL TO ORDER

A. Larry O. called the meeting to order at 6:35pm

II. PUBLIC COMMENTARY - No public commentary

III. APPROVAL OF MINUTES of the March 12, 2024 meeting. A motion was made by Stacy E. and seconded by Hannah S. that the meeting minutes of March 12, 2024 be approved.

IV. OLD BUSINESS - None

V. NEW BUSINESS

A. Presentation: Rec & Ed's Before/After School Childcare & Camp programs - Kate Porter, BACC Manager

a. Jenna Bacolor, Donna Dishman & Kate Porter presented on [Before/After Care Update](#)

i. Overview - Jenna

1. History & Program Structure

a. Program started in the 1970's

b. One classroom in each building

c. Y5-5th Grade

2. 2023-24 Locations

a. Abbot, Allen, Angell, Carpenter, Dicken - After Care only, Lakewood, Mitchell, Pittsfield (After Care only, combined with Allen) and Wines

b. Focus on Title 1 after pandemic

c. 3 Outside Providers: Burns Park, King and Lawton

d. Jenna B. explained that Title 1 is a federal designation and reflection of poverty level

e. Hannah S. asked how many schools had programs prior to the pandemic.

i. Jenna B. said 19 elementary schools had a before and after care program. All but three were run by Rec & Ed

ii. Program Highlights - Kate

1. A Year of Growth

- a. Program Quality
 - i. 3 program directors who oversee 3 sites each, infused into programs, weekly site supervisor meetings, consistent professional development opportunities
 - ii. PD on early release days and must have 16 hours of training
 - b. Staff Development
 - i. On-site Weikart Center coach providing trainings for staff and coaching with administrators
 - ii. Partnerships with the U School to implement consistent language for Plans for Peace and Conflict across programs
 - iii. Mindfulness training for staff to bring into programming for youth
 - iv. Training from Zingtrain:
 - 1. Living Servant Leadership
 - 2. Systems for Supporting Staff
 - 3. Bottom Line Change
 - v. Manager participated in state-level Youth Driven Spaces Community of Practice
 - c. Hiring & Recruiting
 - i. Indeed hiring - met with Indeed multiple times during year
 - ii. Only loss 2 staff members this year
 - iii. What we did:
 - 1. Developed recruitment plan with Indeed. Met monthly with Indeed representatives to boost postings and recruitment.
 - 2. Continuous interviews through the whole year
 - 3. Recruited high school students to work in programs
 - 4. Pay increase and opportunity for 12 month schedule
 - iv. How it worked:
 - 1. More applicants, more hires and higher retention
 - d. Family Engagement
 - i. Each site held 2 Family Engagement Nights: Winter Solstice and Spring into Wellness
 - ii. Attendance was amazing
 - iii. Student planned activities and decorations for events
2. Parent Survey Results
- a. 44 Families filled out the survey
 - b. Asked about welcoming environment, student voice, customer service and positive interactions
 - c. Percentages were 80% or greater
 - d. Larry O. asked how many kids are in the program
 - i. Kate P. replied that 25-36 and varies by site
 - e. Naomi G. asked if this is independent from enrichment classes
 - i. Kate P. responded that it is different from classes
 - f. Stacy E. asked about staff pay
 - i. Kate P. replied that starting pay is \$16.83
 - 1. Pay is for an assistant with a high school diploma/GED

- g. Hannah S. asked if sites are at capacity
 - i. Kate P. replied that there are still spaces available and they leave space available for scholarship families
 - h. Larry O. asked if there is a fee associated with the program
 - i. Kate P. responded yes and that the fee will be reduced for upcoming year due to opening up more locations
 - i. Jenna B. mentioned that by adding more locations for Fall, they can pay staff more and reduce the monthly fee for families
 - j. Stacy E. asked about the part time options
 - i. Kate P. responded that families can enroll for M/W/F and/or Tu/Th
 - k. Naomi G. asked how can we help people understand what all is going on with the program
 - i. Jenna B. said they are updating the website to make sure information is accurate and seeing how they can get information out there
 - l. Kate P. mentioned that they have brought in new and exciting activities. They do not consider this day care. Want to make sure kids have a safe and fun place to go to after school
 - m. Jenna B. mentioned that if RAC members see misinformation, provide people with the correct information
 - n. Stacy E. mentioned AAPS staff spotlights and it would be nice to highlight child care employees
- iii. Challenges/Opportunities - Donna
- 1. BAC Challenges
 - a. Budget
 - i. Used federal, state and county grants in the previous two years
 - 1. Grants ended on 6/30/2023
 - ii. The 23-24 program will end the year with an estimated deficit of \$168,000
 - 1. Planned for this deficit
 - b. Enrollment
 - i. 30 full time, full payment registrations are needed to break even
 - ii. 23-24 average was 21 full time, full payment registrations
 - c. Staffing
 - i. Each site needs a minimum of 3 qualified full time staff
 - 1. Have a supervisor, assistant and high school student
 - ii. Recruiting and hiring happens year round
 - d. Transportation
 - i. A flexible transportation system would aid in providing additional care opportunities
 - e. These challenges are something they can handle and are aware of them
 - i. Larry O. asked about deficit and the total
 - 1. Donna D. said it is a little over 2 million and Rec & Ed is their own fund

2. BAC Opportunities
 - a. Program Enhancements
 - i. Keeps children and parents engaged
 - b. Increased Opportunities for AAPS High School Students
 - c. Providing additional fee waivers
- iv. Goals for 2024-25 and Beyond - Kate
 1. Opening 4 new sites: Bach, Eberwhite, Logan and Thurston
 - a. Fall of 2024 they will have 13 locations
 2. Continue to hire and recruit
 3. Increase school day connections with teachers and principals
 - a. Would like bi-monthly meetings with principals to keep them up to date
 4. Piloting new model to increase community connections and enrichment classes
 - a. Program did just receive a \$3,000 grant from Kiwanis
 - b. Want kids to be able to take classes while at child care
 5. Larry O. asked how many buildings do not currently have child care
 - a. Jenna B. responded that 3 elementary schools do not have child care - Bryant, Pattengill and Haisley. They surveyed all schools for interest and to see what locations they can open in the Fall.
 6. Stacey E. suggested presenting program to the board of education
 7. Larry O. asked if there could be sponsorships for child care
 - a. Donna D. said they could come up with the right package and sponsors could be very interested in this especially engagement nights. They could definitely expand
 - b. Jenna B. mentioned that there was a sponsor roughly 6 years ago
 - c. Kate P. mentioned that they partnered with pizza places for winter engagement night and they gave a discount on items
 - d.

VI. BRIEFING AGENDA

A. Report from PAC

- a. Hannah S. gave an update from recent meetings
 - i. Broadway West - being built
 - ii. Day camps are at 85% full as of April
 - iii. Bicentennial Event at Vets Park
 - iv. May Meeting
 1. Construction projects: Gallup Bridge (under construction now, challenging project), Barton Nature Trail and Burns Park Courts resurfacing
 2. PAC recommended ballot language for the Parks millage renewal for the November election
 3. Summer kicks off this weekend with all three pools opening up

B. Report from Parks and Recreation -See Above

C. Report from Community Education & Recreation

- a. Donna D. gave an update on Rec & Ed
 - i. Summer class registration began today and staff were quite busy

- ii. Boost in summer camp registrations
 - 1. They save spots for scholarship recipients
- iii. There are still openings in many camps
- iv. Youth Sports Programs
 - 1. Summer registration has ended and they are forming teams for baseball, softball and t-ball
- v. Adult Sports Programs
 - 1. Sand Volleyball
 - 2. Baseball/Kickball/Softball
- vi. Registration for Fall sports starts in June
- vii. Rec & Ed has rebounded their youth and adult programs all around

VI. TRANSMITTALS - None

VII. ADJOURNMENT

A. Larry O'Connell adjourned the meeting at 7:39pm

The next RAC meeting is scheduled for September 10, 2024