



## JUDSON INDEPENDENT SCHOOL DISTRICT

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**Meeting Date:** June 26, 2025

**Submitted By:** Dr. Lacey Gosch  
**Title:** Assistant Superintendent

**Agenda Item:** Consider and take action regarding approving the purchase of EVOLVE Youth Guidance to support our Judson ISD students and campuses.

### CONSENT ITEM

#### **RECOMMENDATION:**

To approve the purchase of EVOLVE Youth Guidance Program in the amount of \$145,000.00.

#### **IMPACT/RATIONALE:**

EVOLVE is a Tier 2 intervention for character development and life skills that promotes a culture of support and student engagement by delivering training, curriculum, and implementation resources to school-based staff. Our goals will be to increase resiliency and self-management for students, increase utilization of safe and healthy behaviors, and foster a school ecosystem of supportive adults where youth can thrive. This past year, the district piloted the use of the program at our secondary campuses only. The program showed great support for our students and this purchase is to expand the service to include 14 of our elementary campuses. The campuses were selected based on our highest at-risk need students as an additional intervention to provide students with support in emotional management and behavior support. This product serves as a Tier 2 Group Intervention for 5th grade elementary students at 14 campuses and at-risk secondary students at all 12 secondary campuses. This partnership will allow us to provide training to selected Guidance and Counseling staff to implement small group support. Funding source is Local State Compensatory Education funding.

#### **BOARD ACTION REQUESTED:**

**Approval/Disapproval**



## **Judson Independent School District**

### **EVOLVE Program Overview**

EVOLVE is an educator-led character building and resiliency program designed to foster a culture of support and enhance student engagement by providing training and implementation resources to school-based staff. The program creates an environment where youth can thrive within a school ecosystem supported by caring adults. As a Tier 2 intervention within the Multi-Tiered System of Support (MTSS), EVOLVE focuses on students who need supplemental, small-group instruction and support to succeed. The program targets educators who facilitate Circles for students in grades 5–12 facing social, behavioral, academic, or psychological challenges that increase their risk of school dropout or other unsafe and unhealthy behaviors.

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### **EVOLVE Program Package**

Participation in the EVOLVE program includes the following:

- Professional Development and Learning Modules (20 hours)
- Coaching Sessions (10 hours)
- Individual Access to Coach (unlimited)
- Unlimited access to EVOLV(ed), our Learning Management System, to access curriculum, data reports and implementation tracking

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### **EVOLVE Program Cost SY25-26- Elementary Schools**

\$5,000 per Circle Leader x 14 Circle Leaders

Total: \$70,000



## **Judson Independent School District**

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### **EVOLVE Program Cost SY25-26- Secondary Schools**

\$5,000 per Circle Leader x 15 Circle Leaders

Total: \$75,000

# EVOLVE

## YOUTH GUIDANCE

EVOLVE is an educator-led character building and resiliency program designed to foster a culture of support and enhance student engagement by providing training and implementation resources to school-based staff. The program creates an environment where youth can thrive within a school ecosystem supported by caring adults. As a Tier 2 intervention, EVOLVE focuses on students who need supplemental, small-group instruction and support to succeed. The program supports educators who facilitate weekly Circles for students in grades 6–12. These circles help students develop a positive sense of self, build healthy relationships, and stay engaged in their learning, setting them up for success both in and out of school.

### PROGRAM COMPONENTS

- 2-Day EVOLVE Training Academy
- Monthly Professional Development & Continuous Coaching Support
- Access to Learning Management System, EVOLV(ed)
- Curriculum & Learning Modules with topics such as Belonging, Positive Self Talk and Boundaries
- Data Reporting & Implementation Support

### SY24-25 JUDSON INDEPENDENT SCHOOL DISTRICT PARTNERS



#### **Judson Middle School**

Four EVOLVE Circles



#### **Kirby Middle School**

Seven EVOLVE Circles



#### **Kitty Hawk Middle School**

Two EVOLVE Circles



#### **Metzger Middle School**

Two EVOLVE Circles



#### **Judson Learning Academy**

Four EVOLVE Circles



#### **JCARE**

Four EVOLVE Circles



#### **Woodlake Hills Middle School**

Three EVOLVE Circles



#### **Judson High School**

One EVOLVE Circle



#### **Veterans Memorial High School**

One EVOLVE Circle



#### **Wagner High School**

Three EVOLVE Circles



#### **Judson Early College Academy**

Two EVOLVE Circles

# EVOLVE

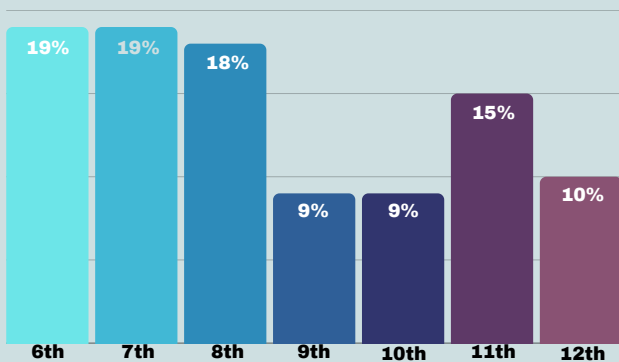
YOUTH GUIDANCE

IMPACT REPORT SY24-25

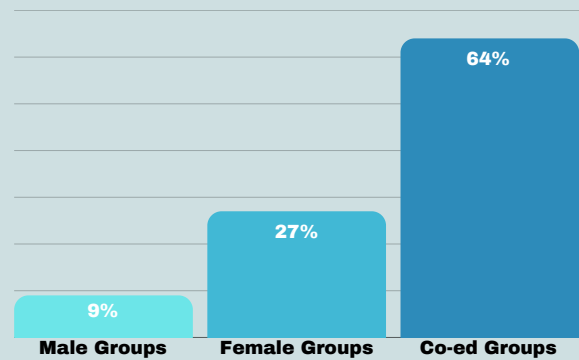
"Our students thirst for group type settings that they can freely express their dreams, fears, hopes, etc. EVOLVE provides this platform."

-Judson Circle Leader

## 264 STUDENTS IN 33 EVOLVE CIRCLES:



Grade Breakdown of EVOLVE Students



Group Makeup of EVOLVE Circles

## WHAT JUDSON ISD EVOLVE STUDENTS ARE SAYING:

**95%**

of current EVOLVE students either agree or strongly agree on recommending EVOLVE to others

**"You can't judge no one because you don't know what they got going on."**

**"Something I learned in EVOLVE that I use in my daily life is what I would consider most important to me if I couldn't keep all of my values."**

**215**

EVOLVE lessons completed

**"I learned how to calm myself when feeling anxious and I have used that at home."**

**7**

The average number of students present

**"I learned to not let my own mind and hardships effect the relationships I value."**

**"I learned how to communicate better and listen more."**

**BUILDING** *Brighter* **FUTURES**

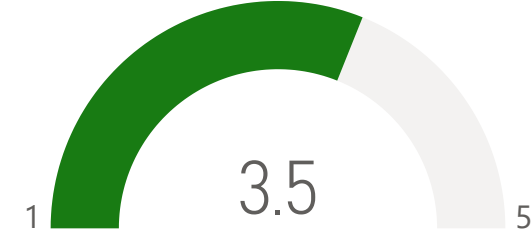
### Total Amount of EVOLVE Lessons Completed

206

### Average Amount of Students Present in EVOLVE Circles

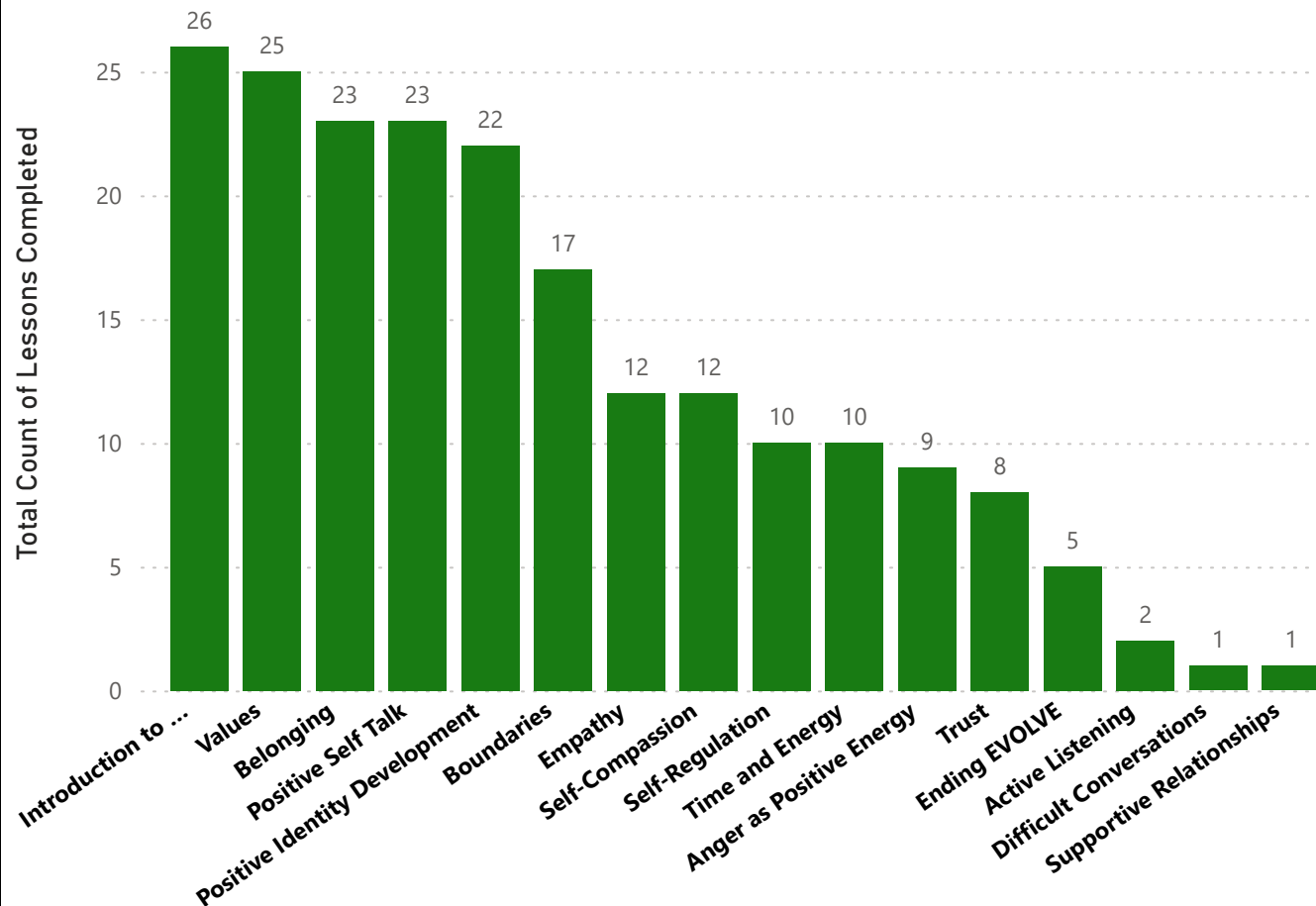
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### Facilitator Ranking of "How Successful Was Your EVOLVE Lesson?"

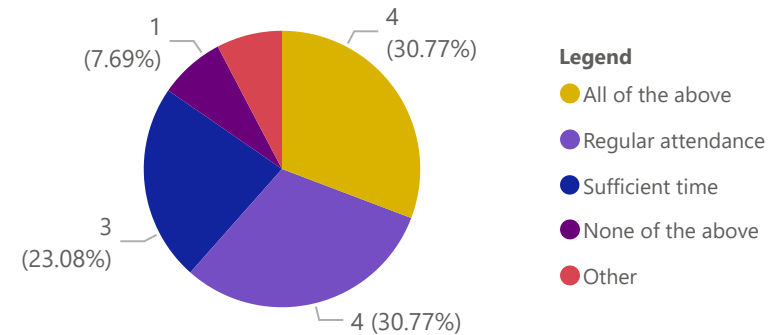


1=Not Successful  
5=Extremely Successful

### Total of EVOLVE Lessons Completed



### Logistics Challenges Experienced



### Logistics Key

- Consistent group meeting space
- Consistent group meeting time
- Sufficient time to deliver Evolve lessons
- Protected staff time for Evolve
- Regular student attendance

### Facilitator Wins from EVOLVE

*"The students are usually receptive to the lessons and the activities. We have a high participation rate for students engaging in the activities."*

*"The most recent WIN was the last lesson we did with the students. It was great to see how they were engaged with the positive self talk lesson components. It created an opportunity for students to share personal stories regarding reasons for negative talk and how to turn it around."*

*"All members were able to give themselves compliments and present at least 1 positive aspect of themselves."*





**EVOLVE**  
YOUTH GUIDANCE

**BUILDING**  
*Brighter* **FUTURES**

# AT YOUTH GUIDANCE, WE MEET *Youth* WHERE THEY ARE.

➔ Youth Guidance creates and implements school-based programs that enable children to overcome obstacles, focus on their education, and, ultimately, to succeed in school and in life.

## *Our National Footprint*

**BOSTON**

**LOS ANGELES**

**CHICAGO**

**GREATER PITTSBURGH**

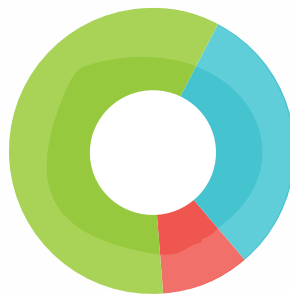
**DALLAS**

**GREATER SEATTLE**

**KANSAS CITY**

**WASHINGTON D.C.**

Youth Guidance serves youth in some of the nation's most under-resourced communities.



### STUDENT DEMOGRAPHICS

- 59% BLACK
- 31% HISPANIC
- 10% CAUCASIAN/OTHER

**15,000+**

YOUTH SERVED  
EACH YEAR

**90%**

OF STUDENTS ARE  
LOW-INCOME



# WHO WE *Serve*

**98%** of participants identify as individuals of color and **90%** are low income.

Our counseling and prevention programs target middle and high school students who are experiencing risk factors or traumas including:

- ▶ Residing in high-crime and/or under resourced neighborhoods
- ▶ Emotional/behavioral regulation challenges
- ▶ Off track academically
- ▶ Exposure to physical or verbal harm
- ▶ Low self esteem
- ▶ Depression
- ▶ Hopelessness

**1.4 GPA**

Average GPA of 1.4 (D average)

**30%**

had previously been arrested

**50%**

were old for grade level

**7 OUT OF 10**

young people in YG counseling programs who have clinically significant symptoms of PTSD, anxiety and/or depression

## YOUTH GUIDANCE RESULTS



**50%**

**Less likely** to be arrested for violent crime



**19%**

**More likely** to graduate from high school



**\$30**

**up to \$30** in societal gains for every \$1 invested

Sara B. Heller, Anuj K. Shah, Jonathan Guryan, Jens Ludwig, Sendhil Mullainathan, Harold A. Pollack, Thinking, Fast and Slow? Some Field Experiments to Reduce Crime and Dropout in Chicago, The Quarterly Journal of Economics, Volume 132, Issue 1, February 2017, Pages 1–54.

# WHAT IS EVOLVE?

**EVOLVE** is an educator-led, character development and life skills program that promotes a culture of support and student engagement by delivering training, curriculum, and implementation resources to school-based staff.

## EVOLVE GOALS

- ▶ Increased resiliency and self-management from students
- ▶ Increased utilization of safe and healthy behaviors
- ▶ Foster a school ecosystem of supportive adults where youth can thrive

## CORE VALUES



### JOY

I seek and create opportunities for joy in my life. Everyone has the right to experience happiness.



### SELF-COMPASSION & EMPATHY

I am kind to myself even when I make a mistake or fall short of my goals. Because I care for myself, I can really care for others.



### IDENTITY DEVELOPMENT

I value myself for all of who I am and who I am becoming.




### BELONGING

I feel connected, seen and valued at my school and want to help others feel the same.



### EMPOWERMENT

I speak up and take action for the things I care about. I know that I can grow and change.



**“I THINK IT HELPS  
WHEN WE ARE WORKING  
WITH THE STUDENTS,  
WE CAN SAY, ‘HEY, I PLAYED  
THIS GAME, I KNOW WHAT  
IT’S LIKE TO DO THIS.’”**

**—EVOLVE EDUCATOR**



# THE EDUCATOR EXPERIENCE

The EVOLVE program provides a safe space that affirms youth identity and develops self-determination to achieve their goals.

One of the program's greatest benefits is in the relationships that develop between the participants and their circle leader.



## FACILITATOR TRAINING

EVOLVE Circle leaders participate in the EVOLVE Training Academy, an experiential professional development program, where they experience the EVOLVE curriculum as youth do. This “parallel process” supports the facilitator’s own development and self-reflection. Training includes ongoing monthly coaching that focuses on development in:

- ▶ Group process and facilitation
- ▶ Life-skill practices
- ▶ Positive youth engagement
- ▶ Systemic leadership
- ▶ School culture building

“IT IS ESPECIALLY IMPORTANT TO CONNECT WITH OUR SCHOOL TEAMS THROUGH ACTIVITIES SO WE CAN LEAN ON EACH OTHER AND COLLABORATE.”

—EVOLVE CIRCLE LEADER





## THE EVOLVE EXPERIENCE



### EVOLVE CIRCLES

Relationship-centered spaces providing youth with the ability to engage authentically, and the opportunity to learn, practice, and apply life skills.



### COLLABORATIVE COMMUNITY OF LEADERS

Direct collaboration with school-based EVOLVE facilitators, locally and nationally.



### EVIDENCE-INFORMED CURRICULUM

Schools are equipped with a curriculum with lessons focused on self-awareness, relationship skills, self-management, and responsible decision making.




### ACCESS TO EVOLVE CENTRAL

An online learning platform equipped with the full EVOLVE curriculum, facilitator coaching resources, and professional learning opportunities.



### COMPREHENSIVE PROGRAM EVALUATION

Resources to assess program impacts on staff & youth development, engagement, and achievement.



**“MY EVOLVE GROUP  
IS LIKE A FAMILY.  
I CAN TELL THEM  
ANYTHING ABOUT  
MY LIFE.”**

**—EVOLVE STUDENT**





# THE YOUTH EXPERIENCE

**Research has consistently shown that strong, positive relationships are critical across all parts of young people's lives.**

EVOLVE Circles use a structured group curriculum where youth are given opportunities to learn, practice, and apply life skills and knowledge that will support them in forming a positive identity, developing healthy relationships, and engaging in school.

The EVOLVE Model bridges the principles used to support youth growth and development with relatable engagement formats.

## INTENDED EXPERIENCE FOR YOUTH

- ▶ Exploring their identity, so as to feel affirmed for who they are
- ▶ Being supported to be better able to reflect on, learn, and grow from their experiences
- ▶ Learning strategies to help them self-manage
- ▶ Gaining valuable relationship and communication skills
- ▶ Developing increased agency to set and achieve their goals

**“WE TRULY APPRECIATE THIS PARTNERSHIP  
AND THE WAYS IN WHICH IT IS  
RELATIONSHIP-DRIVEN, PRIORITIZING  
EACH SCHOOL’S CIRCUMSTANCES  
AND UNDERSTANDING SUCCESS CAN  
FOLLOW MANY PATHWAYS.”**

**-DISTRICT LEADER**





# HELP US BUILD BRIGHTER FUTURES FOR *Our* YOUTH

To learn more about the EVOLVE program  
please visit [\*\*youth-guidance.org/EVOLVE\*\*](https://youth-guidance.org/EVOLVE) or  
email [info@youth-guidance.org](mailto:info@youth-guidance.org).



# YOUTH GUIDANCE

GUIDING KIDS TO BRIGHT FUTURES

[youth-guidance.org](http://youth-guidance.org)