



## The Brotherhood/Sister Sol - Outcomes

BHSS's evaluation objectives are to capture the complexity and nuance of our work; to uncover planned and unforeseen experiences and impacts, and to engage our staff and members in data collection and analysis. Our evaluation model joins participatory research and more traditional approaches. Staff complete individual assessment forms for each member to track his/her social, emotional and academic growth, as well as her/his challenges and needs. This information assists us with connecting individual members to necessary resources and with identifying common issues that can be addressed programmatically. By collecting our members' report cards, we learn in which subjects they need additional academic support and guidance. Surveys are used for collecting demographic data and information about participation patterns (frequency, activities, etc.) appeal and impacts.

We do a yearly evaluation based on our members' experiences in our over 35 formal sessions, wilderness retreats and educational and cultural outings. We gauge our success related to our goals outlined in the goal section by these self-evaluations, and whether the members have taken strides in these areas. We also take daily attendance across all platforms. Focus groups and one-on-one interviews elicit in-depth information on our survey questions and gather data from stakeholders who do not regularly participate in BHSS programs (alumni, parents, Board, etc.). Individual and group journals, created by members and staff, record observations and reflections on program experiences and overall development. Program update letters, written and sent out by staff three times a year, keep our members' families informed about our work. With this knowledge, families are better able to offer feedback about their children's program experience.

BHSS is a multi-layered organization that provides an interwoven system of services that, as they are comprehensive in nature, provide the web of support and guidance that lead to our documented successful outcomes. We have established a set of long-range goals for our members. Through participating in one or more of our programs we want our members to:

1. Develop a personal testimony of their values, beliefs, and goals
2. Establish a strong belief in the power of Brotherhood, Sisterhood and Community
3. Gain a greater understanding of and appreciation for their cultural and historical legacy
4. Develop into critical thinkers who can analyze personal and societal issues
5. Broaden their knowledge of, and commitment to, social justice
6. Find their creative voice
7. Develop a powerful sense of self-worth, agency and belief in their ability to achieve.
8. Improve their academic performance and develop a lifelong love of learning.
9. Increase their involvement in travel.
10. Learn basic life skills essential for survival and success.
11. Refrain from addiction and substance abuse
12. Avoid incarceration
13. Graduate from high school and college
14. Gain long-term, secure employment

15. Avoid teenage pregnancy

This level of long-term, comprehensive programming has resulted in a stellar track record of nurturing young leaders. Once a year, we conduct a comprehensive statistical review of our alumni that culminates in our Rites of Passage Alumni Outcomes around the areas of education, employment, crime, morality and sexuality. These statistics are maintained through age 22. We have documented outcomes that far surpass City numbers:

- Harlem's teenaged pregnancy rate is 17 % - our members have a rate of less than 2%.
- Our educational achievement numbers far surpass those of NYC as well. In the City of New York the general high school graduation rate is 68%; while the Schott Foundation found that the graduation rate of Black and Latino boys is 34%. 90% of our alumni have graduated from high school, 94% either graduated from high school or earned their Graduate Equivalency Degree.
- 49% of Black men, between the ages of 18-65 in New York City are unemployed. 95% of our alumni, 18-25, are working full time or enrolled in college, whereas only 30% of Harlem young adults 18-25 are either in college or working full time.
- With regards to issues of criminality and morality – after seventeen years, none of our members or alumni members are incarcerated and less than 1% have a felony conviction; whereas 1 out of 3 Black men between the ages of 20-29 are under supervision of the prison system.

Our members are attending leading universities and colleges such as Yale, Brown, Columbia, Barnard, Howard, Wesleyan, Wheaton, Brandeis, Syracuse, American, George Washington, NYU, the New School, Parsons, Temple, and many others. In September of 2013, our alumni members matriculated to University of Pennsylvania's Law School, SUNY Albany, Hofstra, SUNY Canton, Bridgeport University, SUNY Oswego and assorted CUNY campuses. Our members are mentoring, organizing and serving in leadership positions on their school campuses. They are intentionally delaying parenthood, which results in our young women taking advantage of higher education and full-time employment. That one third of our staff are alumni speak to our success at creating a cycle of leadership and our commitment to community development.