



The Sutton Scholars® High School Enrichment Program (“Sutton Scholars”)

What is the mission of the Sutton Scholars® program?

Sutton Scholars helps youth become confident, competent individuals by teaching essential soft and other life skills associated with emotional intelligence, resiliency, determination, self-care and healthy relationships. These skills reinforce and support academics while preparing participants (“Scholars”) for post-High School education and employment. Sutton Scholars seeks to achieve the following specific objectives:

1. Support public education and the importance and value of post-graduate College and/or vocational training programs;
2. Impart particular skills essential to educational, relational and vocational success;
3. Provide real-time opportunities to use and appreciate the value of such skills.

Who are the intended beneficiaries of this effort?

Sutton Scholars was created to serve Baltimore City public High School students from low-income households who would not otherwise have access to the circumstances and programs which foster soft, social and other skills essential to successful living. In our inaugural year (2016), 29 rising 9th graders participated, 24 of whom continued the next year as rising 10th graders. To these continuing Scholars, 30 new rising 9th graders were added in 2017; up to 30 additional rising 9th graders will be added in 2018, making as many as 90 new and continuing slots available that summer. Our goal is to serve up to 120 students annually beginning in the summer of 2019. Students are recruited from Baltimore City public Middle Schools through an intentional recruitment and application process.

What is the program like?

Sutton Scholars is offered during a student’s entire High School career over five weeks each summer with year-round mentoring and support activities that reinforce and build upon summer learning. Our focus on the development of soft skills supplements the public education curriculum in a way specifically intended to encourage self-care and holistic well-being, school and job productivity, and positive, constructive interpersonal relationships. This emphasis on soft skills acquisition directly and positively builds emotional and social development in ways that help dismantle historic disparities so that participants experience greater confidence and expanded opportunities.

Sutton Scholars is administered and directed by the Diocese of Maryland with curriculum created and taught by Morgan State University. Compatible summer employment opportunities are integrated into the program through our partnership with YouthWorks Baltimore. Instruction occurs on campus at Morgan State except for one week, when most Scholars are in residence at Claggett Center, the Diocese of Maryland's camp conference location. Adult participation is a critical aspect of Sutton Scholars, with each selected student's parent(s) or guardian(s) required to be present for particular events, ensure Scholars complete home assignments, and work with program personnel to address any challenges that arise. Additionally and importantly, the program assigns each Scholar a trained and supervised adult mentor who works with that Scholar for all four years of the Scholar's participation.

What are the program's goals and how is success measured?

Particular Sutton Scholar program goals are: 1) Enroll up to 90 eligible Baltimore City public High School students in 2018, up to 60 for continuing classes and up to 30 rising 9th graders; 2) enroll as many as 120 eligible Baltimore City public High School students in 2019, up to 90 for continuing classes and up to 30 rising 9th graders, with 120 enrolled annually thereafter; 3) demonstrate progress and achievement in each instructional area (use of media and technology, critical thinking, fundamentals of communication, and research & analysis) as evaluated by instructors and other program personnel and as self-reported by participants in each Scholar's pre-program v. post-program assessment; 4) demonstrate progress and achievement in each identified soft skill as evaluated by program personnel (including Mentors) and as self-reported in each Scholar's pre-program v. post-program assessment. Particular soft skills assessed include: using effective study habits; demonstrating workplace etiquette (including appropriate clothes/appearance, communications, use of time, peer-to-peer and employee-boss interactions, etc.); understanding of healthy interpersonal communications and conflict resolution strategies; making positive life choices (including for nutrition and health/well-being/self-care, sex/sexuality/healthy dating, advanced education; etc.); acquisition and utilization of financial and money management skills; and other selected emotional intelligence and life skill applications.

Results are measured and evaluated through classroom tests, Scholar-completed pre- and post-program assessments, and individualized participant observation notes from instructors, mentors and other program staff. Retention is tracked, and, as the program matures, graduating Scholars will be followed to determine the percentage that successfully enter and remain in training, education and/or employment opportunities.

How did the program develop and why is it called Sutton Scholars®?

It has been a longtime passion of Bishop Eugene Sutton, Bishop of the Diocese of Maryland, to provide opportunities for young people who might not otherwise be afforded equal chances for success. The Bishop's drive has been to pass on the blessings he received from caring adults who took time to help him learn about life and grow. And so in 2008 Bishop Sutton directed the Diocese to undertake a study to identify and highlight areas of need among Baltimore City youth which the people and institutions of the Diocese could help address. A working group composed of youth, area employers, and adult subject matter experts was subsequently formed in 2009 to guide this study. In this process, the focus increasingly narrowed to education within Baltimore. Initially, the working group examined forming a new school. Yet as it studied this possibility, one theme began to consistently stand out - the need to cultivate a set of "soft" and other life skills that are absolutely essential to educational success, healthy relationships and productive work. This issue became even more prominent in the wake of the devastating uprising that occurred in Baltimore in 2015 - an event that exposed deep fissures in our city and - perhaps even more so - the need among all

population segments for the relational, communication, coping, conflict resolution and other social and life skills that make empathy, mutual understanding, compromise and productive social change possible. This message became compelling and the Diocese partnered with Morgan State University in 2016 to launch Suttons Scholars (named by the Task Force in honor of Bishop Sutton's original vision to enrich the lives of Baltimore's youth). Sutton Scholars began as an incubator program deliberately crafted to impart social and other life skills while building emotional intelligence and "grit" so that High School students in Baltimore City would eventually have opportunities equal to those of students in surrounding areas to realize their fullest potentials and live healthy, productive, meaningful lives.

In 2017, *YouthWorks Baltimore*, the City's summer jobs program, joined the effort, providing Scholars with opportunities to practice and then reflect upon the soft and life skills being taught. Sutton Scholars is an approved *YouthWorks* site, which means that students spend a portion of their time on Morgan's campus and while at Claggett engaged in work for which they are compensated by *YouthWorks*. This compensation allows students who would otherwise have to work in order to earn income for their families the chance to participate in Sutton Scholars. Morgan's School of Education and Urban Studies partners with other schools on campus to provide a wide variety of job settings. Work experience may include: answering telephones, filing documents, labeling envelopes, data entry, writing op-eds, monitoring social media, creating information documents, cleaning, painting, organizing space, and picking up trash located along trails and waterways. The purpose is to build workforce readiness and career specific skills through practice and reflection.

How much does it cost to run Sutton Scholars® and where does the money come from?

After an additional 30 students are added in 2018, bringing the program total to approximately 90, we anticipate costs will total close to \$300,000. At its full capacity of 120 students, expected to be reached in the summer of 2019, the program will likely cost around \$350,000 per year.

Fundraising has successfully covered program expenses every year. Funds are raised through donations from individuals (raised in part through the Diocese of Maryland's annual ministries campaign and in part through specific appeals to identified donors), corporations (both sponsorships and multi-year funding commitments), and church and private foundation grants.

Persons interested in more details or in donating to support Sutton Scholars should contact Kathy Grayson at kgrayson@episcopalmaryland.org and/or donate at <https://episcopalmaryland.org/support-sutton-scholars/>

Sutton Scholars High School Enrichment is a program run by the Episcopal Diocese of Maryland in partnership with Morgan State University.
4 E University Parkway, Baltimore, MD 21218
410-467-1399 | kgrayson@episcopalmaryland.org