



Fall 2005

Please see page 2 for important information about PEARLS' future.

PEARLS – THE SUMMER OF 2005

By Angel G.

This summer I had a good time learning how to sail and swim with PEARLS. They were both challenging activities, but I had lots of fun. PEARLS staff supports me in accomplishing different things I try to accomplish and having hope in what I want to do in life. I want to thank the staff at PEARLS for talking, listening and offering suggestions on problems and other personal issues I've had this summer. All this summer other girls in PEARLS and I had help and encouragement to believe we can make this world a better place by being in PEARLS.



PEARLS COLLEGE TOUR

By Brittany A.

"Have you ever visited any colleges in Chicago? Well, PEARLS girls have, and it was a great experience. I learned new things about the different colleges. There were colleges that had small dorms and some with big dorms with computers, TVs, and personal writing desks. Roosevelt was my favorite college. It was so cool. The dorms and buildings were beautiful. One dorm room had four bedrooms, a kitchen and two bathrooms. From the library you could see a gigantic fountain. The college tour was AWESOME!!!!!!!"

By Tiara S.

"When we first got to Chicago, we went to one of the colleges as soon as we got there, Roosevelt University. It was a good college to go to and they even showed us the dorms for Roosevelt University. Other colleges we went to were Chicago State University, University of Chicago, and University of Illinois. After talking to Mr. Laura and Mrs. Dessa about a college we might want to attend, we learned that we have to choose the college wisely. After being on this trip I will think more about what college I go to.

Even though we went to Chicago for a college tour, we also had fun. Chicago is very different from Milwaukee. Going to the swimming pool with Sherita, Desiree, Brittany, and Ms. Dessa was great!"

Note: *The girls learned about the college experience, how to apply, what colleges look for in students and dormitory life. The girls enjoyed a number of cultural experiences – the Historical Art Institute, the Science Museum and a very good Italian restaurant!*



PEARLS GIRLS ENJOYED A VARIETY OF FUN AND LEADERSHIP-BUILDING THIS SUMMER!

By Dessa Ealy

Activities – Loving Myself and Building Relationships with Others

This summer, PEARLS girls learned "Yes, I Can!" when it comes to learning new skills and taking on new challenges. For example, girls took swimming lessons at Washington High School for two weeks. The goal of swimming lessons was to prepare them for Milwaukee Community Sailing Center lessons. The girls were required to swim at least seventy-five strokes and the majority of girls passed. For the girls that could not meet the requirement for sailing, they were able to enjoy a boat ride at the Sailing Center. The girls said "that sailing lessons were fun and a new experience."

Loving Myself:

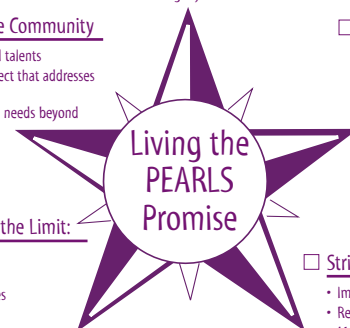
- Believing "I can do it!"
- Self-appreciation, taking care of me
- Taking healthy risks, trying new things
- Building my confidence
- Discovering myself

Helping Hands in the Community

- Volunteering my time and talents
- Getting involved in a project that addresses a problem
- Showing that I care about needs beyond my own neighborhood

Believing the Sky is the Limit:

- Seeking out information about careers
- Being open to possibilities about my future
- Exploring ways to make my dreams come true



Building Relationships with Others:

- Appreciating people different from me
- Trusting the reasons behind what others do
- Being understanding of others, even when it's really difficult
- Communicating with respect and kindness

Striving to Achieve:

- Improving my grades in school
- Reading for fun
- Making a real effort to do my best
- Being motivated to learn

College Tour – Striving to Achieve

(See the teen girls' articles to read about the trip in their words)

Volunteering – Helping Hands in the Community

PEARLS girls volunteer weekly at Gaenslen elementary school mentoring and leading younger girls in arts and crafts activities.

Speakers – Believing the Sky is the Limit

A number of great guest speakers visited PEARLS groups throughout the summer. They include: Senator Lena Taylor, Wisconsin's First Lady Jessica Doyle, and Sarah Hoyer from the Journal Sentinel. The girls also learned African Dance with Tamara King from the YWCA.

2005 TO 2007: STRATEGIC DIRECTION FOR



1. PEARLS WILL REPLICATE ITS NATIONALLY RECOGNIZED GIRL-DRIVEN OUTCOMES MODEL.

- PEARLS, with the guidance of Dan Folkman, Ph.D., a nationally recognized expert in Action Science, developed a rigorous research-based and evidence-based outcomes measurement system that is recognized by national evaluators. The distinctions of the PEARLS outcomes measurement system are:
 - Girls set their own relevant life goals;
 - All goals link with PEARLS' unique five point "Leadership Compass" that represents all domains of a girl's life;
 - Goal achievement and outcome achievement is based upon observable, rigorous and measurable evidence of real behavior change. (Most outcomes are based upon self-reporting, not tangible evidence.) PEARLS outcomes categories are: improved academics, social skills, leadership/initiative, self-efficacy, job readiness, community service, and positive role in family.
- Five indicators of PEARLS success with girl-driven goal setting are:
 - An August 7, 2005 editorial in Milwaukee's Journal Sentinel entitled "Let's Link Priorities to Outcomes" cites PEARLS' effectiveness: "PEARLS is intervening with the girls themselves, striving to make them emotionally healthy and getting them to think meaningfully about their futures."
 - In 2004, the Greater Milwaukee Foundation named PEARLS a model youth program.
 - In 2002, the Ms. Foundation's Youth-Led Collaborative for Social Change selected PEARLS as an exemplary program (one of twelve from over 600 applicants) and provided over \$115,000 in funding over three years.
 - PEARLS was selected in both 2004 and 2005 to present its girl-driven/Action Science approach to program evaluation to the national conference of American Evaluators Association.
 - In summer of 2004, PEARLS girls participated in a city-wide Youth Risk Behavior survey and demonstrated significantly different responses than youth overall. When reporting an ability to resist peer pressure 78% of PEARLS girls responded YES compared to just 38% of youth city-wide; ability to stand up for personal beliefs 91% of PEARLS girls said YES, with just 56% city-wide.

2. PEARLS WILL SIGNIFICANTLY EXPAND THE NUMBER OF GIRLS SERVED.

- By December 2007, PEARLS will serve at least 500 girls living in Milwaukee zip codes at the greatest risk of school drop out, abuse, violence, teen birth and STD infection.
- The Brico Fund, Inc. recently conducted an independent program audit of PEARLS and determined PEARLS actually served 275 at risk girls in 2004. (PEARLS count was 120 girls.) Brico urged PEARLS to include girls in the count of numbers served who participated in 12 or more hours of PEARLS programs within a year.
- As the number of girls served increases and PEARLS expands its services to include day, evening and weekend programs, the cost per girl will be cut to one half by 2007.
- With a 25 girl cap per PEARLS group, we estimate the total number of middle and high school aged PEARLS groups serving Milwaukee girls in 2007 will be 20.

3. PEARLS IS BUILDING A STRONG INFRASTRUCTURE.

- With special assistance from The Brico Fund, Inc. and Leading Transitions, LLC, PEARLS is developing a comprehensive leadership succession plan to ensure long-term strength and stability as the organization grows. Drawing on the growing body of knowledge about executive transitions in nonprofits developed by CompassPoint Nonprofit Services and others, a leading team of transition/succession experts are guiding PEARLS' four year growth and staffing plans.
- PEARLS' powerful core curriculum, representing the "best of" in programs and services over its 14 year evolution is being printed in August, 2005 thanks to the generosity of the 370 members of Milwaukee's premier women's organization **Professional Dimensions**. The PEARLS "living" curriculum will help ensure a high quality caliber of services offered to girls while inviting girls' innovation and contributions in the years ahead.
- PEARLS' comprehensive strategic planning process, completed in March, 2005 set the framework for an expanding number of volunteer and board member standing and ad hoc committees. The expanded support and expertise are resulting in programs more responsive to girls' interests and needs, more efficient systems within PEARLS and more effective networking and outreach across the city.