

Trinity Education for Excellence Program (TEEP) is a tuition-free, out-of-school time, pipeline program. It empowers middle and high school students to pursue excellence through academic enrichment and support, cultural and career exploration, and character and leadership development. 2019 marked TEEP's 20th anniversary.

Social-Emotional Learning Achievements of the Leadership Development Program (LDP)

Beginning as rising 7th graders, young people of color participate over three consecutive summers in a five-week, intensive. Morning sessions focus on academic confidence through project-based curricula. Afternoon sessions focus on experiential learning.

Graduates of the middle school program may continue in TEEP's high school Leadership Development Program (LDP). As mentors to the middle school participants, LDP students serve as paid counselors and participate in year-round programming that includes college and career services and training in TBC's three essential community practices (racial equity, trauma-inclusive care, and restorative justice). They receive ongoing coaching through a work progression over successive summers where they start as Counselors-in-training and may be promoted to Counselors and ultimately, to supervisors.

They also benefit from increased college access, career and experiential learning opportunities including community-building retreats, mentorship and career exploration events, and college tours.

LDP counselors mentor middle school youth in the summer intensive.

Twenty-six high school students participated in LDP 2019–2020. As a result of COVID-19, the program went virtual after March, and LDP staff and youth leaders had to reimagine the summer camp. With enthusiasm and fortitude, **nineteen LDP leaders produced a successful five-week virtual program**, offering mental health and wellness, case management, and academic enrichment for the MS students and their families.



I joined TEEP as a rising 7th grader in 2008, and have been with TEEP every summer since. I've been a student, summer counselor ... and now Manager."

—Julian Jimenez, Team Captain and Manager of TEEP middle school programs



How We Measure Social-Emotional Learning

Social Emotional Learning (SEL) is integral to education and human development. SEL competencies are retained throughout one's life, and carry over to new tasks and life challenges. Youth with stronger SEL are more likely to

achieve academic and career success, positive relationships, better physical and mental health, and meaningful contributions to society (Aspen Institute, 2018). To assess SEL, we customize three SEED Competency Ladders™.

SEL KEY

We measure SEL across three domains. In each domain, progressive outcomes are defined and depicted as a results ladder that students climb. Advances are measured in:



BEING

SELF-AWARENESS

Youth are more composed, capable, confident and self-directed. There is an elevation of spirit, more optimism about self and world.



DOING

SELF-EFFICACY

Youth make choices and take action. There is evidence of more able decision-making and readiness to take on bigger challenges.



RELATING

INTERACTION WITH OTHERS

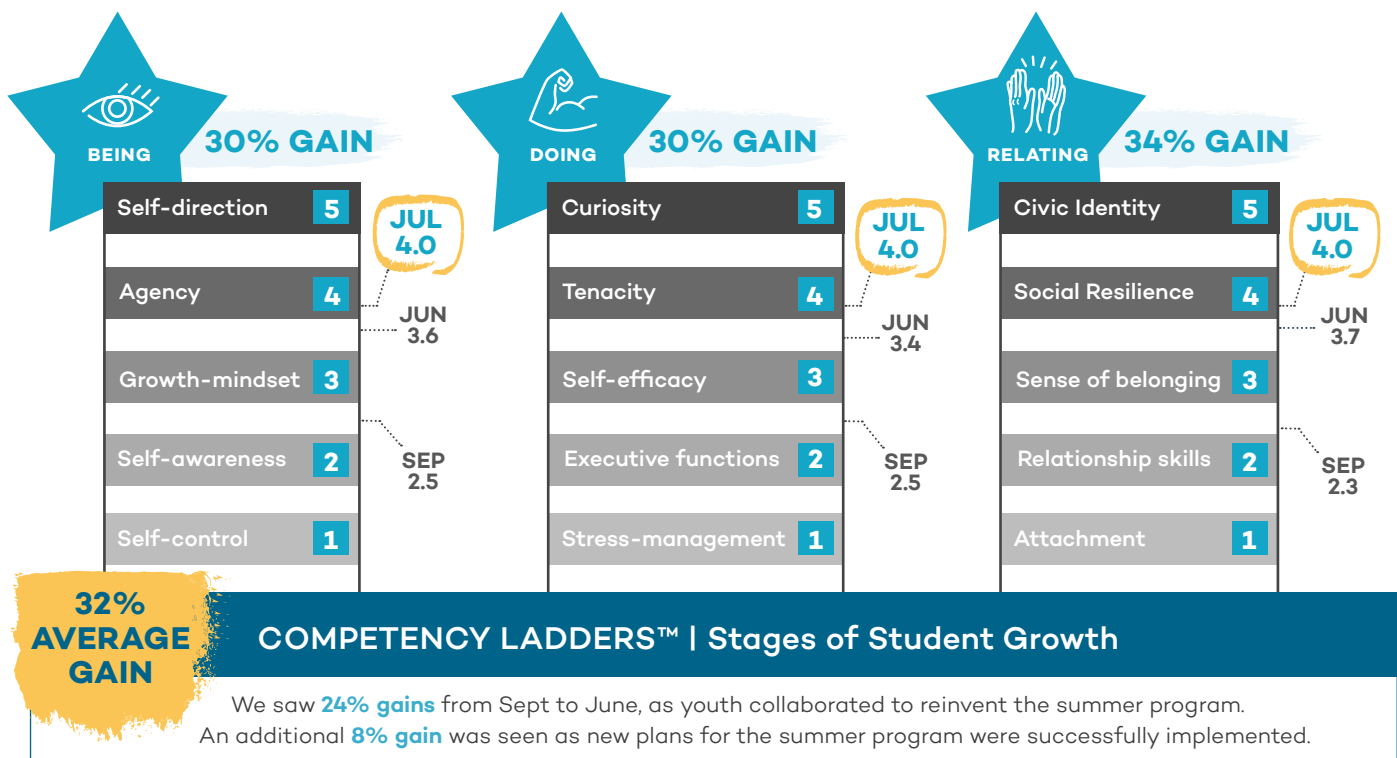
Youth are more confident and comfortable interacting with others. There is evidence of peer encouragement and listening to youth and adults alike.

Student SEL Gains: Fall 2019–Summer 2020

TEEP staff were excited to see 19 LDP students lead the 2020 summer on-line intensive:

4 rising tenth-graders, 7 rising eleventh-graders, 4 rising twelfth-graders, and 4 youth who were

heading off to college in the Fall! The LDP students increased core competencies in all three domains: being, doing, and relating.

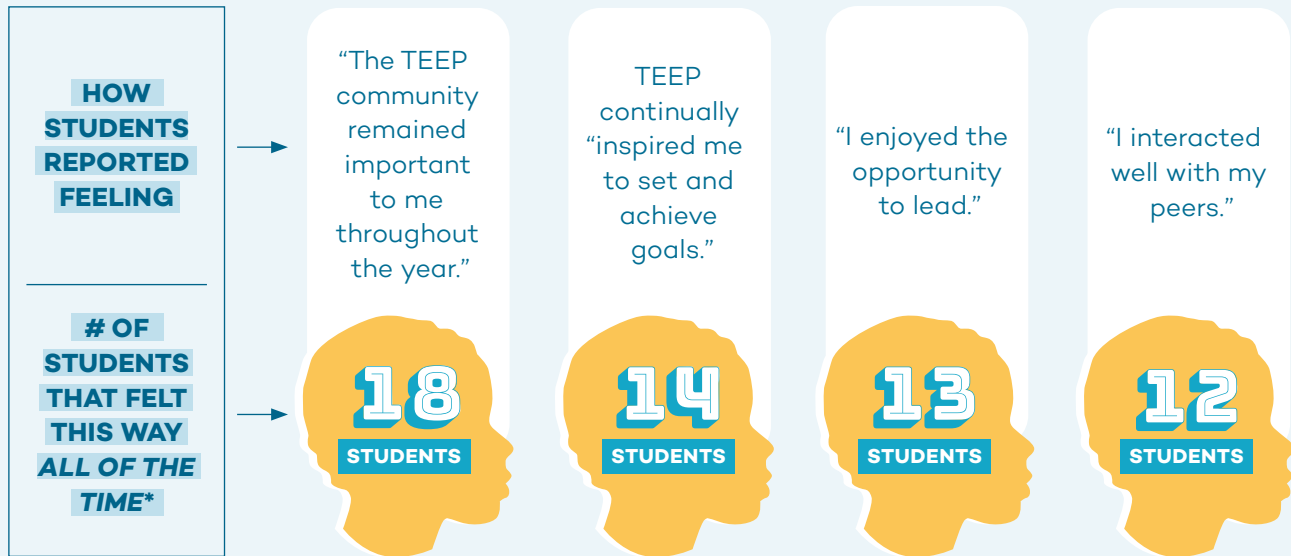


Student Self-Reflections

SEL FINDINGS

19 Students

Reflect on This Year's Unusual LDP Experience



*The remaining students reported having the above feelings **most of the time**.



“TEEP has helped me with keeping up with my schoolwork and keeping up my motivation to even do it. TEEP has also helped me have a safe space to go...”

—Justine
Rising HS Junior



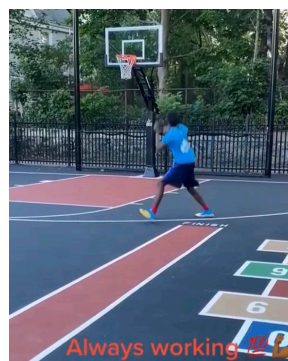
“TEEP has always been an uplifting community, and seeing how we were still able to reach out to campers during COVID was heartwarming.”

—Ava
Rising HS Senior



“I hope that I can continue to help our community, not only so I can grow but so I can make sure another kid like me is able to have the same opportunities to grow like I have had.”

—Felix
Rising HS Junior



“This year, I learned that you must be able to improvise at any given time and be comfortable with changing.”

—Ronnie
Rising HS Senior

Spotlight on Our Alumni

ALEXA LOPEZ



Alexa Lopez joined the TEEP community as a rising 7th grader in 2013. After completing her three consecutive summers with TEEP, Alexa moved on to be a leader and peer mentor

in the LDP. Alexa grew tremendously in those years engaging with her peers and mentees as a committed and vocal leader. Her strong work ethic and integrity were keys to her success in and out of the program.

As a student at Fenway High, Alexa also completed dual-enrollment courses at Wentworth Institute of Technology and Emmanuel College. By senior year, she secured an internship at Boston Children's Hospital. Her academic and career ambition did not interfere with her participation and training at TEEP. She faithfully attended events throughout all four years and facilitated programming during overnights and offsite retreats.

During the 2019 summer intensive, Alexa broke the mold by serving as a grade level supervisor—a role typically reserved for our college-aged alumni. Faculty, students, and alumni agreed: Alexa is an excellent leader and role model. Alexa reflected on the experience: "TEEP really made me feel more confident in myself and the way I lead." Alexa demonstrated a commitment to community values and application of her training. "As a counselor I made sure to create an emotionally and physically safe environment for students."

Alexa is currently in her first semester at Northeastern University. We can't wait to see what lies in her future pursuit of excellence.

RICHIE HAO



Many TEEP students join the program because an older sibling, cousin, or schoolmate tells them to apply. LDP graduate, Richie Hao, joined the TEEP community after his brother,

Billy, had been a participant and counselor. But like all TEEPers, Richie needed to forge his own path towards leadership.

Leadership at TEEP is developed over time, by establishing meaningful, supportive relationships. As a middle school participant back in 2013, Richie was more likely to keep his ideas to a few peers, but as he continued in the program, Richie became an expressive leader. As a summer session counselor, Richie had a positive influence on his peers, modeling TEEP community values with enthusiasm, integrity, and proactive engagement. He could have opted for programming closer to home, but he consistently traveled the hour commute as a participant and then as a mentor for over six years. Even as his academic and extracurricular schedule grew more demanding, Richie faithfully attended TEEP sessions and events.

It was not just time that Richie committed to the program. As an Asian American student, Richie was vocal about his role and responsibility as a mentor in affirming the experiences of the other youth of color in the program. His desire to affirm and empower other young people drove his participation, honesty, and accountability. Richie modeled for his peers the importance of stepping out of one's comfort zone and extending compassion.

Richie is currently in his first year at Skidmore College in Saratoga Springs, NY. We are confident that he will extend his thoughtful leadership to that community as well.