

Dr. Talib Karim Muhammad
Memphis STEM & Leadership
Afterschool Academy Proposal
Submitted by **STEM4US!**



Executive Summary

STEM4US!, a non-profit 501(c)(3) organization, is dedicated to addressing the national shortage of STEM workers by empowering disadvantaged youth and their families through training, mentoring, and job placement in cyber and other STEM-related fields. For over a decade, STEM4US! has engaged and trained thousands of youth as well as their parents in Memphis and across the nation.

Dr. Talib Karim Muhammad is a Memphis legend. Born and raised in Memphis, TN, Dr. Talib Karim Muhammad attended LaRose and Booker T. Washington. He was schoolmates with other Memphis legends such as Washington, DC Mayor Marion S. Barry and Memphis Mayor, Dr. W.W. Herrenton. After high school, Dr. Muhammad served his nation distinguishably in the Korean War as a member of the United States Air Force. Following his military service, Dr. Muhammad enlisted in the fight to end discrimination in his hometown and throughout the nation.

Dr. Muhammad was active in several civil rights era organizations including the Student Nonviolent Coordinating Committee (SNCC), Black Panther Party, and the Nation of Islam. As a member of the Memphis based Invaders, he helped to lead the 1968 Sanitation Workers Strike and served as a security aide to Dr. King during his final trip to Memphis, TN.

After traveling and living around the world, Dr. Muhammad returned to his hometown of Memphis following the death of his wife Dr. Linah Karim Muhammad, in 1987. Together with Linah, Dr. Muhammad launched a STEM-focused child care center and after school program. Starting from the basement of their home, they eventually acquired land in the birthplace of Ford Motor Company, near Detroit, Michigan that was instrumental in training hundreds of children as well as their parents.

With six young children, ranging from 3-17, Dr. Muhammad sought to raise his family in the safe and loving environment, which Memphis offered in the late 1980s. In Memphis, Dr. Muhammad led the Nation of Islam's Temple #55 and later left the Nation and established the Islamic Center of Memphis. He also operated one of Memphis' first upscale middle eastern restaurants, Muhammad's Restaurant on Airways as well as Muhammad's Childcare Center. In addition, Dr. Muhammad was a radio personality on WDIA and WLOK and published his own newspaper, the Independent News.

In 1988, Dr. Muhammad filed the landmark class-action lawsuit, Muhammad v City of Memphis, which ended decades of voting rights discrimination in Memphis and Shelby County. This suit led to the election of a generation of African Americans including the Mayors of Memphis and Shelby County as well as majorities on the

Memphis City Council, Shelby County Commission, and Memphis and Shelby County School Board.

In 1995, Dr. Muhamad was elected as the first At-Large Member of the Memphis City Council for Super District 8-1. He was also the first Muslim American to serve in elected office in Memphis, Tennessee. Dr. Muhammad served on the Memphis City Council until he died in 1997, at the age of 60.

Program Summary

The Dr. Talib Karim Muhammad Memphis Dr. Talib Karim Muhammad Memphis STEM & Leadership Academy continues the legacy of one of Memphis' great sons by engaging at-risk boys in Memphis, grades 6-10. Building on the model of our Summer Academy, the Afterschool Academy is a 39-week program, running Monday through Friday with Saturday field trips. The Academy focuses on tutoring in core academic subjects, training in cyber and vocational skills, mentoring, and leadership development.

Daily Schedule

- Weekday afternoons (3-8 PM): Academic tutoring, manhood training, and STEM-related activities.
- Saturdays (12-6 PM): Field trips and vocational skills enrichment.

Staffing Plan

- Administrators: 2 full-time positions to oversee the program.
- Counselors: 10 staff providing guidance and supervision.
- Tutors: 10 academic professionals for subject-specific support.
- Skill Instructors: 6 experts in technology and vocational fields.
- Mental Health Therapists and Parenting Coaches: 5 professionals to support students and parents.
- Physical Education Staff: Military drill and fitness instructors.
- STEM4US! intends to partner with a network of Memphis-based providers to target 100 of Memphis most challenged boys. Our aim is to take them outside their neighborhoods for the summer to a safe environment for nine-weeks of intensive education, manhood training, and enrichment in cyber, construction, and agriculture fields.
- Designed to counteract the cycles of violence and poverty, the program seeks to instill in participants a strong interest in cyber, construction, agriculture and other STEM fields, while offering them a constructive alternative during their summer

break. Our strategic approach, backed by a team of seasoned professionals, aligns with the community development and workforce enhancement goals of Memphis Mayor Paul Young.

Budget Justification

- Personnel Costs: \$1,598,360 for comprehensive staffing needs.
- Operational Costs: \$600,000 covering food, supplies, and activity expenses.
- Total Program Cost: \$2,198,360 for the 39-week duration.
- Per Student Cost: \$21,984.

Past and Current STEM4US! Initiatives

- Successful hosting of hackathons, educational summits, and community engagement events in Memphis and other locations, demonstrating the organization's capability and experience in managing large-scale educational and community programs.

The proposed academy aims to be a transformative community asset in Memphis, fostering educational attainment, personal development, and future workforce readiness in STEM fields. This initiative represents a strategic investment in the youth of Memphis, aligning with STEM4US!'s mission to empower and uplift through education and mentorship.

With robust leadership, a committed program team, and advanced technological support, STEM4US! is poised to deliver an effective and impactful educational experience. We seek funding to launch this summer academy as a comprehensive pathway for young individuals, aiming to transform their lives, by extension, their communities. The Dr. Talib Karim Muhammad Memphis STEM & Leadership Academy represents our commitment to providing valuable STEM skills with real-world applications, fostering personal and community development through education, mentorship, and positive engagement.

Metrics and Evaluation:

Success metrics for the program include a 100% reduction in violent behavior among participants, 25% increase in academic performance (based on pre- and post-program testing), development of practical vocational skills, and enhanced discipline and manhood survival skills. Evaluation will involve pre- and post-program assessments, continuous monitoring, and feedback mechanisms.

Program Training Enhancements

Healthy Diet and Physical Fitness: Throughout the program, participants will receive ongoing education and activities focused on maintaining a healthy diet and physical fitness. This will be integrated into breakfast and lunch times, physical activities, and designated health education sessions.

Rites of Passage Activities: Will also include lessons on self-care, nutrition, fitness, and mental health, fostering a holistic approach to manhood and personal development.

This enhanced schedule ensures that the Dr. Talib Karim Muhammad Memphis STEM & Leadership Academy provides a well-rounded experience for participants, emphasizing not only academic and personal growth but also the importance of a healthy lifestyle and physical fitness.

Implementation Timeline:

The implementation timeline outlines key milestones from the initial planning phases through to the conclusion of the program. This includes periods for staff recruitment, student enrollment, program delivery, and post-program evaluation.

Phase 1: Planning and Funding (March 18 - April 30, 2025)

- March 18 - April 1: Outreach to potential funding sources; apply for grants; contact local businesses and community organizations for support.
- April 1 - April 30: Follow-up on funding requests; begin drafting contingency plans based on potential budget scenarios; begin identifying summer camp venues.

Phase 2: Logistics and Staffing (May 1 - May 28, 2025)

- April 15 - May 1: Finalize venue selection and secure necessary permits; start contracting process with bus vendor for transportation needs.
- April 15 - May 14: Begin recruitment for administrators, counselors, and other necessary staff; launch background checks and initiate training program development.
- May 15 - May 21: Continue staff hiring; finalize contracts with staff and vendors; order supplies and equipment for program activities.
- May 22 - May 28: Conduct intensive training for staff, including manhood counselors; finalize program schedules and materials; ensure all logistics are in place.
- May 28- June 30: Launch effort to secure funding for afterschool program

Phase 3: Enrollment and Pre-Program (May 1 - August 1, 2025)

- May 1 - May 14: Open student enrollment; begin marketing and recruitment activities to fill program slots.
- May 15 - May 21: Hold a pre-program information session for interested families; close student enrollment and finalize participant lists.
- May 22 - May 28: Host orientation event for students and parents; distribute program materials and schedules.
- May 29 - July 31: Summer Program

August - Orientation and Community Building

- Week 1 (Aug 11 - Aug 17): Program kick-off with introduction, ice-breaking activities, and team building.
- Week 2 (Aug 18 - Aug 24): Establish regular after-school routine; introduce a local community service project on Friday.
- Week 3 (Aug 25 - Aug 31): Continue regular schedule; on Friday, organize a visit to a local college campus.

September - Establishing Routines and Explorations

- Week 4 (Sep 1 - Sep 7): Regular programming; plan an educational visit to a nearby museum or historical site on Friday.
- Week 5 (Sep 8 - Sep 14): Maintain routines; organize a nature walk or environmental education trip on Friday.
- Week 6 (Sep 15 - Sep 21): Standard schedule; conduct a small-scale Hackathon or STEM challenge on Friday.
- Week 7 (Sep 22 - Sep 28): Regular activities; engage in a sports day event on Friday.

October - Engaging With Broader Community

- Week 8 (Sep 29 - Oct 5): Usual schedule; local community service day on Friday focusing on a different project.
- Week 9 (Oct 6 - Oct 12): Follow regular programming; weekend overnight camping trip.
- Week 10 (Oct 13 - Oct 19): Regular schedule; plan a visit to a tech company or innovative business on Friday.
- Week 11 (Oct 20 - Oct 26): Standard activities; organize a cultural or arts

appreciation day on Friday.

November - Academic Integration

- Week 12 (Oct 27 - Nov 2): Regular schedule; prepare and present science fair projects on Friday.
- Week 13 (Nov 3 - Nov 9): Usual activities; guest speaker event on Friday, focusing on career development.
- Week 14 (Nov 10 - Nov 16): Regular programming; participate in a local charity event on Friday.
- Week 15 (Nov 17 - Nov 23): Continue with the regular schedule; organize a pre-Thanksgiving community meal or food drive on Friday.

December - Review and Celebration

- Week 16 (Nov 24 - Nov 30): Usual schedule; organize a mid-year review session on Friday to assess progress and set new goals.
- Week 17 (Dec 1 - Dec 7): Follow regular programming; plan a holiday-themed event or performance on Friday.

January to May - Continued Growth and Special Projects

- Weekly Themes (Dec 8 - May 22): Continue with the established pattern of regular weekday programming complemented by special Friday activities. These activities can include more community service projects, additional college visits, career exploration days, cultural trips, and end-of-year presentations.
- Special Weeks: Plan for at least one significant event each month, such as a public speaking contest, a new Hackathon, or a collaborative project with local organizations.
- Final Week (May 18 - May 22): Closing ceremony to celebrate the year's achievements, showcase projects, and recognize student growth and contributions.

Phase 5: Post-Program Activities

May 24 - July 14: Program Evaluation and Feedback Collection

- Key Activities:
 - Collect initial feedback from students, parents, and staff immediately after the program ends to capture fresh insights.
 - Begin preliminary evaluations of program outcomes and staff performance.

July 15 - July 31: Finalize Staff Hiring for Next After-School Program

- Key Activities:
 - Complete hiring processes for the upcoming academic year.
 - Announce new and returning staff to parents and students.

August 1 - August 8: In-Depth Program Evaluation

- Key Activities:
 - Conduct comprehensive program evaluations with all staff members.
 - Compile and review detailed feedback from students and parents to assess the impact and areas for improvement.

August 9 - August 15: Planning and Closure

- Key Activities:
 - Review all collected feedback and integrate insights into planning for the next cycle of the program.
 - Ensure that all financial obligations are settled—payments to vendors and staff, closing out contracts.
 - Begin detailed planning sessions for future programs based on evaluations and feedback, set objectives and themes for next year.

By following this timeline, the STEM & Leadership After School Academy can effectively manage the planning and execution phases to ensure a successful summer program, while also laying the groundwork for future initiatives.

Daily Schedule:

The Dr. Talib Karim Muhammad Memphis STEM & Leadership Academy operates six days a week, offering a structured blend of academic lessons, vocational training, and personal development activities. Each weekday is dedicated to enhancing academic performance in core subjects and developing vocational skills, while Saturdays focus on community service, field trips, and special activities like farming and survival training. The program culminates in a graduation ceremony where students and parents celebrate the achievements made over the summer.

Weekdays After-School Schedule (Monday - Friday):

- 2:30 PM - 3:00 PM: School Pickup
 - Program transportation picks up students from their respective schools.
- 3:00 PM - 3:15 PM: Arrival and Light Snack
 - Students arrive at the program location and begin with a healthy snack to refuel after the school day.
- 3:15 PM - 3:30 PM: Quick Group Activity and Overview
 - A brief team-building or ice-breaking activity to transition into the program and overview of the day's activities.
- 3:30 PM - 5:00 PM: Homework and Academic Support Session
 - An extended focused session dedicated to homework completion and academic support. Staff and tutors provide help as needed.
- 5:00 PM - 5:15 PM: Break and Transition
 - Short break to allow students to stretch, refresh, and prepare for the next activity.
- 5:15 PM - 6:00 PM: Optional Skill Training Elective (Contingent on Homework Completion)
 - Elective activities such as IT Networking, Electronic Game Design, or Construction are available for students who have completed their homework.
- 6:00 PM - 6:45 PM: Physical Activity and Fitness
 - Activities to promote physical health and fitness, which may include light exercises, sports, or structured physical games.
- 6:45 PM - 7:00 PM: Reflection and Closure

- Group reflection on the day's learning and activities, discussing key takeaways and any announcements for the next day or week.
- 7:00 PM - 8:00 PM: Home Drop-off
 - Program transportation drops off students at their homes.

Saturday Schedule

- 9:00 AM - 9:30 AM: Gathering and Breakfast Snack
 - Students arrive at the program or are picked up by program transportation. A light breakfast snack is provided.
- 9:30 AM - 11:30 AM: Homework and Academic Enrichment
 - A dedicated two-hour session for homework completion and academic enrichment activities to ensure all students are caught up with their schoolwork.
- 11:30 AM - 12:00 PM: Lunch and Free Time
 - A healthy lunch is provided followed by some free time for students to socialize and relax.
- 12:00 PM - 1:00 PM: Sports and Team Building Activities
 - Organized sports or team-building exercises to promote teamwork, physical health, and fun.
- 1:00 PM - 1:30 PM: Community Service Project, Special Guest Session, or Field Trip
 - Begin engaging in a local community service project or participate in an educational workshop or field trip.
- 1:30 PM - 2:00 PM: Break for Devotion, Rest
 - A short devotion break to allow students to engage in personal reflection or voluntary spiritual activities.
- 2:00 PM - 5:00 PM: Community Service Project, Special Guest Session, or Field Trip
 - Continue with the planned activities, allowing sufficient time for meaningful engagement and learning opportunities.
 - Reflection and Weekly Wrap-up: Reflect on the week's activities and lessons, set goals for the upcoming week.
- 5:00 PM - 6:00 PM: Pick-Up, Drop-Off
 - Parents pick up students from the program location or program

transportation drops off students at their homes.

Options for Location of Afterschool Academy

Seeking an after-school program in Memphis, it's ideal to choose locations that are centrally located within the city to ensure they are accessible for students from various schools and neighborhoods. Consider potential local venues in Memphis that would be more accessible for a daily program. Choosing a centrally located venue in Memphis ensures ease of access for all participants and supports consistent attendance, which is crucial for the success of an after-school program.

1. University of Memphis: Located centrally in Memphis, the University of Memphis offers a large campus with numerous facilities that could be utilized for an after-school program. Its accessibility from various parts of the city makes it an ideal location. The university's engagement in community and educational programs could also provide additional resources and learning opportunities for students.
2. Rhodes College: Situated in Midtown Memphis, Rhodes College is another excellent location with a beautiful campus that's not only conducive to learning but also easily accessible from many parts of the city. The college has a strong focus on community service and could provide an enriching environment for an after-school program.
3. Christian Brothers University: Also located in Midtown Memphis, Christian Brothers University offers a smaller, more intimate campus setting. This university could provide a safe and supportive environment for students, with facilities that are well-suited for various after-school activities.
4. Southwest Tennessee Community College: With multiple campuses across Memphis, Southwest Tennessee Community College offers great flexibility and accessibility. Its Macon Cove and Union Avenue campuses are centrally located and could serve as convenient sites for an after-school program, catering to students from diverse parts of the city.
5. Memphis Public Library Branches: The Memphis Public Library system has several branches across the city, many of which have meeting rooms and spaces that can be used for educational programs. Libraries like the Benjamin L. Hooks Central Library offer extensive resources that can support tutoring, workshops, and other after-school activities.
6. Community Centers in Memphis: Local community centers like the Kroc

Center Memphis provide various programs and facilities that are ideal for after-school activities. These centers often have sports facilities, arts and crafts areas, and study rooms that can be utilized.

7. Local Schools and Islamic Centers: Utilizing existing local school facilities or partnering with churches in Memphis can also be a cost-effective and convenient option. Many schools and churches have underutilized spaces in the afternoons and might be open to hosting or collaborating on an after-school program.

Budget Summary & Justifications

The budget for the Dr. Talib Karim Muhammad Memphis STEM & Leadership Academy covers personnel costs, educational materials, vocational equipment, student stipends, and operational expenses. Each budget item is justified by its necessity for the successful implementation of the program, ensuring participants have access to high-quality resources and support.

The budget is meticulously planned to ensure the effective delivery of each program component. Costs include staff salaries, educational materials, equipment for vocational tracks, student living expenses, and administrative needs. Each item is crucial for achieving the program's goals: reducing crime, improving academic and vocational skills, and fostering personal growth among participants.

After-School Academy Budget Breakdown (Based on 100 Students)

Personnel Costs: \$400,000

- Administrators: \$220,000
- Counselors: \$70,000
- Academic Tutors: \$220,000
- Skill Instructors: \$9,000
- Mental Health Therapists & Parenting Coaches: \$35,000
- Fitness/Yoga Instructors: \$6,000
- HR Expenses: \$12,000

Operational Costs: \$1,270,000

- Program Development & Administration: \$100,000
- Snacks and Meals: \$60,000
- Media & PR: \$30,000
- Marketing, Advertising: \$40,000
- Technology Support: \$33,000
- Insurance and Liability: \$2,000
- Student & Parent Technology and Licenses: \$20,000
- Bus Rental for Activities: \$15,000
- Additional Travel, Meals Expenses: \$5,000
- Program Supplies and Materials: \$20,000
- Contractual Services: \$15,000
- Equipment: \$30,000
- Cultural and Educational Activities: \$30,000
- Miscellaneous: \$50,000
- Student and Parent Stipends: \$720,000

Budget Summary

Total Direct Costs: \$1,670,000

- Personnel Costs: \$400,000
- Operational Costs: \$1,270,000

Indirect Costs: \$167,000 (10% of Total Direct Costs)

Grand Total: \$1,837,000

Cost per Student: \$18,370

| Budget Item | Cost (USD) | Cost per Student (USD) |
|---|-------------------|-------------------------------|
| Administrators | 220,000 | 2,200.00 |
| Counselors | 70,000 | 700.00 |
| Academic Tutors | 220,000 | 2,200.00 |
| Skill Instructors | 9,000 | 90.00 |
| Mental Health Therapists & Parenting Coaches | 35,000 | 350.00 |
| Fitness/Yoga Instructors | 6,000 | 60.00 |
| HR Expenses | 12,000 | 120.00 |
| Program Development & Administration | 100,000 | 1,000.00 |
| Snacks and Meals | 60,000 | 600.00 |
| Media & PR | 30,000 | 300.00 |
| Marketing, Advertising | 40,000 | 400.00 |
| Technology Support | 33,000 | 330.00 |
| Insurance and Liability | 2,000 | 20.00 |
| Student & Parent Technology and Licenses | 20,000 | 200.00 |

| | | |
|--|------------------|------------------|
| Bus Rental for Activities | 15,000 | 150.00 |
| Additional Travel, Meals Expenses | 5,000 | 50.00 |
| Program Supplies and Materials | 20,000 | 200.00 |
| Contractual Services | 15,000 | 150.00 |
| Equipment | 30,000 | 300.00 |
| Cultural and Educational Activities | 30,000 | 300.00 |
| Miscellaneous | 50,000 | 500.00 |
| Student and Parent Stipends | 720,000 | 7,200.00 |
| Total Direct Costs | 1,670,000 | 16,700.00 |
| Indirect Costs | 167,000 | 1,670.00 |
| Grand Total | 1,837,000 | 18,370.00 |

STEM4US! CURRENT LEADERSHIP

- **STEM4US!** is managed by a team of dedicated professionals and volunteers. Attorney Talib Ibn Karim is the executive director of **STEM4US!**. A lawyer, engineer, and writer, he also co-founded Abe Legal, a software company helping people of color provide and access high-quality legal services. Talib has over 20 years of workforce development, software development, and advocacy experience. A former Chief of Counsel for a Member of Congress, Talib is also the son of Dr. Talib Karim Muhammad.

- David Owens is the current chairman of the board of directors. He is President and Energy Consultant at Da'VAS, LLC. Previously, David served as Executive Vice President of the Edison Electric Institute (EEI), one of the largest trade associations in the world.

STEM4US! PAST PROGRAMMING FOR THE TARGET POPULATION/COMMUNITY

- **STEM4US!** has a track record, of more than a decade, for successfully implementing actionable programming targeting at-risk youth, their parents, and educators.
- Over the last four years, **STEM4US!** has hosted in-person and virtual hackathons and other cyber-related events which have been attended by over 1000 students, parents, and professionals from places such as Memphis, TN; Mississippi; Washington, DC; Maryland; and Virginia. In addition, **STEM4US!** has supported STEM institutions and educators, benefitting as many as 2 million students.
- In 2020, **STEM4US!** hosted Cyber Ed Festival, where students, parents, and educators could network and get resources during the academic year. Moreover, they demonstrated further wrap around capabilities beyond the academic year by hosting a Summit to Save Our Youth: Innovative Ways to Engage and Keep Youth Safe this Summer & Beyond.
- In 2021, **STEM4US!** held "The Ballot or the byte," a conversation centered around the police brutality Breonna Taylor, George Floyd, and Jacob Blake faced.
- March 2022, **STEM4US!** State of Cyber Diversity - Celebrating Women's History Month: This event addressed the state of diversity within the cyber and tech sectors, particularly focusing on women's roles and contributions, in alignment with Women's History Month.
- **STEM4US!** 2022 Spring Hackathon: They organized a Spring Hackathon event showcased in a demo reel, which highlights the involvement and achievements of the participants.
- In 2022, **STEM4US!** Hosted a Cyber Education Advocacy Event: They focused on the importance of cyber education for national safety and prosperity, underlining the significance of cybersecurity in current educational curricula.

- On July 16, 2022, **STEM4US!** held a summit with government professionals to brainstorm on new ways to keep youth safe from violence by engaging them around cyber and other STEM careers.
- August 2022, **STEM4US!** Memphis Town Hall on Ending Youth Violence. This event was hosted at the National Civil Rights Museum in Memphis. The organization aimed to engage the local community, including students, educators, and professionals, in discussions and activities that highlight the importance of STEM fields as a pathway out of violence.
- 2023 **STEM4US!** & Kappa Hackathon: This event took place on June 3-4, 2023, and was designed to engage participants in activities related to STEM and hacking to foster learning and development in these areas.
- December 2023 **STEM4US!** Webinar: They hosted a webinar focused on "Innovative Solutions to Carjacking, Youth Violence in the DC Region", aiming to address and find solutions to pressing social issues through dialogue and collaboration.
- February 17, 2024, **STEM4US!** hosted a Black History Month Summit on Innovative Solutions to Youth Violence in Memphis. The event attracted over 30 high caliber experts offering unique solutions to engaging youth through cyber and other STEM related vocational training.

CONCLUSION AND CALL TO ACTION

The Dr. Talib Karim Muhammad Memphis STEM & Leadership Academy represents a critical investment in the future of Memphis's youth. It's more than an educational program; it is a comprehensive development platform that addresses the multifaceted needs of young boys in Memphis. By providing a safe environment, targeted academic support, discipline and manhood training, vocational and entrepreneurship education, and family engagement, the program aims to empower participants to both reduce youth violence and lay the foundation for participants to become contributing, skilled members of the workforce and innovative business owners. Your investment in this initiative can dramatically improve the safety and security of Memphis as well as drive prosperity and growth of Memphis, as an engine of the Midsouth.