Aim High creates life-changing opportunities during the summer and beyond. Our community:

**OUR MISSION**

*Nurtures* the promise and potential of middle school students from low-income neighborhoods

*Prepares* students for high school, setting them on the path to college and future success

*Inspires* the next generation of teachers and educational leaders
If 2017 was any indication, Aim High matters. Not simply because all young people deserve the opportunity to make academic gains and carve a path to college. Aim High matters because beyond an education, young people need a space where they can take risks, cultivate confidence, and nurture their potential. For thousands of students across Northern California, Aim High is that space every summer. Thank you for being one of the nearly 2,000 donors who made their summer possible. Highlights of our 2017 program include the following:

- **Safe and nurturing spaces** - for five weeks, 2,198 middle school students arrived on one of 17 campuses where they were inspired to dream bigger. They raised their hands in class, explored new hobbies, and set their sites on college. Above all, Aim High students gained confidence and stretched their potential. When they returned to school in the fall, they were excited and prepared to succeed.

- **Training and support for a new generation of aspiring teachers** - We propelled a diverse cohort of young people into the field of education. Our newly minted Internship Program provided a formal pathway for high school and college students who want to pursue careers in education. Over the summer, interns gained meaningful teaching experience while growing as confident leaders and role models. Skilled teachers are vital for student achievement, and the Internship Program’s impact will extend far beyond the Aim High classroom. Learn more about this new initiative on page 14.

- **A research validated summer program** - Growth mindset, the belief that one can improve their abilities through persistence and effort, is the bedrock of Aim High. We weave this philosophy into classrooms and across our organization as a whole. In 2015, we teamed up with Stanford University’s Gardner Center to conduct an implementation study of our program. Researchers concluded that Aim High consistently delivers a summer experience that results in positive student and teacher outcomes. They also encouraged us to keep growing by providing us with ways to maximize our work even more. In 2017, we put their recommendations into practice. See the outcomes of our students and teachers on pages 10 and 12.

Looking ahead to 2018, exciting ventures are on the horizon. We’re expanding to the city of Richmond where we’ll launch our 18th campus. We look forward to providing more students and teachers with nurturing summer spaces and the tools and opportunities to cultivate bright futures.

Whether you’re new to Aim High or a dedicated supporter, we thank you for your generosity and commitment to our community. You make summer meaningful.

With gratitude,

Shafia Zaloom  Alec Lee
Board President  Co-Founder & Executive Director
WHY AIM HIGH

Our award-winning model addresses three critical yet often overlooked factors that affect outcomes for young people:

MIDDLE SCHOOL

Middle school intervention is a game-changer for young people. Research shows that middle school achievement, rather than high school, is the best indicator of college readiness and success. Most college access services start in 9th or 10th grades, but that can be too late. Beyond academics, adolescence is simply a critical juncture in life; identities are in flux, and fitting in can take precedence over making positive decisions and getting good grades.

Aim High makes a multi-year commitment to students entering grades 6 through 9 so they are academically and socially prepared to succeed in high school and beyond.

SUMMER

The months between school years play a pivotal role in the educational and social development of young people. All children lose on average two months of academic knowledge during the summer. This phenomena known as the ‘summer slide’ compounds overtime. Students who qualify as low-income fare much worse as options for affordable quality summer enrichment are scarce.

Aim High is tuition-free for students and their families so that cost is never a barrier to an engaging summer.

TEACHERS

The teacher shortage is real, and students pay the price. Furthermore, most teachers leave the profession within five years. This ‘revolving door’ of educators results in hiring under-trained teachers whose experiences do not reflect those of their students: In California, fewer than 20% of all teachers are people of color, teaching a student body that is 75% youth of color. Educators who reflect the community they serve and who feel mentored and supported increase student achievement and success.

Aim High propels diverse young people into the field of education through real-world classroom experience and coaching.

Every young person deserves the opportunity to learn and grow, no matter their background or resources.
Our unique program model engages teachers, young teaching interns, and middle school students to overcome two persistent challenges: summer learning loss and the teacher shortage.
How We Differ

Aim High’s model incorporates researched-backed methods proven to improve outcomes for middle school students and teachers. What isn’t readily accessible during the school year can be found at Aim High.

Aim High Provides: Because:

- Challenging and engaging curriculum
  Aim High classes reinforce learning from the previous school year and prepare students for what they’ll learn in the next grade. Our curriculum is culturally relevant and rooted in real-world concepts. As a result, students see themselves reflected in what they’re learning and find significance in the subject matter.

- Small class sizes
  Students receive more support and personalized instruction in smaller class sizes, which increase their engagement and academic performance. Plus, a lower student-to-teacher ratio allows for stronger, meaningful connections that motivate students and teachers alike.

- Team teaching
  Teaching teams at Aim High consist of 1-2 aspiring teachers (Interns) paired with a seasoned educator (Lead Teacher). This collaborative approach benefits students and teachers. Teaching interns are closer in age to students and can serve as positive role models, while Lead Teachers can expose interns to education careers.

- Social and emotional skill-building
  Research shows that social emotional well-being is essential for success in school and life, yet it’s often overlooked in traditional academic settings. Issues + Choices, Aim High’s signature course, lets students discuss issues that matter to them like relationships, peer pressure, self-esteem, identity, and family.

- College and career awareness
  The path to college feels mysterious for students who will be first in their family to attend college. We make it accessible and show them that college is within their reach. Students tour colleges and visit local companies each summer to learn about the variety of options available to them.

- Project-based learning
  Project-based learning prompts students to use critical thinking skills to interpret real-world issues. They gain a deeper understanding of concepts.

- Enrichment activities
  Every afternoon, students participate in enrichment activities of their own choosing. Activities range from team sports to computer coding, arts and crafts to foreign language, and much more. Students have the opportunity to explore new passions, uncover hidden talents, and take risks in a safe space.

By the numbers

17 campuses in Northern California
serving 2,198 students

123 students in Napa
142 students in Tahoe/Truckee
335 students in East Bay
1,081 students in San Francisco
402 students in Peninsula
115 students in North Bay

Aim High is Expanding to Richmond!

In June 2018, we will launch our fourth campus in the East Bay, and 18th campus overall, at Montalvin Elementary School where we will serve 80 first generation sixth and seventh graders.

In West Contra Costa Unified School District, where our Richmond students attend school, only 23% of low-income eighth graders met or exceeded 2017 Common Core Standards in English, compared to 56% of their more affluent peers. We are excited to provide Richmond students with joyful, quality summer learning experiences that will close this achievement gap.
I came out of my shell at Aim High. I felt more confident and was able to express myself better.

In the spring of 2007, a shy middle schooler, Katherine, heard an important announcement from a guest speaker. “Your teacher wanted me to let you know that you should pay special attention to today’s presentation. He says it’s really important.”

The presentation was about Aim High’s award-winning summer program. When school let out, an excited Katherine ran home and told her parents she was signing up for “a different kind of summer school; one where kids try things they’ve never done before,” she recalls.

And indeed, Katherine was exposed to new and exciting opportunities at Aim High. She mastered algebra and learned to knit. “I came out of my shell at Aim High,” she says. “I felt more confident and was able to express myself better.”

In May of 2019, a more confident Katherine will graduate from Boston University, becoming the first in her family to attend and graduate from college. As such, she is proud to serve as a role model to her siblings, extended family and her Aim High students, whom she has been teaching since 2014. Katherine credits Aim High with inspiring her to go to college and study education so that upon graduating, she will continue teaching science to low-income students.

Learn more about Katherine’s college story at: www.aimhigh.org/katherine
I feel like that first summer at Aim High 18 years ago really set the course for my life.

Jessie credits Aim High with helping him find his life’s purpose: “I feel like that first summer at Aim High 18 years ago really set the course for my life,” he says.

Jessie first came to Aim High as a student and attended for three years. He loved it so much he came back as a teaching intern and then a lead teacher. For the past five summers Jessie has been the site director at Aim High’s Mission campus. “I decided to keep coming back to Aim High because I want to ensure that the same opportunities that existed for me are available for students today.”

In his role as an Aim High Site Director, Jessie gets to build and practice his leadership skills and mentor young educators. Having the opportunity to hone these skills and inspire young educators makes him a better leader. “It brings me so much joy,” Jessie says.

During the school year, Jessie works as a community health organizer for San Francisco Unified School District. His experiences at Aim High informed his decision to go into the field of education. Jessie looks forward to returning to Aim High each summer. “Aim High will always be my summer home. As long as I give back, I know I will have a positive impact on the lives of my students and in turn, a positive impact on all of the lives that they will encounter in the future.”

Learn more about Jessie at: www.aimhigh.org/jessie

In an effort to learn more about the long-term impact of teaching at Aim High, we are conducting an extensive teacher census of everyone who has taught with us in the last 10 years.

We will be announcing those results in next year’s annual report!
In 2017, we launched the Internship Program for college students who are interested in careers in teaching. The internship will propel more young people into the field of education. Furthermore, it strengthens our core summer program by cultivating aspiring teachers, and builds a stronger pipeline into teaching.

Aim High’s Internship Program lasts 10 weeks, includes classroom teaching experience and virtual trainings, and concludes with a final project. Interns receive 125 hours of training, which includes:

- **Hands-on teaching experience:** Interns assist small groups, teach short lessons, and design and lead project-based modules.
- **Guidance and support:** Lead Teachers act as mentors, helping to cultivate each intern’s strengths. This support helps young people positively resolve challenging situations, practice leadership and communication skills, and develop the noncognitive skills that are crucial to completing college resilience, organization, self-discipline, goal-setting, and cooperation.
- **Professional development workshops:** Interns develop and enhance their teaching skills and learn about local credential programs, application procedures and deadlines, and scholarship opportunities.

In 2012, Citlali Espinoza graduated from Aim High, attended as a student in the Fruitvale neighborhood. Today, she is a teaching intern at that very same campus. For the past five years, Citlali has returned to Aim High every summer to teach seventh grade Issues + Choices, a course that explores social-emotional topics. Her students learn about college and career options and discuss issues relating to their everyday lives, like identity and peer pressure.

Last summer, Citlali specifically focused on helping students build confidence while developing her own voice as a teacher. She discovered that many of her students worried they would not be able to attend college after high school. Through conversations about college, careers, and life in general, Citlali reassured her students that they have bright futures. "That was the best part of my summer because I saw a shift in my students afterward," she says. "I saw them become more engaged and reach out to other teachers.”

Currently a sophomore at UCLA, Citlali will return to Aim High this summer and plans to become a teacher. “This summer definitely made me realize the importance of having an educator from Oakland teach in Oakland.”

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Citlali Espinoza
2012 Aim High Graduate
Issues + Choices Teaching Intern
Oakland

I believe that students from Oakland need to hear about the lived experiences of other students from their community in order for them to believe that they, too, can work through their problems and go through school successfully.”

**Inspiring the next generation of educators: the Aim High Internship Program**

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INTRODUCING THE YOUNG LEADERS BOARD

In 2017, Aim High launched the Young Leaders Board, an esteemed cohort of emerging cross sector professionals who are passionate about promoting educational equity. Young Leaders volunteer their time and talent to raise funds and increase the visibility of Aim High’s work and impact.

The Young Leaders Board has dynamically supported Aim High’s strategic goals. In its first year, Young Leaders raised $75,000 for Aim High through private events, corporate sponsorships, network donations, and individual giving. We are grateful for their enthusiasm and commitment to providing Aim High students with life-changing summer experiences.

The members of the Young Leaders Board are:

- Zoe Bucklin, President
  - College Track
- David Bessel
  - TPG Capital
- Chapin Boyer
  - Gaming Design Consultant
- Molly Brassae
  - DDB San Francisco
- Samuel Brock
  - HandsOn Bay Area
- Kat Clark
  - Khan Lab School
- Alexandra Corral
  - Macy's.com
- Theresa Hall
  - Salesforce.com
- Leslie Harroch
  - Plan4Ed
- Maya Helm
  -ゼロ
- Kevin Huang
  - Thunder Industries
- Gardiner Kreglow
  - Bain & Company
- Skye Lawrence
  - Braze Analytics
- Tanya Mak
  - Handel Architects
- Gabriel Pelotse
  - Alto Litigation, PC
- Sarah Prensky-Pomeranz
  - Rand Wallenberg High School
- Robert Sandoval
  - California Attorney General’s Office
- Sandra Shorenstein
  - Shorenstein Properties, LLC
- Paul Shulman
  - SquareTrade
- Ryan Simkoar
  - Google
- Alyssa Simpson
  - Figure8

The Board of Trustees:

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  - College Track
- Glenn Shannon, Vice President
  - Bill Martin, Secretary
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- Lawrence Weiss
- Shari Zissia

OUR PARTNERS

Aim High is proud to partner with a number of youth-serving nonprofits, schools, and districts, as well as cultural institutions and teacher training programs. These collaborative partnerships help maximize our impact during the summer, academic year, and beyond. Our esteemed partners of 2017 include:

SUMMER

- Children’s Day School
- East Bay Regional Park District
- Exploration
- Google | CS First
- Lick Wilmerding High School
- Marin Academy
- National Park Service
- Tools for Peace
- Urban School of San Francisco
- Voice of Witness

ACADEMIC YEAR

- AVID
- Bayview Beacon
- Boys and Girls Clubs of the Peninsula
- Canal Alliance
- Crossroads

DISTRICT AND SCHOOL

- City Arts and Technology High School
- Gateway High School
- Kupa Valley Unified School District
- Oakland Unified School District
- Ravenswood School District
- Redwood City School District
- San Francisco Unified School District
- San Rafael City Schools
- Tahoe Truckee Unified School District

TEACHER PIPELINE

- Bay Area Teacher Training Institute
- Peer Resources
- San Francisco Educator Pathway Coalition
- San Francisco Teacher Residency

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Christian and Kitty Oestlien
Leo O’Brien and Vandy Howell
Joe and Karen Niehaus
Joyce Newstat and Susan Lowenberg
Kaya and Devin Murray
Kathleen Murray and Arthur Perkins
Keira and Charles Muller
David Mourning
Jody Mortensen
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Erik and Julie Swan
Rebecca and Phil Susser
Soroptimist International of Tahoe Sierra
Larry and Jane Solomon
Mala Singh and Darrin Force
Larry and Jane Solomon
Sonpoint International of Tahoe Sierra
Rebecca and Phil Susser
Eric and Julie Swan
Tahoe Mountain Resorts Foundation
Tan Family Foundation
Gary and Karyn Teagoe
Eric Temple and Garry Schermann
The Frances & Benjamin Benenson Foundation Inc.
Allison and Scott Tilley
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Eric Temple and Garry Schermann
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Allison and Scott Tilley
Resina Tong
TrueChild
Nancy Tuck
Geri and Suzanne Vallis
Marth Prideman
Katharina and Stephen Van Dusen
Robyn and Larry Vanavas
Paizcik Verment
Adriana and Aaron Vermet
Tania Wang
Denise Wang-Kline and Robert Kline
Laura and James Ward
Leigh Wason
Lauren Weaver and Sebastian Scarsamo
Larry Weiss and Joan Breyle
Lynd and Peter Wendell
Amy Wonder-hoch
Heiden and Maurice Wodegar
Matthew and Jennifer Wenner
Braun and Daze Wheeler
Jim Wickett and Magdalena Yele
Ted Williams
Allison and Alex Wong
Josh Wyss
Kerrie and Stacey Zaleon
Sharon Zuccma and Kalman Deutch
$500 - $999
Anonymous (1)
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MaryBeth Abdo
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Anonymous (1)
Sharon Zezima and Kalman Deutsch
Kenneth Goldman
Russell Kong and Trina de Joya
Aaron and Michelle Gordon
Tony and Caroline Grant
Jan Half
Scott and Laura Harrison
Jeffrey Henderson
John and Michelle Honcharuk
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Anonymous (1)
THE AIM HIGH FAMILY FUND

Aim High is free for students and always will be. Yet each year, families ask how they can help support the program their children love. In 2014, we honored their request and launched the Aim High Family Fund, which since its founding has raised $35,172 from 758 families. Each dollar they contribute goes straight back to the program, ensuring that the transformative magic of summer endures for years to come.

We thank the 165 families who collectively contributed $8,325 in 2017. You are an integral part of the Aim High community, and we are proud to serve your children!

THE AIM HIGH FAMILY FUND

Anonymous (x9)
Saima Abdullah
Ricardo Aguado
Armie Kenn Agustin
Victoria Alcaraz
Jose Javier Alvarez
Silvia Andrade
Judith Angeles
Anfia Hasan
America Avila
Rafael Barajas
Linda Beallman
Nayley Cabralo
Angeline Campon-Hitosis
Eduar Cardillo
Maria Luisa Cardoza
Nury and Tony Carrazza
Ana Carrillo and Justino Chel
Margaretta Castillon
Patricia Castro
Lorena Cazares
Lee David Chang
Angela Chavez
Christobal Balleles Chavez
Chunyi Chao and Jeffrey Tang
Dan Ci Chen and Michael Chang
Feng Ying Chen and Jian Li Hu
Hui Zhen and Fong Chen
Jenniffer Chang
Angie Ching and Derek Yang
Gerald Conklin and Eileen Tabb Conklin
Griselda Cortes
Maria Del Socorro Corral and Francisco Javier Zamora
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Gloria Delgado
Hilda Diaz
Aliska Diaz
Diego De la cruz
Nya and Randy Domingo
Colestine Dos Santos
Margaretta Donovan
Gerardo Escobedo
Greisy Espinoza and Kevin Giel Alonso
Edward Farmer
Kelly Forde
Manuel Fonseca
David Garcia
Janet Garcia
Kerama Garcia-Perez
Gonzalez Gonzales
Istvan Graham
Coastogene Grojdo
Rolanda Dramgo and Armando Bautista
Fusia Gramajo
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Flora Molina
Yoshina Mui
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Alyss Mei
Alejandra Mendizabal
Michelle Moch
Biao Mei
Mykahl Montgomery
Carolyn Montoya
Lena Mora
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Kitty Smith-Dussack
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Tania Turti
Shu Qin Tan and Kai Fang Liang
Raniew Tong Goe and Patrick Ooi
Christian Torres
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Sharon Watson
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