



CARE Program Proposed Transition Plan

**Report to the NCSD Board of Education
April 23, 2026**



THE VISION

Ensuring that every NCSD family has access to high-quality, reliable, and affordable before and after-school childcare.



THE GOAL

Strengthening our before and after school options by addressing waitlists and expanding enrichment opportunities, while being fiscally responsible to address the program's financial shortfall.



OUR PROMISE

Supporting our CARE program staff, students, and families throughout this transition while ensuring a financially sustainable program for the future.

Financial Stewardship

Resource Alignment: Transitioning the operational and licensing overhead to RAS allows the district to eliminate a deficit program and reinvest funding into core K-12 student programming.

Sustainable Model: The partnership includes a revenue-sharing component that ensures the program "gives back" to the district.

School Year		Actual/Est Revenue	Profit (Loss)
22-23	<i>Actual</i>	811,754.00	(840,885.28)
23-24	<i>Actual</i>	966,336.80	(686,302.48)
24-25	<i>Actual</i>	916,062.45	(506,210.69)
25-26	<i>Budget</i>	910,000.00	(512,273.14)
26-27	<i>Budget</i>	920,000.00	(502,273.14)

Right At School

75,000.00

The “Why”

- Curriculum Excellence: Research-based activities focused on a STEAM-based curriculum blending learning and play.
- Safety & Licensing: RAS assumes the full responsibility of state licensing and compliance, streamlining district administrative overhead.
- Reinvesting in Novi: The revenue-share model ensures that the success of this program directly supports the district's financial health.

Why Right at School?

- A Partner, Not Just a Provider: RAS specializes exclusively in "out-of-school time," bringing a research-based STEAM curriculum that complements the NCSD school day.
- Commitment to Quality: They bring a robust infrastructure for hiring, training, and professional development, ensuring our students receive top-tier engagement.
- Focus on the Whole Child: Prioritizing physical activity and "disguised learning".

Students Love Our Disguised Learning™



2024/25

RIGHT CLUB

RIGHT AT SCHOOL

a place to BE A KID!

Curriculum Calendar

1 Community Connections

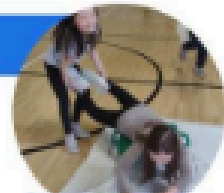
Nothing brings a group of people together like a collection of exciting team challenges! We'll build our Right Club community and meet new friends, as we test our minds and bodies, but most of all have FUN!



Durable Skills

2 Motion Commotion

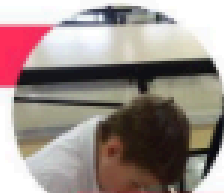
Like every great community, Right Club thrives because we care about each other and work towards common goals. Building a strong social foundation based on mutual respect creates a healthy environment that encourages exploration, creativity, and growth. When we connect with others, there's no telling what we can accomplish!



Physical Science

3 Right Club Gives Back

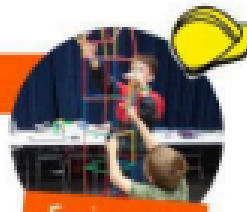
Sometimes people in our community need help. But what can kids do? A lot! We'll find out just how much by creating our own service projects to make our school, town, and world a better place.



Durable Skills

4 Brickmasters

Put on your hard hat. It's time to hit the construction site! We'll put our engineering expertise to the test to see how you "stack" up against friends. Get ready to build silly structures and ingenious inventions brick-by-brick.



Engineering

5 DIY Doozies

Calling all makers and creators! This collection of challenging and fun activities will stretch your resourcefulness to the limit, while showing you some new tricks of the Do-It-Yourself trade. You'll be surprised what you are capable of creating with a little imagination and a can-do spirit!



Engineering

6 Earth's Oddest Animals

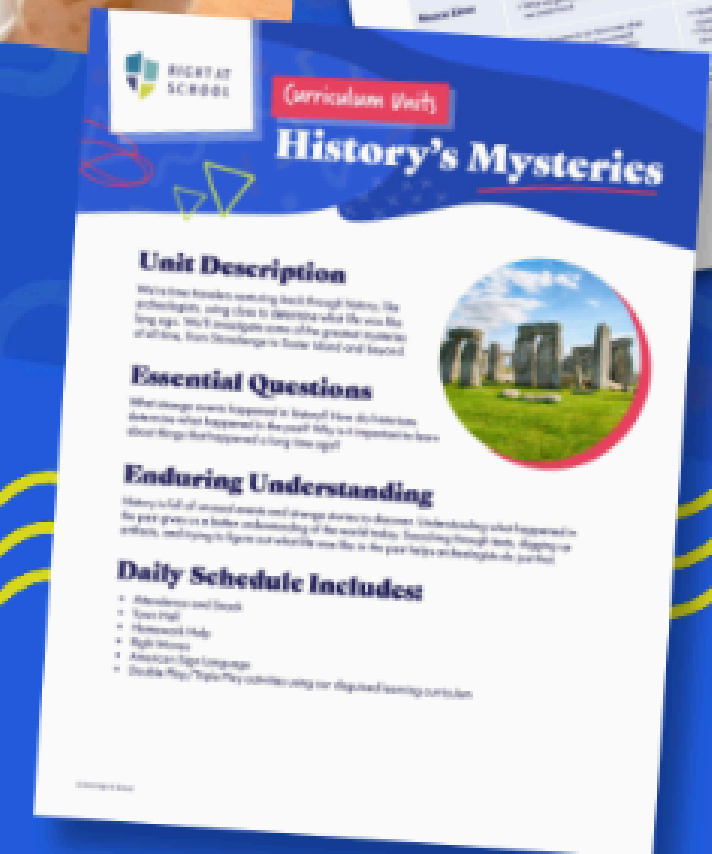
The animal kingdom includes more than bunnies and kittens. It's time to show the bobbit worm and ninja lanternshark a little love, too! We'll take a look at some of these under-appreciated creatures, their amazing abilities, and the curious things they do to survive.



Life Sciences

A Year in the Life of a RAS Student:

- Critical Thinking
- Social-Emotional Learning
- Collaboration
- Problem-Solving
- Voice & Choice
- Kinesthetic
- ...and much more



Right Club Curriculum Calendar

The Adventure Begins!

Community & Culture

Community Connections

Nothing brings a group of people together like a collection of exciting team challenges! We'll build our Right Club community and meet new friends, as we test our minds and bodies, but most of all have FUN!

Global Games

Just like you, kids all over the world love to play games with their friends. We'll travel the globe to discover the many different ways they play, compete, and grow closer in this active assortment of international amusement.

Right Club Gives Back

Sometimes people in our community need help, but what can kids do? A lot! We'll find out just how much by creating our own service projects to make our school, town, and world a better place as we give back to our neighbors.

Weird, Wild, & Wacky

History & Design

History's Mysteries

We're time travelers venturing back through history, like archeologists, using clues to determine what life was like long ago. We'll investigate some of the greatest mysteries of all time, from Stonehenge to Easter Island and beyond.

Strange But True

Sometimes fact is stranger than fiction, as we will see in this unit. From unbelievable world records to shocking scientific phenomena, we'll discover our world is full of things that will make us rethink what is possible!

Game Show Spectacular

Come on down! You're the next contestant on Game Show Spectacular! Our favorite reality and game shows get a Right At School twist, as we test our minds and bodies in a variety of fun-filled competitions, culminating in a student-designed mini-golf course we'll share with guests.

All the World's a Stage

Literature & Performing Arts

Page to Stage

All the world's a stage, including right here in Right Club! Our proud performers will compose original poems, songs, and skits designed for public performance. Along with our backstage crew, we'll prepare for opening night!

Greatest Show on Earth

Are you ready to experience the thrill of performing under the Big Top? From acrobats who keep us on the edge of our seats to clowns who fill the tent with laughs, we'll become the stars of our own unforgettable circus.

Right Club Variety Show

You've never seen entertainment like this! We're becoming performing pros, experiencing all of the elements of putting on a polished show, like rehearsing, marketing, becoming an emcee, and taking to the stage for a memorable night with family and friends.

Hands-On Fun

Science & Self-Expressions

Gross Guts & Odd Organs

Our bodies are truly incredible! We'll discover how all the different parts work together to help us move, think, and interpret the world around us with hands-on fun and active play.

RC Castaways

It's time to get outdoors... survivor-style! Our villages will use their outdoor survival skills, including shelter-building, tool-making, and harnessing Mother Nature's power to become the ultimate outdoor adventurers!

State of the Art

Art isn't just something that was made a long time ago; it's always growing and evolving. Our young creators will explore some of today's biggest names in art for inspiration, as we create paintings, sculptures, and so much more. After all, to be an artist, all you need is creativity and something to say.

Psyched for Summer

Leadership & Self-Reflection

Kids Take Charge

Ever wonder what it would be like if kids ran the world? We'll find out in this role-reversing unit that sees kids sharing their skills and knowledge with their friends, and even teach the adults! Then, we'll wrap up the year by reflecting on all the Right Club memories we created together!



AFTER SCHOOL

Locally-Inspired Program Design

Our flexible enrichment block opens a world of opportunity to customize Right Club to align with your school, district, and learning community goals.

After School Components:

Town Hall*

Right Moves*

Language*

Flexible Enrichment Block

*Includes PlayRight Fitness

Closing Activities

Flexible Enrichment Components:

Personalized Learning Time

We facilitate software-based (e.g. iReady, iXL) learning, and virtual or in-person tutoring

Homework Time

We help kids stay focused and finish their homework assignments.

Disguised Learning Activities

Our students participate in play-based STEAM learning activities every day during Station Rotation!

*Denotes required daily activities. Town Hall includes snack and bathroom.

Increasing Access & Support for Families

Increased Enrollment: By utilizing RAS's dedicated recruiting, we aim to eliminate waitlists, ensuring that everyone interested may enroll their child(ren).

Rate Structure: Our proposal maintains comparable district pricing while actually offering lower monthly rates for some of the most popular enrollment tiers.

New Savings: Introducing expanded discounts for siblings, military families, & district employees.

Flexibility: Transitioning to a more customizable 1-5 day schedule, including options for drop-ins and discounted "punch card" sessions that reflect the community's need for flexibility.

Supporting Our Valued CARE Team

- Our staff members are the heartbeat of our before and after school community. We are committed to honoring their service and supporting their professional future.
- Honoring Longevity: A dedicated pathway for our veteran staff (10+ years) to remain NCSD Employees.
- Transitional Stipends: For those choosing to join the RAS team directly, we have negotiated a transitional stipend of \$10,000 for each CARE Leader and \$2,500 for CARE Aides who have been with NCSD for over 5 years.
- Alternative Pathways: Priority placement for those wishing to transition into NESPA paraprofessional roles.
- Personalized Support: Informational group sessions and 1:1 consultations to discuss each staff member's goals and answer questions.

Our Commitment to the Transition

- Phase 1: Staff First: Individualized meetings and "Choice Pathways" delivered to all current CARE employees.
- Phase 2: Family Communication: Informational materials, Q&A sessions to introduce the RAS curriculum and the new, user-friendly registration portal.
- Phase 3: Registration will open for staff & families.
- Phase 4: Summer Training: Ensuring a smooth handoff so that fall programs are fully staffed and ready for Day 1 of the 26/27 school year.