The Power of Youth

Aim High's 2018 Annual Report
When my friends and I come to Aim High each day, we leave our problems at the door. We feel protected and safe. And when we leave at the end of the day, we know it was our best day.

Tatiana
Aim High Student

Dear Friends,

Two thousand eighteen teemed with countless reasons for the Aim High community to celebrate. First and foremost, our 33rd annual summer program achieved a size and scope of which we are proud: 550 enthusiastic teachers helped 2,250 students across 18 campuses discover their potential and change the trajectory of their educational futures.

We look back on 2018 with gratitude for the abundance of opportunities that our students, teachers, and staff experienced because of generous donors like you. Here are three highlights from 2018:

Excellence in Summer Learning Award: Aim High received the Excellence in Summer Learning Award from the National Summer Learning Association (NSLA). We are the first organization in the association’s history to win the honor twice. NSLA founder and CEO Matthew Boulay called Aim High “a leader in the field, and an example of constant improvement.”

New campus in Richmond: Aim High expanded to Richmond, Calif., with the launch of a campus at Montalvin Manor Elementary School. This new campus is our fourth in the East Bay region and 18th overall. To learn more about our expansion, watch this short video featuring Aim High/Richmond educator Jesús Galindo: aimhigh.org/3435_richmond

Aim High alumni: We celebrated our first cohort of Aim High graduates in Napa and San Francisco’s Bayview neighborhood and our first cohort of high school graduates in Tahoe/Truckee. After joining Aim High as sixth graders and spending four consecutive summers with us, these students are now thriving in high school and college.

In the blink of an eye, our middle school youth will become the next generation of changemakers—mirrored by our diverse educators who encourage their journey every step of the way. But you know this already. It’s why you choose to champion their evolution through $6.1M in grants, individual gifts, sponsorships and corporate partnerships throughout the year.

Cheers to you, our friends and vibrant community members, for making this work not only possible but remarkable, too.

With gratitude,
Alec Lee
Co-Founder and Executive Director

Bill Mellin
President, Aim High Board of Trustees

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Why Aim High Matters

The Power of Education

Every young person deserves the opportunity to learn and grow, no matter their background or resources.

Why Summer?

Children lose on average two months of academic knowledge during the summer—a loss which compounds over time. Low-income students are more acutely affected than their wealthier peers because summer enrichment programs that are high-quality, affordable, and accessible are few and far between.

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

Why Middle School?

Research shows that middle school achievement, rather than high school, is the best indicator of college readiness and success.

Aim High’s multi-year commitment to middle school students ensures they are academically and socially prepared to succeed in high school and beyond.
Summer 2018 at a Glance

2,250 students from 301 schools in Northern California

70,200 healthy breakfasts and lunches
180,000 hours of academic instruction in math, science, and humanities
56,250 hours of social emotional skill-building
157,500 hours of enrichment activities

Top 10 Enrichment Activities
- Swimming, Rock Climbing, Jewelry-Making, Cooking, Yoga, Computer Coding, Filmmaking, Photography, Theatrical, Basketball

550 educators from 10 states
17,600 hours of collaborative planning time to create thought-provoking, hands-on lessons
26,400 hours of professional development

Top 5 Professional Development Workshops
- Restorative Justice, Classroom Management, Sanctuary Classrooms, Social Emotional Learning, Supporting English Language Learners

Our Impact

Student Engagement
Middle School attendance, along with a student’s GPA, has the greatest potential for improving high school outcomes. Declining attendance in middle school is linked to lower high school graduate rates.

- 89% average daily attendance at Aim High

Academic Gains
By the summer after seventh grade, students have lost on average one-third of their school-year gains in reading and half of their school-year gains in math. This phenomenon known as summer slide is even more pronounced among youth who reside in economically disadvantaged households. This disparity increases as children grow older, further widening the achievement gap.

- 83% of our students improved their writing, math and science skills with 76% testing at a higher level in math than they did at the start of Aim High.

High School and Beyond
Middle school performance is the strongest predictor of high school success. High school grades, despite the emphasis placed on standardized test scores, are the strongest indicators of college persistence and graduation.

- 89% of Aim High alumni in ninth grade passed grade-level English and math in their first semester of high school.

Social Emotional Learning
For every $1 invested in SEL programming, there is a return of $11.2.

Evidence shows that when young people develop social and emotional competencies, they are more likely to improve their well-being, do well in school, be better prepared for workforce, and possess the fundamentals for young adult success.

- 89% of our students report that they learned how to make more positive life choices through Aim High’s Issues and Choices class.

Issues and Choices is...
Aim High’s signature youth development course where students discuss topics that are relevant to their daily lives, such as identity, peer pressure, social justice, and college and career aspirations. The curriculum helps students cultivate communication skills, confidence and empathy which are the foundation to academic success.

- 86% of Aim High alumni who tested at proficiency in grade 9, tested at proficiency in grade 12.
- 89% of Aim High alumni who tested at proficiency in grade 9, tested at proficiency in grade 12.

Evidence shows that when young people develop social and emotional competencies, they are more likely to improve their well-being, do well in school, be better prepared for workforce, and possess the fundamentals for young adult success.

3. For every $1 invested in SEL programming, there is a return of $11.2. (2018). Retrieved from https://www.upmetrics.com
With your support in 2018, we served 2,250 students and 550 educators at 18 campuses across San Francisco, Oakland, Redwood City, San Rafael, Napa, Richmond, East Palo Alto and Tahoe/Truckee. Here are some of their experiences.
“Middle school students have a ton of compassion for each other and for the world. I love that as an Aim High teacher I get to help draw that out of them.”

Elliot Tam
University of Puget Sound, ’18

2011 Aim High Graduate and Teacher
Number of summers at Aim High: 10
Ingleside Campus

Favorite Academic Class: Eighth grade math. We were ‘paid’ to do our homework and then spent the money in an auction at the end of the summer. My teachers found different ways to motivate the class to learn, which I thought was really cool.

Favorite Enrichment Elective: Bart Muni Walk (BMW) because I got to see parts of San Francisco I had never experienced before.

Because of Aim High...I had role models that exemplified and helped me practice Aim High’s CORE values so that I became a better community member. Also, middle school students have a ton of compassion for each other and for the world. I knew that as an Aim High teacher I get to help draw that out of them.

Luna Sotelo

Aim High Student
Number of summers at Aim High: 1
Richmond Campus

Favorite CORE Value: High expectations. It felt great to set goals and be able to meet them at the end of summer.

Favorite Enrichment Elective: Guitar lessons. I liked learning how to play. I was super excited when they allowed us to keep the guitar once summer ended.


Because of Aim High...I felt prepared entering sixth grade and wasn’t so nervous. I am now half way through sixth grade and I am still doing well in class because of the things I learned during my summer at Aim High.
“High expectations has helped me convert the ‘maybes’ into ‘will dos’.”

Cindy Rivas Hernandez
UC, Santa Cruz, ‘20

2017 Aim High Graduate and Teacher
Number of summers at Aim High: 5
Redwood City Campus

Favorite CORE Value: High Expectations. It reflects all the hidden potential that students don’t see in themselves but that Aim High helps them discover. High expectations has helped me convert the ‘maybes’ into ‘will dos’.

Favorite Enrichment Elective: Photography. One time we practiced sports photography and ended up taking pictures of my friend’s soccer team. I had to explain to them that I was willingly in a summer program because I loved it.

Favorite Academic Class: Issues and Choices. It’s a space created by and for the students. Topics like immigration and law were never deemed too much or not relevant to a bunch of middle schoolers. Issues and Choices was also the first place where going to college felt realistic.

Don Gilbert
Aim High Teacher
Number of summers at Aim High: 3
San Rafael Campus

Favorite Enrichment Elective: CrossFit and vegetarian cooking because I like being able to find synergy between professional life and what I enjoy doing in my personal life.

Because of Aim High... I’ve grown a lot as an educator. When I was a new teacher, I was really anxious to improve. And just like students experience ‘summer slide,’ teachers do, too. Aim High is a really great way to put theory into practice while having fun over the summer.

To learn more about teaching at Aim High watch: aimhigh.org/teach@aimhigh.
“I learned that we are all equal, no matter what, and that it’s okay to be different.”

Napa

Est: 2016
1 Campus
140 Students
30 Educators

Nancy Galvan

2018 Aim High Graduate
Number of summers at Aim High: 3

Favorite Academic Class: Issues and Choices because it helped me understand the society we live in. I realized that we are all equal, no matter what, and that it’s okay to be different.

Favorite CORE value: Opportunity. I’ve always believed that when a good one is presented you need to take it. Because of opportunity I have the courage to speak in front of people. I have stronger leadership skills and know when to speak up and ask questions.

Because of Aim High I am the person you see today. If you had met me before Aim High, you would have said I was quiet and shy, yet kind and caring. Now I am more comfortable with myself and have more confidence and courage. I have grown a lot mentally and spiritually. Because of Aim High I am who I am today.

Watch Nancy’s story online: aimhigh.org/nancygalvan

Tahoe Truckee

Est: 2012
1 Campus
140 Students
30 Educators

Katie Jamison

Bensley

Educator, Regional Program Manager
Number of summers at Aim High: 8

Favorite CORE value: Opportunity. Living in Tahoe is very different from experiencing Tahoe as a tourist. I like providing students with the opportunity to explore the environment in which they live.

Favorite Aim High Field Trip: Regional hikes. They are always challenging and require the students to push themselves beyond their comfort zones, but the views and natural lakes are always worth it!

Because of Aim High I have the opportunity to truly engage with the Tahoe community and make real change every year.

Learn more about our work in Tahoe/Truckee: aimhigh.org/katie
Our 2018 high school graduates attend the following universities and colleges. We look forward to seeing all that they accomplish in this exciting new chapter of their lives.
Aim High is committed to ensuring students cultivate college-bound mindsets and persist on ambitious paths. Here’s how:

**College Tours**

Aim High students visit local college campuses every summer. When possible, we invite Aim High graduates at each university to meet with our current students. They walk away from these tours with a stronger sense that college is attainable and realistic.

1,623 students visited 14 college campuses

**Partner Programs**

Because Aim High’s priorities will always be middle school and summer, we collaborate with excellent youth-serving organizations to maximize our support. Partner programs provide our students with support during the school year and throughout high school.

610 students and alum served by 12 strategic partner programs including:

**Career Days**

Students visit diverse workplaces across the Bay Area to begin thinking about their futures. Corporate volunteers talk about their roles as employees and also share about their own education and career pathways. Students begin to see the possibilities that await them and understand how the choices they make now have a meaningful impact on their future.

934 students participated in 34 career days

Eighty percent of Aim High students are poised to be the first generation in their family to graduate from college.
Our Trustees and Young Leaders are Aim High champions. They help us build a sustainable organization and increase our outreach and impact.

Board of Trustees

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St. Andrew’s Foundation

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The Power of Leadership

Committed to Our Mission

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Notred, Lick-Wilmerding High School

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Glenn Shannon
Shorenstein Properties

Sandra Shorenstein
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The Power of Leadership

Committed to Our Mission
FY18 Financials

EXPENSES BY REGION
Sept. 1, 2017 – Aug 31, 2018

- North Bay: $725K
- East Bay: $1.3M
- Peninsula: $1M
- San Francisco: $2.8M
- Tahoe: $385K

$6.2M Annual Budget

YEAR-OVER-YEAR REVENUE
Sept. 1, 2012 – Aug 31, 2018

- FY2013: $3.4M
- 2014: $4.2M
- 2015: $4.4M
- 2016: $5.2M
- 2017: $5.6M
- 2018: $6.2M

To see a complete list of our financials, visit aimhigh.org/audits
Parents as Partners of Family The Power of Family

Aim High is free for students and always will be. Yet each year, families ask how they can give back. In 2014, we honored their request and launched the Aim High Family Fund. Over five years, 866 families have collectively raised $40,000.

Thank you to the 115 families who contributed $6,000 in 2018!

Our families are eager to invest in the program their children love.
Thank You, Donors!

Spotlight: Ford Motor Company
Ford Motor Company hosted its first Career Day in 2018. Students from our East Palo Alto campus visited Greenford Labs in Palo Alto where they learned about Ford's initiative to explore the future of mobility through human-centered design.

Ford volunteers led students on an interactive tour of the Greenford campus and then launched a discussion about college and career pathways. Students walked away with a stronger understanding of Ford's mission as well as how they can pursue careers in STEM.

As an added bonus, students got to meet an Aim High alumna, Andrea Howard, who has led marketing initiatives at Ford for the last 20 years.

Fiscal Year 2018 Donors (September 1, 2017 - August 31, 2018)

Corporations

$100K+
- Shorenstein Properties

$25K - $49,999
- Sports Basement

$10K - $24,999
- Able Services
- Bay Meadows Land Company
- Carmel Partners
- Credit Suisse
- Digital Health
- Dodge & Cox
- Eastdil Secured
- Facebook
- Financo
- First Republic Bank
- Ford Motor Company Fund
- Helly Hansen
- Konica Minolta
- KPMG
- Oracle
- Overlook International Foundation
- Pacific Gas and Electric Company
- The Riverside Company
- Western Digital

$5K - $9,999
- Aaron Gordon Construction
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- DivcoWest
- Ernst & Young
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- Park Tower
- Preferred Bank
- Prolog
- PVH
- Shinarman & Sterling
- Sunlight Development Company
- Swinerton Builders
- The North Face
- US Bank

$1K - $4,999
- 601 West
- ASI Computer Technologies
- BNY Mellon
- Clear Capital
- Cohen & Company
- FivePoint
- GitHub
- Hargadon Architects
- Homes by Yalla
- JLL
- Kaiser Permanente
- Kareo
- Merlone Geier
- MetLife Investments
- Mission Cliffs
- NvC Public
- PwC
- Renes
- Shriram Ice Cream
- The Masonic
- Uber

$999 and below
- Anonymous
- Ball Corporation
- BNP Paribas
- BNP Paribas
- Bruin Custom Building, Inc.
- Digital Realty Trust
- Google Inc.

Spotlight: Ford Motor Company

Corporations

$100K+
- Shorenstein Properties

$25K - $49,999
- Sports Basement

$10K - $24,999
- Able Services
- Bay Meadows Land Company
- Carmel Partners
- Credit Suisse
- Digital Health
- Dodge & Cox
- Eastdil Secured
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- Oracle
- Overlook International Foundation
- Pacific Gas and Electric Company
- The Riverside Company
- Western Digital

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- 601 West
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- Cohen & Company
- FivePoint
- GitHub
- Hargadon Architects
- Homes by Yalla
- JLL
- Kaiser Permanente
- Kareo
- Merlone Geier
- MetLife Investments
- Mission Cliffs
- NvC Public
- PwC
- Renes
- Shriram Ice Cream
- The Masonic
- Uber

$999 and below
- Anonymous
- Ball Corporation
- BNP Paribas
- BNP Paribas
- Bruin Custom Building, Inc.
- Digital Realty Trust
- Google Inc.

Thank You, Donors!
What about Aim high first inspired you to make a gift? When I met Aim High 10 or 15 years ago, it was absolutely clear to me that it is important to support children in middle school to prepare for a successful adult life. I understood the mission, and I really appreciated the perseverance of the organization throughout the decades to develop a program that would be sustainable for the future.

Why do you continue to support Aim High? I appreciate the focus of the mission and its execution. The impact of the program can’t and shouldn’t be measured only in numbers. Each child that is touched by the Aim High ‘magic’ is a changed life. Supporting Aim High makes sense for every student touched by the program.

What advice would you give to Aim High middle school students? Every opportunity to educate yourself, become a better person, student, and team member is unique in itself. Use the time you spend at Aim High to be held accountable to your dream, and in the future [after Aim High], seek out experiences that remind you of the Aim High magic and the next step to be the best version of yourself.

Originally from Caracas, Venezuela, Adriana received a government scholarship as a 9-year-old to attend an international school in Italy and then university in the United States. In 2004 she moved to San Francisco. She has four children (ages 12–24), Adriana is the owner of Pica Pica Arepa Kitchen, a Venezuelan restaurant in the Mission District.

Adriana has been an Aim High donor since 2011.
Aim High creates life-changing opportunities during the summer and beyond.

Our community:

**Nurture**
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

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