Spitfire Theory of Change

By creating demand for and building an inclusive community around diverse, girl-positive books, The Spitfire Club enhances literacy and social-emotional skills, nurturing each girl’s love of reading, love of self, and love for girls across all communities.

We are a trusted, authentic, culturally responsive partner that embodies the Spitfire’s values of curiosity, resilience, empathy, authenticity, tenacity, and empowerment. We partner with outside-of-school-time programs (PTAs, libraries, recreation centers, and similar groups) to offer small group, hour-long Spitfire Clubs on a weekly basis to girls, with a focus on girls who face structural and systemic barriers to literacy, visibility, opportunity, and empowerment.

**ACTIVITIES**

- Introduce and use diverse/representational, high-quality, relevant, empowering books that validate our girls’ own identities, uplift all identities, and facilitate understanding and empathy
- Create safe spaces for girls to interact and grow with peers from diverse communities in ways that are consistent with Spitfire values (creativity, resilience, empathy, authenticity, tenacity)
- Create demand for and build community around girl-focused programming among caregivers and community partners

**OUTCOMES**

**Girls**

(1) **Reading Literacy:**
- Girls improve reading skills
- Girls increase independent reading

(2) **Self-Identity:**
- Girls develop and have a positive perception of self
- Girls grow in curiosity, resilience, empathy, authenticity, and tenacity

(3) **Social Competence:**
- Girls respect and appreciate ethnic and cultural diversity in people who are different than themselves
- Girls have the ability to identify, understand, and respond to emotions in themselves and others in a healthy manner
- Girls positively relate to and build friendships with others

**Caregivers and Community Partners**

(1) Recognize the need and value of Spitfire’s activities and in programming that centers diversity, racial equity, and inclusion

**BOLD GOAL**

500 Spitfires—across diverse communities, with a focus on girls of color—are empowered and love to read by 2025.

**VISION**

A world where every girl feels empowered to be the curious, resilient, empathic, authentic, tenacious protagonist of her own story, understanding her role in a more inclusive and equitable society