

# Values + Racial Equity Commitment = Equitable, Intentional Culture

## Values

Curiosity

Resilience

Empathy

Authenticity

Tenacity

(see notes below for descriptions of each)

## Beliefs

All children are good and have the capacity to thrive.

We exist in a structurally and systemically divided society. It's not just attitudes – racism and misogyny are in the water, and it harms everyone.

Our Spitfires, their families, and our community partners hold deep wisdom and want what is most beneficial for children.

Reading is transformational. It connects to a larger human experience.

Equitable opportunity to literacy, visibility, social-emotional development, and empowerment can change the trajectory of a child's (and their family's) lives.

## Commitment

At The Spitfire Club, we commit to racial equity and social justice by fostering inclusiveness, valuing diversity and racial representation, facilitating growth and healing, and promoting avenues to equitable systems by addressing disparities in literacy and empowerment.

Spitfire serves our community with respect, self-awareness, authentic engagement, and a willingness to learn from one another and our communities.

We encourage Spitfires to access the mirrors/windows/doors found through reading and tools to understand and cope with issues in our society.

We foster the Spitfire values of curiosity, resilience, empathy, authenticity, and tenacity in all aspects of our work – internally, within our programming, and in our broader community – in pursuit of a world where everyone we work with understands and decides their role in a more inclusive and equitable society.

We foster hope for the future and inspiration to plan one's participation in an inclusive and equitable society.

## Vision:

A world where every girl is empowered to be the curious, resilient, empathic, authentic, tenacious protagonist of her own life story, understanding and deciding her role in a more inclusive and equitable society



## Mission:

By creating demand for and building inclusive community around diverse, girl-positive books, Spitfire enhances literacy and social-emotional skills, nurturing each girl's love of reading, love of self, and love for girls across all communities.

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TSC is a trusted, authentic, culturally responsive partner that embodies the TSC values of curiosity, resilience, empathy, authenticity, and tenacity. We work in partnership with after school programs at Title I Schools, affordable housing communities, and community centers to offer small group, hour-long Spitfire clubs on a weekly basis, with a focus on girls who face structural and systemic barriers to literacy, visibility, opportunity, and empowerment.

A world where every girl feels empowered to be the curious, resilient, empathic, authentic, tenacious protagonist of her own story, understanding and deciding her role in a more inclusive and equitable society

## ACTIVITIES

Deliver excellent, very fun girl-centric reading programming that centers the whole child, incorporating caring adults, families, and community partners

Create safe spaces for Spitfires to interact and grow among peers in alignment with Spitfire's core values of curiosity, resilience, empathy, authenticity, and tenacity

Create demand for and build inclusive community around girl-focused programming among caregivers and community partners

## OUTCOME

### Spitfires

#### Reading Literacy:

- Spitfires improve reading skills
- Spitfires increase independent reading

#### Self-Identity:

- Spitfires develop and have a positive perception of self

#### Emotional Literacy:

- Spitfires have the ability to identify, understand, and respond to emotions in themselves and others in a healthy manner

#### Social Competence:

- Spitfires understand, respect, and appreciate ethnic and cultural diversity in people who are different than themselves
- Spitfires positively relate to and connect with others

#### Sense of Purpose, Power, and Hope

- Spitfires are excited and hopeful about their futures

### Caregivers and Community Partners

- (1) Recognize the need for, value, and quality of TSC
- (2) Embrace the TSC core values
- (3) Experience the benefits of TSC in their respective stakeholder domains
- (4) Increase engagement in TSC and in their child/student's learning

## BOLD GOAL

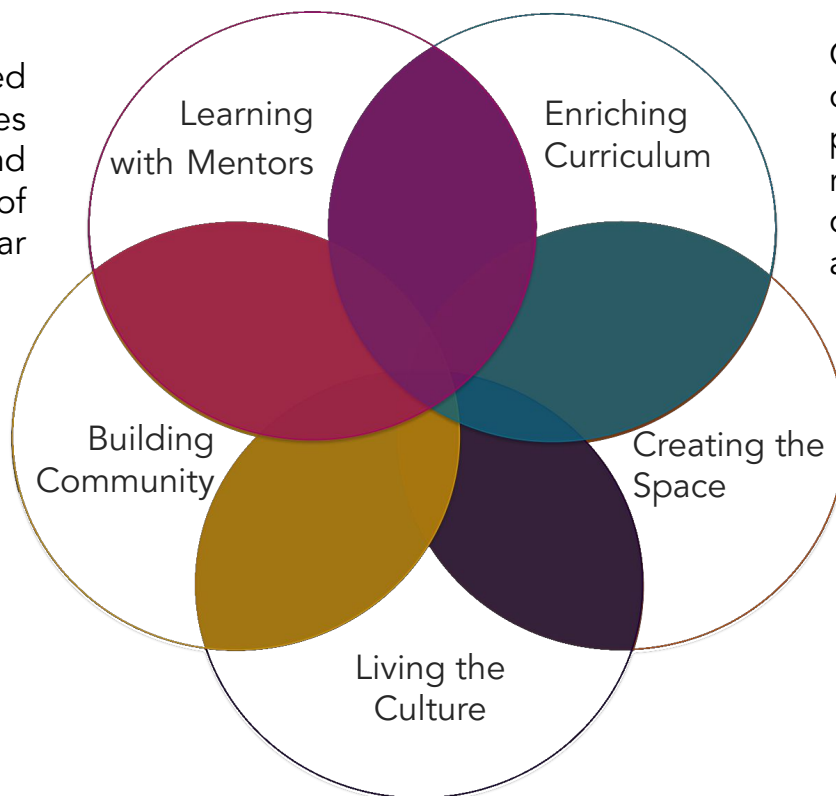
Spitfires have critical life skills when they leave our care, including mind-expanding reading habits, social-emotional skills, cultural competence, and the ability to have secure and healthy relationships, that excite and equip them for their brightest futures.

# How Spitfire Works

Spitfire partners with outside of school time programs (schools, affordable housing communities, recreation centers, libraries, and similar groups) to offer Spitfire Clubs on a weekly basis, with a focus on Spitfires who face structural and systemic barriers to literacy, visibility, opportunity, and liberation.

Volunteer mentors are paired with small groups of Spitfires to read, play, learn, and bond each week over the course of the school year

Participants build strong relationships with peers while also strengthening ties to their community through service, leadership, and caregiver engagement



Carefully curated (and fun!) curriculum leverages best practices in literacy enhancement, reading comprehension, and critical thinking, all centered around girl-positive, diverse books

Programming takes place in a safe environment through partnerships with afterschool and summer programming partners

Spitfire's foundation is a deliberately designed culture that embodies the core values of curiosity, resilience, empathy, authenticity, tenacity, and empowerment

# In 2027...

## **Spitfire is an equity-driven, sustainable, and thriving organization**

- Nurture and build an intentional, equitable culture rooted in Spitfire's values
- Implement a plan for sustainable growth and mobilize systems and resources to make this possible

## **Spitfire delivers excellent, very fun reading programming that centers the whole-child**

- Strengthen internal capacity to deliver values-based, appropriate, and impactful reading and social-emotional programming, informed by the interrelated nature of both
- Provide more attention and support to participants by increasing the number of caring adults involved during programming

## **Spitfire supports girls' and family access to resources that increase their happiness, connectedness, and opportunity**

- Extend Spitfire's impact beyond clubs by building the foundation for intentional, collaborative relationships with Spitfire families
- Engage families in Spitfire-curated experiences that bolster participants' learning and social-emotional outcomes
- Leverage community assets to bridge girl and family needs and interests beyond Spitfire's immediate realm of influence
- Create avenues to retain connection with girls through tween and teenage years - "once a Spitfire, always a Spitfire"

# Goal 1 - Organizational

## **Spitfire is an equity-driven, sustainable, and thriving organization**

Strategy 1: Nurture and build an intentional, equitable culture rooted in Spitfire's values

- A. Define commitment to Racial Equity
- B. Build intentional culture (e.g., in management practices, HR, inclusive decision-making, budget)
- C. Live values and culture beyond the walls of Spitfire

Strategy 2: Implement a plan for sustainable growth and mobilize systems and resources to make this possible

- A. Define standards and metrics for quality that drive decision-making (with the understanding that excellence comes before expansion)
- B. Plan for growth
- C. Plan for transitions
- D. Mobilize systems to meet programmatic and organizational needs (e.g., data management software, automated texting platform, inventory of community resources)
- E. Secure resources for sustainability (money, staff, space, equipment)

## Goal 2 - Inside Spitfire Clubs

### **Spitfire delivers excellent, very fun reading programming that centers the whole-child**

Strategy 1: Strengthen internal capacity to deliver values-based, appropriate, and impactful reading and social-emotional programming, informed by the interrelated nature of both

- A. Define and communicate the specific competencies Spitfire offers in reading and social-emotional learning
- B. Integrate interventions in these competencies into lessons and day-to-day programming activities
- C. Invest in staff professional development in reading instruction and socioemotional support

Strategy 2: Provide more attention and support to participants by increasing the number of caring adults involved during programming

- A. Expand small-group mentoring program
- B. Utilize volunteers, interns, or other adults in programming where volunteer mentor program has not yet been implemented

## Goal 3 - Beyond Spitfire Clubs

### **Spitfire supports girls' and family access to resources that increase their happiness, connectedness, and opportunity**

Strategy 1: Extend Spitfire's impact beyond clubs by building the foundations for intentional, collaborative relationships with Spitfire families

- A. Nurture Spitfire's connection with families, communicate with consistency
- B. Regularly seek (and utilize) their feedback/ideas

Strategy 2: Engage families in Spitfire-curated experiences that bolster participants' learning and social-emotional outcomes

- A. Provide resources that extend hope, fun, safe space, and connection into family time
- B. Build more opportunities and resources for families to be engaged in girls' learning/reading



## Goal 3 - Beyond Spitfire Clubs (continued)

### **Spitfire supports girls' and family access to resources that increase their happiness, connectedness, and opportunity**

Strategy 3: Leverage community assets to bridge girl and family needs and interests beyond Spitfire's immediate realm of influence

- A. Understand landscape of providers and services
- B. Develop systems and internal infrastructure to evolve engagement, data collection, and service provision
- C. Partner, collaborate with, and connect families to supportive services and opportunities in the community (e.g., ELL support, math/reading tutoring, counseling, extracurricular activities)

Strategy 4: Create avenues to retain connection with girls through tween and teenage years - "once a Spitfire, always a Spitfire"

- A. Retain connections with families even after their Spitfires no longer participate in the program
- B. Build youth leadership opportunities
- C. Integrate alumni into current offerings where possible