

Texas 21st Century Community Learning Centers Grant Evaluation: Texas Afterschool Centers on Education

Descriptive Results of the Frontline Staff Survey (Spring 2023) Executive Summary

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The Nita M. Lowey 21st Century Community Learning Centers (21st CCLC) program addresses the needs of students who attend high-poverty and low-performing schools. The Texas Afterschool Centers on Education (Texas ACE), funded by the federal 21st CCLC grant program, provides students with opportunities for academic enrichment, tutoring, and a broad array of other services, programs, and activities. The Texas ACE programs also provide literacy and engagement opportunities.

| No. | 2021-22 Perspectives on Staffing Report | 2022-23 Frontline Staff Survey Report |
|-----|---|--|
| 5 | About half of the project directors (51%) reported that they increased pay to certified teachers as a way of making staff positions more attractive. | According to the frontline staff survey data, school teachers earn an average of about \$31 an hour working in the Texas ACE program. Regardless of whether this is an increased level compared with 2021 (unknown), many staff—teachers and nonteachers—indicated a desire for increased pay, with 67% of staff selecting “improve pay and/or benefits” as a “top three” desired job-related change. As already indicated, pay seems to be of most importance for youth development workers and college students, who paid the least compared with other staff (at about \$14 an hour each). |
| 6 | More than half of the project directors (54%) reported that being more intentional about being supportive and responsive to staff needs was an effective approach to reducing turnover. | The findings in this report show that a strong majority of frontline staff survey respondents (more than 85%) say that they are very satisfied with relationships with their peers, students, and program leadership, and, as already noted, a similarly high proportion of staff said that they will likely continue working in the program in the subsequent year (86%). These points support the idea that a positive work environment matters (or, at minimum, these findings provide no contrary evidence). That said, youth development workers and college students may need particular attention from site coordinators and project directors, as highlighted by Findings 2, 4, and 5. |

The findings of this report are generally positive. As suggested by the findings outlined in Exhibit ES1, however, TEA may find it useful to further explore ways to support youth development workers and

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Exhibit E2. Texas ACE Frontline Staff Survey Respondent Staff Types Compared with TX21st Total Staff Reported for School Year 2022-23, by Proportion of Total Staff

Source: TX21st Student Tracking System data, 2022-23 school year, and frontline staff surveys collected by the American Institutes for Research during spring 2023.

Note: TX21st N = 10,473, and staff survey N = 4,081. Staff types reported on the frontline staff survey were not identical to categories reported in TX21st. Unmatched categories are grouped as “other.” TX21st categories classified as “other” include parents, community members, and staff reported as “other.” Staff survey categories classified as “other” include partner staff, family engagement specialists, volunteers, and staff reported as “other.” High school students were omitted because high school students were not included in the frontline staff survey administration. Texas ACE Texas Afterschool Centers on Education.

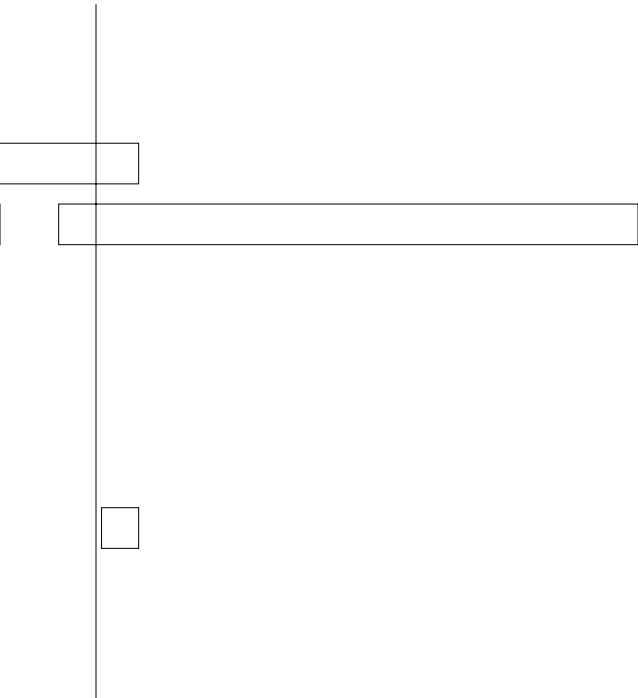
Frontline Staff Survey Respondents’ Experience, Gender, Race, and Ethnicity

A majority of staff responding to the survey reported 2 years of experience or less in afterschool programming (53%), although school day teachers—the largest group of staff—tended to report more experience in afterschool than other staff types. Youth development workers (who work closely with youth on life skills and educational goals) and college students tended to report less experience than other staff types. See Exhibit ES3.

In terms of gender, race, and ethnicity, most survey respondents were female (78%), White (68%), and Hispanic (63%), although not necessarily all three. A sizable minority of staff (14%) were Black.

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Exhibit E. Texas ACE Frontline Staff Survey Respondent Years of Experience in Afterschool (Spring 2023 Frontline Staff Survey), by Staff Type



Source: Frontline staff surveys collected by the American Institutes for Research in spring 2023.

Note: Schoolday teachers, N = 1,649; schoolday teaching assistants, N = 814; schoolday other staff, N = 364; family engagement specialists, N = 14; youth development workers, N = 364; partner staff, N = 85; college students, N = 406; volunteers, N = 23; other, N = 345. Texas ACE – gafaericas,

*Work Experiences, Stress, and
Desired Changes*

The largest section of the frontline staff

