

2021-2022 Community Report

high donors language staff math
directors second volunteers advocacy integrity
digital community partners **learning**
reading financial library equity diversity
literacy equivalency priorities career
impact pathways board skills
positive school **success** strategic
sustainability imagination lifelong English
respect life writing health inclusion empowerment



The Literacy Council
of Lancaster-Lebanon



Literacy & Learning
Success Centers
Lancaster | Lebanon

Our Mission, Vision, and Values

We serve the people and communities of Lancaster and Lebanon Counties; working in partnership with multiple stakeholders, including but not limited to nonprofit agencies, educational institutions, business and industry employers, governmental staff, and organizations. Key to our success is a network of highly qualified volunteers, professional staff, and a supportive community.

Mission

To promote success through lifelong learning and learning for life.

Vision

Adults have skills to transform their lives, sustain their families, and strengthen their communities.

Values

Empowerment – Our programs empower adult learners to set and meet goals.

Success – Provide an environment of collaborative learning experiences, community partnerships and education innovations that allows our students to acquire the deep skills required to achieve the next step in their life goals. Our volunteers, staff, and board members are empowered to recommend changes that will foster the success of all our stakeholders.

Respect and Integrity – Our compassionate and caring approach and interactions are highly respectful of diverse backgrounds and cultures. Our integrity rests in our word, our deeds and actions to ensure trustworthiness and confidentiality.

Sustainability – The Literacy Council will make sound governance, program and fiscal decisions that honor the organizations ability to grow and thrive so that more adults in need can access our services. Our volunteers, staff, and board members are encouraged to actively advocate for adult education, lead by example and continuously refresh their skills to provide the highest quality experiences for our students.



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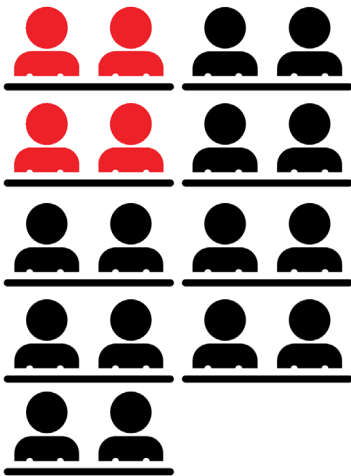


2021-2022: Impact

 **375 students enrolled.**



70% of students who received a pre and posttest made an educational functioning level gain (equivalent to 1-2 years of schooling).



18 students entered postsecondary education.

18 students had the goal of a high school equivalency diploma.

3 students enrolled in our program at the 9th grade reading level.

14 students enrolled below a 9th grade reading level.



4 of these **students passed all 4 tests on the GED** and achieved a high school equivalency diploma.



4 more **students passed at least one sub test** and are on their way to achieving their goal.



2021-2022: Highlights

Daniel Beiler and Peggy Cascieri



Peggy's last student before her death was Daniel. Daniel's goal was to get his high school diploma and he achieved his goal in the middle of a war zone. Daniel is as an international relief worker whose job took him to Ukraine at the beginning of the war. He worked to assist in evacuating families, delivering much needed food and supplies to hard-hit areas, and studied for the GED math test. Daniel worked with his tutor, Peggy, remotely. He took the test and passed. Last June, Daniel recorded a speech that was shown at our annual High School Equivalency celebration.

In December of 2022, Peggy passed away after a long illness.

Greity Dominguez



Greity Dominguez is originally from Las Tunas, Cuba, where she worked as a doctor. After leaving Cuba and resettling in the United States, her goal was to reclaim her career in medicine. First, she had to learn English. She connected to The Success Center through her mentor and Success Center volunteer, Dr. Daniel Weber. Greity worked very hard. Greity needed more than conversational English – she needed to build English academic skills and prepare for the USMLE exams. She did all this while working full time and raising a family. In March of 2022, Greity was matched in a residency in McAllen, Texas at South Texas System McAllen.



Making Strategic Priorities

Career Pathways

Basic skills education is essential for adult learners seeking meaningful, family sustaining careers. However, basic skills education alone is not enough. Adult learners need career services, including career awareness and exploration, career planning, and education and job training navigation. Adult learners need support to help them transition to training and employment.

To build career pathways into adult basic education, programs must establish partnerships with the workforce development system, employers, job training providers and post-secondary institutions. We must align our services to provide the scaffolding that our students need to transition, complete and meet their goals.

From adults who are getting their first job to students who have professional degrees, The Literacy & Learning Success Centers are helping adult learners navigate their career path.

Digital Excellence

Digital Skills are as essential today as reading, writing, and numeracy. Yet, it is estimated that 1 in 3 American workers lack the digital skills necessary for the growing role of technology in all forms of work. Jobs requiring digital skills are expected to increase by 12 percent by 2024 (Urban Institute). That is why The Literacy & Learning Success Centers are making digital excellence a strategic priority.

Thanks to the support of the Forest Path Foundation and the Pennsylvania Department of Labor, we have been able to invest in equipment, instruction, and professional development. The Forest Path Foundation has supported digital excellence through grants that have provided technology resources for students such as equipment and securing internet at home. Our digital navigators distributed computers to students, taught digital skills, and provided technical support to our staff.

Why This Matters:

Remote services are here to stay. Remote instruction is the optimal choice for many of our students. It allows them to participate in class even if they have barriers to participation such as childcare, transportation or a changing work schedule.



Making Strategic Priorities *(continued)*

Diversity, Equity, and Inclusion (DEI)

The Literacy & Learning Success Centers of The Literacy Council of Lancaster-Lebanon believes that creating a welcoming learning environment is essential to best serve our community.

Nonprofit organizations play a role in social change by amplifying voices, raising awareness and bringing people together. In the last year, we took it a step further making Diversity, Equity, and Inclusion (DEI) one of our three strategic priorities.

Our strategy reflects our stance on intolerance of any type of inequitable treatment of our students, staff, volunteers, board members, and our community partners.

We honor what diverse life experiences bring to our organization, and we will listen to their views and give them value. Our goal for the Literacy Council is the same as it was last year: The Literacy & Learning Success Centers are places where all people are heard, listened to, affirmed, and validated for who they are, and we will do this together. In a world full of constant change, that goal will remain the same.

Our Commitment:

- This year, we have continued our work with Todd Mealy, Ph.D., Equity Institute for Race Conscious Pedagogy, LLC, who previously led us on a journey into our implicit biases through a book study featuring Ibram X. Kendi's book, *How to be an Antiracist*.
- We are collaborating with our partners at Lancaster-Lebanon IU 13 to assure that our organizations are welcoming communities for our students, volunteers, staff, and community partners.
- We will continue to require DEI training for our volunteers and staff to be completed annually.
- It is our goal to have an increasingly diverse group of volunteers, staff and board members by 2025.

We recognize that we still have work to do.

Diversity, Equity, and Inclusion (DEI)—it is important to recognize each of the components and what they truly mean to have a full understanding of the importance and impact of DEI. The eXtension Foundation Impact Collaborative shares the following definitions as part of their DEI professional development program (<https://dei.extension.org>):

- “Diversity is the presence of differences that may include race, gender, religion, sexual orientation, ethnicity, nationality, socioeconomic status, language, (dis)ability, age, religious commitment, or political perspective...”
- “Equity is promoting justice, impartiality and fairness within the procedures, processes, and distribution of resources by institutions or systems...”
- “Inclusion is an outcome to ensure those that are diverse feel and/or are welcomed. Inclusion outcomes are met when you, your institution and program are truly inviting to all...the degree to which diverse individuals can participate fully in the decision-making processes and development opportunities within an organization or group.”

Grant Highlight: Digital Literacy

On January 15, 2021, the PA Department of Labor & Industry (L&I) announced the availability of \$4.5 million in funding for the Digital Literacy and Workforce Development Grant (DLWDG) to include awards of up to \$45,000. This grant opportunity focused on “supporting effective programs that enhance foundational digital literacy skills for job seekers in their local community. Foundational digital skills are necessary in carrying out job tasks and are becoming a main function of many jobs. Digital literacy skills promote problem-solving and critical thinking skills necessary to effectively navigate most platforms used in the job search process and in the workplace. Acquiring these skills will prepare today’s job seekers and employees for success in the 21st century labor market.” (Funding Announcement from Gov. Tom Wolf’s Office, January 15, 2021)

The Literacy Council of Lancaster-Lebanon received an L&I grant for Lebanon County. We are currently in the second year of implementing digital literacy foundational skills related to job seeking and career enhancement. Students are entering the program not knowing to fill out an online job application, and within a few weeks are learning programs like Excel and PowerPoint.

Our Digital Literacy Curriculum utilizes the Northstar Digital Literacy Program from Literacy Minnesota. Northstar Digital Literacy defines the basic skills needed to use a computer and the internet in daily life, employment, and higher education” (<https://www.digitalliteracyassessment.org>). This is a self-paced program where students can earn badges and certificates, useful for future employment, as they move through the program. The data below shows what students have achieved in the first two years of the program’s operation:

By the end of June 2022:

- 46 people served (students)
- 22 people completed three modules and received a laptop computer to keep
- 44 people created an email address
- 43 people created a resume and cover letter
- 36 people created an account on the Commonwealth Workforce Development System (CWDS)
- 23 people submitted at least one job application
- 50 people earned a certificate in computer basics
- 33 people had measurable skill gain in one or more content areas
- 33 people earned a certificate in Job Search Skills
- 33 households have a computer

Digital Literacy students have shared that their class and their teacher, Debra Totten, have helped them overcome fears, lack of skills, and lack of technology access. Most importantly, they stated that they feel welcomed and valued in their class. This is just another example of the importance of creating a healthy learning community which in turn sets the stage for progress and success. As with all of adult learners, our goal for digital literacy students is to gain the knowledge and skills they need to become contributing family members, workers, and community members.

Imagination Library in Our Communities



The Literacy Council of Lancaster-Lebanon is a proud partner with Dolly Parton's Imagination Library program which brings free books into the homes of children ages 0-5. We currently have programs running in both Lancaster and Lebanon counties. Data for the 2021-2022 program year is as follows:

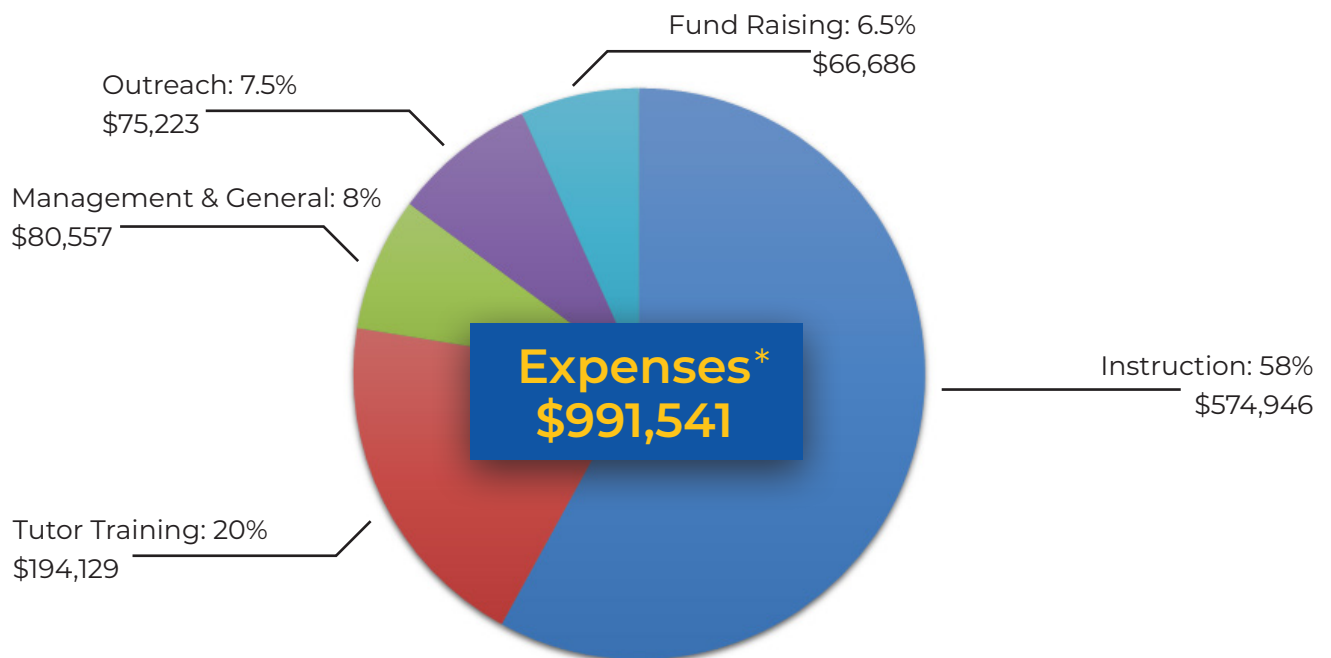
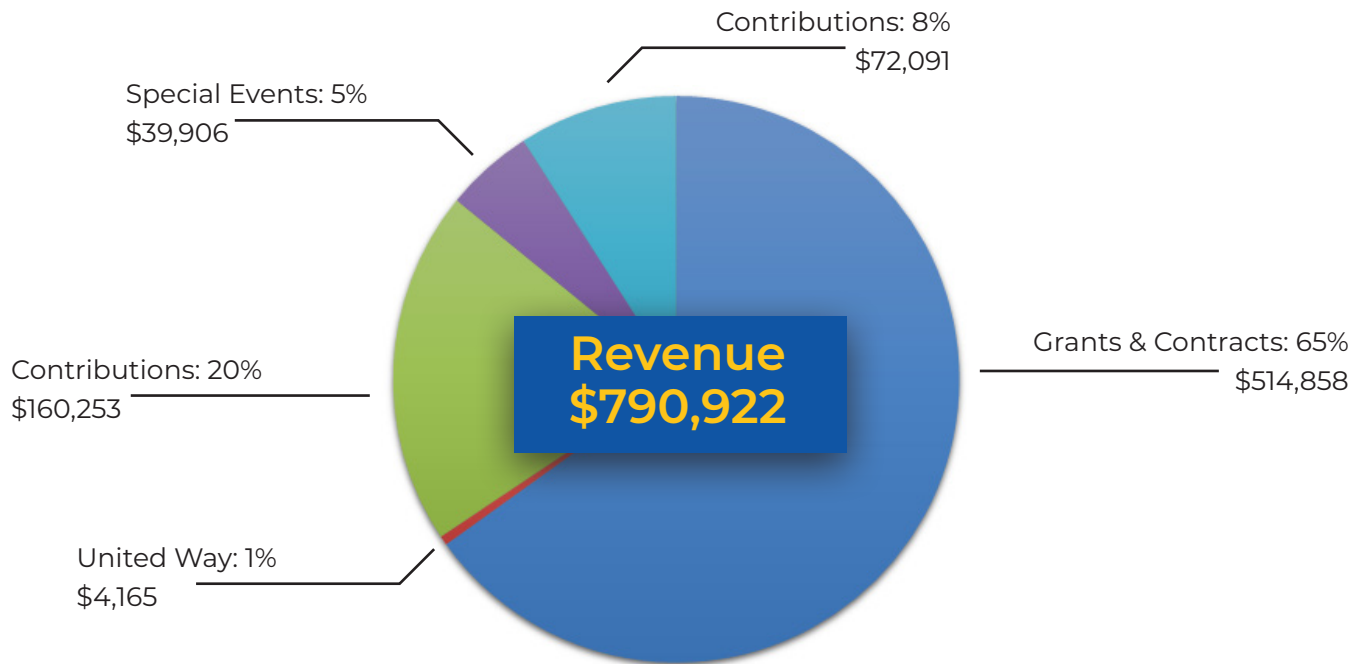
- Total number of children served: 1621
- Total number of children who graduated (children "graduate" from the program after they turn 5): 1085
- Total number of children currently enrolled (Lancaster and Lebanon counties): 536

For more information, please visit the Imagination Library website: <https://imaginationlibrary.com>.

Imagination Library is powered by Pequea Valley School District, Water's Edge Mini Golf, and Lancaster Rotary South.



Financial Report: 2021-2022



*2021-2022 expenses were budgeted and offset by planned use of cash reserves.

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Thank you to our volunteers!

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