

## E4 Youth Theory of Change

We believe that creative youth, particularly those from underserved communities are a drastically underutilized resource. We work with partners to invest cultural capital into these communities and deliver collective impact in the following ways.

GOALS	ACTIVITIES	OUTPUTS	OUTCOMES	PERFORMANCE MEASUREMENT
<b>Students cultivate 21st Century skills, media literacy and creative capacity building.</b>	<p>Teachers use E4 Youth Soft Skills lessons i.e. Team Building, Critical Thinking and Media Literacy activities to cultivate social emotional learning within core subjects.</p> <p>Students work with trained college mentors after school to build creative capacity through hands project based activities.</p>	<p># of participating schools # of teachers # of students # of teacher trainings per year # of professional volunteers # of student projects and portfolios developed</p>	<p>Increase in students' ability to identify their creative interests.</p> <p>Increase in student aptitude and development of 21st century skills.</p>	<p>Student portfolios &amp; final presentations assesses 21st century skills development, media literacy and creative capacity building.</p> <p>Pre &amp; post Youth and Program Strengths (YAPS) survey assesses changes in student behavior, attitudes and overall program effectiveness</p> <p>Teacher surveys &amp; interviews analyze overall program effectiveness and impact.</p>
<b>Students are exposed to careers in the fields of creative arts, technology and entrepreneurship.</b>	<p>Students attend workplace tours at creative and technology related companies including ad agencies, technology incubators and design firms.</p> <p>Professionals visit classrooms as guest speakers and coach students on creative projects.</p>	<p># of workplace tours # of professional volunteers</p>	<p>Increase students exposure to careers in the fields of creative arts, technology and entrepreneurship.</p> <p>Increase student interest in pursuing creative arts related careers and entrepreneurship.</p>	<p>Pre and post program surveys assess knowledge and interest in creative arts careers, technology and entrepreneurship.</p>
<b>Students extend classroom learning through project based activities that promote design thinking and entrepreneurship during out of school time.</b>	<p>Trained college mentors work with teachers to integrate core subjects into Out of School project based activities.</p> <p>Students develop mentor reviewed content and products based on In School and Out of School experiences.</p>	<p># of projects completed.</p>	<p>Increased understanding of Career and Technology Education subjects and incorporation into individual projects.</p> <p>Increased understanding of design principles and their application in creative arts and technology fields.</p> <p>Increased understanding of business and entrepreneurship principles.</p>	<p>Student portfolios &amp; final presentations assesses how creative arts and technology subjects have been incorporated in projects.</p> <p>Pre &amp; post program surveys assess student understanding of creative arts and technology subjects, design principles, business and entrepreneurship concepts.</p>
<b>Students receive hands on career guidance and develop networks of creative peers, college age mentors and professionals.</b>	<p>Students are coached by industry professionals on resume and portfolio development.</p> <p>Students receive job shadow and internship opportunities at local creative and technology based companies.</p> <p>Students collaborate on creative projects for real clients and attend industry networking events.</p>	<p># of students # of professional volunteers # of resumes / portfolios # of job shadow opportunities # of internships # of industry related events</p>	<p>Increase exposure to professionals in the fields of creative arts, technology and entrepreneurship.</p> <p>Increase participation in job shadow and internship opportunities.</p> <p>Increase in student interest in pathways to pursuing creative arts and technology related careers.</p>	<p>Pre and post program surveys - assess interests in career fields of creative arts, technology and entrepreneurship.</p>