Program Leaders Webinar Series

Demonstrating Our Collective Impact: Digging into the Data of EE Providers in CA

Hosted by the
CAELI Community-Based Partner Innovation Hub
and AEOE

November 20, 2024

Who we are & what we do:

➢ We strengthen environmental education in CA

➢ We are a network of individuals and organizations across the state committed to environmental change

➢ We act as the California affiliate of NAAEE

aeoe.org

Association for Environmental & Outdoor Education (AEOE)

CALIFORNIA ENVIRONMENTAL LITERACY INITIATIVE

The California Environmental Literacy Initiative (CAELI) is a collective action network that seeks to ensure access to high-quality environment-based learning for all California's TK–12 students.

CALIFORNIA ENVIRONMENTAL LITERACY INITIATIVE

Innovation Hubs

- Community-Based Partners
- County Offices of Education
- Districts

Initiatives

- Equity
- Green Career Education
- Policy and Advocacy
- Professional Learning
- Partner Portal
- Taking Green Ribbon to Scale

Program Leaders Webinar Series

CAELI Community-Based Partners Innovation Hub Goals

- **Convene** a broad range of community-based partners across the state working in support of environmental literacy.
- **Elevate** the importance of environmental literacy CBPs in California.
- **Strengthen** the pathways between formal education and CBPs.
- Increase the capacity of CBPs to better serve students with high-quality, culturally relevant programs.
- **Determine additional field-level priorities**, which may include policy, funding coordination, tools and resource development, and innovations in environmental education to better address equity and inclusion and align with the needs of formal K–12 education.

https://ca-eli.org/innovation-hubs/community-based-partner/

Program Leaders Webinar Series

Demonstrating Our Collective Impact: Digging into the Data of EE Providers in CA

Presenters:

Estrella Risinger, Executive Director, AEOE

Sarah Whiting, Director of Client Engagement and Data Science, Ten Strands

EE Provider Landscape Survey Project Snapshot

METHODOLOGY

An online survey was developed and shared with environmental education organizations. Data synthesis, mapping, and design was led by Gen:Thrive.

ROLL-OUT

The survey was developed in spring of 2023 and remained open for approximately three months. Data cleaning and revisions were completed in winter 2023, with analysis conducted up until early November 2024.

PARTICIPATION

The invitation was open to any nonprofit, government agency or other entity that serves K-12 youth in California with programs related to environmental literacy, sustainability, green building, outdoor learning, climate, e-STEM, environmental justice, or related topics.

104 Service Providers conducted the survey and entered 492 programs. Both school-based and off-campus programs were captured in the data collection.
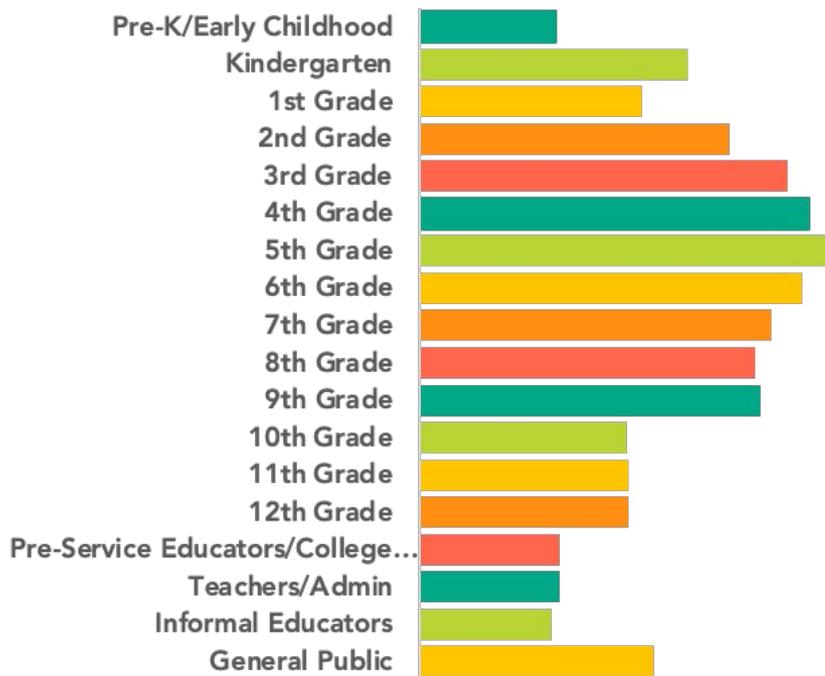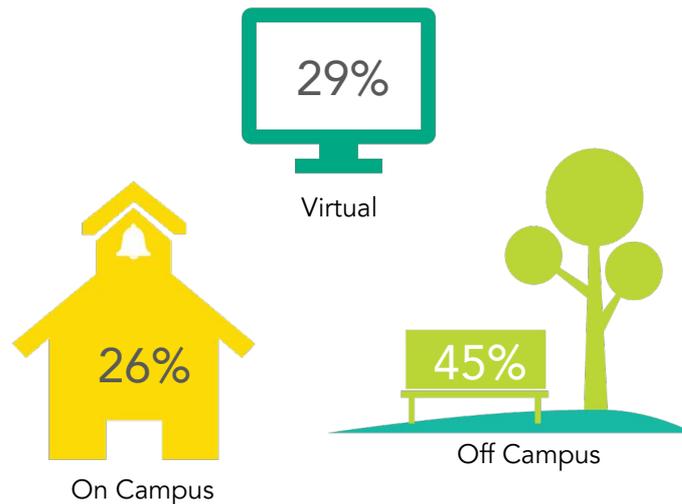
Type of Support & Times Offered

What services and/or products do you provide?

Service	
Direct teaching	
Field trips	
Curriculum	
Classroom Volunteers	
Materials & Supplies	
Professional Development	
Residential Programs	
Internships	
Supporting Networks	
Professional Development	
Grant Funding	

Primary timing of program

10%
16%
40%
16%
18%
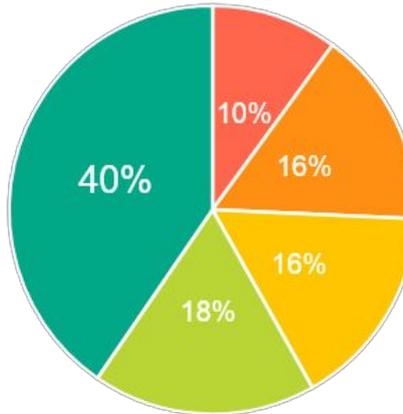
■ Evenings ■ After School ■ Weekends ■ Summer ■ During School Day

% Programming Conducted Outdoors

14%
19%
31%
36%
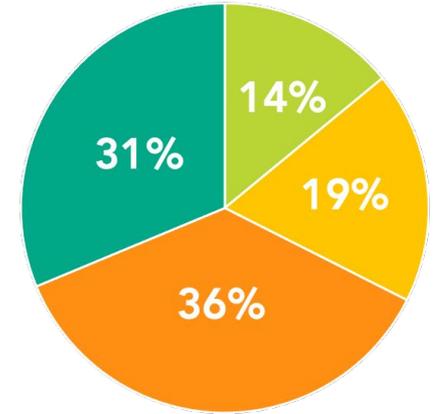
■ Not at all
■ Less than 50%
■ Majority of program conducted outdoors
■ This program is completely conducted outdoors

Program Content

Environmental Themes Taught

Conservation

16%

Outdoor Learning

13%

STEM

12%

Water

11%

Theme	
Conservation	
Outdoor Learning	
STEM	
Water	
Climate Change	
Marine & Coastal	
Environmental Justice	
Food Systems/Nutrition	
Waste	
Energy	
Air Quality	
Workforce Development	
Green Building	
Transportation	
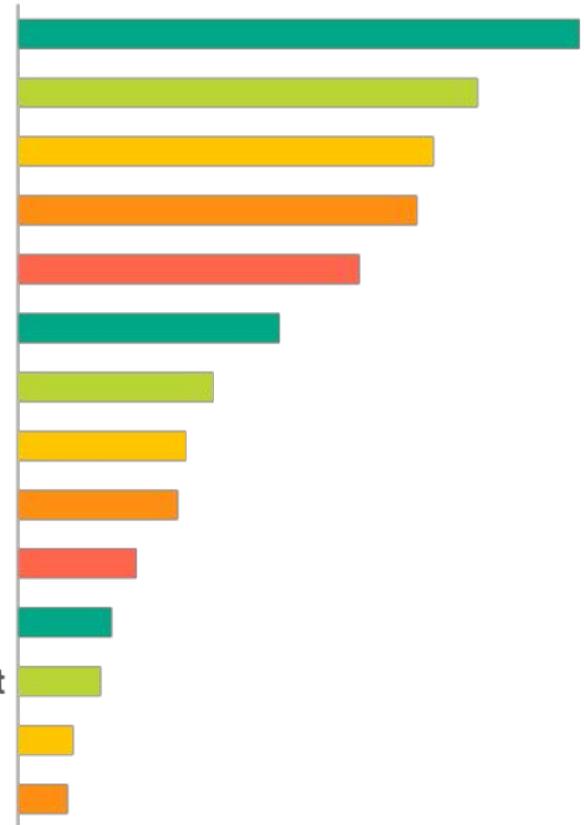
Impact & Reach

Total Participants in the 2023 School Year
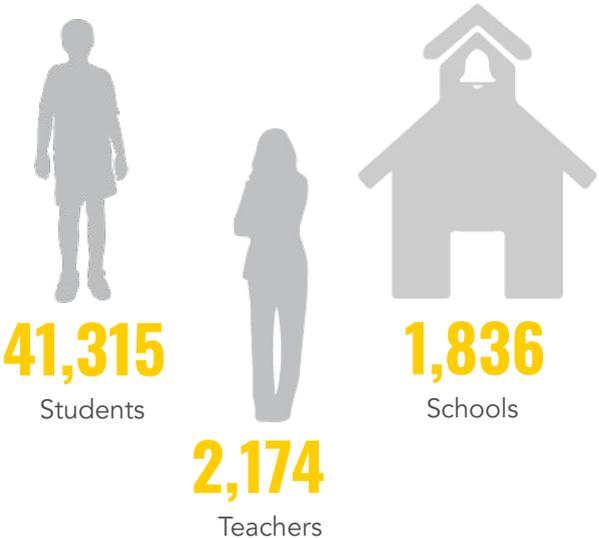
41,315
Students

2,174
Teachers

1,836
Schools

Service Area

Regional
25.8%

International
3.23%

71%

Local
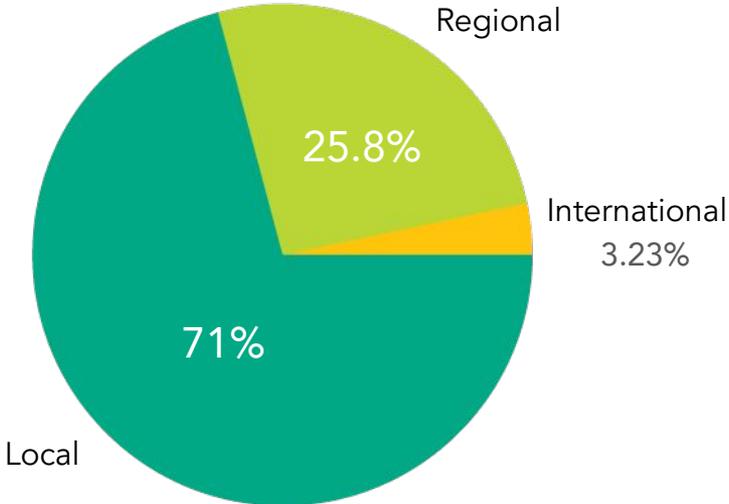
These numbers are reflective of responses from 104 providers

Organizational Sector & Staffing

Organizational Sector

3%

19%

6% 3%

69%
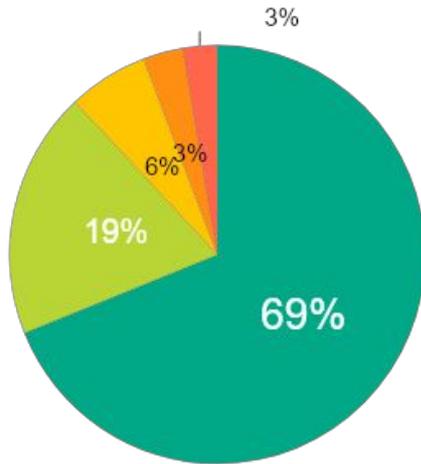
■ Nonprofit ■ Government ■ For Profit ■ PK-12 School ■ Higher Education

People Power

1,885
Full Time Staff

587
Part Time Staff

227
Contractors

37,435
Volunteers

These numbers are reflective of responses from 104 providers

Organizational Efforts to Support EI&D

Equity, Inclusion, & Diversity Initiatives

Internal training provided for staff and/or board (67)

New partnerships (58)

Program or curriculum revision (56)

Staff or board diversification (54)

Mission/vision/values revision (52)

More inclusive marketing (44)

In planning stages (28)

External training provided by organization to community (27)

Formed affinity/identity groups for staff of similar racial identities (10)

Organizational Efforts & Representation

BIPOC Staff

- 1-19%
- 20-39%
- 40-59%
- 80-100%
- 60-79%
- We don't know

38.3% — 28.3% — 16.7% — 8.33% — 6.67% — 1.67%

BIPOC Senior Staff

- 1-19%
- 20-39%
- 80-100%
- 60-79%
- We don't know
- 40-59%

44.7% — 26.3% — 15.8% — 5.26% — 5.26% — 2.63%

BIPOC Board

- 1-19%
- 20-39%
- We don't know
- 40-59%
- 60-79%
- 80-100%

50% — 21.7% — 15% — 6.67% — 3.33% — 3.33%
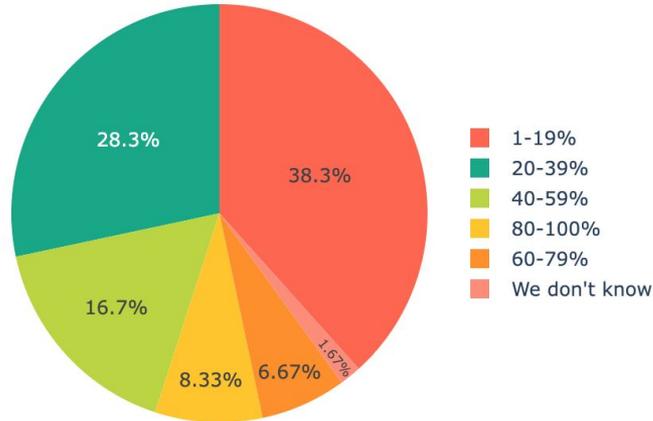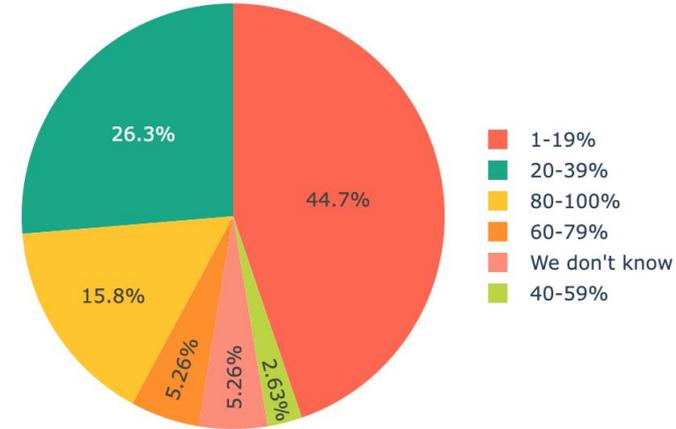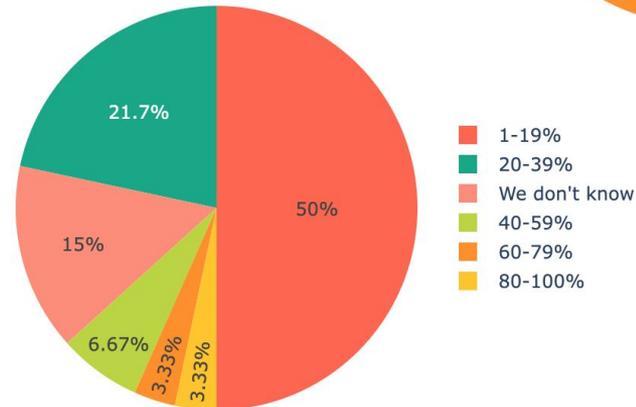
Organizational Efforts & Representation

LGBTQIA+ Staff

- 1-19%: 36.4%
- 20-39%: 34.5%
- We don't know: 20%
- 40-59%: 7.27%
- 60-79%: 1.82%

Legend:
- 1-19%
- 20-39%
- We don't know
- 40-59%
- 60-79%

LGBTQIA+ Senior Staff

- 1-19%: 45.2%
- We don't know: 32.3%
- 20-39%: 9.68%
- 80-100%: 9.68%
- 60-79%: 3.23%

Legend:
- 1-19%
- We don't know
- 20-39%
- 80-100%
- 60-79%

LGBTQIA+ Board

- We don't know: 52.5%
- 1-19%: 40%
- 20-39%: 5%
- 80-100%: 2.5%

Legend:
- We don't know
- 1-19%
- 20-39%
- 80-100%
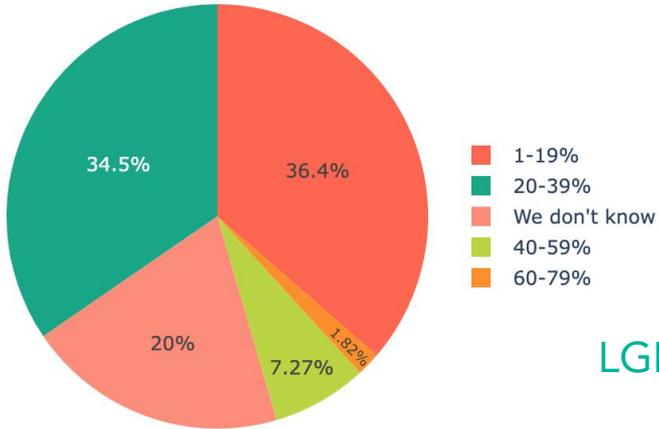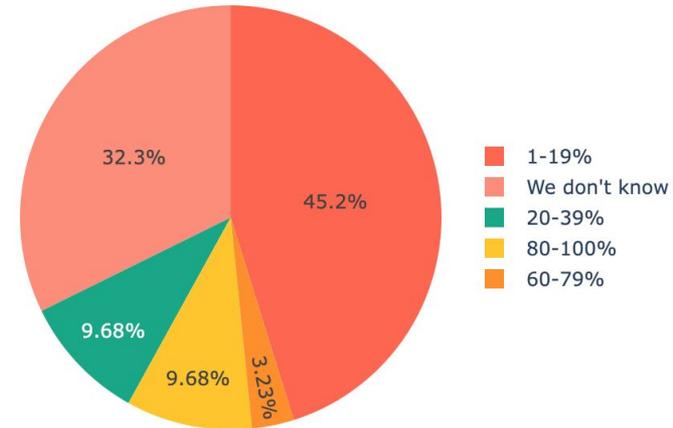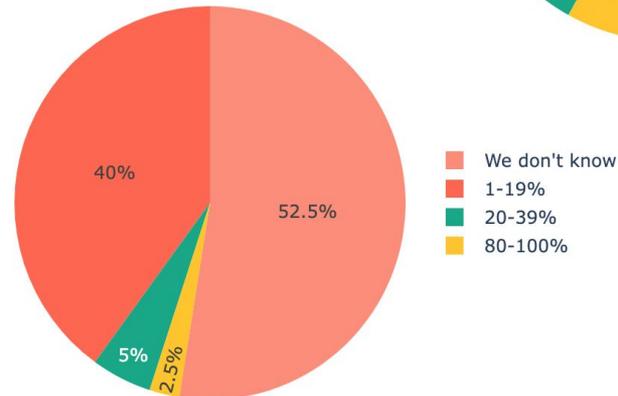
Organizations & Starting Salary

Starting Salary for Programming

Median Starting Salary	$22
MIT Living Wage	$27.32

Chart bars:
- $16-$20 / Hr: 111
- $21-$25 / Hr: 72
- $26-$30 / Hr: 45
- $31-$35 / Hr: 10

Program Evaluation Methods

| Method	Count
Pre/post-program survey	63
Post-program survey only	121
Qualitative/Informal	115
External Evaluation Partner	15
Rubrics for Students	13
No Evaluation	46
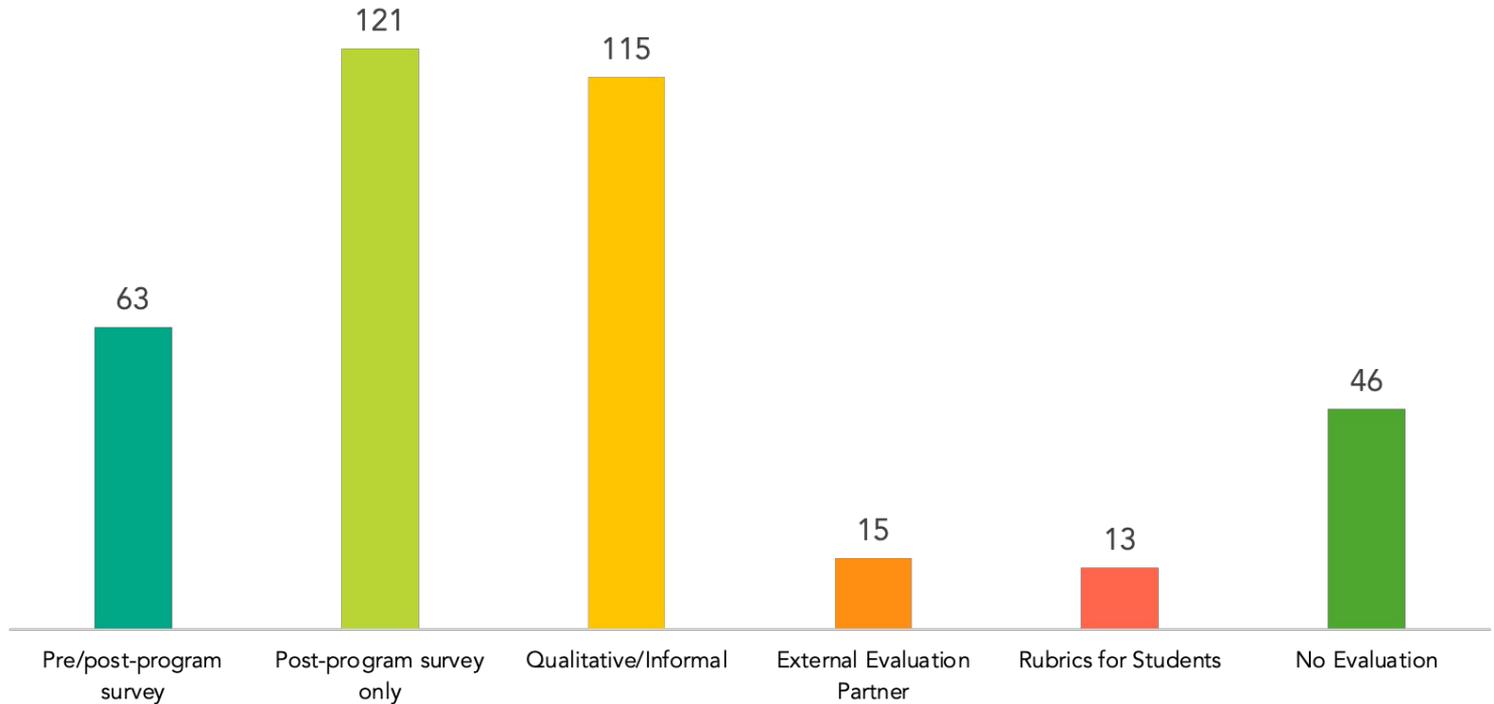
What now?

Next steps and outcomes

- More data collection!

- eeGuidance: Equitable Pay & Hiring

- Professional development:
  - Creative Evaluation Methods
  - Equitable Hiring & Retention

- Online tools created for EE providers

California eeGuidance for Equitable Pay and Hiring in Environmental Education

California AEOE
Association for Environmental & Outdoor Education

Access the guidelines here:
https://bit.ly/CAeeGuidanceEquitablePay

Explore The Tools

## Use these tools to…

- Explore your community's needs

- Find EE providers in your area

- Build partnerships

- Inform your growth strategy

- Fundraise

Climate, Equity, & EE Map

Dashboard
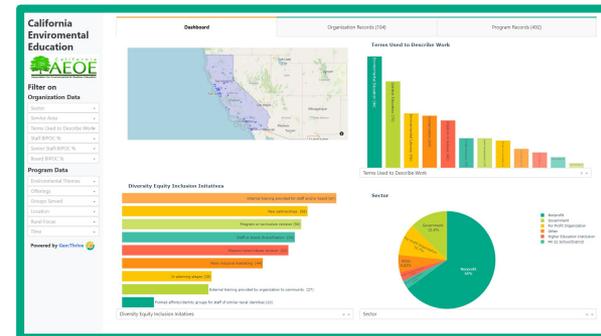
Social Vulnerability & Equity

Social Vulnerability Index
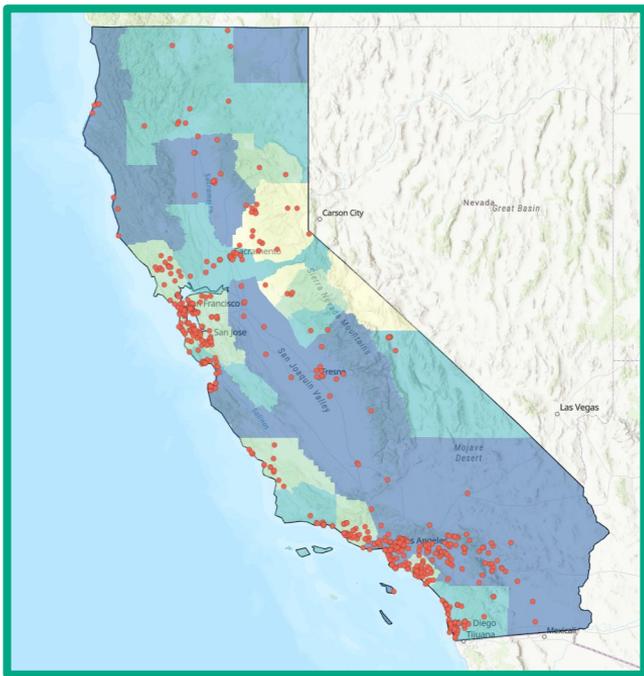
Justice40 Tracts
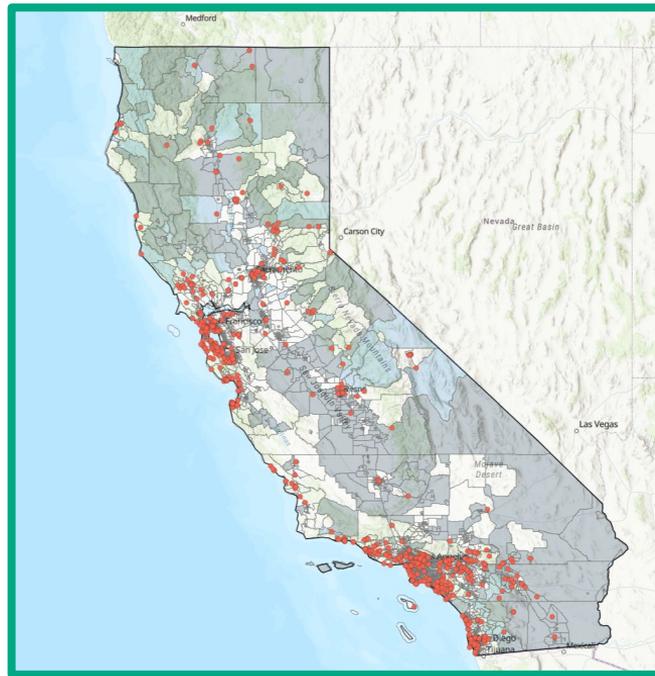
Climate Risk & Environmental Justice

Landfills, Hazardous Waste Sites, Air Quality Monitoring
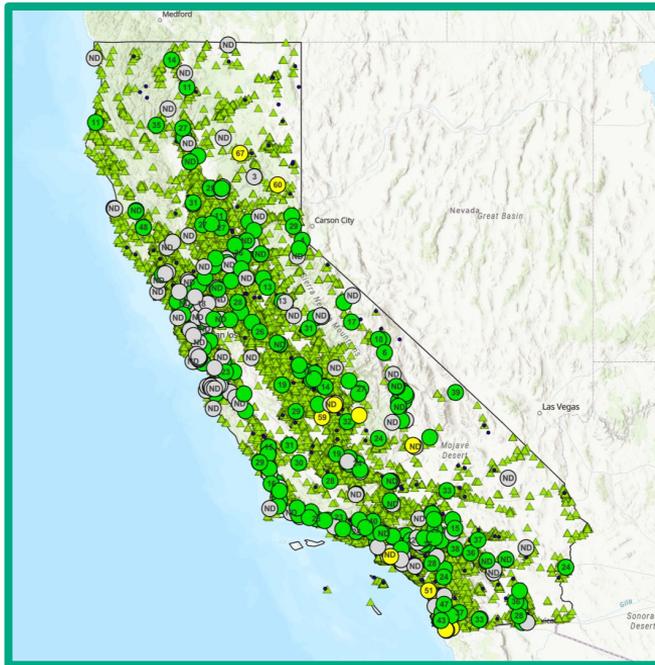
Flood Hazards
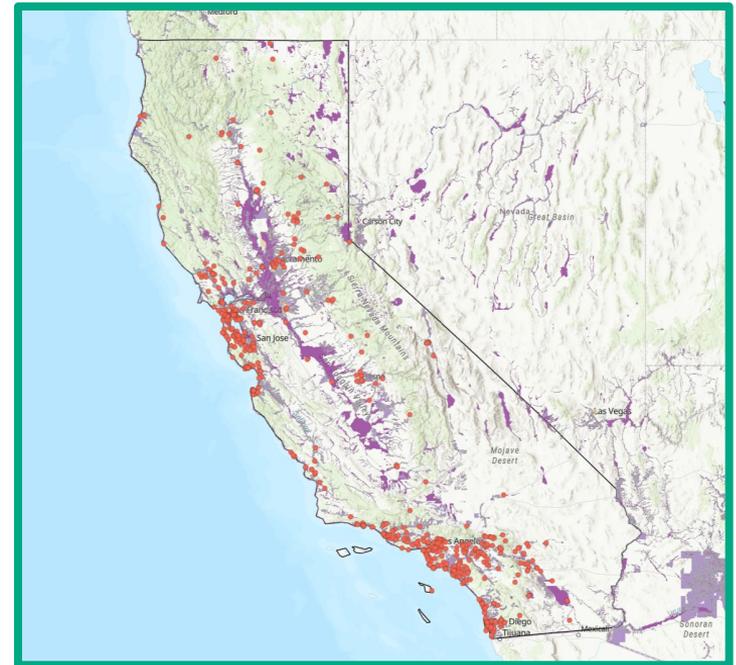
Explore the Map

1. Click on the link in the chat

2. Zoom in on your region

3. Explore various map layers by expanding the categories on the left within education, environment, and community

4. Consider:

   - How can this map support your efforts to make your programming more relevant?
   - What can you learn about the communities you engage?
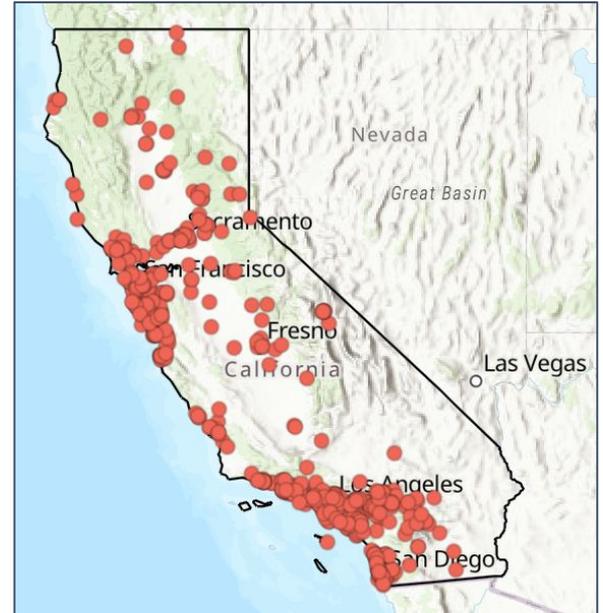
Call To Action

Want to participate?

- **Contribute!** – add or update your organization and programs

- **Explore the tools!** – discover environmental education resources to help strengthen your programs

Contact AEOE

VISIT: www.aeoe.org

EMAIL: info@aeoe.org

Peaks and Valleys Report

- We received 1,080 surveys (909 educators and 171 administrators) from across all 58 counties in California

- Responding educators teach approximately 80,000 students

- Representativeness checked by region California County Superintendents regions and cross-checked against the 2020 Census

- Respondents on average scored 4.3 out of 5 on a pro-environmental attitudes scale.

Del Norte, Humboldt, Lake, Mendocino, Sonoma — **1** — 2% | 5%

Butte, Glenn, Lassen, Modoc, Plumas / Shasta, Siskiyou, Tehama, Trinity — **2** — 2% | 5%

Alpine, Colusa, El Dorado, Nevada, Placer / Sacramento, Sierra, Sutter, Yolo, Yuba — **3** — 8% | 9%

Amador, Calaveras, San Joaquin, Stanislaus, Tuolumne — **6** — 5% | 8%

Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Solano — **4** — 11% | 17%

Fresno, Kings, Madera, Mariposa, Merced, Tulare — **7** — 7% | 4%

Monterey, San Benito, Santa Clara, Santa Cruz — **5** — 2% | 5%

Inyo, Mono, Riverside, San Bernardino — **10** — 14% | 5%

Kern, San Luis Obispo, Santa Barbara, Ventura — **8** — 7% | 6%

Los Angeles — **11** — 23% | 18%

Imperial, Orange, San Diego — **9** — 16% | 13%

Blue text = % of State enrollment   Green text = % of surveys in sample

The Lawrence Hall of Science — UNIVERSITY OF CALIFORNIA, BERKELEY

CALIFORNIA ENVIRONMENTAL LITERACY INITIATIVE

Ten Strands — Connecting Education, Environment, and Community

Environmental nonprofits are a critical component of California's statewide infrastructure.

Figure 13. Community Partnerships to Provide to Provide environmental PL For Educators (as reported by Administrators)

	Not at all	To some extent	Significantly/To a great extent
Nonprofits	21%	46%	33%
School District	41%	38%	21%
County Office of Education	45%	39%	16%
Other Schools	51%	35%	14%
Government Agencies	46%	40%	14%
Businesses	52%	37%	11%
Indigenous Communities	71%	19%	10%
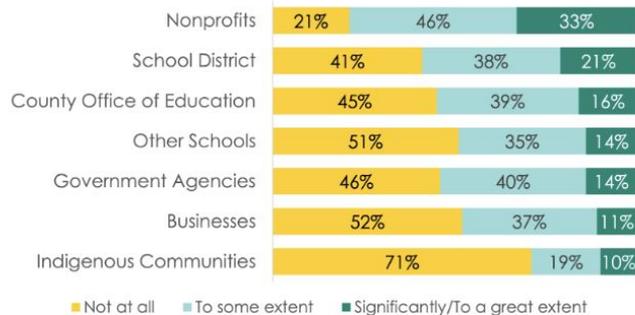
Figure 14. Community Partnerships Environmental Learning Experiences (as reported by Educators)

	Not at all	To some extent	Significantly/To a great extent
Nonprofits	35%	35%	30%
School District	48%	34%	18%
County Office of Education	55%	28%	17%
Other Schools	62%	24%	14%
Government Agencies	62%	26%	12%
Businesses	71%	20%	9%
Indigenous Communities	80%	12%	9%
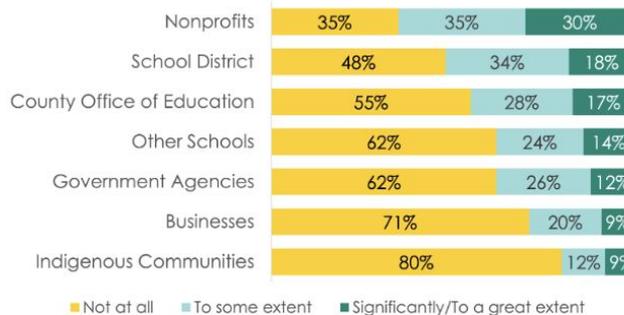
Figure 18. Percent of Educators Receiving Environmental Literacy Professional Learning From Different Providers

Community-based partner	54%
School site	39%
County office of education	38%
Higher ed institution	37%
District or charter management organization	35%
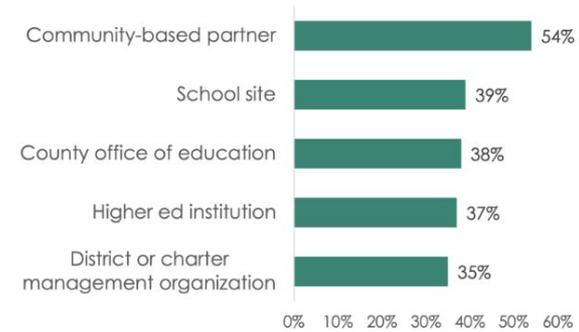
Students need more outdoor environmental literacy experiences.

Figure 4. Frequency of On-site Environmental Literacy Experiences

- In the classroom: 4%, 45%, 48%
- Outside on school grounds: 10%, 55%, 30%
- In co-curricular clubs or expanded learning on site: 24%, 38%, 29%

■ Never   ■ Rarely/Occasionally   ■ Regularly/Often
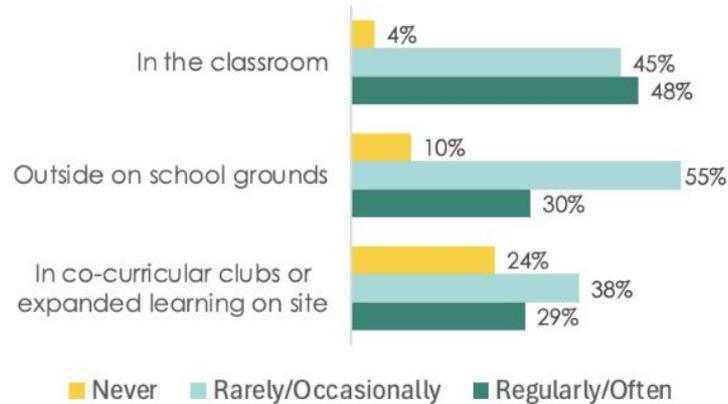
Figure 5. Frequency of Off-site Environmental Literacy Experiences

- Walking field trips in their community: 5%, 33%, 52%, 9%
- Bus field trips: 4%, 19%, 70%, 8%
- Residential outdoor science programs: 5%, 54%, 37%, 5%

■ Not sure   ■ Never   ■ Rarely/Occasionally   ■ Regularly/Often
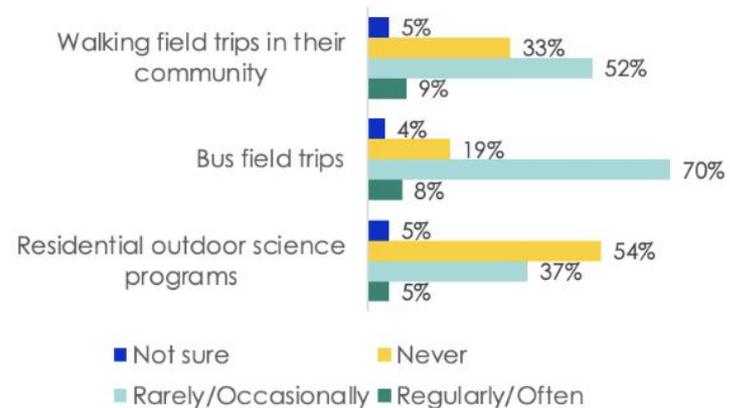
Figure 23. Educators' satisfaction with the current level of environmental literacy instruction

1%
16%
83%
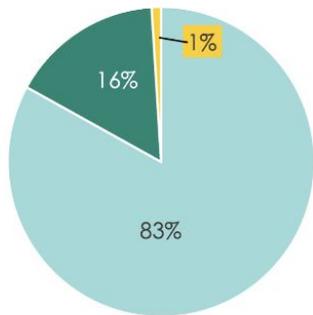
- I wish I could teach more about Environmental Literacy
- I am satisfied with how much I teach about Environmental Literacy
- I wish I could teach less about Environmental Literacy

Figure 24. Administrators' satisfaction with the current amount of environmental literacy teaching happening in their schools


0%
16%
84%
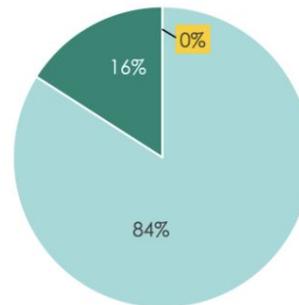
- I wish teachers at my school could teach more about EL
- I am satisfied with how much teachers at my school teach EL
- I wish teachers at my school could teach less about EL

Peaks and Valleys Report

Figure 26. Prioritization of needs to improve or increase environmental instruction (Educators and Administrators)

	Not a priority	Low/Medium priority	High/Highest Priority
Time to prepare or lesson plan	2%	27%	71%
Time to collaborate with other teachers at my school	3%	34%	63%
Instructional materials and resources	2%	36%	62%
More support from the school district	5%	42%	53%
Partnership opportunities with local organizations	2%	46%	52%
Outdoor learning spaces at my school	5%	44%	51%
Administrative support for field trips or residential outdoor science schools	6%	43%	51%
More exposure to EL in my pre-service training and coursework	7%	42%	51%
Professional learning opportunities	2%	49%	49%
EL included in my district's LCAP (Local Control and Accountability Plan)	5%	50%	45%
More support from school site administration	7%	52%	41%

Evidence for multiple indicators were scraped from publicly available sources over the last two years.

Environmental and Climate Action Score (20 points)

0.00   20.00

Nevada

CA Environmental and Climate Action Scorecard

Ten Strands | UNDAUNTEDK12

School Board Commitments Up to 3 Points	District Action and Literacy Initiatives Up to 10 Points*	Awards and Staff Up to 7 Points*
Board Policies (Templates): - BP 3510 Green Schools Operations - BP 3511 Energy And Water Management - BP 3511.1 Integrated Waste Management - BP 3514 Environmental Safety - BP 3514.1 Hazardous Substances - BP 6142.5 Environmental Education - BP 7110 Facilities Master Plan	**Campus Sustainability** - Up to 3 pts • Facilities Master Plan • Construction and Renovation Bonds (2010-2029) • Energy: conservation, renewables, and/or resilience • Fleet electrification or EV Chargers • Water conservation • Zero Waste • Schoolyard Forest or School Garden	**Staff Investments** - up to 4 pts - Environmental Coordinator, Manager, or Director: for campus, curriculum, or community/culture - Garden Coordinator - Environmental or Climate Related Professional Learning
Administrative Regulations (Templates): - AR 3511.1 Integrated Waste Management - AR 3514.2 Integrated Pest Management - AR 3514 Environmental Safety - AR 7111 Evaluating Existing Buildings	**Environmental or Climate Curriculum** - Up to 3 pts • Field Trips or Residential Outdoor Education • Garden Based Education or Food systems education • Green CTE Pathways • Environmental PBL • Other environmental or climate literacy efforts	**Green Ribbon Award** - up to 3 pts District Green Ribbon Recognition: - 1 pt: Bronze or Silver - 2 pt: Gold or Green Individual School Green Ribbon Recognition: 1 pt for one or more school sites
Custom Policies, Regulations, and Resolutions: - Climate Emergency Declarations - Environmental/Climate Literacy and Action - Earth Day	**Action in Community and Culture** - Up to 4 pts • Environmental Vision, Goals, Committee, Website etc. • Safe Routes • Earth Day • Environmental student clubs • Addressing Eco or Climate Anxiety (SEL) • Other environmental and climate culture efforts	

*Note that districts can earn between 0.5 - 1 point for some actions that are at the site level but not yet district-wide
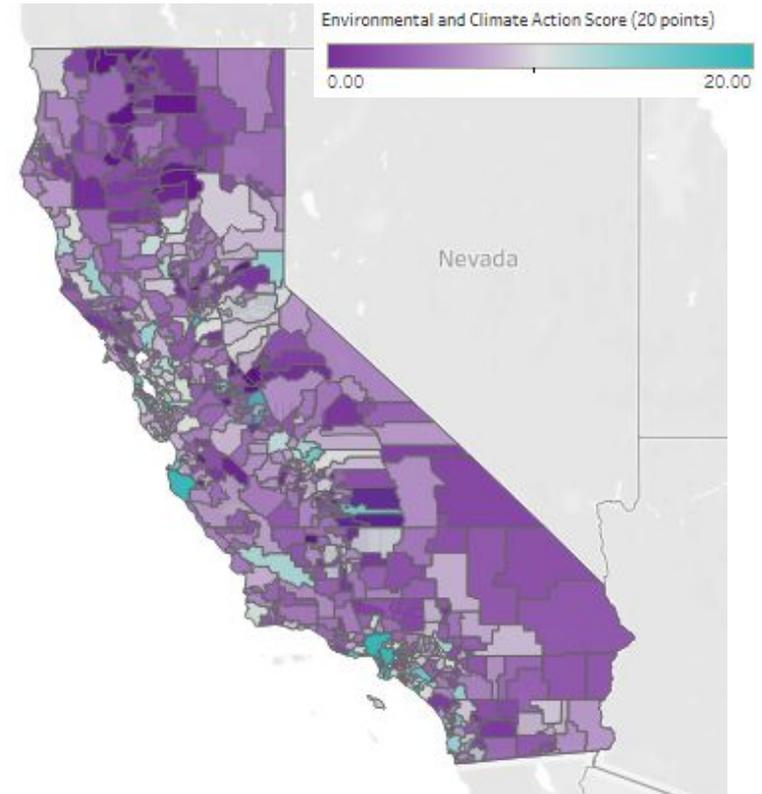
District Evidence of Environmental and Climate Action

~ 56% of districts have passed the Environmental Education board policy (BP 6142.5)

~57% of districts have at least one indicator of environmental/climate literacy

Only ~ 26% of districts show evidence of environmental field trips

Environmental/Climate Literacy (Curriculum and Learning Opportunities)

County Level Broader Context

County-level investments may also provide a supportive context for CBPs and Districts

Broader Context - Environmental and Climate Investments at the County Level

Overall County Broader Context Score (up to 10)

0.00 — 10.00
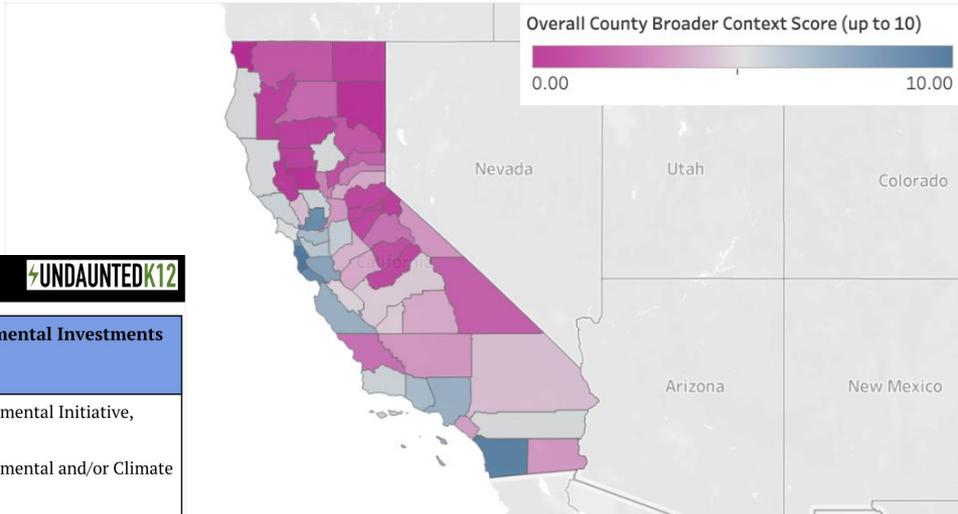
CA County Supportive Context Scorecard	
General Environmental and Climate Action Investment Indicators for Counties *Up to 5 points*	**County Office of Education Environmental Investments** *Up to 5 Points*

• County Climate Emergency Declaration
• Climate Action Plan
• GHG Emissions Inventory
• Climate Adaptation Plan
• Environmental Sustainability Plan
• General Plan with Acknowledgment of the Environment
• Any other plan related to the environment (other than the Local Hazard and Mitigation Plan)
• Community Choice Aggregation/Clean Energy Project
• County Office of Sustainability
	• County Office of Education Environmental Initiative, Vision, or Goals
	• County Office of Education Environmental and/or Climate Literacy Coordinator
	• County Office of Education Sustainability and/or Climate Adaptation Coordinator
	• County Office of Education Hiring of Climate Corps Fellow
	• County Office of Education Participation in the California Environmental Literacy Initiative (CAELI)
	    ○ COE Fellowship
	    ○ COE Innovation Hub
	    ○ COE Community of Practice

Ten Strands

⚡UNDAUNTEDK12

Data Exploration Time

District Evidence of
Environmental and Climate Action

Peaks and Valleys Report

[Explore the Initiative Site Here!]

[View the Full Report Here!]

Discussion

- What stands out to you?

- Does anything surprise you?

- Do these trends align with your experience?

- How might these findings support your existing and/or future work?

- What else do you want to know?
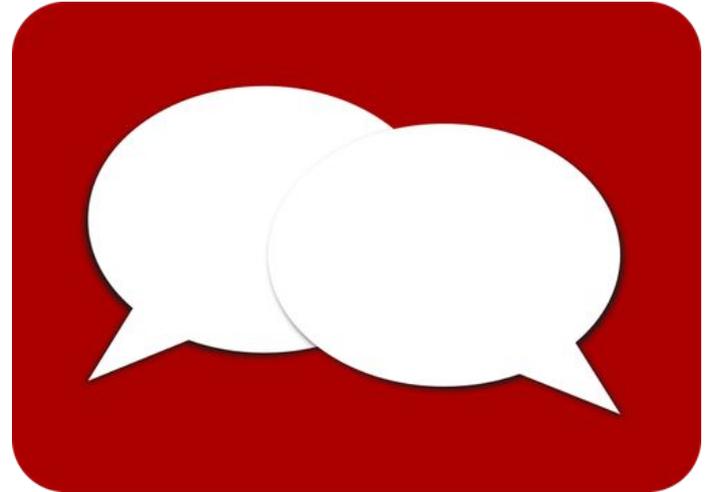
Program Leaders Webinar Series

Appreciations
Announcements
Closing

VIRTUAL

ENVIRONMENTAL EDUCATION

CAREER FAIR

California
AEOE
Association for Environmental & Outdoor Education

December 5, 2024
4:30 PM - 6:00 PM
Online | Zoom

Explore job opportunities as site leaders present their organizations and upcoming roles in breakout rooms. Whether you're actively job hunting or just curious about the field of environmental education, this event is a great way to learn and connect with employers.

Visit **aeoe.org/events** to register!

California
AEOE
Association for Environmental & Outdoor Education

Save the date!

ENVIRONMENTAL EDUCATION PROGRAM LEADERS RETREAT

January 31 - February 2, 2025
Camp Ocean Pines

We hope to see you at a future webinar!

CALIFORNIA ENVIRONMENTAL LITERACY INITIATIVE

California AEOE
Association for Environmental & Outdoor Education

The CAELI Community-Based Partner (CBP) Innovation Hub and the Association for Environmental and Outdoor Education (AEOE)
present

Building a Strong and Resilient Organization

The 2024 - 2025 Webinar Series for Community-Based Partner Program Leaders

Join California Environmental Literacy Initiative's Community-Based Partner Innovation Hub members in an online webinar series for Program Leaders of organizations that work to advance environmental literacy. Learn valuable tips and strategies that will help your organization grow and thrive.

The following webinars will be held on **Wednesdays at 4:00-5:30 p.m.**

Register **here** or

SCAN ME

Wednesday, November 20, 2024
Demonstrating Our Collective Impact: Digging into the Data of EE Providers in CA

Wednesday, January 8, 2025
Funding Pathways in Collaboration with Schools and Districts

Wednesday, February 5, 2025
Equitable Hiring and Retention Practices

Additional webinars in Spring 2025. Stay tuned.

Program Leaders Webinar Series

Thank you!