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## AGENDA REPORT

**TO:** Sabrina B. Landreth  
City Administrator

**FROM:** Mayor Libby Schaaf,  
David Silver  
Director of Education

**SUBJECT:** The Oakland Promise

**DATE:** June 06, 2019

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City Administrator Approval

Date:

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### **RECOMMENDATION:**

**Staff Recommends That The Joint City Council OUSD Education Partnership Committee Receive An Informational Report On The Goals, Programs, And Outcomes Of The Oakland Promise, Including Budgetary Information**

### **EXECUTIVE SUMMARY:**

The Oakland Promise is a Cradle-to-Career initiative, launched in January 2016 in partnership with the City of Oakland, the Oakland Unified School District (OUSD), East Bay College Fund (EBCF), and the Oakland Public Education Fund. The Oakland Promise seeks to reduce the devastating educational and health disparities by race, neighborhood, and income that limit opportunity for too many Oakland children. It holistically weaves together best practices across the cradle-to-career continuum in to increase impact for students from traditionally underserved backgrounds, supporting children across Oakland to have a college-bound identity from an early age through holistic strategies including opening college savings accounts, relevant in-school programming, need-based scholarships and persistence support in college. Our equity-focused vision is that every child in Oakland graduates from high school with the expectations, resources, and skills to complete college and be successful in the career of his or her choice. Our goal is to dramatically increase the number of college graduates from Oakland and ensure that all students, regardless of background, have the expectation, skills and resources to complete college and be successful in the career of his or her choice.

In its first 3 years of existence, the Oakland Promise has supported over 1,400 students to attend college with over \$10M of college scholarships persistence support, awarded over 9,000 early college scholarships to elementary school students in Oakland public schools, and supported over 400 newborn babies and their families with a college savings account of \$500 and financial coaching and dollars to support their near-term needs.

Oakland Promise is showing impact, especially for students who have been traditionally underserved: Students at Oakland Promise schools have greater growth in rate of applications for financial aid and college (defined as not only 4-year, but also 2-year, technical certificate and trade schools), as well as

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enrollment in college than their peers at similar non-OP schools. The success and student growth at OP schools is especially pronounced for Latinx students applying to college and African-American students in enrolling in college. Over 93% of students at OP schools who enrolled in college with mentor and scholarship supports completed their first year of college, which is substantially higher than the national average for students from low-income backgrounds.

The \$1.15M investment that the City of Oakland has made thus far in the Oakland Promise - to provide every kindergartner in Oakland (nearly 5,000 students annually) with \$100 early college scholarship - has been critical to its success, both in impacts for students and families, but also for leveraging additional dollars for students across Oakland. This initial investment was a city council initiated commitment to support Oakland children. In order to maintain and improve the positive outcomes and keep our promise to Oakland students and families, it is imperative that the City Council maintain its commitment of \$500k annually to students, families, and our community across Oakland.

### **BACKGROUND:**

Completing post-secondary education has a tremendous impact on earning power and upward mobility. Students from low-income backgrounds are five times more likely to move up the income ladder after earning a college degree. However, of 100 Oakland students who start 9th grade, 15 complete college within six years of high school graduation. The Oakland Promise seeks to change this. Our vision is that all children in Oakland will graduate high school with the expectations, resources, and skills to complete college and be successful in the career of their choice.

The Oakland Promise has been lauded by many local & national leaders as a model for the country:

"I am impressed by the bold and comprehensive approach of the Oakland Promise which has pulled together best practices from around the country. As former US Secretary of Education, I've seen many initiatives across the country ---- Oakland Promise is one of the most strategic and effective and has the potential to be a national model... it leverages private philanthropy for public dollars and has already achieved outstanding results. OP changes the trajectory of our Oakland students from the time they are born, through the time they graduate from college and enter the workforce. Oakland Promise is truly a game changer for Oakland and its future generations." - Arne Duncan, Former Secretary of Education under President Barack Obama (2009 - 2015)

"The Oakland Promise supports students and families on their journey to higher education by coupling direct financial aid with critical college access counseling and support. The total cost of attending college, including transportation, housing, and supplies, is out of reach for many Oakland students. In addition to coaching families through the college grant and scholarship application process, the Oakland Promise helps alleviate some of these cost barriers with gap-filling grants to support students' successful college enrollment and completion." -Lande Ajose, Ph.D., Former Executive Director of California Competes: Higher Education for a Strong Economy and current Higher Education Advisor to Governor Gavin Newsom

"The Oakland Promise's innovative cradle-to-career design is the most comprehensive Children's Savings Account program intervention to date. Its rigorous research design means that the Oakland Promise has the potential to not only affect the lives of children and families in Oakland,

but across the country.” - Dr. William Elliott, III from the Center on Assets, Education, and Inclusion (AEDI)

"The Oakland Promise is comprehensive. That's what makes it so impactful, starting at birth through college and career! Families learn early that college is attainable and affordable! Too many low- and middle-income families believe college costs are beyond their means. The Oakland Promise focuses on family education early and often, offering financial education and student support, making college a reality for thousands more kids. By the time they apply for college in their senior year, the Promise students are ready to succeed, knowing that financial assistance and guidance is available. The Oakland Promise scholarship for non-tuition expenses gives them that extra boost to reduce college costs, so critical for low-income students to complete a college degree or career-technical certificate." - Dr. Martha J. Kanter, Executive Director, College Promise Campaign; Former U.S. Under Secretary of Education (2009-2013)

Throughout the budget process and as Oakland Promise has now been in existence for 3.5 years, many Councilmembers have requested information and updates on both the Oakland Promise broadly, as well as specifically their past and future investments & commitments to ensure they are supporting the students, families, and communities across Oakland. These are the questions we have received:

#### **ANALYSIS / RESPONSE TO QUESTIONS:**

**1. What is the Oakland Promise? What are its big goals?**

The Oakland Promise is a Cradle to Career initiative, launched in January 2016 in partnership with the City of Oakland Mayor's Office, the Oakland Unified School District (OUSD), East Bay College Fund (EBCF), and the Oakland Public Education Fund. The Oakland Promise seeks to reduce the devastating educational and health disparities by race, neighborhood and income that limit opportunity for too many Oakland children. It holistically weaves together best practices across the cradle to career continuum in to increase impact for students from traditionally underserved backgrounds, supporting children across Oakland to have a college-bound identity from an early age through holistic strategies including opening college savings accounts, relevant in-school programming, need-based scholarships and persistence support in college. Our equity-focused vision is that every child in Oakland graduates from high school with the expectations, resources, and skills to complete college and be successful in the career of his or her choice. Our goal is to dramatically increase the number of college graduates from Oakland and ensure that all students, regardless of background, have the expectation, skills and resources to complete college and be successful in the career of his or her choice. By 2025, our goals are to open 3,000 college savings account, ensure that 5,000 elementary school students are awarded started scholarship and building college-bound identity, 10,000 high school students receiving college access supports,, 3750 students enrolling in college with scholarships and persistence supports, and be on a pathway tor 1000 Oakland students to graduate from college each year.

To reach those goals and our big vision of making Oakland a college-going City, the Oakland Promise has 4 key strategies:

***Brilliant Baby (BB)***

Approximately 2,200 MediCal eligible are babies born in Oakland each year.

Brilliant Baby partners with early childhood programs and health clinics to set up college savings accounts for infants before their first birthday seeded with \$500, setting an expectation of college from birth. Financial coaching services support parents to set and achieve their financial goals for their family, reducing financial stress and supporting a focus on early child development. Our vision is to serve every MediCal-eligible baby in Oakland within a decade.

### ***Kindergarten to College (K2C)***

Approximately 5,000 students start Kindergarten in Oakland public schools each year.

Kindergarten to College (K2C) opens an early college scholarship seeded with \$100 for all Oakland public school kindergarten students and supports families to open their own 529 college savings accounts, offering up to \$100 as a savings incentive. Through activities, field trips, parent engagement, and early college scholarships, K2C aims to instill a college-bound mindset in all students and families. Thanks to the city council's initiative and last two budgets, all students in Oakland public schools who entered Kindergarten starting in the 16-17 school year and beyond (16-17, 17-18, and 18-19) will have \$100 in an early college scholarship by the time they leave elementary school. By maintaining this in the budget, the families of those kindergarten students who have been hoping the same will occur for future siblings, will continue to receive this for the next two classes of students. Our vision is that all 5000 kindergarten students will receive this annually and it will be leveraged with additional scholarships, and public and private grants targeted for students from

low-income backgrounds to support not only these classes, but future ones as well

### ***Future Centers / College Access***

There are approximately 24,000 middle & high school students in Oakland Public Schools.

Future Centers are college and career hubs on middle and high school campuses open to all students that provide college application and scholarship support, technology, and access to internships, making it possible for all students to have limitless options for their life paths, postsecondary education, and careers. Our vision is that all middle and high school students will receive college and career access support.

### ***College Scholarships & Completion***

Currently, fewer than 500 Oakland Unified School District 12th graders graduate a 2- or 4-year college within 6 years of high school graduation each year.

Through our lead agency East Bay College Fund (EBCF), Oakland Promise students receive multi-year scholarships linked with persistence, such as 1-1 mentors, peer mentors, and counseling, to ensure all students are supported to and through college. All Oakland public school students benefit from the partnerships with 31 colleges, including 7 Historically Black Colleges and Universities.

## **2. What is happening with the merger and the new leader**

Oakland Promise is taking steps to streamline operations to be able to focus more resources directly for students by formally merging East Bay College Fund, which has traditionally partnered with us to provide college scholarships and persistence support. The one unified organization will be called Oakland Promise and all of our college scholarships, programming and operations will be run through it under a single 501(c)(3) as of July 1st, 2019.

Under the leadership of the President of the Oakland Promise Governing Board, Dr. Michael McAfee (CEO of PolicyLink), Oakland Promise has also hired an outstanding CEO, Mialisa Bonta, to lead Oakland Promise into this exciting new chapter. Mia brings with her over 20 years of leadership in education and youth development experience. She has led large teams in long-established organizations and most recently fully adopted the entrepreneur mindset with the founding of LitLab, adding to her experience building a successful endeavor from scratch. She has driven major growth for organizations, and is a fierce advocate for creating equitable educational opportunity for all children.

**3. What is the City of Oakland money for?**

The \$500,000 (\$1.0 million over two years) from the City of Oakland will seed the "Oakland Scholar Fund" established for each kindergartener in Oakland public schools with \$100 for approximately 5,000 students. It will go directly to students and families (none of this money will be used for personnel, operations, etc.). The Oakland Promise Governing Board's Executive Committee has approved adoption of a board resolution to make it explicit that all money received from City of Oakland in support of early college scholarships is restricted to college scholarship funds going directly to Oakland students. These early college scholarships are important because research shows that low- and moderate-income students who have a college savings account of up to \$500 are 3x more likely to go to college and 4x more likely to graduate.

Students who leave Oakland Public Schools before graduation can still access the \$100 as well as any other additional funds they have accumulated. In addition to the \$100 provided to Kindergartners, our vision is to provide equity-based scholarships (based on need) to students across Oakland, and all students who stay at Oakland public schools in grades 5-12 could earn as much as \$500 towards this scholarship fund, as well, which also helps to incentivize needed enrollment financial resources for OUSD. \$400 of those \$500, as well as the equity-based scholarships, are from sources outside of the City of Oakland (i.e. philanthropy).

It is important to note that because the City of Oakland funds will all go directly for students and families, the operational costs of administering the scholarships, tracking the students, providing college access and persistence support are all covered by the Oakland Promise. While many other nonprofits would likely take at least 10% of the funds to support those operational costs, the Oakland Promise is covering all those costs through privately-raised dollars.

**4. What has the City of Oakland given in the past? Where is that being held now? How do we know it's restricted for this use?**

In the 16-17 Budget, the City of Oakland gave an initial \$150k as a starter to the Oakland Promise. In the 17-18 and 18-19 Budgets, the City of Oakland gave \$500k annually (\$1M total). Those funds are currently held within the City of Oakland, and like the upcoming funds, will ultimately be transferred to the East Bay College Fund and its successor, the Oakland Promise. The Oakland Promise Governing Board is in the process of adopting a recommendation (that the Board executive committee approved earlier this week) of a board resolution to make it explicit that all money received from City of Oakland in support of early college scholarships is restricted to college scholarship funds.

**5. Where does the City of Oakland money go?**

The money will go to East Bay College Fund and its successors (which will be Oakland Promise)

**6. When will the City of Oakland money get to kids and how? What is the mechanism and intermediary?**

The funds will be transferred from the City of Oakland to the East Bay College Fund and its successors (which will likely be the Oakland Promise). The City of Oakland contributions will be deposited into the existing cash account (Bank of America) and then transferred to an investment account, likely through a 529 college savings program (i.e. my529 or ScholarShare). College scholarship funds will be invested for up to 12 years, until students graduate high school. Contributions to each student's individual Oakland Scholar Fund will be tracked in partnership with OUSD, using student identification and enrollment data. Funds will be disbursed only for the purpose of paying for postsecondary education expenses of the student. This approach is aligned with the investment strategy with additional scholarship dollars for students that the city's investment leverages to ensure its a cohesive and clear process for students and families.

Students' cumulative scholarship value will be tracked, and accessible to students and families through an online portal. Families will be able to log-in and see their students' balances and how much they've earned over time that will be accessible once they attend college. Note: as students can access the funds once they have completed High School, and the funds can only be used for post-secondary expenses (as long as it helps the student attend and complete any postsecondary education, which we define broadly to include not only 4-year colleges, but also 2-year colleges, trade schools, certificate programs, etc.) to support them be successful in a career of their choice.

**7. Does this offer an opportunity leverage other resources?**

The City of Oakland's investment in the Kindergarten to College program (specifically its early college scholarships) allows for multiple opportunities to leverage additional dollars, such as: state dollars from the Governor's proposed budget for College Savings Accounts through Brilliant Baby and K2C; state & federal grants for college access through the Future Centers which are college and career access hubs that specifically support students to fill out the FAFSA and Dream App, which are requirements to unlock those critical resources, which often

can mean free tuition for for students making under \$85,000 at a UC, \$75,000 at Cal State, and free tuition for 1.5 years for all students attending Peralta. The Future Centers also support students to figure out their college and career plans, including applying for other needs-based and merit scholarships. This continued investment from the city sends a clear message to students and families across the city that we believe in their potential and Oakland is investing in them. The city's investment is in partnership with OUSD, which has also provided over \$600,000 annually since we began 3 years ago. They are continuing to provide this in next year's budget toward the critical staffing for future centers and to support students after elementary school. Finally the city's continued investment in our students also helps leverage and unlock the potential \$500 for students who stay in Oakland public schools as well as increasing needs-based equity scholarships through philanthropic dollars from donors who want to see 'skin in the game' from the City of Oakland.

**8. Does the Oakland Promise use an equity lens?**

The Oakland Promise applies a racial equity lens in its programs and is actively engaged in strengthening the organization's structure, culture and processes to promote racial equity. Each program of the Oakland Promise is guided by goals that seek to reduce disparities based on race. For example, Brilliant Baby, which is only offered to very low-income families, is focused on reducing racial disparities in health, social-emotional development and kindergarten readiness of children ages 0-5. In our Kindergarten to College program our priority is to ensure that programming supports offered by Oakland Promise are most robust in schools serving the most under-resourced communities. Similarly, with the college and career advising services of the Future Centers, and allocation of need-based scholarships as a supplement to the universal Oakland Scholar Funds, we are leveraging deeper resources to support the students furthest from opportunity. Our goal is to reduce and eliminate racial disparities in the educational attainment and financial well-being outcomes of Oakland's children.

The Oakland Promise has been working with Darlene Flynn, the City of Oakland's Director of Race & Equity, for over a year to ensure we are supporting children and families who need it the most. The approach we take is called "Targeted Universalism."

As the Haas Institute for a Fair and Inclusive Society at UC Berkeley explains, "targeted universalism means setting universal goals pursued by targeted processes to achieve those goals...based upon how different groups are situated within structures, culture, and across geographies to obtain the universal goal". Using the targeted universalism framework, each Oakland Promise program identifies specific equity goals, which inform program design, data collection, evaluation and resource allocation.

The majority of scholarship funds and resources that students receive through Oakland Promise go directly to students based on need. For example, the Brilliant Baby program allocates the \$500 college savings accounts based on need to low-income families based on MediCal-eligibility. Currently 50% of these college account beneficiaries are Latinx, 30% African American 10% Asian and the remained multi-racial and other races.

Currently, 73% of OUSD students are income eligible for the free and reduced price program. Of families who have established a family owned college savings account for their child with

the support of our K2C program and received an initial \$50 contribution from Oakland Promise, 88% are low-income (the child is eligible for free and reduced price lunch. In addition, the long-term vision is to provide scholarships to all students across Oakland, with the majority of the resources targeted based on need. Finally, the majority of money that the future center support unlocks is based on financial need, often providing free tuition for students making under a certain annual salary.

**9. How many students currently have an early college scholarship? How many have opened their own college savings account? Of those, how many have added their own money to it?**

As of the end of the 18-19 school year, 9,340 Early College Scholarships have been awarded to Oakland public school elementary students. In addition, 420 K2C families have set up their own college savings plan for their child; as have 20 Brilliant Baby families. Significantly, 88% of K2C children with a family-owned college savings account are eligible for free and reduced price lunch; compared to 73% of all OUSD students. Oakland Promise provides financial incentives to help families save for college: The program contributes \$50 when families establish their college savings account and another \$50 if they save six times in the first year. In just two year, and as of June 2019, **420** K2C families have opened a family-owned college savings account for their child. Nearly half of those families are actively saving, and collectively have set aside more than \$90,000 for their children's college educations. When Oakland Promise savings incentives are added, the total in family-owned CSAs is more than \$1.1 million.

**10. Show the direct and indirect financial contributions, including the use of office space, use of city resources (computer, phone, internet, etc.) for how many people, was rent paid? Show these direct & indirect contributions both from City and OUSD**

Both the City of Oakland and Oakland Unified School District have been incredible supporters and partners of the Oakland Promise, providing direct dollars and other in-kind services. These include:

**City of Oakland:**

- \$1.15M total from 2016-19 for Kindergarten to College Program
- 11th Floor of City Hall Office Space from 2016-2018
- Desktop computers, phone, and internet service for approximately 5 Oakland Promise Staff (note: additional Oakland Promise staff had laptops purchased through philanthropically-funded dollars and used the free City of Oakland public wifi)
- Mayor's Director of Education funded by the City for 17-18 & 18-19 (note: the Governing Board and incoming CEO of Oakland Promise, not the Mayor's Director of Education, has decision-making authority on the Oakland Promise now and moving forward. The OUSD Superintendent, Mayor and Mayor's Director of Education are ex-officios are non-voting members of the governing board.

**OUSD: >\$600,000**

- Full-time Site-based support for students: College & Career Readiness Specialists at School sites (i.e. 3 FTE: Castlemont, Oakland High, Coliseum College Prep Academy) to support students on their college and career pathway, leveraging scholarships, fill-

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out FAFSA and Dream App, submit college applications, apply for internships, etc for 17-18 & 18-19 (and is committed for 19-20)

- College Access Director and OUSD Liaison to the Oakland Promise to support middle and high school sites in Oakland to have effective college and career access hubs for 17-18 & 18-19 (and is committed for 19-20)
- Below market rate for rent (see question 14 for how much is spent directly on rent) for 18-19
- Access to OUSD internet at 1000 Broadway and school sites for 18-19

**11. How does the program measure success?**

Oakland Promise is showing impact, especially for students who have been traditionally underserved. K2C is reaching families with greater needs: 88% of families who opened a CSA for their K2C child are eligible for the Free and Reduced Lunch Program, compared to 74% FRLP rate in OUSD. K2C has also created pathways to saving for college for families who are traditionally unbanked and or undocumented at the Self Help Federal Credit Union. External evaluators from NORC are currently conducting assessments of kindergartners' college-bound identity and their parents' beliefs in whether their child will go to college. In addition, in schools that are utilizing the Oakland Promise, students are more likely to increase FAFSA/Dream App, apply to college and enroll in college. As important, the growth in success of students in those areas at those schools is higher than at non-OP schools. The success and student growth at OP schools is especially pronounced for Latinx students in applying for colleges, and African-American students in enrolling in college since we began. Finally, while the national average to complete college for students who are in college and from low-income backgrounds is only 20%, we are utilizing the model of East Bay College Fund, which has a college completion rate that historically been 80% (close to 4x higher). Nationally, finishing the 1st year of college is correlated to completion, as student trends nationally show that those who do not complete, disproportionately drop out of college the first 18 months after High School graduation. The results of OP students completing their 1st year is 93% well above the national average for students with similar demographics.

While initial results are promising, the Oakland Promise recognizes the need to consistently and prospectively evaluate its impact to ensure the program is creating its intended outcomes. For this reason, the Oakland Promise has partnered with independent evaluators to create the following evaluation plans for each of its programs:

**Brilliant Baby:** The Oakland Promise has partnered with NORC at the University of Chicago, the Center for Assets, Education and Inclusion at the University of Michigan (AEDI), and UCSF Benioff Children's Hospital Oakland to implement a randomized control trial of Brilliant Baby, and eventually Oakland Promise program, impact. Consenting families and their babies are enrolled in one of three arms of the study - child saving account and financial coaching, child savings account only, and control. The goal of the study in the near term is to evaluate the impact of the Brilliant Baby program on parental perceptions of financial security, stress, perception of their child's future, and their parenting behaviors. We expect to see impacts on these parental factors translating into improved child socio-emotional development and kindergarten readiness. While the current RCT is mapped through 2025, when all enrolled babies will have reached the age of five, we aim to follow the babies enrolled in this study through age 25, in order to evaluate the impact of the entire Oakland Promise. Interim reports

on program impact will be developed and used by the program to improve services on a yearly basis.

The Brilliant Baby program also conducts a short baseline survey with parents when they sign up for their child's college savings account, an annual parent survey to assess changes against the baseline and gather feedback on their program experience, and several data collection and evaluation points embedded in the financial coaching program.

**Kindergarten to College:** Partnering with NORC and AEDI, the Oakland Promise has completed a pilot year of evaluation of the kindergarten to college program. Beginning with kindergartners, K2C is measuring the impact its program implementation on parent and teacher expectations of and planning for their children's future; and how those expectations and the implemented programming influence a child's own concept of identity-based motivation. Over the years of elementary school, the evaluation will also measure the link between this identity-based motivation, academic and other school performance markers by the child (3rd grade reading and math). It is expected to last for four years, and will provide us with a snapshot of our success in creating in elementary schoolers the identity, expectations and skills to succeed in college. Impact reports will be developed for program use on a yearly basis. It will also provide us with a blueprint and tools for ongoing evaluation of K2C programming.

Kindergarten to College also uses a rubric to evaluate its programming, including the Early College Scholarship ceremony. This rubric is shared with schools and at the end of the year, schools are evaluated. Additionally, K2C promotes a Leadership Team - comprised of community members and school staff - that gives us feedback tri-annually on the quality of its programming.

**Future Centers:** Partnering with NORC, Future Centers has developed a prospective evaluation plan that measures the impact of the presence of a Future Center at a high school on student performance in A-G requirements, FAFSA completion, Cal Grant awards, college application, scholarship application and college enrollment. We will also track the dosage of college access supports accessed through Future Centers and link that dosage to student performance in the above indicators. The Future Centers evaluation will use difference in difference measurements via school-based matching. The evaluation will last for four years and will serve as the blueprint for future ongoing evaluation of our college access programming. Impact reports will be developed for program use on a yearly basis.

**College Scholarships and Completion:** We are currently finalizing the evaluation design for this, our final piece of the OP continuum. Partnering with NORC, we are building a two-pronged design that provides an initial retrospective view of program effectiveness, and measures impact moving forward. We are aiming to measure the impact of the EBCF's model of college scholarships and persistence supports on student college enrollment (linked to our college access programming), year-to-year persistence, college completion, and educational debt load. The retrospective study will match students who applied to EBCF's scholarship and were accepted with students who applied and were not accepted, comparing outcomes for the two groups. The prospective study (of our more universal model) will focus on dosage of inputs such as scholarships, peer supports, advising, and mentoring accessed by students

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and how they relate to college completion. Impact reports will be developed for program use on a yearly basis.

**Additional Evaluations:** we also conducted a **qualitative evaluation of the Brilliant Baby and Kindergarten to College programs**. Partnering with AEDI, the Brilliant Baby and Kindergarten to College programs, both of which involve a college savings account, are working to qualitatively tell the story of what program participation means to our clients and to obtain client feedback on how to improve program implementation. This is a one-time, one-year evaluation, but we will continue to use the tools developed in our own internal assessments. These evaluations of the individual program sections share in common a single final outcome for students (successful completion of post-secondary education).

The individual program outcomes prior to post-secondary completion can be viewed as interim benchmarks that students should achieve along the way. We have created logic models for each program that map the inputs and outputs related to these program outcomes we expect to impact. Each program evaluation can, therefore, be viewed as the measurement of program success in impacting those interim outcomes in the short term, enabling us to communicate impact and alter programs to better achieve that impact. Over time, as the Brilliant Baby cohort ages through each of the programs, we will be able to better measure how the movement through the entire Oakland Promise continuum impacts a student's interim and final outcome achievement.

**12. What are program expenses & revenues?**

The Board-approved fiscal year 2020 expenditure budget for the Oakland Promise is \$10.5 million. Expected, annual revenues for the fiscal year 2020 are \$10.5 million.

For the Kindergarten to College program, the expected annual expenditures is approximately \$1.34 million including contributions to students and families, as well as all staffing costs.

**13. How much is spent on program admin? How much is spent on staff? How much on rent? How much money goes directly to children?**

100% of the resources that city council has had in the budget for k2c are spent on money that will go directly to students and families —none of the City of Oakland dollars will be spent on program administration, staff, rent etc.

For the entire OP budget, the Board-approved fiscal year 2020 expenditure budget is planned to spend 82% of its funding directly for programs, students and families. The remainder, 18%, is for program administration. Rent makes up 3.7% of the planned operating budget for fiscal year 2020.

**14. Does OP follow best practices?**

Yes. Each program of the Oakland Promise was designed with lessons from research and best practices from relevant fields. These include, early childhood development, social determinants of health, two-generation anti-poverty programs, K-12 education, asset

building, and child savings account programs. Each Oakland Promise program launch was preceded by extensive planning involving staff, teachers, leaders, parents and students from the City, County, Oakland Unified School District and multiple nonprofit organizations. Thoughtfully developed Logic Models, outline the strategies, inputs, outputs and goals of each program.

At key stages – birth, kindergarten, middle school, high school, and college – the Oakland Promise supports parents and children to prepare and save for college, connecting them to support systems and resources. There are four core programs within the Oakland Promise that ensure a cradle to career support for low-income families that put them on the pathway to better post-secondary outcomes. These programs include: Brilliant Baby, Kindergarten to College, Future Centers, and College Completion and Scholarships.

### **Review of Oakland Promise Model in the College Savings Account (CSA) Field**

AEDI described OP's enriched CSA model and noted variety of CSA options and complementary supports through financial coaching, school climate and group efficacy. Various models across the country were compared against the number of supports complementing CSAs, the age range covered, the research-based design, and rigorousness of research. Researchers concluded the review of current CSA field across the US and named OP the "most comprehensive" with ability to "revolutionize the field."

"The Oakland Promise's innovative cradle-to-career design is the most comprehensive Children's Savings Account program intervention to date. Its rigorous research design means that the Oakland Promise has the potential to not only affect the lives of children and families in Oakland, but across the country." - Dr. William Elliott III from the Center on Assets, Education, and Inclusion (AEDI)

#### **15. Where do funds received get deposited? What bank?**

Funds will be received through the East Bay College Fund and deposited into their checking account with Bank of America. Funds for scholarships and college savings accounts are currently being held in long-term investments in an agency fund at the East Bay Community Foundation.

#### **16. Has there ever been an audit or outside evaluation? If so, what were the findings?**

##### **Audits**

The East Bay College Fund's (EBCF) most recent audit can be found as an attachment. The most recent Oakland Public Education Fund's (EdFund) audit, which includes the Oakland Promise as a fiscally sponsored project, can be found as an attachment.

##### **Evaluation Summary**

Annually, data is collected and reviewed from the four programs: Brilliant Baby, Kindergarten to College, College Access - Future Center, and College Scholarship & Completion. This summary includes highlights from:

1. Externally evaluated school-level results of Future Centers

2. Piloting of an interview tool and parent survey of Kindergarten to College participants
3. Annual update of program data
4. Upcoming schedule of research activities in 2019 - 2020

In this early stage of Oakland Promise, currently available data prohibit researchers' ability to attribute some of the changes directly to Oakland Promise. Upcoming evaluation strategies in the remainder of 2019 and in 2020 will allow for greater control of mediating factors, advancing the ability to associate results with Oakland Promise interventions.

### **Evaluation of Future Center College Access and Enrollment of High School Students**

In its third year of implementation, Oakland Promise reviewed school-level data to determine the effects on high school students at schools with an Oakland Promise Future Center. NORC at the University of Chicago conducted a retrospective evaluation of student-reported college application, enrollment data from the Senior Survey, FAFSA / DREAM Act administrative data from the California Student Aid Commission, and college enrollment data from the National Student Clearinghouse.

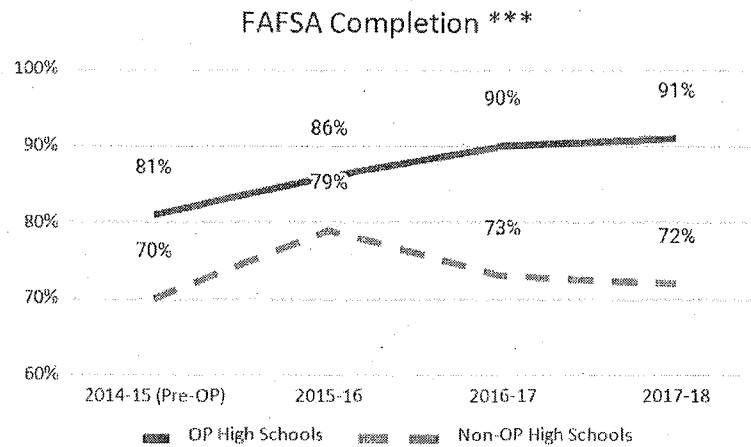
The analysis sought to determine, "In what areas are OP high school students doing better than non-OP students?"

### **Future Center - College Access**

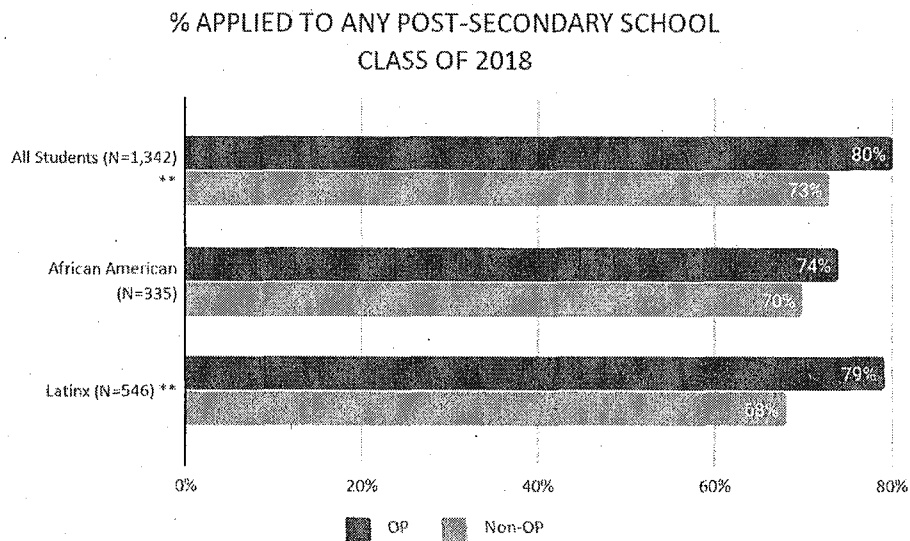
For all outcomes on the Senior Survey and FAFSA/DREAM Act completion, NORC compared the proportions of student outcomes from OP schools to those schools that were not participating in OP. These comparisons should be interpreted with caution.

Students in Oakland Promise high schools completed the FAFSA / Dream Act application and applied to college at higher rates than their peers in non-OP schools.

- For three years in a row, FAFSA / Dream application completion among students in Oakland Promise high schools were significantly higher compared to their peers at non-OP high schools. (Data source: California Student Aid Commission)



- In the Class of 2018, students at Oakland Promise high schools reported applying to college at higher rates than students at non-OP high schools, 80% v. 73%; rates for both application and enrollment were comparatively higher among Latinx students in Oakland Promise high schools. (Data source: Senior Survey)

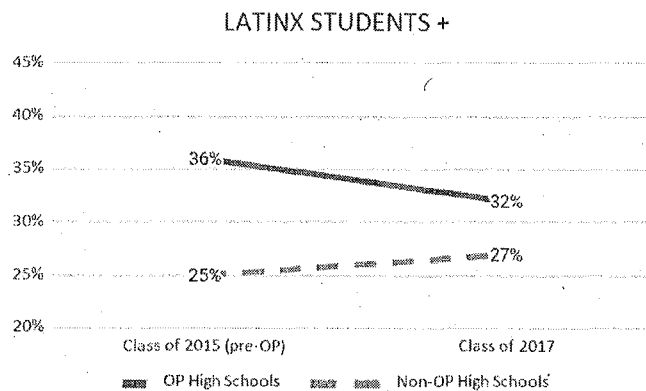
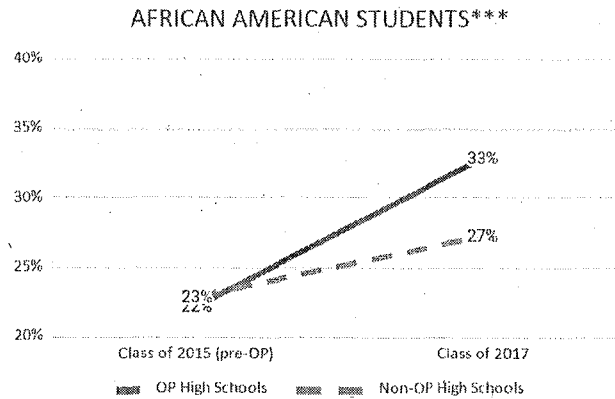


### College Enrollment

In reviewing College Enrollment data, NORC compared schools with similar pre-OP starting points. Due to varying characteristics of schools, comparisons may not contain the same schools in either or both OP and non-OP schools.

African American students at OP high schools are enrolling in 4-year college at higher numbers and are also increasing their enrollment at a higher rate than their peers at non-OP schools.

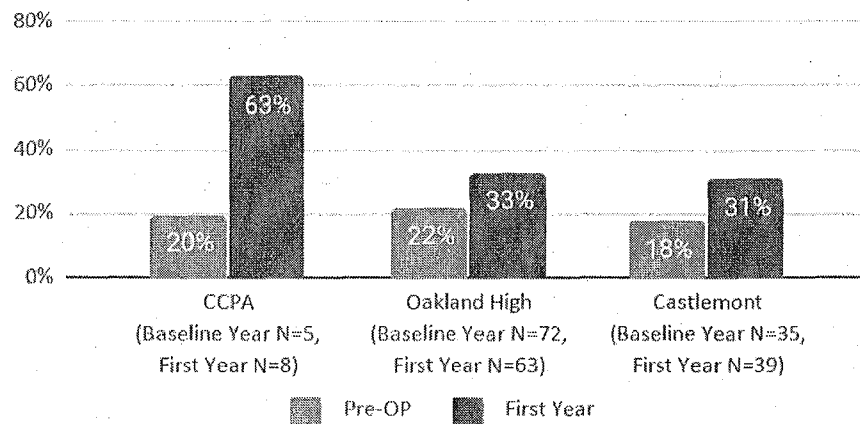
- Overall, more OUSD students are enrolling in 4-year college immediately after high school graduation. **African American students in Oakland Promise high schools continue to surpass their peers in non-OP schools in enrollment in 4-year colleges.** Latinx students in Oakland Promise high schools experienced a decrease in college enrollments between 2015 and 2017 while those in comparison schools held a slight increase. (Data source: National Student Clearinghouse)



- The first year of Oakland Promise support in OUSD high schools led to improvements in college enrollment to 4-year colleges among African American students in each OP

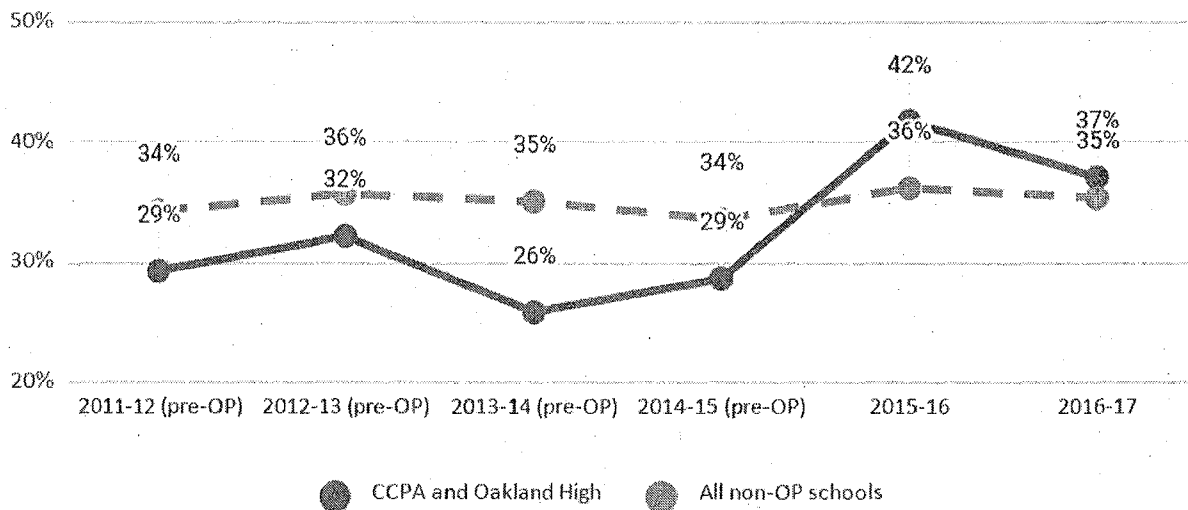
high school. (Data source: National Student

### African American 4-Year College Enrollment, First Year of



Clearinghouse)

### Percent of Graduating Seniors Enrolling in College Immediately after Graduation



### Pilot of Kindergarten to College Interview Tool and Parent Survey

NORC, in partnership with AEDI and Terri Sabol of Northwestern University, piloted an interview tool with 83 young children (Kindergartners in Oakland's pilot) at both K2C and non-K2C schools in the spring of 2018. Oakland was one of 3 sites (Evanston, Chicago, Oakland) piloting the interview tool, known as the Puppet Interview Tool, that assessed children's college-going identity in students as young as kindergarten to age 8. The use of



this tool could help answer the question, "How does K2C programming enhance students' / families' belief in their child's ability to achieve a postsecondary college degree."

Paramount to the success of the tool is its ability to measure key aspects of college-going identity: identity salience, congruence with group, and interpretation of difficulty, as well as indices of children's perceptions of money/savings and socioeconomic status.

Of the 83 children who participated in the Oakland Pilot, more than 50% of children stayed engaged, and only 14% were either mildly engaged or not engaged during the interview.

- 63% provided some definition of college
- 90% stated reasons for saving money, including 29% saving for college

As a result of this pilot, the tool was updated, with reduced number of items (30% fewer items) and adjustments made to Spanish translations. The first full implementation of the K2C evaluation begins in April 2019.

NORC and AEDI researchers developed a parent survey tool to gauge parental / family attitudes regarding college going culture. Only 30 of 83 Parents completed the survey: 21 K2C parents, 9 non-K2C parents.

- Resulting sample is biased towards higher income households and higher educated household.
- 80% of K2C parents report that they would like their child to complete a graduate degree, 13% a Bachelor's degree.

Due to very low response rates, results are only for internal discussion. However, lessons from the pilot led to adjustments to the survey protocol to reduce the amount of time required for and barriers with completing the tool.

The first full implementation of this K2C evaluation will take place from April to June 2019, with a draft report delivered by the end of summer 2019.

## Annual Program Data Tracking

### Brilliant Baby

<u>Measure</u>	<u>2016-17</u>	<u>2017-18</u>	<u>2018-19 To date</u>
Infants who have a \$500 College Savings Account (cum.)	150	220	420

% of Families participate in financial coaching		76%	63%
% of BB parents/guardians who expect their child to go to college		80%	73%
% of BB parents/guardians reporting improved financial well-being/security			Summer 2019

### Kindergarten to College

<u>Measure</u>	<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u> <u>To date</u>
# K2C School & Students	18 Schools 1,250 Students	35 Schools 4,300 Students	52 Schools 9,500 Students
# of family-owned K2C CSAs	200	300	375 my529 + 7 Self Help Fed Credit Union
% of K2C students identifying themselves as college-bound	96% (CHKS)	Pilot Puppet Interview	Results from Puppet Interview Tool - Summer 2019
% K2C parents who "strongly agree" that their students are college-bound	69% (CSPS)	Pilot Parent Survey - Sample too small	Results from Parent Survey - Summer 2019

### College Access - Future Centers

<u>Measure</u>	<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>
Schools & Students	6 Future Centers	10 Future Centers 5,000 students	6 Future Centers 3,700 students
Middle School Students Understand A-G Reqs	41%	55%	Spring 2019
A-G Ready	All: 46% OP: 53% Non-OP: 44%	All: 49% OP: 54% Non-OP: 47%	Summer 2019
High School Graduation	All: 71% OP: 74% Non-OP: 70%	All: 74% OP: 83% Non-OP: 71%	Summer 2019

### College Persistence

<u>Measure</u>	<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u> <u>(to date)</u>
High School Seniors Served (cum.)	300	670	1073
Scholarships Awarded (cum.)	\$5.5m	\$7.8m	\$8.1m

Of students who matriculated, % completed Year 1 (enrolled in Year 2)	86% Class of 2016	93% Class of 2017	January 2020 Class of 2018
Of students who matriculate, & completing Year 2		Summer 2019 Class of 2016	January 2020 Class of 2017

### Upcoming Research & Evaluations in 2019-2020

Spring 2019, Report in August 31, 2019

- Future Centers Program Evaluation, Class of 2017 (NORC, FUSE Fellow) - Quantitative analysis completed, qualitative review currently underway, Report by August 31, 2019.
- K2C Study of 1-year after implementation comparison study launching April - June 2019, Report in August 31, 2019.

Summer, Report Draft by September 15, 2019

- Brilliant Baby 1st year Family Follow-up Survey (Internal, NORC Analysis); K2C Year 1 Comparison Study (NORC) - Surveys ongoing, Analysis Pending

Fall, Report by December 31, 2019

- Study Sessions and 1st review of OP students' college matriculation & persistence in years 1 and 2 of post secondary school (NORC, Oakland Achieves) - Study launch

### 17. What organizations endorse/support the Oakland Promise?

*Organizational Champions endorse the Oakland Promise and align to shared community outcomes.* The Organizations who are champions of the Oakland Promise include:

Acts Full Gospel Church African American Male Achievement Initiative Aim High Alameda County Community Asset Network Alameda County Public Health Department Alameda County Office of Education Alameda Health System Alternatives in Action Art Media Entertainment - California Department of	MarketingVUE Menlo College Merritt College Mills College TRIO Programs Museum of Jazz & Art My Brother's Keeper National Equity Project New Covenant Tabernacle Church New Door Ventures
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<p>Education  Asian Health Services Community Health Center  Aspire Public Schools  Asset Funders Network  Baptist Ministers Union of Oakland  Bay Area Teen Science  Bay Area Urban Debate League  Bay Community Fellowship  Be a Mentor, Inc.  Book Trust  Boys &amp; Girls Clubs of Oakland  Boys Hope Girls Hope San Francisco Bay Area  Braven  Bridge the Chasm  Brighter Beginnings  BUILD  California Charter Schools Association  Campaign for Black Male Achievement  Campaign for Free College Tuition  Center for Elders Independence  Centro Legal de la Raza  Chabot Space &amp; Science Center  Chapter 510  Children's Defense Fund  Citizen Schools  City of Oakland/City Administrator  City of Oakland/Community Action Program  City of Oakland/Head Start Program  City of Oakland/Human Services Agency  City of Oakland/Treasurer  Civic Nation  Clear Channel Outdoor  Coliseum College Prep Academy  College Bound  Community Engagement, OUSD  Community Financial Resources  Community Technology Network  Convergence Covenant Church  Devry University  EARN  East Bay Asian Youth Center  East Bay College Fund  East Bay Community Foundation  East Bay Consortium  East Bay Spanish Speaking Citizens Foundation  East Oakland Boxing Association  Educate78  Education Redesign Lab, Harvard Graduate School of Education  Educational Coalition for Hispanics in Oakland  Enroll Oakland Characters  Ethol</p>	<p>New Hope Covenant Church  New Leaders  Oakland African-American Chamber of Commerce  Oakland Chamber of Commerce  Oakland Community Organization  Oakland Empowerment Scholarship, Mentoring &amp; Sports Program for Girls  Oakland High School  Oakland Housing Authority  Oakland Leaf  Oakland NAACP  Oakland Natives Give Back  Oakland Parents Together  Oakland Public Library  Oakland Rotary Club  Oakland Technology Exchange West  Oakland Temple Visitors Center  Oakland Turkey Trot  Oakland Unified School District  Oakland Workforce Development Board  Oakland Worship Center  Opportunity Fund  Partners in School Innovation  Partnership for Children and Youth  Peer Health Exchange  Peralta Community College District  Playworks  Points of Light  PolicyLink  Project Peace East Bay  Promise Neighborhoods Institute at PolicyLink  PUEBLO  Quest Foundation  Quest Therapeutic Camps  Rainbow PUSH Coalition  Reading Partners  Ready Nation  Redwood Heights School  Regeneration  Rex Consulting  Rogers Family Foundation  S and D Girl Talk  Sage Financial Solutions  San Francisco Foundation  Scholar's Youth Sorority  ScholarShare, State of California Treasurer's Office  Science is Elementary  Science, Engineering and Mathematics Link, Inc.  Sharks Ice</p>
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Faith Network of the East Bay Family Independence Initiative Family Paths, Inc. Federal Reserve Bank of San Francisco First 5 Alameda County First Place for Youth Footsteps 2 Brilliance Fred Finch Youth Center Friedman Family Foundation Full Court Press Communications Game Theory Academy Generation Citizen GO Public Schools Oakland Golden State Warriors Community Foundation Great School Choices Hack the Hood Harbor House Ministries Hispanic Chamber of Commerce of Alameda County Holy Names University Holy Names University Upward Bound Project iMentor InPlay Inside Track Irene S. Scully Family Foundation Jostens Juma Ventures Junior Achievement of Northern California Lao Family Community Development Latino Education Network Leadership Public Schools Lend A Hand Foundation Life Academy of Health and Bioscience LifeLaunchr, Inc. Lighthouse Community Charter School Lincoln LRNG	Shiloh Church Spotlight Education Springboard Collaborative St. Augustine's Episcopal Church St. John's Episcopal Church Stuart Foundation StudentReach Summer Search Sungevity Super Stars Literacy Tandem, Partners in Early Learning Teach for America The Church of Jesus Christ of Latter-Day Saints The College Promise Campaign The Education Trust-West The New West Oakland Movement The Oral Lee Brown Foundation The Zorgos Project uAspire UC Berkeley UCSF Benioff Children's Hospital UCSF Benioff Children's Hospital, Center for Community Health and Engagement United Negro College Fund United Way Bay Area Urban Strategies Council West Oakland Job Resource Center West Side MBC Williams Chapel Baptist Church World Impact, Inc. WriterCoach Connection Young Sparks Foundation Youth ALIVE! Youth Radio Youth Transportation Organization Youth UpRising
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### **FISCAL IMPACT:**

While this item is for informational purposes only and the informational report technically does not have a direct fiscal impact or cost, there is a proposed \$500,000 annual line item to the Oakland Promise in the City Council Budget. The \$500,000 (\$1.0 million over two years) for the Oakland Promise is for early college scholarships for all kindergartners in Oakland public schools (\$100 per student, for approximately 5,000 students). It will go directly to students and families (none of this money will be used for personnel, operations, etc.). The Oakland Promise Governing Board is in the process of adopting a board resolution to make it explicit that all money received from City of Oakland in support of early college scholarships is restricted to college scholarship funds (note: this has already been approved by the Oakland Promise Executive Committee). These early college scholarships are important because research shows that low- and moderate-income students who

that low- and moderate-income students who have a college savings account of up to \$500 are 3x more likely to go to college and 4x more likely to graduate.

**PUBLIC OUTREACH / INTEREST:**

The Oakland Promise was built from and involves extensive input and support from stakeholders across Oakland the Country. Success in college and career for all Oakland students is a big lift. We have the opportunity to transform opportunities for Oakland's children and prepare a generation of Oakland students for success in college and career. In order for this initiative to be sustainable, we are partnering with a broad group of stakeholders. As we continue to grow, the Oakland Promise works with key stakeholders and community members to ensure that it is deeply embedded in the community and built to last. There are different levels of involvement - for a list of people/organizations involved, please see the attachments:

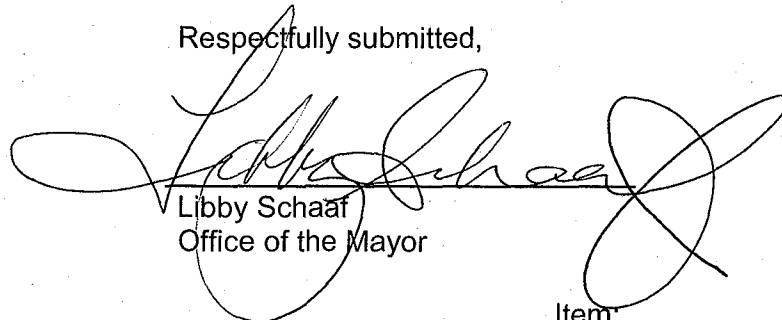
- Oakland Promise Governing Board (pg 2 of Annual Report)
- Oakland Promise Advisory Board (pg 2 of Annual Report)
- Oakland Promise Ambassadors (pg 3 of Annual Report) - Ambassadors are students, parents, teachers, and community leaders who believe in our vision and engage the community. They are committed to education advocacy and help inform the Oakland Promise with community based feedback.
- Oakland Promise School Teams & Implementing Partners (pg 4-7 of Annual Report)
- Organizational Champions (pg 26-27 of Annual Report)- endorse the Oakland Promise and align to shared community outcomes
- Individual Champions (pg 28-39 of Annual Report) - support and endorse the Oakland Promise

**ACTION REQUESTED OF THE CITY COUNCIL:**

Staff Recommends That The City Council Receive An Informational Report On The Goals, Programs, And Outcomes Of The Oakland Promise, Including Budgetary Information


For questions regarding this report, please contact David Silver, Director of Education, Office of Mayor Libby Schaaf at (510)238-3990.

Respectfully submitted,



Libby Schaaf  
Office of the Mayor

Item: \_\_\_\_\_  
Education Partnership Committee  
06/17/2019

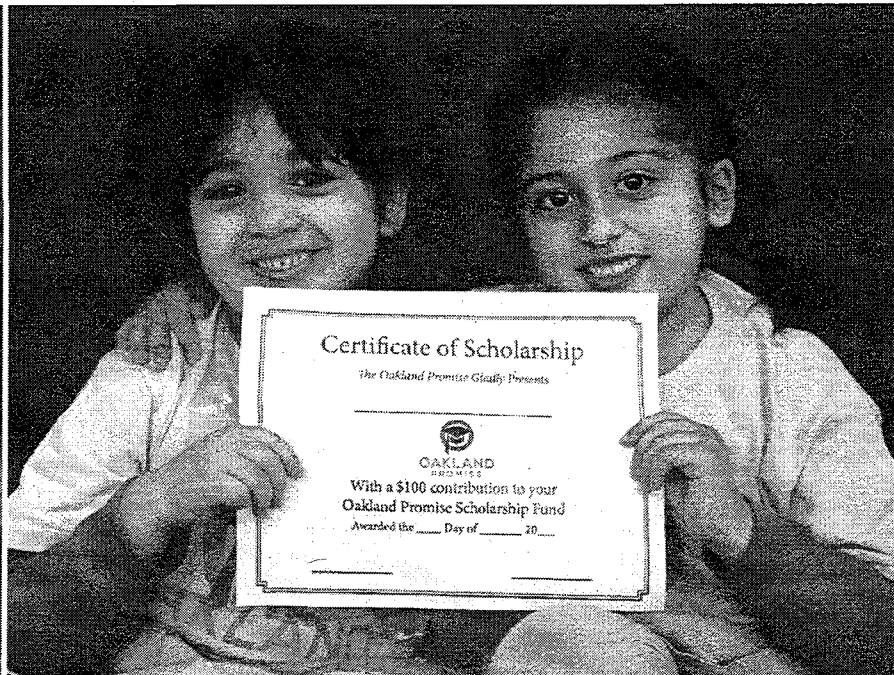
Two handwritten signatures are present. The signature on the left is written in dark ink and appears to be 'David Silver'. The signature on the right is written in a lighter ink and appears to be 'Sabrina B. Landreth'.

Prepared by:  
David Silver, Director of Education  
Office of Mayor Schaaf

Attachments (4):

- A. Oakland Promise 2019 Annual Report
- B. K2C Rubric
- C. East Bay College Fund Audit
- D. Oakland Public Education Fund Audit





MARCH 2019

# 3RD ANNUAL OAKLAND PROMISE REPORT

## THE OAKLAND PROMISE

We as a community will ensure that all Oakland children graduate from high school with the expectations, skills, and resources to complete college and be successful in the career of their choice.



OAKLAND UNIFIED  
SCHOOL DISTRICT



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OAKLAND  
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## Oakland Promise Governing Board

**Rosaura M. Altamirano**, Oakland Promise Parent Community Ambassador  
**Mia Bonta**, LitLab, Founder and CEO  
**Chuyi Fang**, High School Junior, Oakland High  
**Mark Friedman**, East Bay Community Foundation Board, Board Chair  
**Seth Hamalian**, Mission Bay Development Group, Managing Principal  
**James Harrison**, Remcho Johansen, & Purcell Law, Partner  
**Colin Lacon**, Kaiser Permanente East Bay, Director of Public Affairs  
**Dr. Michael McAfee**, PolicyLink, CEO  
**Leroy Morishita**, California State University East Bay, President  
**Tomiquia Moss**, Hamilton Families Foundation, CEO  
**Maria Pirner**, Oakland Unified School District, Teacher  
**Riaz Taplin**, Riaz Inc., Founder

### Ex-Officio non-voting board members

**Sandra Ernst**, East Bay College Fund, Co-Interim Executive Director  
**Joel Mackey**, Oakland Public Education Fund, Executive Director  
**Libby Schaaf**, City of Oakland, Mayor  
**David Silver**, Oakland Mayor's Office, Director of Education  
**Kyla Johnson Trammell**, Oakland Unified School District, Superintendent

## Oakland Promise Advisory Board

**Annie Campbell Washington**, Former Vice Mayor, Oakland City Council  
**Barbara Leslie**, President & CEO, Oakland Chamber of Commerce  
**Bert Lubin**, Former President & CEO, Benioff Children's Hospital Oakland  
**Bob Friedman**, Founder, Prosperity Now  
**Buffy Wicks**, CA State Assembly  
**Chris Iglesias**, CEO, The Unity Council  
**Curtiss Sarikey**, Chief of Staff, OUSD  
**Elena Chávez Quezada**, Senior Director, San Francisco Foundation  
**Eloy Ortiz Oakley**, Chancellor, California Community Colleges  
**Travis Kiyota**, VP, PG&E  
**George Holland**, President, NAACP Oakland  
**Jacqueline Martinez Garcel**, CEO, Latino Community Foundation  
**Janet Liang**, President, Northern California Region, Kaiser Permanente  
**James Harris**, Remcho Johansen & Purcell, Partner  
**James Head**, President & CEO, East Bay Community Foundation  
**Jane Garcia**, CEO, La Clínica De La Raza  
**Janet Napolitano**, President, University of California  
**Karen Weinstein**, Vice President, Peralta Community College District Board  
**Kristin Spanos**, CEO, First 5 Alameda County  
**Kyla Johnson Trammell**, Superintendent, OUSD  
**L. Karen Monroe**, Alameda County Superintendent  
**Larry Reid**, Vice Mayor, Oakland City Council  
**Leroy Morishita**, President, CSUEB  
**Libby Schaaf**, Mayor, City Of Oakland  
**Martha Kanter**, ED, College Promise Campaign  
**Michael Sorrell**, President, Paul Quinn College  
**Rob Bonta**, CA State Assembly  
**Susan Muranishi**, Alameda County Administrator  
**Sabrina Landreth**, City Administrator, City of Oakland  
**Susan Stutzman**, Board President, East Bay College Fund  
**Tony Thurmond**, CA State Superintendent of Public Education  
**Vicki Joseph**, Senior Vice President, Citi Community Development  
**Wilma Chan**, Supervisor, Alameda County  
**Yvette Radford**, VP, Kaiser Permanente



## Oakland Promise Ambassadors

Ambassadors are students, parents, teachers, and community leaders who believe in our vision and engage the community. They are committed to education advocacy and help inform the Oakland Promise with community based feedback. To date, ambassadors have participated in 72 community engagement events and signed up over 300 additional Oakland Promise Champions, building a movement.

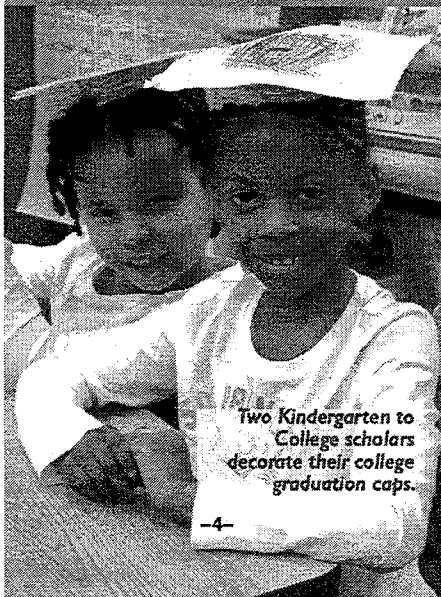
Andrew Chen	Carmina Portea	Erica Mitchell	Judith Mendez	MG (Malcolm Gabriel)	Rosa Porras-Cordova
Abril Barragan	Chamonie Benjamin	Esmeralda Cortez	Julie Martelle	Bertrand	Rosaura Altamirano
Elizabeth McGowan	Chandra Johnson	Fatima Arreola	Karla Rubio	Michael Jefferson	Roxana De La O Cortez
Alma Piedras	Charlene Johnson	Francisco Navarro	Kathleen Nolan	Michelle Ewing	Sandra Esquivel
Alvin Lee	Charles Cole	Gabriel Patten	Kevin Jimenez	Michelle Renowitzky	Selena Gonzalez
Andres Contreras Vega	Christine Clark	Gabrielle Henry	Kimberley Meredith	Michelle Villagran	Simon Wong
Angelique Calloway	Cynthia Adams	Gema Quetzal	Kiyha Cooper	Misty Walton	Sophia Naufahu
Angelita Patten	Cynthia Leon	Georgia Frazier	Laron Cutno	Nathan Touch	Stephanie Alcazar
Angelo Castillo	Daniel Tinajero	Gilberto Rosas	Laurie Hollins	Natrice Spicer	Taina Almaweri
Antron Thurman	Dannyl Montenegro	Gladys Nava	Lidia Morales	Nayeli Bernal	Tamone Benjamin
Arthur Renowitzky	Darius Aikens	Glenda Serrano	Luis Ceja	Nayeli Lopez	Tatiana Tendencia
Aya Alshalal	Darwin Lopez	Glenn Van Straatum	Mahala Herron-Rutland	Norma Yau	Tim Douglas
Bernadette Zermeno	Ebony Avery	Gloyds Altamirano	Manny Hernandez	Oscar Martinez	Timothy Demry
Bianca Rosas	Edgar Rodriguez	Grant Carson	Marcus Penn	Parisa Esmaili	Tisha Styles
Bianca Williams	Edgar Sanchez	Hailiah Dabashi	Maria Padilla Estrada	Portia Boutte	Ty-lucia Hooker
Brandy Gonzalez	Eleazar Cuenca Carmona	Isabel Perez	Maria Pinner	Pricilla Wilson	Tyjeare Hunter
Brian Davis	Eli Cuevas	Jaqueline Contreras	Mauricio Amaral	Renia Webb	Valentina Vigil
Brittaney Creswell	Eliseida Gutierrez	Jarae Rutledge	Maya Jefferies	Ricky Cruz	Virginia Bruno
Bruce Calderon	Eliseida Jauregui	Johanna Hoffmann	Maynard Wade	Robin Thomsen-Webb	Wendy Stevenson
Calrice Bazile	Emima Ramirez	Jorge Cervantes	Mayra Albor	Rocio Gonzalez	Yipeng Ruan
Camila Barbour	Eric Kwak	Joseph Brasley	Mayra Avalos	Romero Wesson	Yolanda Castillo
			Mayra Elias	Ron D. Maloney	Yota Omo-sowho

**“Oakland Promise is not just an opportunity for those born in the United States — it is for all of our Oakland community. One day, I want to go to UC Berkeley and study political science to become a politician. I want to represent my Oakland community and change the narrative to something more positive, more empowering.”**

**—Gema Quetzal, Student Member of the State Board of Education, Student Director of All City Council 2017-2018, and Oakland Promise Ambassador**



"What year will our kindergartners graduate college? 2035. Thinking about this makes it real. Because of the Oakland Promise, 2035 is becoming part of our vocabulary; savings accounts are becoming part of our vocabulary. We are changing the way we talk about it and slowly changing our attitudes."  
 —Timothy Douglas, OUSD Kindergarten Teacher, International Community School



Two Kindergarten to College scholars decorate their college graduation caps.

## Oakland Promise School Teams and Implementing Partner Teams

### Acorn Woodland Elementary School

Francisco Uaguno  
 Kristen Brett  
 Leroy Gaines  
 Tala Sullivan  
 Natalia Ruiz  
 Malia Vitousek

### Alameda County Department of Public Health

Kiko Malin  
 Jesus Verduzco  
 Shamelle Bremond  
 Angela Wynders  
 Angelia Victorian  
 Carmelina Thomas  
 Claudia Rios  
 Daisy Palacios  
 Danielle Davis  
 Donnesia Clark  
 Maria Isabel Aguilar  
 Monique Houston  
 Rashawnda Thompson  
 Shanell Flowers  
 Vella Black Roberts

### Allendale Elementary School

Alma Piedras  
 Desiree Miles  
 Maria Montelayo  
 Nancy Lee

### American Indian Public Charter School II

Erin Oh  
 Matthew Gordon  
 Peter Holmquist  
 Sabrina Clark  
 Tareyton Russ

### ASCEND

Morgan Alconcher  
 Patricia Villalba  
 Jeff Embleton  
 Victoria Albaracin  
 Paola Zamudio

### Aspire Berkley Maynard Academy

Jay Stack  
 Alexis Alexander

### Aspire ERES Academy

Elvira Iniguez  
 Maribel Sainez

### Bella Vista Elementary School

Feuy Saechao  
 Julie Su  
 Linda Flynn  
 Rachelle Cashion  
 Rana Lau  
 Sandra Watkins

### Bridges Academy at Melrose

Anita Iverson-Comelo  
 Beatriz Tello  
 Maria Garcia  
 Paula Barrera  
 Rosanna Covarrubias  
 MG Bertrand  
 Giovanni Escobar

### Brighter Beginnings

Barbara Bunn-McCullough, PhD  
 Diana Gamino

### Brookfield Elementary School

Marie Roberts  
 Nathalie Umana

### Carl B. Munck Elementary School

Denise Burroughs  
 Faustena Linarez  
 Kim Hyde  
 Rachelle Love  
 Alana Whitt-Smith

### Castlemont High School

Tanzania Jimmerson  
 Charles Patterson  
 Devan McFadden  
 Jennifer Early  
 Denzale Johnson  
 Chris Flores  
 Yadira Gonzalez  
 Isabelle Villanueva  
 Jeremy Brooks

Michael Scott  
 Natalie Barraza  
 Samantha Odum  
 William Chavarin

### City of Oakland Early Head Start

Sara Bedford  
 Alisa Burton  
 Maria Lavanderos  
 Thao Ly  
 Treesy Brewster  
 Janna Demby  
 Qing Xinj Li  
 Sharon Siao  
 Yuhong Zhu.  
 Lisa Dennis  
 Veronica Ufoegbune

### Cleveland Elementary

Jason Dowd  
 Maureen Whiting  
 Peter Van Tassel  
 Shelley Morris  
 Susan Yee

### Coliseum College Prep Academy

Abby Friedman  
 Amy Carroza  
 Amy Boyle  
 Javier Magana  
 Joanna Morales-Fernandez  
 Leslie Mejia



## Oakland Promise School Teams and Implementing Partner Teams (continued)

### **Community School for Creative Education**

Dr. Ida Oberman  
Monique Brinson  
Hanna Forde  
Maria Filares  
Gina Stiens

### **Community United Elementary School**

Desire Levrier  
Elizabeth Morales  
Shelly McCray-Hawkins  
Linda Morgan  
Veronica Carrillo  
Trinidad Arriaga

### **Cox Academy**

David Norris  
Cristina Jaramillo  
Courtney Rosen-Morales  
Heather Thompson  
Rosie Leyva

### **East Oakland Pride Elementary**

Amapola O'Brea  
Diana Montes  
Michelle Grant  
Shantai Briggs

### **Emerson Elementary**

Heather Palin  
Kasondra Walsh  
Zakiya Brooks  
Tanisha Champion-Benjamin

### **EnCompass Academy**

Amelia Rico  
Dana Turner  
Katrina Jones  
Minh-Tram Nguyen

### **Esperanza Elementary School**

Kathleen Arnold  
Luz Zurita  
Pauline Russell  
Leticia Montoya

### **Franklin Elementary School**

Ingrid Seyer-Ochi  
Beth Fische  
Munera Mohsin

### **Fred T. Korematsu Discovery Academy**

Amie Lamontagne  
Maria Pimer

### **Fruitvale Elementary**

Eugene Stovall IV  
Valerie Otsuka

### **Futures Elementary School**

Lee Thomas  
Shelly McCray-Hawkins  
Roxanne Caldera  
Hortensia Castillo  
Maria Vaca

### **Global Family School**

Dante Ruiz  
Juan Vaca  
Sara Shepich

### **Grass Valley**

Tammie Hollis-Prime  
Lynna Reid  
Ms. Hayden Sims  
Tahira Hodge  
Justin Brydie

### **Greenleaf Elementary School**

Brian Cooper  
Rodolfo Perez  
Romy Trigg-Smith  
Marta Saiz-Calvo  
Miriam Del Castillo

### **Henry J. Kaiser Elementary School**

Dennis Guikema  
Rebecca Jay  
Angela Romero  
Hilary Jackson  
Rachel Klapperich

### **Hoover**

Lissette Averhoff  
Nora Barich  
Cesar Escalante

### **Howard Elementary School**

Colleen Shepherd  
Lesley Glaser  
Lydia Harding  
Meg Fransee  
Nikki Williams  
Theresa Westley  
Maria Garcia

### **International Community School**

Eleanor Alderman  
Judith Mendez  
Marta Lorena Vega  
Timothy Douglas

### **Joaquin Miller Elementary School**

Diane Grauer  
Jeanne Sims  
Loren Taylor  
Lynn Glick  
Sara Green

### **La Escuelita**

Jeffrey Franey  
Valerina Hilton  
Karina Najera

### **Laurel Elementary School**

Jamie Williams  
John Stangl

### **Lazear Charter Academy**

Eva Negrete  
Kati Finley  
Rocio Gonzales  
Rosario Sifuentes  
Sarah Morrill

### **Learning Without Limits Elementary School**

Manuel Herrera  
Leah DeArmey  
Lieba Schneiderman  
Esperanza Mendoza  
Rosia Butler

### **Lighthouse Community Charter Public School**

Maritza Aiello  
Tina He

▼ "If I could do one thing as the Mayor of Oakland, it would be to realize the vision of the Oakland Promise." —Libby Schaaf, Mayor of Oakland



## Oakland Promise School Teams and Implementing Partner Teams (continued)

### **Lincoln Elementary**

Sharon Travers  
Pikshan Lui  
Ivanna Huthman  
Elma Bataa

### **Lodestar, A Lighthouse Community Charter Public School**

Donna Williams  
Polly Huang  
Robbie Torney  
Yanira Canizales

### **Manzanita SEED Elementary**

Eyana Spencer  
Natalie MacIntyre  
Rachel Tabar  
Katherine Blackburn

### **Manzanita Community School**

Diane Lang  
Roxana De La O  
Isbet Alvarez

### **Markham Elementary School**

Anita Summerlin  
Brenda Theodore  
Luby Becerra  
Norma Cruz  
Catherine Carmens

### **Martin Luther King, Jr. Elementary School**

Roma Groves  
George Henderson  
Maketa Daniels  
Neymiya Moore  
Jazlyn Lee  
Drew Debro  
Arvella Hayden  
Toni Hamilton

### **Melrose Leadership Academy**

Moyra Contreras  
Beatriz Alvarez  
Etel Calles  
Monique Moyer

### **New Highland Academy**

Margarita Garcia  
Yolanda Cater  
Norma Heredia  
Francisco Alvarado

### **Parker Elementary School**

Rocquel Colbert  
Lorynne Dupree  
Raymond Pulliam  
Dawn Allen  
Mayra Rios

### **Piedmont Avenue Elementary School**

Zarina Ahmad  
Lisa Lefrak-Newby  
Miya Mendoza  
Elena Njemanze

Connie Terrell  
Laura Drake  
Rose Fruci

### **Prescott School**

Enomwoyi Brooker  
Jason Williams

### **Oakland High School**

Ana Vasquez  
Brenda Law  
Denzale Johnson  
Derrick Barbosa  
Drew Lau-Regent  
Elsa Tesfai  
Karen Baccaro  
James Wallace  
Jennifer Ferguson  
Matin Abdel-Qawi  
Tai Tokeshi  
Thalia Rodriguez  
Ziada Keflezighi

### **REACH Academy**

Camila Barbour  
Ebony Cheree Avery  
Lucy Espinosa  
Natasha Moore

### **Rise Community School**

Samantha Keller  
Terrilynn Van Rossum  
Sherrell Fontineau  
Norma Heredia  
Francisco Alvarado

### **Roses in Concrete Community School**

Lil Milagro Henriquez  
Megan Reed  
Reena Valvani  
Salvador Padilla  
Shahidah Zareef

### **Roots**

Geoff Vu  
James Riley  
Kevin Goings  
Mateo Terrizzi

### **Roosevelt**

Cliff Hong  
Lynna Din  
Nina Meeks  
Salomeh Ghorban  
Melody Or

### **Sage Financial Solutions**

Sandra Davis  
Sadie Williams  
Alex Nerguizian  
Teresa Garza  
Vivian Padua  
Saul Gonzalez  
Gaylon Logan  
Shyeta Williams  
Rolanda Williams

### **Sankofa Academy**

Renee Bullie  
Symphani Lindsey

### **Sequoia Elementary**

Donald Bertolo  
Phoi Wong  
Lisa Kim  
Karl Fleischman  
Deanna Grant  
Sidney Knockum  
David Silver

### **Think College Now Elementary School**

Abellanira Santos  
Cheryl Narvaez  
Emily Zanolli  
Madeline Noonan  
Megan Hatschek  
Monica Purdy  
Natalie Williford  
Vanessa Valenzuela  
Victoria Gurrola

### **UCSF Benioff Children's Hospital, Oakland**

Bert Lubin, MD  
Dayna Long, MD  
Mindy Benson  
Adam Davis  
Maoya Alqassari  
Rigoberto del Toro  
Sharon Leno

### **The Unity Council**

Judit Trinidad  
Soledad Becerra

## Our Partners

To achieve our bold vision, it is essential we partner with strong Oakland organizations.

### Brilliant Baby Partners

Alameda County Department  
of Public Health  
Bananas  
Brighter Beginnings  
City of Oakland Early Head Start  
First 5 Alameda County  
Help A Mother Out  
EARN  
my529  
Oakland Fund For Children and Youth  
Oakland Natives Give Back  
Prosperity Now and I:1 Fund  
Sage Financial Solutions  
UCSF Benioff Children's Hospital  
The Unity Council

### Kindergarten to College Partners

AmeriCorps VISTA  
Centro Legal de la Raza  
East Bay Asian Local  
Development Corporation  
Family Independence Initiative  
KinderPrep, A Project of the  
Oakland Rotary Club  
Junior Achievement  
Playworks  
my529  
Reading Partners  
Self Help Federal Credit Union  
Super Stars Literacy  
Talking Points

### College, Career, and Community Readiness Partners

African American Male Achievement  
(AAMA)  
Aim High  
BUILD  
College Track  
East Bay Asian Youth Center  
East Bay Consortium  
East Bay College Fund  
Latino Men and Boys Program  
(The Unity Council)  
My Brother's Keeper Alliance  
Technology Exchange  
UC Berkeley Center for  
Educational Partnerships

### College Scholarships & Completion/ College Partners

African American Male Achievement  
(AAMA)  
Alameda County Office of Education  
Allen University  
Berkeley City College  
Beyond 12  
California State University East Bay  
Cheyney University  
College of Alameda  
College Track  
East Bay College Fund  
East Oakland Youth Development  
Center (EOYDC)

Florida Memorial University  
Full Circle Fund  
Future of Tech Partners  
CodeEd Academy  
David E Glover Center  
EPICC  
Gameheads  
Hack the Hood  
Intel  
Level Playing Field Institute  
Qeyno Labs  
TechHire  
The Hidden Genius Project  
Youth Radio  
YesWeCode  
Harris-Stowe University  
Holy Names University  
Kentucky State University  
Lane College  
Laney College

Masons  
Merritt College  
Mills College  
NAACP  
Notre Dame de Namur University  
Oakland Rotary  
Oral Lee Brown  
Paul Quinn College  
Peralta College Office of the Chancellor  
San Francisco State University  
Student Program for Academic and  
Athletic Transitioning (SPAAT)  
Texas College  
University of California Berkeley  
University of California Davis  
University of California  
Office of the President  
University of Santa Clara  
University of San Francisco  
Virginia University of Lynchburg

▼ **Our lead College Completion Partner East Bay College Fund convenes its scholars at the  
2018 East Bay College Fund Oakland Promise Winter Retreat.**



## Oakland Promise Staff

**Amanda Feinstein**, Program Director, Brilliant Baby

**Ay'Anna Moody**, Program Director, Future Centers

**Berenice Vega**, Senior Program Associate, Future Centers

**Caheri Gutierrez**, Community Engagement Coordinator

**Chris Hwang**, Director of Data and Evaluation

**Damani Wilson**, LEE Fellow

**David Silver**, Director of Education, Mayor Libby Schaaf

**Diego Pinto**, Financial Coach, Brilliant Baby

**Dulce Torres-Petty**, Program Coordinator, Brilliant Baby

**Hector Colula**, Program Associate, Kindergarten to College

**Jasmine Nasser**, Program Coordinator, Kindergarten to College

**Kristarae Flores**, Interim Director of Development

**Kyra Mungia**, Project Director, Education, Mayor Libby Schaaf

**Le'Ana Powell**, Program Associate, Community Engagement

**Maggie Croushore**, Director of Operations

**Mario Valadez**, Program Associate, Kindergarten to College

**Patrice Berry**, FUSE Fellow

**Reshonda Williams**, Program Associate, Brilliant Baby

**Tonya Chapman**, Office Manager

**Tori Howard**, Senior Program Associate, Kindergarten to College

**Veena Pathiparampil**, Program Director, Kindergarten to College

**Vinh Trinh**, OUSD Liaison to the Oakland Promise

"I am impressed by the bold and comprehensive approach of the Oakland Promise which has pulled together best practices from around the country. As former U.S. Secretary of Education, I've seen many initiatives across the country ... Oakland Promise is one of the most strategic and effective... it leverages private philanthropy for public dollars and is already achieving outstanding results. OP changes the trajectory of our Oakland students from the time they are born, through the time they graduate from college and enter the workforce. Oakland Promise is truly a game changer for Oakland and its future generations with the potential to be a national model."

—Arne Duncan, Former US Secretary of Education  
under President Obama



The Oakland Promise Staff



## Aligned Initiatives

We cannot do this alone —we collaborate with other initiatives to realize our common vision

“Oakland Promise is a critical strategy to achieve educational equity. I have seen firsthand how African American, Latinx, and Asian Pacific Islander students have benefited from the support - it is not only providing opportunity but creating a culture where college is the expectation. I am proud to partner with Oakland Promise and East Bay College Fund to empower more of our students to complete college and be a role model for the next generation of Kings and Queens across Oakland.”

—Chris Chatmon Executive Director, Office of Equity and Founder of African-American Male Achievement (AAMA)

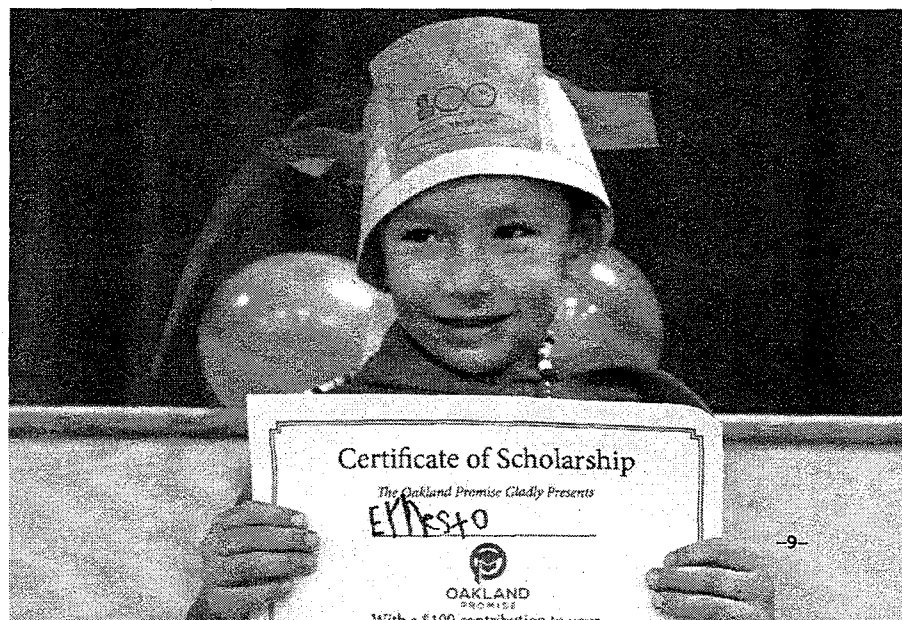
Access to Schools & Libraries  
African American Female Excellence  
African American Male Achievement  
African American Young Women and Girls Initiative  
Alameda County Alliance for Men and Boys of Color  
Alameda County Home Visiting Program  
Alignment Oakland  
Asian Pacific Island Student Achievement  
Best Baby Zone  
By All Means, Harvard Graduate School of Education  
Classrooms2Careers  
Collective Impact  
Dual Enrollment  
Early Head Start / Head Start  
East Bay Career Pathways Consortium  
Effective Talent Programs  
Get Connected Oakland  
Health and Wellness/School Based Health Centers  
Help Me Grow  
High Quality, Accessible Pre-K

Information Communication Technology (ICT)  
Intensive Support Schools Initiative  
Latino Men and Boys Initiative  
Latino Student Achievement  
Linked Learning  
Measure N  
My Brother's Keeper  
Oakland Community Schools  
Oakland Reads 2020  
Oakland Starting Smart and Strong Initiative  
Oakland Thrives  
Oakland 100  
OUSD Pathways and Academies  
OUSD Family and Community Engagement  
Parents Raising the Bar  
Restorative Justice  
Social Emotional Learning and Restorative Practices  
Talk Read Sing (0-3)  
Techquity  
Youth Ventures Joint Powers Authority



▲ In order to maximize our impact, we partner with strong Initiatives and Organizations across the city of Oakland

▼ This kindergartner celebrated the 100th day of school by receiving his \$100 early college scholarship!



On January 11, Oakland showed up in support of the Oakland Promise at the Mayor's Inaugural Gala to Benefit the Oakland Promise at the Fox Theater. Due to the generosity of all of our incredible supporters, the Oakland Promise was able to raise over \$3 million, which will support children and families along the cradle to career continuum for the next 30 years to ensure that they are able to complete college and be successful in the career of their dreams! Special thanks to the honorees of the 3rd Annual Keeping the Promise Award: Kaiser Permanente, Marc and Lynne Benioff and The San Francisco Foundation.

**Oakland Promise Supporters** As of January 2019, Oakland Promise has secured approximately \$61M: \$33M for our initial Demonstration Project through 2020 and \$28M towards a \$50M Generation Fund to support children and families through 2050.

#### **\$3,000,000 and above**

The San Francisco Foundation: a Matching Campaign  
Arthur and Toni Rembe Rock  
Kaiser Permanente Fund at the  
East Bay Community Foundation  
Marc and Lynne Benioff  
Michael Moritz and Harriet Heyman/  
Crankstart Foundation

#### **\$1,000,000 - \$2,999,999**

Anonymous Donor through the  
Silicon Valley Community Foundation  
Anonymous Donors through  
The San Francisco Foundation  
The California Endowment  
City of Oakland  
The Claremont Hotel on behalf of  
Richard C. Blum Family and Accor Hotels  
East Bay College Fund  
The Koshland Family Foundation  
Oakland Unified School District  
Pacific Gas and Electric Company  
Salesforce

#### **\$100,000 - \$999,999**

Anonymous  
Anonymous  
AT&T  
California Wellness Foundation  
CesTRA Butner Family Foundation  
Citi Foundation  
David and Lucile Packard Foundation  
District Development  
Earthward Bound Foundation  
Educate 78  
Hastings Fund at Silicon Valley  
Community Foundation  
Hellman Foundation  
Kenneth Rainin Foundation  
Mission Bay Development Group  
Moyer-Washington Foundation  
Oakland Fund for Children and Youth  
Osprey Point Fund  
Payette River Foundation  
Roger's Family Foundation  
Ron Conway  
Stupski Foundation  
TMG Partners  
TomKat Foundation  
Warriors Community Foundation  
University of California, Office of the President  
Walter and Elise Haas Fund  
Wayne & Gladys Foundation

#### **\$50,000 - \$99,999**

Akonadi Foundation  
Bank of America  
Beneficial State Bank  
Clorox Foundation  
Doris and Donald Fisher Fund  
GASS Entertainment  
The Moriah Fund  
Morrison & Foerster Foundation  
Oakland Athletics  
Port of Oakland  
Quest Foundation  
Riaz Capital  
Rob and Eileen Ruby Philanthropic Fund of the  
Jewish Community Foundation - East Bay  
Thomas J. Long Foundation  
Turnitin  
Uber  
William H. Donner Foundation

#### **\$25,000 - \$49,999**

Alameda County Supervisor Wilma Chan  
Alex R. Graf Memorial Scholarship Fund  
Bill and Kate Duhamel  
Community Charities Bingo  
Five Point  
Irene S. Scully Foundation  
J. C. Kellogg Foundation  
Kazan McClain Partners Foundation  
Koret Foundation  
Pandora Media  
Pritzker Family Foundation  
Wells Fargo



## Oakland Promise Supporters (continued)

### \$10,000 - \$24,999

Anonymous  
Bank of the West  
Bessemer Trust  
Campaign for Black Male Achievement  
Charles and Helen Schwab Family Foundation  
Charles Schwab Foundation  
Clinton Reilly Holdings  
College Track  
East Bay Community Foundation  
Elaine and Samuel Wong  
Ellis Partners  
Fisher Family  
Foster Interstate Media, Inc.  
Friedman Family Foundation  
Gina Rafanelli and Jay Flynn  
Jennifer and Abe Friedman Family  
John Bliss and Kim Thompson  
Let's Go Oakland  
Libitzky Family Foundation  
Lisa and Kenneth Schmier  
Max Reshulsky  
Milton A. and Charlotte R. Kramer Charitable Foundation  
Miranda Lux Foundation  
Nat Roden  
Oakland Natives Give Back  
Orton Development, Inc.  
OSIsoft  
Peter Sherris, M.D. and Astrid Lacitis Charitable Fund

Ronnie Lott  
Sam Tadesse  
Samuel and Helene Soref Foundation  
Seven 26  
Shorenstein  
Silicon Schools Fund  
Strada Investment Group  
Union Bank  
Virginia Davis

### \$2,500 - \$9,999

AB&I Foundry  
Alameda Health System  
The Albertsons Companies Foundation  
Amy and Eddie Orton  
Andrew and Teresa Gunther Family Fund  
The Ansel Family Fund at the East Bay Community Foundation  
Anonymous  
Barbara Parker  
Barbara Schaaf Schock  
BBI Construction  
Bertram Lubin and Vivian Scharlach  
Brightpath Capital Partners  
Carl Chan  
Center for Community and Health at UCSF Benioff Children's Hospital  
Claudia and James Harrison  
Collins, Collins, Muir and Stewart  
Comcast

Core Security Solutions  
Creative Hospitality  
Crystal Land  
Donahue Fitzgerald LLP  
Doug and Amy Boxer  
Douglas Parking  
Ed McFarland  
EMC Research  
Emerald Fund, Inc.  
Falik Family Philanthropy Fund  
Farallon Capital Management  
Fred Karren  
Future State  
Galen Wilson  
George Zimmer  
Head Royce  
J.C. Kellogg Foundation Fund  
Jennifer Linton  
Jennifer Rainin  
Jerry and Jan Kennelly  
Joe Vassallo  
Johnson Family  
JRDV Architects  
Juan Sanchez  
Ken Lowney  
Kristen Robinson  
Louise Renne  
Lyft  
Madison Park Financial  
Marcy and Leona Chanin Foundation  
Mark Danis  
Matt Field  
Maureen Kennedy  
Mills College

Milo Group of California  
Nick and Katie Orton  
Numi Foundation  
Oakland Chamber of Commerce  
Oakland Natives  
Pacific Merchant Shipping Association  
Policy Link  
Providence Health & Services  
Robert and Catherine Miller  
Rocky Fried  
Rotary Club  
Saldinger O'Neil Trust  
Sam Muir  
Sandy Dean  
Schnitzer Steel  
Sergio and Amelia Garcia Family Foundation  
Shari Mcaneney  
Shiloe Bear  
Sutter Health  
TDP-Webster, LLC  
Teamster Local 70  
Terry and Mary McRae  
The Townhouse Bar & Grill  
The Unity Council  
Tom McCleary  
Tomiquia Moss  
Townsend Public Affairs, Inc.  
Tres Coronas Farms  
Trifecta  
Tulloch Corporation  
UA Sprinklerfitters Local 483  
Uplands Foundation  
Veritas Investments  
Visit Oakland

### Special Thanks to The East Bay College Fund's Champions Donor Circle for pledging over \$2 million to the Oakland Promise to date

Andrea Walker  
Barb and Andy Fremder  
Cestra Butner  
Gavin Kwong  
Guy and Jeanine Saperstein  
Irene S. Scully Family Foundation  
Joseph Downes  
Julie and Chuck Palley  
Leslie Hsu and Yusef Freeman  
Lisle and Roslyn Payne  
Mark & Susan Stutzman  
Norm & Jo Budman  
Paul & Andrea Swenson  
Paul and Susan Sugarman  
Peter and Bonnie Sherwood  
Quinn Delaney and Wayne Jordan  
Robert Stark  
Rotary Club of Oakland  
Samuel Miller and Maude Pervere  
Seth Hamalian  
Suzie Poncelet  
V O Smith Family Foundation



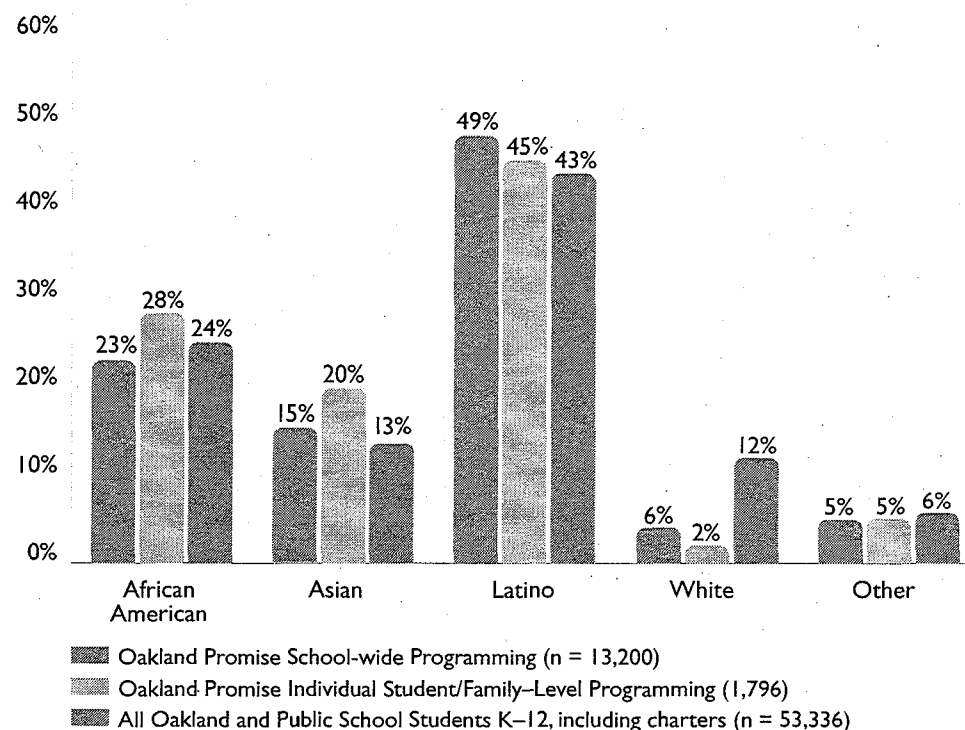
## Who We Serve

The Oakland Promise serves over 14,600 students across 58 schools and implementing partners. Addressing inequities in college completion is critical to realizing our vision of all students having the opportunity to complete college and be successful in the career of their dreams. As such, we strive to serve students who are reflective of the diversity of Oakland and specifically to target our services to students most traditionally underrepresented in college.

The people that the Oakland Promise serves, both for all of its students and its targeted programs, reflect Oakland's community of students, by serving African American, Asian and Latinx children at equal or higher rates than the general Oakland public schools population.

**Note:** Oakland Promise Individual Student/Family-Level Programming in the graph above includes Brilliant Babies, K2C CSA families, and students engaged in College Scholarships and Completion. These three programs were highlighted in this graph as each provides individual families with more deeply targeted programming.

OAKLAND PROMISE RACE/ETHNICITY OF STUDENTS SERVED



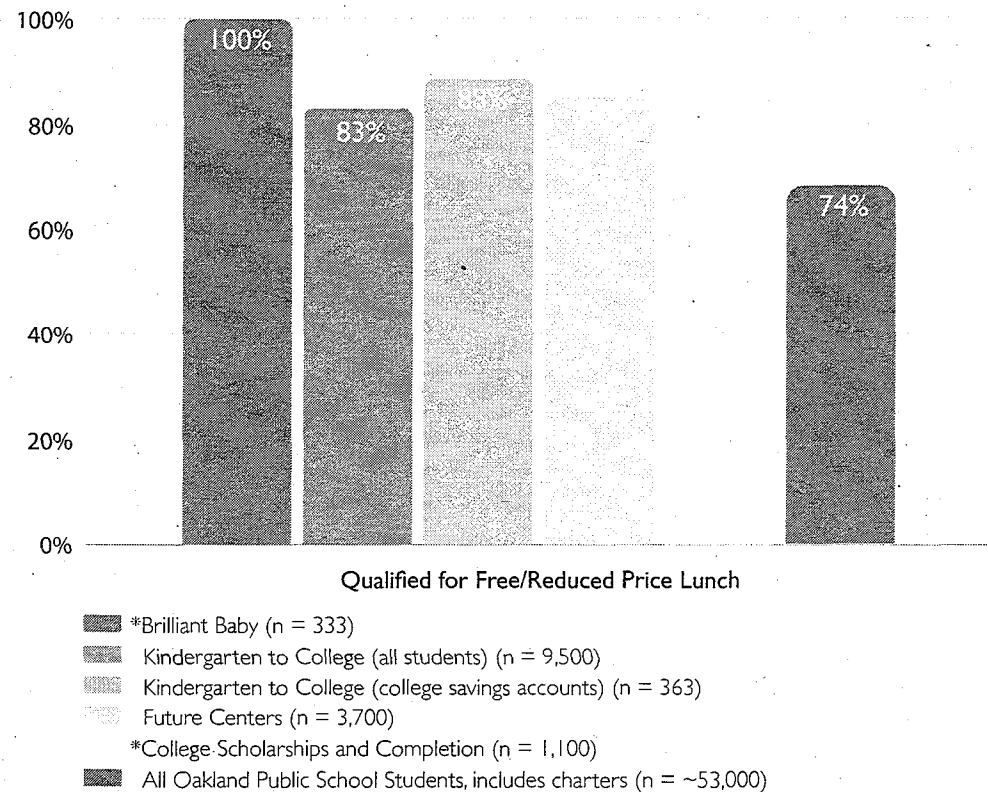
## Who We Serve (continued)

The Oakland Promise aims to serve students and families who are most economically marginalized (as measured by Free and Reduced Price Lunch eligibility, which is based on income).

Over 84% of Oakland Promise students are from low-income backgrounds. This is a higher percentage of students than the general Oakland public schools population and non-Oakland Promise schools.

**\*Note:** Brilliant Baby does not measure Free or Reduced Price Lunch, as it serves students prior to school enrollment. Instead, Brilliant Baby selects its families based on income-based Medi-Cal eligibility. Similarly, East Bay College Fund measures financial need by Pell Grant eligibility.

## PERCENTAGE OF OAKLAND STUDENTS QUALIFYING FOR FREE OR REDUCED PRICE LUNCH

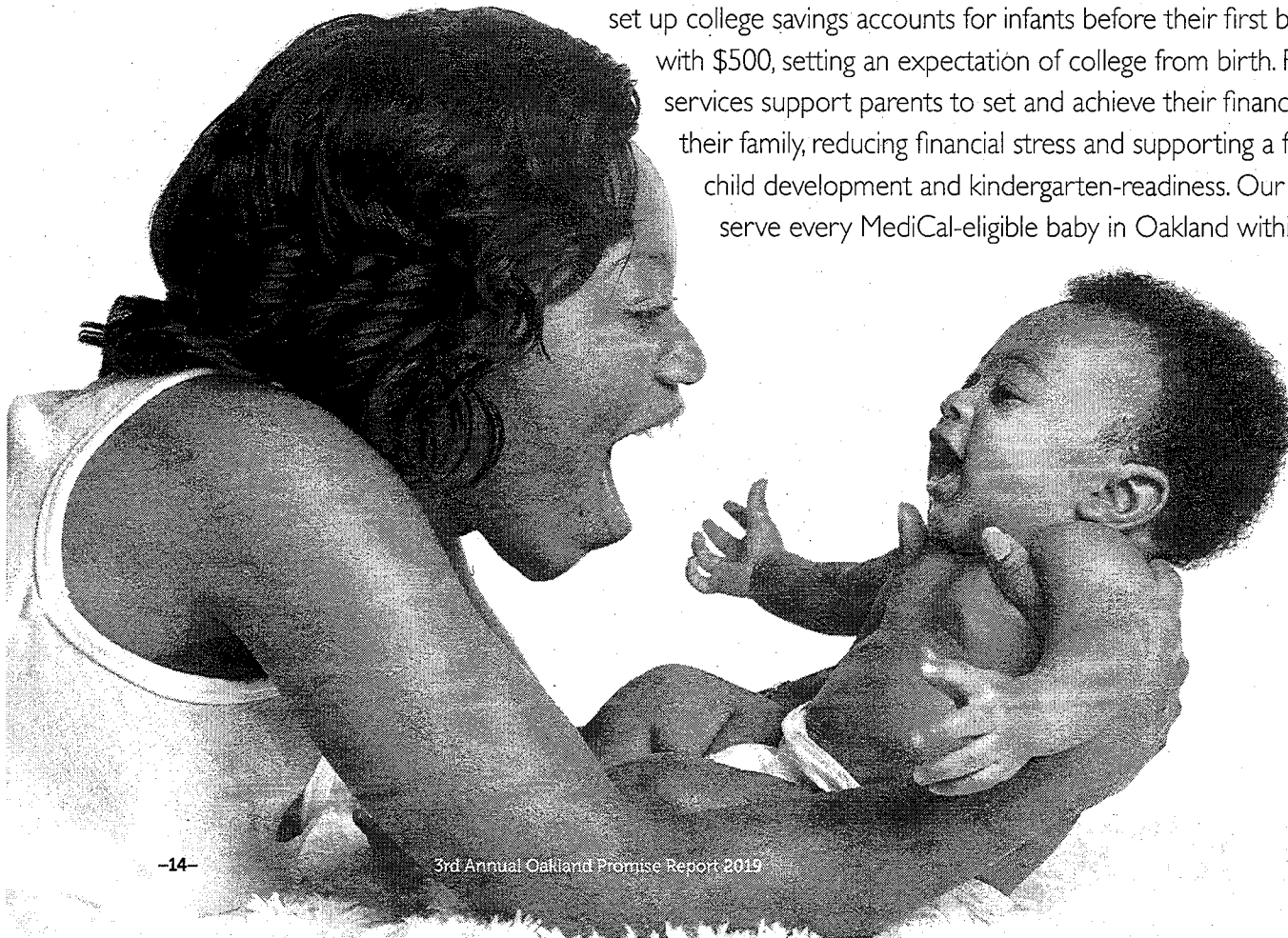




# Brilliant Baby

**Approximately 2,200 MediCal eligible are babies born in Oakland each year.**

**Brilliant Baby (BB)** partners with early childhood programs and health clinics to set up college savings accounts for infants before their first birthday seeded with \$500, setting an expectation of college from birth. Financial coaching services support parents to set and achieve their financial goals for their family, reducing financial stress and supporting a focus on early child development and kindergarten-readiness. Our vision is to serve every MediCal-eligible baby in Oakland within a decade.



OAKLAND  
PROMISE



**Brilliant Baby**

## **TODAY**

**333** (+183)

babies have a \$500  
BB college savings account

**63%** (-7%)

of BB families participate in  
financial coaching

**73%** (-7%)

of BB parents believe  
their child is college bound



## 2019 goals

**650**

babies have a \$500 BB college savings account

**325**

BB families participate in financial coaching

**75%**

BB families believe their child is college bound

**70%**

BB families report improved financial well-being



## 2025 targets

**5,000**

babies have a \$500 BB college savings account

**2,500**

BB families participate in financial coaching



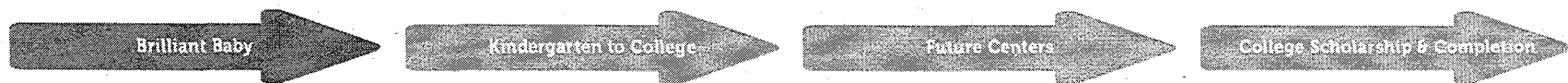
reduce race- and income-based disparities in  
kinder-readiness and child health



"My children, they come before me most definitely.  
I want to see them achieve in life and never stop striving for the things  
that they want ... Education is a must. I want to see them complete everything  
that they need to complete education-wise, and then dream.

And go for their dream."

—Rashaan Nichols, Brilliant Baby Parent





OAKLAND  
PROMISE

# Kindergarten to College

**Approximately 5,000 students start Kindergarten in Oakland public schools each year.**

**Kindergarten to College (K2C)** opens a \$100 early college scholarship for every Kindergarten in Oakland public schools, beginning with the 2016-2017 cohort onwards. Additionally, K2C supports families to open their own 529 savings accounts, offering up to \$100 as a savings incentive. By providing a dedicated K2C point person and through targeted programming such as early college scholarship celebrations, financial literacy workshops, and college going activities – including an annual trip to UC Berkeley and providing college-going lesson plans – K2C aims to instill a college-bound mindset in all students and families.

## TODAY

**52 (+16)**

elementary schools implementing K2C

**9,500 (+5,200)**

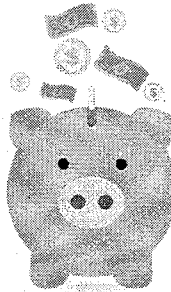
elementary students awarded \$100 early college scholarships

**363 (+113)**

families opened their own college savings account with K2C support

**500 (+350)**

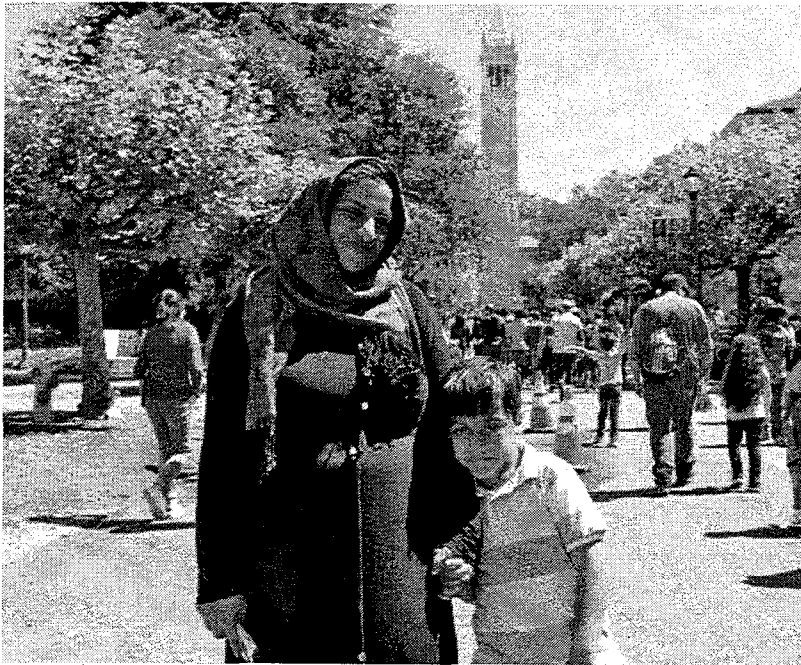
students and families visited a college as part of K2C





"I came today because I want to give him  
every opportunity that I didn't have growing up ...  
even though my knees hurt,  
I will walk all over this campus  
to support him."

—OUSD K2C Parent



## 2019 goals

**64**

elementary schools implementing K2C

**14,500**

elementary students awarded \$100 early college scholarships

**1,300**

families have opened their own college savings account  
with K2C support

**800**

students and families visit a college as part of K2C



## 2025 targets

**ALL**

Oakland public elementary schools implementing K2C

**45,000**

elementary students awarded \$100 early college scholarships

**7,700**

families have opened their own college savings account  
with K2C support

Brilliant Baby

Kindergarten to College

Future Centers

College Scholarship & Completion



## Future Centers

**There are approximately 24,000 middle & high school students in Oakland Public Schools.**

**Future Centers (FC)** are college and career hubs on middle and high school campuses open to students to provide college application and scholarship support, technology, and access to internships, making it possible for all students to have limitless options for their life paths and careers. Our vision is that all middle and high school students will receive college and career access support.



### TODAY

**6 (-4)**  
Future Centers  
serving  
3,700 students

**91% (+1%)**  
FAFSA/Dream app  
completion rate  
at OP high schools

**80% (-8%)**  
of OP HS seniors applied  
to at least one  
post-secondary school

**64% (-13%)**  
of OP future center students  
enrolled into 2- or 4-year  
college directly after HS  
graduation

"I'm grateful for the advisors at the Future Center because they helped me through my college applications. I know I can come to them for any help I need with school or my life. I wouldn't be inspired or motivated without them."

—Erik Molina, Senior at Castlemont

## 2019 goals

**3,700**

students served in coming year

**90%**

of OP HS seniors apply to at least one post-secondary school

**80%**

of OP HS seniors enroll in post-secondary school directly after HS



## 2025 targets

**ALL**

MS and HS students receive college & career access supports

**90%+**

FAFSA completion rate at all OP high schools

**20,000**

total Oakland students enrolled in college

Brilliant Baby

Kindergarten to College

Future Centers

College Scholarship & Completion



## College\* Scholarship & Completion (CS&C)

**Currently, fewer than 500 Oakland Unified School District 12th graders graduate from a 2- or 4-year college within six years of high school graduation each year.**

Through our lead agency **East Bay College Fund (EBCF)**, Oakland Promise students receive multi-year scholarships and college persistence supports, such as 1-1 mentors, peer mentors, and counseling, to ensure all students complete college.

All Oakland Public School students receive free tuition for their first 1.5 years at Peralta Community Colleges and all qualified Oakland Promise students benefit from guaranteed acceptance at California State University, East Bay as a part of our partnership with over 30 colleges (including nine Historically Black Colleges).

**TODAY**

**1,073 (+403)**

**OP students attend college with scholarships and persistence supports**

**\$8.1M (+2.6M)**

**in multi-year scholarships awarded**

**93% (+3%)**

**first-year completion rate for the senior class of 2016**

**925 (+425)**

**mentor/mentee pairs**

\*The Oakland Promise defines college broadly as any post-secondary institution after high school. (This includes not only 4-year colleges, but also community colleges, trade schools, certificate programs, etc).



Brilliant Baby

Kindergarten to College

Future Centers

College Scholarship & Completion

10,000  
of students attend college with  
scholarships and persistence supports

\$25 million  
in multi-year scholarships awarded

2025 targets



1,000  
mentors for students enrolled in college

90%  
1st to 2nd year persistence rates

\$10M  
in multi-year scholarships awarded

1,400  
of students attend college with  
scholarships and persistence supports

2019 goals



## Sustainability: Building a Movement

Success in college and career for all Oakland students is a big lift. We have the opportunity to transform opportunities for Oakland's children and prepare a generation of Oakland students for success in college and career. In order for this initiative to be sustainable, we are partnering with a broad group of stakeholders. As we continue to grow, the Oakland Promise works with key stakeholders and community members to ensure that it is deeply embedded in the community and built to last.

### **TODAY**

**1,725 (+525)**

**individual and organizational champions**

**128 (+3)**

**community ambassadors strategically engaged with OP**

**800+ (even)**

**individual donors**

**92% (+2%)**

**of the demonstration project funded**

**72 (+62)**

**community engagement events held by Oakland Promise**

### **2019 goals**

**1,800**

**individual and organizational champions**

**130**

**community ambassadors  
strategically engaged with the OP**

**850**

**individual donors**

**100%**

**of the demonstration  
project funded**

## **Annual Impact at Scale\***

**3,000**

**College Savings Accounts  
opened for Children ages 0-10**

**5,000**

**Elementary School Students  
awarded starter scholarship and  
building college-bound identity**

**10,000**

**HS Students receiving  
College Access Supports**

**3,750**

**Students enrolled in college  
annually with scholarships and  
persistence supports**

**1,000**

**Oakland Students graduating  
from College each year**

**More than 20,000 students and families served every year  
make college the expectation**

\*Oakland Promise projects to be at scale by 2025



## External Evaluation Results

**Students in Oakland Promise high schools completed the FAFSA and Dream Act application and applied to college at higher rates than their peers in non-OP schools.** NORC at the University of Chicago conducted an independent data analysis of administrative data.

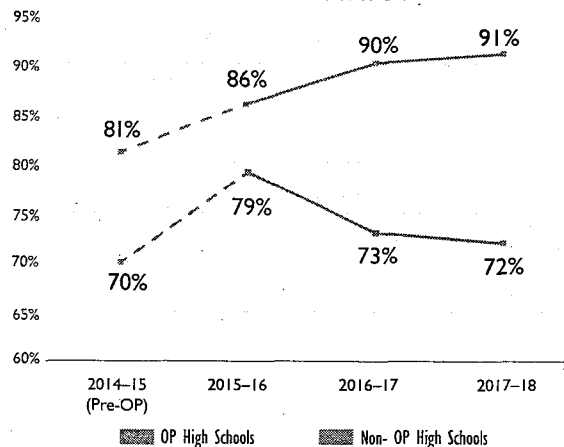
**Chart 3:** For three years in a row, FAFSA / Dream application completion among students in Oakland Promise high schools were significantly higher compared to their peers at non-OP high schools. (Data source: California Student Aid Commission)

**Chart 4:** In the Class of 2018, students at Oakland Promise high schools reported applying to college at higher rates than students at non-OP high schools; rates for both application and enrollment were comparatively higher among Latinx students in Oakland Promise high schools. (Data source: Senior Survey)

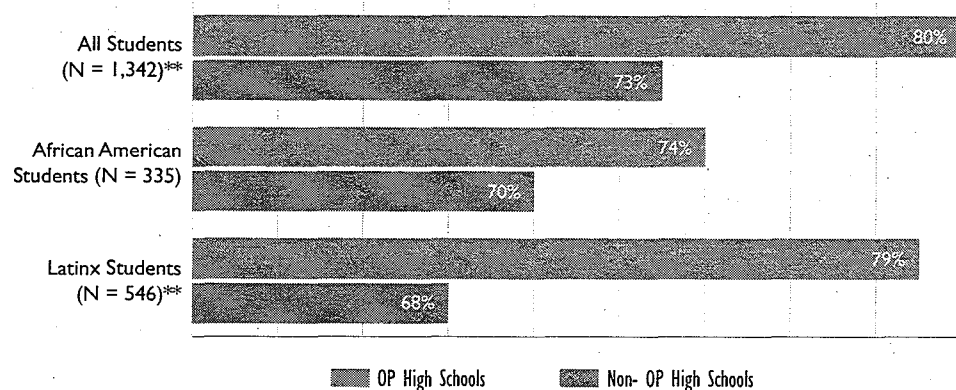
**Charts 5-7:** Overall, more OUSD students are enrolling in 4-year college immediately after high school graduation. African American students in Oakland Promise high schools continue to surpass their peers in non-OP schools in enrollment in 4-year colleges. Latinx students in Oakland Promise high schools experienced a decrease in college enrollments between 2015 and 2017 while those in comparison schools held a slight increase. (Data source: National Student Clearinghouse)

**Charts 8-9:** The first year of Oakland Promise support in OUSD high schools led to improvements in college enrollment to 4-year colleges among African American students. (Data source: National Student Clearinghouse)

**CHART 3: FAFSA/DREAM APP COMPLETION RATE BY SCHOOL YEAR & FUTURE CENTER STATUS \*\*\***



**CHART 4: APPLIED TO ANY POST-SECONDARY SCHOOL (CLASS OF 2018)**

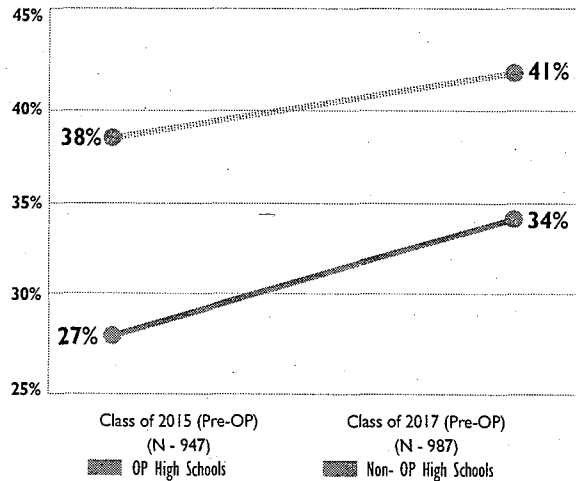


**Note:** Statistical significance is indicated with \*= $p < 0.1$ , \*\*= $p < 0.05$ , \*\*\*= $p < 0.01$ . Charts not accompanied by any "\*\*\*" do not represent a statistically significant difference between Oakland Promise and comparison schools.

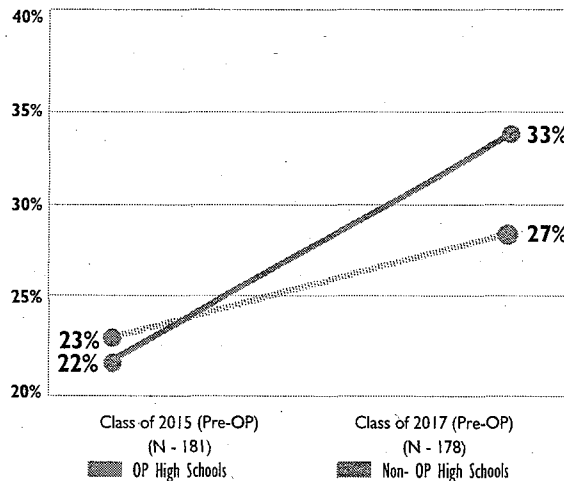


**Enrollment in 4-Year College:** African-American students at OP schools are enrolling in 4-year colleges at higher numbers and also increasing their enrollment at higher rates than their peers who are not at OP schools.

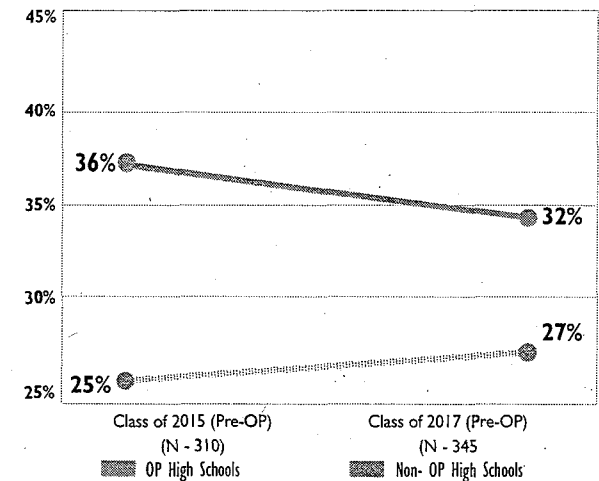
**CHART 5: ALL STUDENTS**



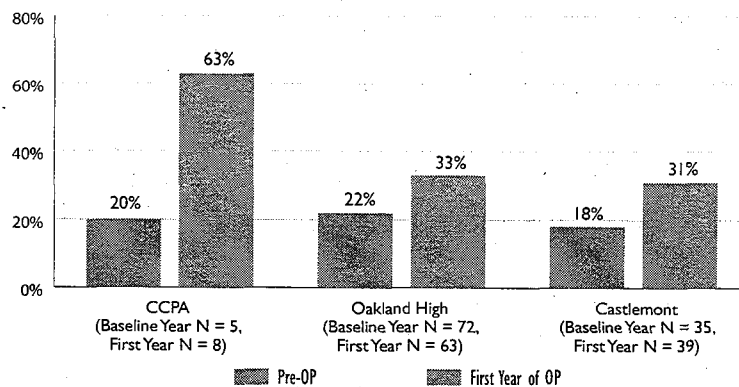
**CHART 6: AFRICAN AMERICAN STUDENTS\*\*\***



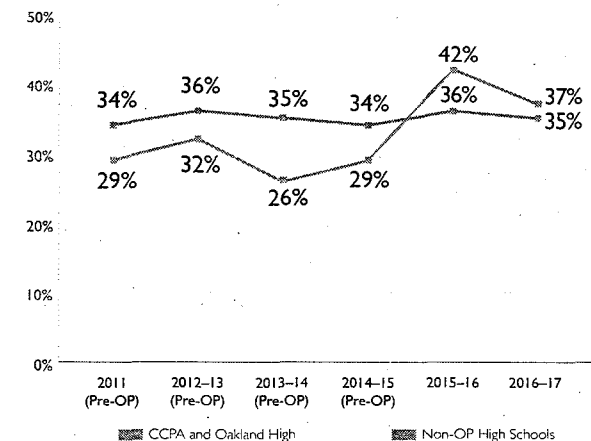
**CHART 7: LATINX STUDENTS\***



**CHART 8: AFRICAN AMERICAN 4-YEAR COLLEGE ENROLLMENT, FIRST YEAR OF OP**



**CHART 9: PERCENT OF GRADUATING SENIORS ENROLLING IN COLLEGE IMMEDIATELY AFTER GRADUATION**



**Note:** Statistical significance is indicated with \*= $p < 0.1$ , \*\*= $p < 0.05$ , \*\*\*= $p < 0.01$ . Charts not accompanied by any "\*" do not represent a statistically significant difference between Oakland Promise and comparison schools. Comparison schools do not consist of all non-OP OUSD schools. These schools were matched with Oakland Promise schools based on multiple characteristics. Schools in the sample vary depending on the match created.

## Organizational Champions endorse the Oakland Promise and align to shared community outcomes

Acts Full Gospel Church	Campaign for Black Male Achievement	Educate78	InPlay
African American Male Achievement Initiative	Campaign for Free College Tuition	Education Redesign Lab, Harvard Graduate School of Education	Inside Track
Aim High	Center for Elders Independence	Educational Coalition for Hispanics in Oakland	Irene S. Scully Family Foundation
Alameda County Community Asset Network	Centro Legal de la Raza	Enroll Oakland Characters	Jostens
Alameda County Public Health Department	Chabot Space & Science Center Chapter 510	Ethol	Juma Ventures
Alameda County Office of Education	Children's Defense Fund	Faith Network of the East Bay	Junior Achievement of Northern California
Alameda Health System	Citizen Schools	Family Independence Initiative	Lao Family Community Development
Alternatives in Action	City of Oakland/City Administrator	Family Paths, Inc.	Latino Education Network
Art Media Entertainment - California Department of Education	City of Oakland/Community Action Program	Federal Reserve Bank of San Francisco	Leadership Public Schools
Asian Health Services Community Health Center	City of Oakland/Head Start Program	First 5 Alameda County	Lend A Hand Foundation
Aspire Public Schools	City of Oakland/Human Services Agency	First Place for Youth	Life Academy of Health and Bioscience
Asset Funders Network	City of Oakland/Treasurer	Footsteps 2 Brilliance	LifeLaunchr, Inc.
Baptist Ministers Union of Oakland	Civic Nation	Fred Finch Youth Center	Lighthouse Community Charter School
Bay Area Teen Science	Clear Channel Outdoor	Friedman Family Foundation	Lincoln
Bay Area Urban Debate League	Coliseum College Prep Academy	Full Court Press Communications	LRNG
Bay Community Fellowship	College Bound	Game Theory Academy	MarketingVUE
Be a Mentor, Inc.	Community Engagement, OUSD	Generation Citizen	Menlo College
Book Trust	Community Financial Resources	GO Public Schools Oakland	Merritt College
Boys & Girls Clubs of Oakland	Community Technology Network	Golden State Warriors Community Foundation	Mills College TRIO Programs
Boys Hope Girls Hope San Francisco Bay Area	Convergence Covenant Church	Great School Choices	Museum of Jazz & Art
Braven	Devry University	Hack the Hood	My Brother's Keeper
Bridge the Chasm	EARN	Harbor House Ministries	National Equity Project
Brighter Beginnings	East Bay Asian Youth Center	Hispanic Chamber of Commerce of Alameda County	New Covenant Tabernacle Church
BUILD	East Bay College Fund	Holy Names University	New Door Ventures
California Charter Schools Association	East Bay Community Foundation	Holy Names University Upward Bound Project	New Hope Covenant Church
	East Bay Consortium	iMentor	New Leaders
	East Bay Spanish Speaking Citizens Foundation		Oakland African-American Chamber of Commerce
	East Oakland Boxing Association		Oakland Chamber of Commerce
			Oakland Community Organization

## Organizational Champions (continued)

Oakland Empowerment Scholarship,  
 Mentoring & Sports Program for Girls  
 Oakland High School  
 Oakland Housing Authority  
 Oakland Leaf  
 Oakland NAACP  
 Oakland Natives Give Back  
 Oakland Parents Together  
 Oakland Public Library  
 Oakland Rotary Club  
 Oakland Technology Exchange West  
 Oakland Temple Visitors Center  
 Oakland Turkey Trot  
 Oakland Unified School District  
 Oakland Workforce Development Board  
 Oakland Worship Center  
 Opportunity Fund  
 Partners in School Innovation  
 Partnership for Children and Youth  
 Peer Health Exchange  
 Peralta Community College District  
 Playworks  
 Points of Light  
 PolicyLink  
 Project Peace East Bay  
 Promise Neighborhoods Institute  
 at PolicyLink  
 PUEBLO  
 Quest Foundation  
 Quest Therapeutic Camps  
 Rainbow PUSH Coalition  
 Reading Partners

Ready Nation  
 Redwood Heights School  
 Regeneration  
 Rex Consulting  
 Rogers Family Foundation  
 S and D Girl Talk  
 Sage Financial Solutions  
 San Francisco Foundation  
 Scholar's Youth Sorority  
 ScholarShare, State of California  
 Treasurer's Office  
 Science is Elementary  
 Science, Engineering and Mathematics  
 Link, Inc.  
 Sharks Ice  
 Shiloh Church  
 Spotlight Education  
 Springboard Collaborative  
 St. Augustine's Episcopal Church  
 St. John's Episcopal Church  
 Stuart Foundation  
 StudentReach  
 Summer Search  
 Sungevity  
 Super Stars Literacy  
 Tandem, Partners in Early Learning  
 Teach for America  
 The Church of Jesus Christ of  
 Latter-Day Saints  
 The College Promise Campaign  
 The Education Trust-West  
 The New West Oakland Movement

The Oral Lee Brown Foundation  
 The Zorgos Project  
 uAspire  
 UC Berkeley  
 UCSF Benioff Children's Hospital  
 UCSF Benioff Children's Hospital, Center  
 for Community Health and Engagement  
 United Negro College Fund  
 United Way Bay Area  
 Urban Strategies Council

West Oakland Job Resource Center  
 West Side MBC  
 Williams Chapel Baptist Church  
 World Impact, Inc.  
 WriterCoach Connection  
 Young Sparks Foundation  
 Youth ALIVE!  
 Youth Radio  
 Youth Transportation Organization  
 Youth UpRising



## Individual Champions support and endorse the Oakland Promise

### Oakland City Council Members

Dan Kalb, Oakland City Councilmember, District 1  
 Lynette Gibson McElhaney, Oakland City Councilmember, District 3  
 Sheng Tao, Oakland City Councilmember, District 4  
 Noel Gallo, Oakland City Councilmember, District 5  
 Loren Taylor, Oakland City Councilmember, District 6  
 Larry Reid, President, Oakland City Council, District 7  
 Rebecca Kaplan, Oakland City Councilmember At Large

### Oakland Unified School Board Members

Jody London, OUSD School Board Director, District 1  
 Aimee Eng, OUSD School Board President, District 2  
 Jumokey Hinton Hodge, OUSD School Board Vice President, District 3  
 Gary Yee, OUSD School Board Director, District 4  
 Roseann Torres, OUSD School Board Director, District 5  
 Shanthi Gonzales, OUSD School Board Director, District 6  
 James Harris, OUSD School Board Director, District 7  
 Josue Chavez, Student Director  
 Yota Omosowho, Student Director 7

### Elected Officials

Amber Childress, Alameda County School Board Member, Area 2  
 Barbara Lee, United States Congresswoman  
 Buffy Wicks, California State Assemblymember  
 David Kakishiba, EBAYC Executive Director & Former OUSD School Board President  
 Gary Yee, Former OUSD Superintendent and School Board President  
 Gavin Newsom, Governor for the State of California  
 Jean Quan, Former Mayor of Oakland  
 Kamala Harris, Senator, State of California  
 Karen Monroe, Alameda County Superintendent of Schools  
 Keith Carson, Alameda County Supervisor, District 5  
 Libby Schaaf, Mayor of Oakland  
 Nancy Skinner, State Senator, State of California  
 Nate Miley, Alameda County Supervisor, District 4  
 Richard Spees, Former Oakland City Councilmember  
 Rob Bonta, California State Assemblymember  
 Ted Mitchell, Former Undersecretary of Education  
 Tony Thurmond, California State Superintendent of Public Instruction  
 Wilma Chan, Alameda County Supervisor, District 3

### College and University Leaders

Alecia DeCoudreaux, Mills College, Former President  
 Beth Hillman, Mills College, President  
 Debbie Budd, Berkeley City College, President  
 Dr. Antonio Ruiz, Hispanic Alliance of Colleges and Universities, President  
 Dwaun Warmack, Harris-Stowe University, President  
 Dwight Fennell, Texas College, President  
 Elifora Webb, Laney College, President  
 George Blumenthal, University of California Santa Cruz, Chancellor  
 James Donahue, St. Mary's College, President  
 Janet Napolitano, University of California, President  
 Joi Lin Blake, College of Alameda, President  
 Karen Weinstein, Vice President, Peralta Community College District Board  
 Kathy Franklin, Virginia University of Lynchburg, President  
 Lady June Cole, Allen University, President  
 Leroy Morishita, California State East Bay, President  
 Les Wong, San Francisco State University, President  
 Linda Katehi, University of California Davis, Chancellor  
 Logan Hampton, Lane College, President  
 Michael Sorrell, Paul Quinn College, President  
 Nicholas Dirks, University of California Berkeley, Chancellor  
 Nora Ambriz-Galaviz, Merritt College, President

Paul Fitzgerald, University of San Francisco, President  
 Raymond Burse, Kentucky State University, President  
 Romeo Garcia, Former Dean of Grants and Special Projects, Merritt College  
 Sherilah Vance, Cheyney University, President  
 Terri Givens, Menlo College, Provost  
 Theresa Price, National College Resources Foundation, Founder/Executive Director  
 William Hynes, Former President, Holy Names University

### Faith Leaders

Albert Lee, Regeneration Church, Senior Pastor  
 Albert Olson Hong, New Hope Covenant Church, Associate Pastor  
 Arretha Dozier-Cooper, New Covenant Tabernacle Church  
 Bobby Lee, Convergence Covenant Church, Pastor  
 Calvin Ho, First Covenant Church of Oakland, Pastor  
 Dan, Schmitz, New Hope Covenant Church, Lead Pastor  
 David Carranza, Points of Light  
 Dawn Humphrey, Shiloh Church, Pastor  
 Dr. Sandy Carpenter, Mingleton Temple  
 Joanne Perra, Faith Network of the East Bay, Volunteer  
 Joe Nuni, Convergence Covenant, Church Ministry Director  
 Jules Moore, Shiloh Church, Pastor  
 Kenneth Anderson, Williams Chapel Baptist

## Individual Champions (continued)

Church, Pastor  
Margena Wade-Green, Faith Network of  
the East Bay, Director, Science Horizons  
and CareerBridge

Mark Perra, Faith Network of the East Bay,  
Volunteer

Pastor Albert Hong, New Hope Covenant  
Church, Associate Pastor

Pastor Leon Scoggins, Leon Scoggins Ministries

Rabbi Jacki Mates-Muchin, Temple Sinai

Reverend Curtiss Fleming, Bay Community  
Fellowship

Reverend Dr. L.P. Lewis, Allen Temple

Reverend Franklin Sterling, St. Augustine's  
Episcopal Church

Reverend Jesse Jackson Sr., Rainbow PUSH  
Coalition, Founder & President

Reverend Ken Chambers, West Side Missionary  
Baptist Church

Reverend Kwasi A. Thornell, St. Augustine's  
Episcopal Church

Reverend Monte McClain, College Avenue  
Presbyterian Church

Reverend Scott Denman, St. John's Episcopal  
Church

Treva Reid, Shiloh Church, PG&E

### Oakland Unified School District

Abby Friedman, OUSD, Director of the Family  
and College Resource Center

Alefiyah Lokhandwala, OUSD

Alesia Eutsler, OUSD

Ali Metzler, OUSD

Allen Smith, OUSD, Former Chief of Schools

Allison Henkel, OUSD, Principal of  
Think College Now

Andrea Bustamante, OUSD, Director of  
Community School Partnerships

Anita Iverson-Comelo, OUSD

Anisa Rasheed, OUSD

Anton Walker, OUSD

Antwan Wilson, Former Superintendent, OUSD

Ariel Brown, OUSD, Teacher, Castlemont  
High School

Aryn Bowman, OUSD, Principal, Life Academy

Ashley De Melo, OUSD

Bernard McCune, OUSD, Former Deputy  
Chief, Post-Secondary Readiness

Brenda Saechao, OUSD

Brent Tankesley, OUSD

Brian Tang, OUSD

Brigitte Marshall, OUSD, Former  
Chief Talent Officer

Carolyn Major, OUSD

Carlisa Johnson, OUSD

Catherine Cotter, OUSD

Charles Cole III, OUSD, Former Community  
Engagement Specialist

Charles Coleman, OUSD

Chief Jeff Godown, OUSD, Oakland Schools  
Police Department

Chris Chatmon, OUSD, Deputy Superintendent  
of Equity

Claire Fisher, OUSD

Claire Shorall, OUSD, Castlemont High School

Teacher and Former OUSD Computer  
Science Manager

Cliff Hong, OUSD, Principal, Roosevelt  
Middle School

Corey Donahue, OUSD

Curtiss Sarikey, OUSD, Chief of Staff, OUSD  
Superintendent

Daniela Reynosa, OUSD

David Chambliss, OUSD, Deputy Chief,  
Teaching and Learning

David Yuen, OUSD

David Montes de Oca, OUSD, Deputy Chief,  
Office of Post-Secondary Readiness

Devin Dillon, OUSD, Former Superintendent

Devynn Taylor

Dr. Rachele Rogers-Ard, OUSD, Executive  
Director, Organizational Effectiveness  
& Culture

Emiliano Sanchez, OUSD, Director of Career  
Technical Trades and Apprenticeships

Erika Pollak, OUSD

Gabriel Valenzuela, OUSD, Ombudsperson

Gayle Peterson, OUSD, Attendance Clerk,  
Kaiser Elementary

Geoff Vu, OUSD

Grace Persico, OUSD

Gretchen Livesey, OUSD, Director of  
Linked Learning

Hattie Tate, OUSD

Hitesh Haria, OUSD, Chief Operations Officer

Jacqueline Minor, OUSD, Former General  
Counsel

Jacqueline Hutton, OUSD

James Arcala, OUSD

James Riley, OUSD

Javier Magano, OUSD

Jaymie Lollie, OUSD

Jazmine Njissang, OUSD

Jean Wing, OUSD, Executive Director of  
Research, Assessment & Data

Jennifer Kaufman, OUSD, Teacher Coach

Jennifer Le Barre, OUSD, Director of  
Nutrition Services

Jeremy Jennings, OUSD

Joanna Morales, OUSD

Jon Mayer, OUSD, Principal, Claremont

Juan Mendoza, OUSD, Teacher, Claremont  
and Roosevelt Middle School

Julie Phan, OUSD

Katherine Carter, OUSD, Principal, Oakland Sol

Katherine Wolfe, OUSD

Kathleen Hunter, OUSD, Teacher,

Kaiser Elementary

Kathryn Hall, OUSD

Keisha Smith, OUSD

Keith Stoker, OUSD

Kelly Leonard, OUSD

Kenneth Leblue, OUSD, Teacher, Fremont  
High School



## Individual Champions (continued)

Kim Jones, OUSD  
 Kyimiereyae Jones, OUSD  
 Lailan Huen, OUSD, Director, Asian Pacific  
 Islander Student achievement  
 Laura Martinez, OUSD, Director, Project  
 Management & Reporting  
 Lauran Cherry, OUSD, Community Schools  
 and Student Services  
 Leroy Gaines, OUSD, Principal, ACORN  
 Woodlands Elementary  
 Leslie Alfaro, OUSD  
 Leslie Hsu, OUSD, College Readiness  
 Specialist  
 Linda Esquivel, OUSD  
 Linda Rogers, OUSD  
 Liz Sullivan, OUSD, Director, Community  
 Engagement  
 Madeline Noonan, OUSD, Assistant Principal,  
 Think College Now  
 Maria Pirner, OUSD, Teacher, Korematsu  
 Discovery Academy  
 Marilyn Major, OUSD  
 Marion McWilliams, OUSD, General Counsel  
 Mark Triplett, OUSD, Network  
 Superintendent, Middle Schools  
 Mary Jo Schneider, OUSD  
 Matin Abdel-Qawi, OUSD, Principal,  
 Oakland High School  
 Michael Scott, OUSD, Assistant Principal,  
 Castlemont  
 Michael Smith, OUSD  
 Mike Shead, OUSD  
 Monica Purdy, OUSD, Teacher, Think  
 College Now

Monica Thomas, OUSD, Network  
 Superintendent  
 Nancy Bloom, OUSD, Principal, Skyline  
 Nancy Gomez, OUSD, Parent and Former  
 Staff, Elmhurst Community Prep  
 Nicole Steward, OUSD  
 Nina Gardner-Meeks, OUSD  
 Oazoo Copenfield, OUSD  
 Pamela Watson, OUSD,  
 Former Principal  
 Patricia Sheehan, OUSD  
 Raechal Perez, OUSD  
 Ray Mondragon, OUSD, Former Deputy  
 Chief Early Childhood Education  
 Ricardo Cruz, OUSD  
 Renee Lafrenz, OUSD  
 Rocquel Colbert, OUSD Program Manager  
 Roland Broach, OUSD, Executive Director,  
 Facilities Services  
 Rosa Alarcon, OUSD  
 Rosa Jimenez, OUSD  
 Rose Sally, OUSD  
 Roxana De La O Cortez, OUSD Teacher,  
 Manzanita SEED  
 Ruby Detie, OUSD  
 Samantha Keller, OUSD  
 Santiago Rooles, OUSD  
 Sara Stone, OUSD,  
 Network Superintendent  
 Sabrina Moore, OUSD  
 Seema Salys, OUSD  
 Sharon Travers, OUSD  
 Shelley Gordon, OUSD

Sondra Aguilara, OUSD, Deputy Chief,  
 Student Services  
 Sterling He, OUSD  
 Sue Pon, OUSD, Director, Family Literacy  
 Program  
 Sultanah Corbett, OUSD  
 Susana Ramirez, OUSD, Executive Director,  
 Counseling and College Readiness  
 Tammy Rose, OUSD, Principal, La Escuelita  
 Tiffany Chan, OUSD  
 Tinisha Hamberlin, OUSD, Principal,  
 McClymonds High School  
 Vanessa Brooks, OUSD

Vernon Hal, OUSD, Former Senior  
 Business Officer  
 Veronica Garcia, OUSD  
 Victoria Holden, OUSD  
 Vinh Trinh, OUSD Liaison to the  
 Oakland Promise  
 Wesley Jacques, OUSD  
 Whitney Harding, OUSD  
 Yana Smith, OUSD, Former Chief of Staff,  
 Organizational Effectiveness and Culture  
 Yolanda Carter, OUSD  
 Ziada Keflezighi, OUSD, CCRS,  
 Oakland High





## Individual Champions (continued)

### Oakland Community Members

Aadam Vitac  
Aaliyah Douglas  
Aareh Kelley  
Aaron Smith  
Abarea Slater  
Abby Friedman  
Abdul Massoud  
Abdulia Ahibih  
Abel Regalado  
Abhay Dandekar  
Ablel Alemu

Adam Tobin  
Adriana C.  
Adriann Martinez  
Aeman Ahmufhihi  
Aequlla Evans  
Aguila Evans  
Airam Meza  
Aisha Brown  
Aisha Mida  
Alana Whitt-Smith  
Alba Cabrera  
Alba Mujio  
Albert Hong  
Alberto Corona

Alberto Victorica  
Alejandra Herera  
Alejandra Jamie  
Alejandro Esparza  
Alejandro Gac-Artigas  
Alex Johnson  
Alex Lopez  
Alex Marqusee  
Alex Walton  
Alexa Rodrigues  
Alexandria Bruschi  
Alexel Nathan  
Alexia Everette  
Alexis Ballinger

Alexis Mikaele  
Alfred Brown  
Alice Butler  
Alice Hur  
Alicia Castrejon  
Alicia Contreras  
Alicia Dixon  
Alicia Paschal  
Alicia Phang  
Alicia Vanriggs  
Alisia Panagua  
Aliyya Sharif  
Alondra Mandrigal  
Alvin Yu

Amanda Feinstein  
Amanda Vasquez  
Amani Ahuatil  
Amani Algazzali  
Amani Almati  
Amapola Obrera  
Amber Childress  
Amelia Jackson  
Amelia R  
Amelia Rico  
Amfira Smith  
Amiee Eade  
Amreah Ahmed  
Amy Baker

Amy Sanchez  
Amy Warthen  
An Huynh  
Ana Jeronimo  
Ana Quintero  
Ana R.  
Andra Raglo  
Andrea Delgadillo  
Andrea Guzman  
Andrea Lazzaretto  
Andrea Schwartz  
Andrea Walker  
Andriana Mitchell  
Andy Ixtabulan



## Individual Champions (continued)

Andy Nguyen	April Alvarez	Billy Keller	Carla Keener	Charlie Chau
Andy Singer	April Elder	Blanca Cruz	Carlos Loera	Charlie Michelson
Angel Nelson	April Jones	Blanca Paria	Carlos Mendota	Charlie Stimson
Angel Patimo	Aracely Cruz	Bo Chung	Carlos Reyes	Charlie Variano
Angela Carlos	Arbour Decker	Boketsu Banganganda	Carlos Tapia	Charlotte Taylor
Angela Glover Blackwell	Aretha Pittmon	Bonnie Hamlin	Carmen Galneros	Charmaine Stevens
Angela Jenkins	Arnold Brillienger	Bonnie Rippberger	Carmen Perdomo	Chartise Clark
Angela Q	Arnoldo Avalos	Bonnie Xia	Carmen Velasquez	Chase Podsakoff
Angelica Perez	Arretha Cooper	Brandon Nicholson	Carol Harris	Chellese Hall
Angelica Serna	Art Goldman	Brandon Saephan	Carol Schwamberger	Cheral Stewart
Angelika Soriano	Ashley Adragna	Breanna Franco	Carol Van Steenberg	Cheryl Fabio
Angelina Gonzalez	Ashley Renick	Brent Ward	Carolina Echeverria	Cheryl Narvao
Angelina Lazo	Asila Alizeid	Brett Knight	Carolina R.	Chris Rasca
Angie Garling	Aslin C	Brian Boies	Carolyn Hunt	Christa Brown
Anica Torres	Asma Alghaithi	Brian Gentry	Cassandra Tesch	Christian Aceves
Anisha Hackney	Atnafu Gebremariam	Brian McGhee	Catherine Mencher	Christina Nieves
Anissa Silva	Audreer Jones Taylor	Briselda Gastelum	Cathryn Cornelius	Christine Boschen
Anita Bloch	Audrey Cortes	Brittaney Carter	Cathya Lopez	Christine Stoner-Mertz
Anita Hong	Auem Afroz	Bruce Buckelew	CC Hutchins	Christopher Anderson
Anita Kumar	Auimdyo Soto-Vigil	Bruce Quan	Cealia Zaragoca	Christopher Paul
Anita Kume	Aurelio Peña	Bruno Brandli	Cecilia Sequeira	Christopher Sconiers-Flores
Anita Moore	Aya Alshala	Bryan Farley	Cecilia Villalobos	Christy Tong
Anita Templer	Ayana Hollans	Buna Poeng	Celena Chen	Christyna Gilmore
Anna Engle	Azucena Angulo	Butch Wing	Celeste Adames	Ciarra Jones
Anna Hughes	Barbara Flores	Caheri Gutierrez	Celeste Gonzalez	Cindy Jeronimo
Anna Jacobi	Barbara Mellion	Caitlin Healy	Celeste Stanley	Cindy Lawrence
Anna Lee	Becky Lai	Callai Nagle	Cephaas Harpar III	Cynthia Diaz
Anne Lennon	Ben Cooper	Calvia Wheeler	Cesar Botr	Citlalli Sanchez
Anne Marks	Benj Vardigan	Camille Merritt	Cesar Escalante	Citlaly Gomez
Anne Sunderland	Benjamin Elias	Candi Strong Lapides	Cesatia Pablo	Clare Middleton
Anny M.	Bernadine Gray	Candice Cox	Chadwick Spell	Clarisa Espinoza
Ansel Troy	Bethania Tadesse	Candy Anderson	Charles Blatcher	Claudia Aruizo
Anyn Bowman	Beverly Norman-Cooper	Carl Chan	Charleton Lightfoot	Claudia Burgos



## Individual Champions (continued)

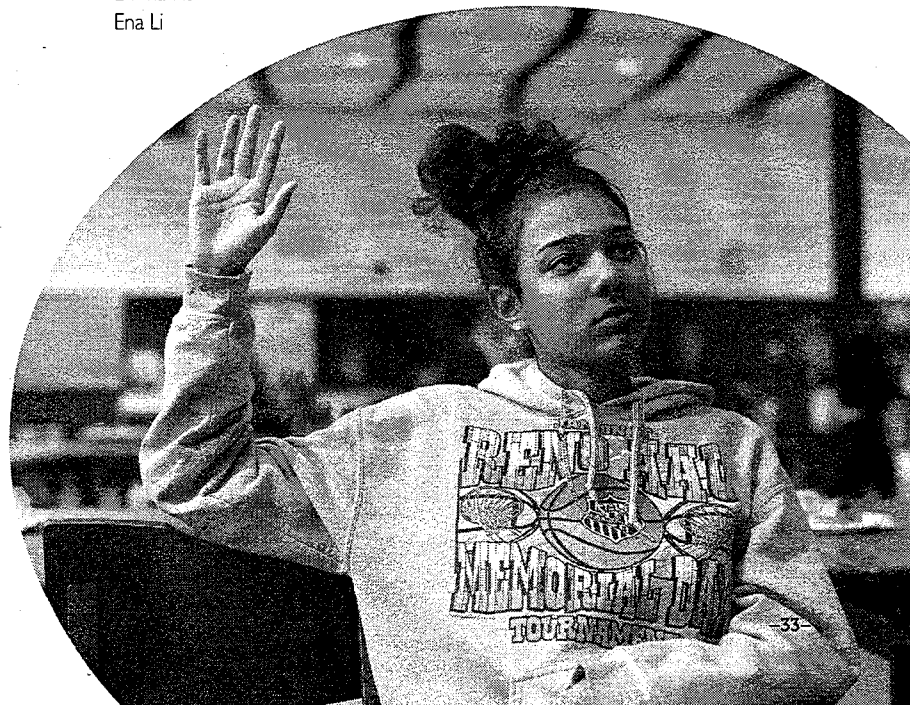
Claudia Cappio  
 Claudia Desnta  
 Claudia Gonzalez  
 Claudia Muñoz  
 Cliff Eubank  
 Clifford Chapman  
 Clifton Bolden  
 Clovetta Mack  
 Connie Yowell  
 Corazon Del Pueblo  
 Corbin Schrader  
 Corey Dishmon  
 Corey Hill  
 Coron Brinson  
 Courtney Marshall  
 Crystal Matson  
 Curshanda Woods  
 Cynthia Adams  
 Cynthia Arevalo  
 Cynthia Cornelius  
 Cynthia Ramirez  
 D. Lacy Asbill  
 Daimon Thompson  
 Dale Marshall  
 Damani Wilson  
 Dan Cohen  
 Dan Quigley  
 Dana Paredes  
 Dana Turner  
 Daniel Bellino  
 Daniel Chesmore  
 Daniel Fenton  
 Daniel Kermit

Daniel Lawlor  
 Daniel Zevin  
 Danielle Charles  
 Danielle Driver-Bellino  
 Danielle Jer  
 Danielle Rodriguez  
 Danya Yafai  
 Darcy Babbitt  
 Daren Cheng  
 Dari Jones  
 Darius Aikens  
 Darrell Jones III  
 David Allen  
 David Alvarez  
 David Huffman  
 David Kakishiba  
 David Madson  
 David Moren  
 David Silver  
 David Stein  
 Dawn Parrott  
 Dayanara C  
 Deborah Jackson  
 Deborah Lagutaris  
 Deborah Raymond  
 Debra Stinnett  
 Dedra Cooks  
 Dee Johnson  
 Deidra Perry  
 Delilah Daniels  
 Deluris Itaire  
 Demareya Mikaele  
 Demario Johnson

Denise Burroughs  
 Denitza Popov  
 Dennis Fitzgerald  
 Dendre Anderson  
 Devin Dillon  
 Diana Mejia  
 Diana Montes  
 Diane Bodrick  
 Diane Dodge  
 Dianne Martinez  
 Diego Gonzalez  
 Dirk Tillotson  
 DJ Edwards  
 Dominique Evans  
 Donald Bailey  
 Dons Umbuck  
 Dorothy Holmes  
 Doug Austin  
 Doug Blacksher  
 Dra Dulce Lopez  
 Drew Lau-Regent  
 Dulce Acosta  
 Earl Hamlin  
 Edania Rivera  
 Edgar Rodriguez  
 Edgar Rodriguez-Ramirez  
 Edgar Sanchez  
 Edwond Inch  
 Eileen Espijo  
 Ela Price  
 Elana Metz  
 Elba Duarte  
 Elca Perez

Eleanor Alderman  
 Elisa Castro  
 Elisa Mendel  
 Eliseida Gutierrez  
 Elita Melles  
 Elizabeth Lewis  
 Elizabeth Pena  
 Elmer Villegas  
 Elsie Simpliciano  
 Elsy Huldor  
 Eluia Garcia  
 Elvia Agustin  
 Emiliano Villa  
 Emily Zanolli  
 Emma Roos  
 Ena Li

Enasia McElvaine  
 Eric Frothingham  
 Eric Johnson  
 Eric McDonnell  
 Eric Perssons  
 Eric Rodriguez  
 Eric Smith  
 Erica Acosta  
 Erica Terry Derryck  
 Erick Mayorga  
 Ericson Amaya  
 Erik Moore  
 Erik Skinner  
 Erika Pollak



## Individual Champions (continued)

Esmeralda Cortez  
Esmeralda Hernandez  
Esteban Herrera  
Estela Hernandez  
Estelle Clemons  
Ethan Berry  
Ethan Ford  
Eva Rivera  
Eve Delfin  
Evlalia Pablo  
Faheemah Mustafaa  
Faithanne Sanchez  
Fardah Saeed  
Fausfena Byrd-Linarex  
Fe Carthell

Federia Velarde  
Felicia Duncan  
Felicia Mares  
Felicia Verdin  
Felicity Meu  
Felipa Pablo  
Felisa Villegas  
Fernanda Hernandez  
Feuy Saechao  
Flora Calmo  
Francesca Cervantes  
Francisco Prado  
Francisco Ruiz  
Frank Sperling  
Fred Blackwell  
Freddy Gutierrez

Frozam Anam  
Gabriela Anaya  
Gabriela Montiel  
Gabriela Novarro  
Gabriela Villavicencio  
Gabriela Zepeda  
Gamalah Munassar  
Gavin Kwong  
Gene Kunde  
George Lerma  
George Reskin  
Geraldine Deberry  
Gerry Garzon  
Gilberto Rosas  
Gildardo Berrospe  
Gina Clayton  
Giovanni Hernandez  
Gisel Juarez  
Gloria Baker  
Gloria Lee  
Gloria Medina  
Glynn Washington  
Gowhara Alkabsh  
Grace Ebron  
Grecia Palma  
Gregory Spencer  
Gretchen Livesy  
Guadalupe Ale  
Guadalupe Beltran  
Guadalupe Gonzalez  
Gustavo Alonzo Vivas  
Gustavo Gutierrez  
Gwen Rino  
Gwendolyn Denyce James

Gwyneth Galbraith  
H. Astrid Duesberg  
Hae Sin Thomas  
Halefom Kebede  
Hans Klinger  
Harriet Reelitz  
Hayden Griffith  
Helen Austin  
Henry Williams  
Heydi Valladores  
Hilary Near  
Hilda Ameyaw  
Hilda Garcia  
Homero Cuevas  
Hossain Albgal  
Huyen Nguyen  
Ian Castro  
Ian Galloway  
Idalia Aldaro  
Idalia Daria  
Ikram Magzoub  
Ilana Debare  
Ileana Gonzalez  
Ines Luis  
Ingrid Alfaro  
Irene Mayo  
Irma Pablo Matias  
Irma P. Moreno  
Isaac Kos-Read  
Isabel Barbera  
Isabel Delaluz  
Isabel Milla  
Isabel Smith  
Isaiah Singleton

Isaiah Thomas  
Isha Clarke  
Isila Corral  
Itzel Jaqueline  
Itzel Ramirez  
Ivan Garcia  
Ivey Willimas  
Ja Khai  
Jack Bibbo  
Jack Nagle  
Jackie Perl  
Jacqueline Arias  
Jacqueline Arnoldy  
Jacquelyn Pinckney  
Jaenal Peterson  
Jahlaina Williams  
Jamaiah Munassar  
James Head  
James Martin  
James Schuelke  
Jamie Lopez  
Jamilia Makini  
Jamilah Mohamed  
Jan Leuin  
Jan Schmitz  
Janale Rhodes  
Jane Ganue  
Jane Marquez-Villa  
Janea Asis  
Janelle D  
Janet Heller  
Janette Bell  
Janice Davis  
Janine Sandler



## Individual Champions (continued)

Janis Burger  
 Jaqueline Bermudez  
 Jared Mitchell  
 Jasmine Jones  
 Jason Allen  
 Jason Llorcenz  
 Jawana Smith  
 Jayana Patrick  
 Jaylena Patterson  
 Jayme Lollie  
 Jazmin Noble  
 Jeanne Sims  
 Jearal McClinton  
 Jeff Devou  
 Jeff Key  
 Jeffrey Scott  
 Jen McKillips  
 Jenisse Perez  
 Jennielyn Dino Rossi  
 Jennifer Escalante  
 Jennifer Gallegos  
 Jennifer Graves  
 Jennifer Laird  
 Jennifer Mao  
 Jennifer Scalon  
 Jennifer Valenzuela  
 Jenny Perez  
 Jeremiah Oteh  
 Jeremy Gormley  
 Jesselle Miura  
 Jessica Gunderson  
 Jessica Kirk  
 Jessica Lancaster  
 Jessica Menendez

Jessica Palacios  
 Jessica Perez  
 Jessica Pitt  
 Jessica Stewart  
 Jesus Cano  
 Jesus De Leon  
 Jesus Mendiola  
 Jesus S  
 Jet Champman  
 Jhon Hous  
 Jill Habig  
 Jill Morton  
 Jill Simon  
 Jim Cervantes  
 Jim Mordecai  
 Jo Anna Lougin  
 Joan Jeung  
 Joanna Morgan  
 Joanna Winter  
 Joanne Tornatore-Pili  
 Jocelyn Richards  
 Joey Weinstein-Carnes  
 Johanna Hoffman  
 John Jones III  
 John Valva  
 John Yuasa  
 Johnatan Granados Lauderos  
 Jojo Cinollo  
 Jonathan Klein  
 Jonathan Lee  
 Jose Alfaro  
 Jose Alvarado  
 Jose Calmo  
 Jose Corona

Jose Gordon  
 Jose Ortizo  
 Jose Perfino  
 Jose Ponga  
 Jose Rivera  
 Jose A. Alvarez  
 Josefa Perez  
 Joseph Brasley  
 Josephine Fuapau  
 Josh Harper  
 Josh Rosa  
 Joy Johnson  
 Joyce Coleman  
 Joyce Howard  
 JP Villafuerte  
 Jrome Dees  
 Juan Campana  
 Juan Vaca  
 Juan Valenzuela  
 Juan Vera  
 Judith Berne  
 Judith Mendez  
 Julia Bonilla  
 Julia Kozen  
 Julia Lamberti  
 Julian Ryu  
 Julian Tedja  
 Julie Lock  
 Julie Morales  
 Julie Morris  
 Julio Acevedo  
 Julio Bowyer  
 Julio Urias  
 Junaid Mohiuddin

Junious Williams  
 Justin Trueng  
 Juwen Lam  
 Kabrina Thomas  
 Kacie Stratton  
 Kai Drekmeier  
 Kambilah Bey  
 Kami Griffiths  
 Kamil Saeid  
 Kandis Rodgers  
 Karam Omar  
 Kareem Weaver  
 Karely Ordaz Salto  
 Karen Baccaro  
 Karen Engel  
 Karen Weinstein  
 Kari Hamilton  
 Karina Mendoza  
 Karina Rivera  
 Karon Dishmon  
 Kasandra Walsh  
 Kasdul Mahind  
 Kassandra Beltran  
 Katano Kasaine  
 Kathleen Maloney  
 Kathleen Rienhart-Griffin  
 Kathleen Verani  
 Kathy Chao Rothberg  
 Kathy Dwyer  
 Kati Finley  
 Katie McLane  
 Katrina Deans  
 Katrina Lashes  
 Katrina Pecoross



Kay Coelho  
 Keanya Stephens  
 Keith Williams  
 Kelley Meade  
 Kelly Kirkpatrick  
 Kelly Larkin  
 Ken Chambers  
 Kenny Williams  
 Kermit Hudson II  
 Kersti Rose  
 Keshia Harris  
 Keshia McNauty  
 Kevin Davenport  
 Kevin Jimenez  
 Kevin Prince  
 Khadeejah Munasar  
 Khadi Gahmunassd  
 Khadija Abdullah  
 Khadija Robinson  
 Khalid Al-Khulaifi  
 Khalil Fuller  
 Kierra Johnson  
 Kim Do  
 Kim Hyde

## Individual Champions (continued)

Kim Ramirez Pollock  
Kim Shipp  
Kim Winston  
Kimberley Miranda  
Kimberly Cervantes  
Kimberly Cohn  
Kimberly Fuentes  
Kimberly Trujillo  
Kinda Flynn  
Kortne Edogun  
Krismin Inocentes  
Kristarae Flores  
Kristen Caven  
Kristin Spanos  
Kristina Williams  
Krystina Briones  
Kurstyn Orrego  
Kwame Hitz  
Kyle McCoy  
Kyra Mungia  
L. Gordon  
L. Karen Monroe  
La'Angelujie Parris  
Lacy Asbill  
Lalena Shea  
Lamra Choe  
Lanaya Wilson  
Lary Perez  
Lashawn Route Chatmon  
Latoya Lewis  
Latrell Ray  
Latrina Rivera  
Laura Brief  
Laura Escobar  
Laura Ibarra

Laura Jaeger  
Laura Ornelas  
Laura Ponce  
Lauran Cherry  
Lauren Leimbach  
Lauren Messner  
Lauren Mullins  
Laurie Grossman  
Lavie Lee  
Leah Cerri  
Leigh Phillips  
Lena Robinson  
Lenny Mendonca  
Lenore McDonald  
Leo Ayala  
Leon Tran  
Leonard Gonzales  
Leslie Saucedo  
Leticia Hernandez  
Leticia Zuniga  
Lewis Ros  
Liam Day  
Libuse Binder  
Linda Boessenecker  
Linda Grant  
Linda Nguyen  
Linh-Xuan Le  
Lisa Babbitt  
Lisa Calderon  
Lisa Dennis  
Lisa Kawahara  
Lisa Patterson  
Lisa Rothman  
Lisa Smith  
Lisipa Mikaele

Liz Cortez  
Liz Palmer  
Lizel Reymundo  
Logan McWilliams  
Loren Taylor  
Lorena Valdez  
Lorenzo Cooper  
Lorraine Mann  
Louise Waters  
Lucia Morales  
Lucia Pablo  
Luis Ceja  
Luis Galvan  
Luis Pedraja  
Lupe Cazares  
Luz Aguilar  
Luz Ramirez  
Luz Rios  
Luz Elena Alvarez  
Lylee Kazem  
Lynda Gayden  
Lynn Glick  
M. Edwards  
M. Hammock  
Macaria Matias  
Mach Sulton  
Madeleine Nelson  
Mae Zheng  
Maengra Branch  
Magali Navara  
Maggie Croushore  
Maikol He Yu  
Maisha Smith  
Makaiya Tilliman  
Malena Ruiz

Malia Ramlen  
Malik Coleman  
Mani Simmons  
Manuel Ochoa  
Marc Spencer  
Marcus Simpson  
Margaret Crecy  
Margarita Pablo  
Margarita Villegas  
Maria Agapito  
Maria Cordoba  
Maria Diaz  
Maria Dionicio  
Maria Drake  
Maria Elina  
Maria Garcia  
Maria Gonzalez  
Maria Guiza  
Maria Hardgrove  
Maria Hernandez  
Maria Lozano  
Maria Martinez  
Maria Meja  
Maria Montelongo  
Maria Mora  
Maria Nayera  
Maria Pablo  
Maria Pena  
Maria Potter  
Maria Preciado  
Maria Suarez  
Maria Luisa Figueroa  
Mariah Fairley  
Mariano Contreras  
Maricela Gandara

Maricola Mochtuma  
Mariedda Grynbal  
Marie-Elaine Burns  
Marilo Ortez  
Marina Edwards  
Marina Nacia  
Mario Castellon  
Mario Valadez  
Marisela Graciliano  
Marisol R  
Maritza Silva  
Marketta Boyd  
Marlene Castro  
Marleni Regalado  
Marquita Price  
Marshall Tuck  
Martha P.  
Martha Rodriguez  
Martin Cedillo  
Mary Avella  
Mary Capetillo  
Mary Diligent  
Mary Forte  
Mary Padden  
Mary Schmitz  
Mathis Gibson  
Matt Nichols  
Matthew Fay  
Matthew Hulse  
Matthew Spengler  
Maurice Miller  
Maurice Welsh  
Maurilio Leon  
Maxwell Stern  
Maynard Wade

## Individual Champions (continued)

Mayra Bolaj  
Mayra Dimaz  
Mayra Elias  
McKenzie Stewart  
Megan King  
Mel Luckett  
Melanie Teng  
Meleyza B.A.  
Melina Esquilin  
Melisa Price  
Melissa Fitzgerald  
Melissa Fries  
Melissa Korber  
Melissa Wagasky  
Melvin Hicks, IV  
Menaka Mohan  
Merica Mohamed  
Merka Mohamed  
Merve Lapius  
Mey Saelee  
Mia Lacey  
Michael Fee  
Michael Hunt  
Michael Jefferson  
Michael McAfee  
Michael Nolin  
Michael Seals  
Michael Williams  
Michael Wong  
Michele Stillwell-Parvensky  
Michelle Doppelt  
Michelle Grant  
Michelle Ha  
Michelle Morales  
Michelle Renowitzky

Michelle Torgerson  
Micshell Bunton  
Mikal Brandon  
Mike Gibbs  
Mike Mezz  
Mike Mowery  
Mike Uberti  
Milintza De Leon Andrade  
Milton Lee  
Mimi Zimmelman  
Min Ying  
Mina Amir  
Minh-Tram Nguyen  
Miranda Deanda  
Miriam Del Aguila  
Mirtha Puc  
Mitzi Ruiz  
Mohammad Danson  
Molly Devinney  
Mona Trevino  
Monica Hayden  
Monica Montenegro  
Morgan Stelly  
Morgan Wordes  
Morley Winograd  
Mosi Zuberi  
Muna Ali  
Mya Olivier  
Mya Whitaker  
Nabilah Dobashi  
Nabilh Taher  
Nada Mohsim  
Nadia Barron  
Nailah Thompson  
Naja Munassar

Nakeyma Randle  
Nakkaila Hayes  
Nalma Saeed  
Nancy Gomez  
Nancy Levey  
Nancy Rielle  
Natalie Dharpalan  
Nataly Ruelas  
Natasha Moullen  
Nathaniel Foster  
Nayeli Bernal  
Nazy Mohamadi  
Nebila Hadwcen  
Neomi Square  
Niccolo De Luca  
Nick Aguiliera  
Nick Flood  
Nicoberto Ramirez  
Nicolas Pablo  
Nicole Muhammad  
Nicole Steinberg  
Nicole Williamburg  
Nicole And Ron Muhammad  
Nikia Joseph  
Nikki Williams  
Nina Foster  
Nina Remiker-Scheinman  
Nisha Chauhan  
Noah Doe  
Noor Omar  
Norma Garcia  
Norman Yau  
Odiaka Gonzalez  
Olga Cetina  
Olga Dominguez

Olis Simmons  
Omafadi Mana  
Omar Alowdi  
Omar Franco  
Ophelia Zeng  
Oral Brown  
Oscar Rodriguez  
Paisley Ford  
Pam Ulmer  
Paola Barron  
Paola Siliezar  
Parhine Tho  
Parisa Foadian  
Pastor Rickey  
Patrica G  
Patrice McCutchen  
Patricia Deanda  
Patricia Gonzalez  
Patricia Johnson  
Patricia Lucena

Patricia Mintz  
Patricia Murguia  
Patricia Murillo  
Patricia Nieves  
Patricia Rodan  
Patrisia De La Cruz  
Paul Chavez  
Paul Keys  
Paul Malone  
Paul Meyer  
Paul Perry  
Paul Reville  
Paula Welsh  
Paulette Porter  
Paulette Smith



## Individual Champions (continued)

Paulina Martinez  
 Pearl Madison  
 Peggy Moore  
 Peggy Simmons  
 Peter Fiske  
 Petreni Reeder  
 Preethi Kembaiyan  
 Priscilla Cortez  
 Priscilla Mkenda  
 Qiana Bey  
 Quanisha Jones  
 Quintona Branch  
 Rachel Davidman  
 Rachel Dharmapalan  
 Rachel Gardunio  
 Rachel Martin  
 Rachel Richman  
 Rachel Seldin  
 Rachelle Love  
 Rachelle Rogers-Ard  
 Dr. Rachelle Willis  
 Rada Simmonds  
 Raionna Thompson  
 Randy Andrada  
 Randy Menjivar  
 Randy Roth  
 Rany Ath  
 Raquel Donoso  
 Rashida Shelby  
 Ray Leon  
 Raymonde Charles  
 Raymundo Perez  
 Rebecca Haskell  
 Rebecca Lacocque

Rebecca Rubey  
 Rebecca Saltzman  
 Regina Johnson  
 Regina West  
 Reginald Mosley  
 Reham Asaad  
 Relonda McGhee  
 Remedios Hrez  
 Remy Timbrook  
 Rene Kissell  
 Renee White  
 Renu Grover  
 Reyna Carillo  
 Ricardo Garcia-Acosta  
 Richard Nagler  
 Richard Spees  
 Rick Drain  
 Rick Gaston  
 Rita Harris  
 Rita Remirez  
 Riza Hernandez  
 Rob Seitelman  
 Robert Marcial  
 Robert Phillips  
 Robert Rickett  
 Robert Simmons  
 Robert Stark  
 Roberta Parker  
 Robin Kan  
 Rocio Gonzalez  
 Rod Hsiao  
 Rodney Dhati  
 Roland Breach  
 Romeo Garcia

Ronald Muhammad  
 Ronda Walker  
 Rosa Anguio  
 Rosa Pablo  
 Rosa Vicente  
 Rosalba Paniagua  
 Rosalinda Loranzo  
 Rosalyn Royal  
 Rosario Salinas  
 Rosibel Ortiz  
 Roxana Perez  
 Rozeena Jhinnu  
 Rubin Levi  
 Ricardo Garcia-Acosta  
 Richard Nagler  
 Richard Spees  
 Rick Drain  
 Rick Gaston  
 Rita Harris  
 Rita Remirez  
 Riza Hernandez  
 Rob Seitelman  
 Robert Marcial  
 Robert Phillips  
 Robert Rickett  
 Robert Simmons  
 Robert Stark  
 Roberta Parker  
 Robin Kan  
 Rocio Gonzalez  
 Rod Hsiao  
 Rodney Dhati  
 Roland Breach  
 Romeo Garcia

Santos Mendoza  
 Sara Bedford  
 Sara Cruz  
 Sara Green  
 Sara Macpherson  
 Sara Sandhu  
 Sarah Acosta  
 Sarah Baltazar  
 Sarah Baltazar-Pinheiro  
 Sarah Bhariar  
 Sarah Chavez-Yoell  
 Sarah Holloway  
 Sarah Morrill  
 Sarai Cruz  
 Sarai Ramirez  
 Sarajane Winkelman  
 Sarita Mohanty  
 Sayan Ghosh  
 Schenae Rourk  
 Scott Denman  
 Sean McClung  
 Sean Whent  
 Seleste Ford  
 Selvin Mozariegos  
 Sepideh Kiumarsi  
 Sepun Adeyeye  
 Serena Clayton  
 Seth Cunnigan  
 Seth Hamalian  
 Seth Hubbert  
 Shai Aikens  
 Shana Shelton  
 Shannell Roberts  
 Shantai Briggs

Shard'E Hoard  
 Sharlet Hudson  
 Sharmaine Adkins  
 Sharon Jan  
 Sharon Latour  
 Shaunika Gordon  
 Sheila Jordan  
 Sheila Sosnow  
 Shelby Cohen  
 Shelia Mack  
 Shereda Nosakhare  
 Sheri Alterman  
 Sherry Padilla  
 Sheylan Baca  
 Silvia Lo  
 Simon Wong  
 Simoya Harris  
 Siobhan Wallace  
 Somaya Abdelgany  
 Sonia Mendoza  
 Sooyoung Park  
 Sophia Lai  
 Sophie Katz  
 Sophie Wong  
 Stacy Johnson  
 Stan Weisner  
 Stanley Calvester  
 Stephanie Hoang  
 Stephanie Upp  
 Stephen Baiter  
 Stephen Johnson  
 Stephen Owen  
 Stephen Pham  
 Sterling Speirn

## Individual Champions (continued)

Steve Almazan  
 Steve Grenous  
 Steven Valadez  
 Steven Weinberg  
 Stu Werner  
 Sumneg Chan  
 Sun Kwong (Michael) Sze  
 Sury Argueta  
 Susan Duncan  
 Susan Harding  
 Susan Mernit  
 Susan Muranishi  
 Susan Murray  
 Susan Rosenthal  
 Susan Stutzman  
 Susie Coleman  
 Susie Poncelet  
 Suzanne Nguyen  
 Suzy Garren  
 Sylvester Donelson, Jr.  
 Symphani Lindsey  
 Takiyah Gray  
 Talia Mccray  
 Tamelah Hardley  
 Tamika Lyles  
 Tammie Benjamin  
 Tanasha Stevens  
 Tania Knox  
 Tania Rodriguez  
 Tanikka Allison  
 Tara Christina  
 Tara De Rosa  
 Tara Stewart  
 Tawny Vernau  
 Taylor Jay

Tejal Shah  
 Tequila Leaks  
 Teresa Cortes  
 Teresa Nollivas  
 Teron McGrew  
 Terri Givens  
 Terrie Green  
 Terry Jones  
 Terry Kramer  
 Thao Nguyen  
 Thato Ramoabi  
 Thomas Kochak  
 Thuria Alfhad  
 Tiana Corona  
 Tierra Talbert  
 Tiffanie Lai Inouye  
 Tiffany Eng  
 Tim Demry  
 Tim Huey  
 Timaya Brown  
 Timiza Battiste  
 Timothy Doe  
 Tina Ramos  
 Tina Travillian  
 Todd Mortensen  
 Tokiwa Smith  
 Tomiquia Moss  
 Tonaka Kendrick  
 Toni Baker  
 Toni Hamihton  
 Toni Scruggs  
 Tonia Bonner  
 Tonika Harris  
 Tony Calderon  
 Tosha Jackson

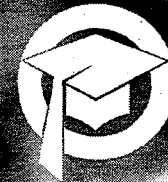
Tracey Schear  
 Tracy Marcial  
 Tracy Stephan  
 Trent Rhoran  
 Tulin Good  
 Twinisha Doyle  
 Tyler Norris  
 Ty-Licia Hooker  
 Uticia Perry  
 V Bolden  
 Vanessa Guevara  
 Vanessa Martinez  
 Vanessa Mor  
 Vangeline Pascal  
 Venkates Swami  
 Veronica Arregun  
 Veronica Flores Malagon  
 Veronica Luna  
 Veronica Rodriguez  
 Veronica Villalobos  
 Vesna Sot  
 Vicky Chen  
 Victor Quinterd  
 Victoria J. Perez  
 Vidal Gonzalez  
 Vincent Cheng  
 Vincent Liu  
 Virginia Bailey  
 Virginia Cruz  
 Vivan Padua  
 W Taylor  
 Wafa Ali  
 Wanda Wilkerson  
 Wendy Chen  
 Will Miller

William Lawson  
 William Patterson  
 Wilson Lu  
 Xaudia Gray  
 Xavier Buster  
 Xchannon Wilson-Mabrey  
 Xiomara Garcia  
 Xochitt Gavidia  
 Yadira Tiburcio  
 Yamileth Andres  
 Yasmeen Magana  
 Yasmine Flores  
 Yesenia Fuentes  
 Yesenia Lupian  
 Yesenia Q. Martinez  
 Yins Liu  
 Yohana Tedros  
 Yolanda Castillo  
 Yolanda Schonbrun

Yolanda Walker  
 Yoletzy Rangel  
 Yota Omo-Sowho  
 Yousof Hamdan  
 Yvonne Amado  
 Yvonne Byron  
 Yvonne Gonzalez Rogers  
 Zaboon Hamison  
 Zac Unger  
 Zach Cohen  
 Zachary Hill  
 Zaire Johnson  
 Zakhary Mallett  
 Zauntel Fields  
 Zonia Morales  
 Zonia Ramirez  
 Zyanna Sanchez







**OAKLAND  
PROMISE**

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*To learn more or get involved:*  
[info@oaklandpromise.org](mailto:info@oaklandpromise.org)

[www.oaklandpromise.org](http://www.oaklandpromise.org)





## Kindergarten to College Overall Rubric

**Objective:** A successful Kindergarten to College school will foster a college-bound identity in all students and support families to save for college. Students, parents, teachers, and the entire school community will believe that all students can go to college.

	1	2	3	4	5
<b>K2C Team</b> <u>Rubric</u>	School does not have any dedicated K2C team members. K2C is not a school priority.	School has identified 1-2 dedicated K2C team members, but has no K2C point person. K2C is somewhat of a school priority.	School has identified 2-3 dedicated K2C team members. K2C is somewhat of a school priority.	Dedicated team of four people, with one identified point person. K2C is a school priority.	Dedicated team of four people, with one identified as point person, who all trust K2C. K2C is a clear school priority, going above and beyond with all activities.
<b>College Going Culture (CGC)</b> <u>Rubric</u>	School implements no college-going activities/initiatives.	School implements 1-3 college-going activities/initiatives.	School implements 4-6 college-going activities/initiatives.	Schools implements 7-9 college-going activities/initiatives.	Schools implements 10+ college-going activities/initiatives.
<b>Early College Scholarship</b> <u>Rubric</u>	School has not held or planned annual scholarship celebration event.	Scholarship celebration was planned last minute with limited communication with OP staff. Less than 20% of kindergarten parents in attendance.	Scholarship celebration was planned a few weeks in advance with some communication with OP staff. 20-50% of kindergarten parents in attendance.	Scholarship celebration was planned several weeks in advance with strong communication with OP staff. 50-70% of kindergarten parents in attendance.	Scholarship celebration was planned at least 6 weeks in advance with strong communication with OP staff. 70%+ of kindergarten parents in attendance.
<b>College Savings Accounts (CSA)</b> <u>Rubric</u>	<p>School did not hold CSA sign up/family engagement events throughout the year.</p> <p>School met 5% or less of CSA sign-up goal.</p>	<p>School held 1-3 quality CSA sign up/family engagement events throughout the year with minimal parent participation.</p> <p>School met at least 25% of CSA sign-up goal</p>	<p>School held 2-4 CSA sign up/family engagement events throughout the year with some parent participation.</p> <p>School met at least 50% of CSA sign-up goal</p>	<p>School held 3-4 quality CSA sign up/family engagement events throughout the year with parent participation.</p> <p>School met at least 85% of CSA sign-up goal</p>	<p>School held at least 4 high quality CSA sign up/family engagement events throughout the year with a lot of parent participation. School provided space for CSA sign ups.</p> <p>School met or exceeded their CSA sign-up goal</p>
<b>Communication</b>	K2C team has attended few or none of the K2C convenings. School hasn't communicated regularly with K2C team and families regarding the program and evaluation.	Some members of K2C team have attended 1-2 of the K2C convenings including annual report. School has communicated at times with K2C team and families regarding the program and evaluation (as it applies).	Some members of K2C team have attended 2-3 of the K2C convenings including annual report. School has communicated somewhat often with K2C team and families regarding the program and evaluation (as it applies).	K2C team has attended most of the K2C convenings including annual report. School has communicated frequently with K2C team and families regarding the program and evaluation (as it applies).	K2C team has attended all K2C convenings including annual report. School has communicated often with K2C team and families regarding the program and evaluation (as it applies).

# OAKLAND PUBLIC EDUCATION FUND

JUNE 30, 2017

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INDEPENDENT AUDITORS' REPORT

AND

FINANCIAL STATEMENTS

# **Oakland Public Education Fund**

## **Independent Auditors' Report and Financial Statements**

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### **Independent Auditors' Report**

1 - 2

### **Financial Statements**

#### Statement of Financial Position

3

#### Statement of Activities and Changes in Net Assets

4

#### Statement of Functional Expenses

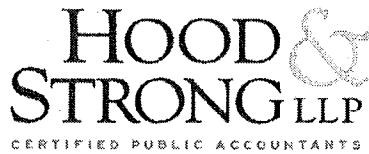
5

#### Statement of Cash Flows

6

#### Notes to Financial Statements

7 - 15



A Century Strong

## **Independent Auditors' Report**

THE BOARD OF DIRECTORS  
OAKLAND PUBLIC EDUCATION FUND  
Oakland, California

### **Report on the Financial Statements**

We have audited the accompanying financial statements of **OAKLAND PUBLIC EDUCATION FUND (the Ed Fund)**, which comprise the statement of financial position as of June 30, 2017, and the related statements of activities and changes in net assets, functional expenses, and cash flows for the year then ended, and the related notes to the financial statements.

### **Management's Responsibility for the Financial Statements**

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

### **Auditors' Responsibility**

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Ed Fund's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Ed Fund's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

**Opinion**

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Oakland Public Education Fund as of June 30, 2017 and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

**Emphasis of Matter**

As discussed in Note 9 to the financial statements, opening net assets as of July 1, 2016 on the financial statements have been restated to correct a misstatement. Our opinion is not modified with respect to this matter.

*Hood & Strong LLP*

San Francisco, California  
June 21, 2018

# Oakland Public Education Fund

## Statement of Financial Position

June 30, 2017

### Assets

Cash and cash equivalents	\$ 13,613,429
Grants and pledges receivable	3,176,325
Contracts receivable	1,020,425
Prepaid expenses and other assets	108,947

<b>Total Assets</b>	<b>\$ 17,919,126</b>
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### Liabilities and Net Assets

Accounts payable	\$ 551,847
Accrued wages and related costs	200,425
Grants payable	2,557,860

Total liabilities	3,310,132
-------------------	-----------

### Net Assets:

Unrestricted:	
Undesignated	3,782,678
Board designated - operating reserve	354,036

Total unrestricted	4,136,714
--------------------	-----------

Temporarily restricted	10,472,280
------------------------	------------

Total net assets	14,608,994
------------------	------------

<b>Total Liabilities and Net Assets</b>	<b>\$ 17,919,126</b>
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See accompanying notes to financial statements.

# Oakland Public Education Fund

## Statement of Activities and Changes in Net Assets

*Year Ended June 30, 2017*

	Unrestricted	Temporarily Restricted	2017 Total
<b>Support and Revenue:</b>			
Contributions and grants	\$ 1,141,596	\$ 17,187,821	\$ 18,329,417
Fiscal sponsor projects	2,121,842		2,121,842
Program revenue	290,112		290,112
Government contracts	129,722		129,722
Special events (net of direct expenses of \$224,619 for 2017)	586,400		586,400
Interest and dividends	59,150		59,150
Other income	32,348		32,348
Net assets released from restrictions	17,702,659	(17,702,659)	-
<b>Total support and revenue</b>	<b>22,063,829</b>	<b>(514,838)</b>	<b>21,548,991</b>
<b>Expenses:</b>			
Program services	20,059,386		20,059,386
Management and general	397,572		397,572
Fundraising	388,924		388,924
<b>Total expenses</b>	<b>20,845,882</b>	<b>-</b>	<b>20,845,882</b>
<b>Change in Net Assets</b>	<b>1,217,947</b>	<b>(514,838)</b>	<b>703,109</b>
<b>Net Assets, beginning of year</b>			
as previously stated	3,038,767	8,548,923	11,587,690
Prior period adjustment (Note 9)	(120,000)	2,438,195	2,318,195
<b>Net Assets, beginning of year as restated</b>	<b>2,918,767</b>	<b>10,987,118</b>	<b>13,905,885</b>
<b>Net Assets, end of year</b>	<b>\$ 4,136,714</b>	<b>\$ 10,472,280</b>	<b>\$ 14,608,994</b>

See accompanying notes to financial statements.

# Oakland Public Education Fund

## Statement of Functional Expenses

*Year Ended June 30, 2017*

	Program Services			Management and General	Fundraising	2017 Total
	Program	Projects	Total			
Salaries	\$ 462,419	\$ 3,393,668	\$ 3,856,087	\$ 89,599	\$ 268,092	\$ 4,213,778
Benefits	34,151	214,570	248,721	6,617	19,799	275,137
Payroll taxes	37,139	327,607	364,746	7,809	21,532	394,087
<b>Total personnel costs</b>	<b>533,709</b>	<b>3,935,845</b>	<b>4,469,554</b>	<b>104,025</b>	<b>309,423</b>	<b>4,883,002</b>
Grants		7,767,277	7,767,277			7,767,277
Contract and professional services	24,943	4,489,288	4,514,231	122,736	6,238	4,643,205
Advertising	765	30,172	30,937	4,158	527	35,622
Supplies and communication	64,162	1,613,093	1,677,255	108,044	47,502	1,832,801
Rent and occupancy	10,321	270,650	280,971	2,591	5,980	289,542
Travel and meetings	351	403,211	403,562	7,988		411,550
Bank and payroll fees	6	17,439	17,445	3,979	3,197	24,621
Dues and subscriptions	120	3,549	3,669	9,031		12,700
Equipment and maintenance	240	26,489	26,729	4,686	616	32,031
Software licenses	25,050	443,285	468,335	4,853	14,523	487,711
Staff development	12,000	98,267	110,267	8,810		119,077
Stipends		281,068	281,068			281,068
Other	5,224	2,862	8,086	16,671	918	25,675
<b>Total Expenses</b>	<b>\$ 676,891</b>	<b>\$ 19,382,495</b>	<b>\$ 20,059,386</b>	<b>\$ 397,572</b>	<b>\$ 388,924</b>	<b>\$ 20,845,882</b>

See accompanying notes to financial statements.



# Oakland Public Education Fund

## Statement of Cash Flows

*Year Ended June 30, 2017*

### **Operating Activities:**

Cash flows provided by operating activities	
Changes in net assets	\$ 703,109
Adjustment to reconcile changes in net assets to net cash provided by operating activities:	
Pledge receivable transferred to spun-off fiscal project	500,000
Changes in operating assets and liabilities	
Grants and pledges receivable	951,747
Contracts receivable	(202,120)
Prepaid expenses and other assets	(68,954)
Accounts payable	342,538
Accrued wages and related costs	82,780
Grants payable	(1,212,640)
Net cash provided by operating activities	1,096,460
<b>Net Change in Cash and Cash Equivalents</b>	<b>1,096,460</b>
<b>Cash and Cash Equivalents, beginning of year</b>	<b>12,516,969</b>
<b>Cash and Cash Equivalents, end of year</b>	<b>\$ 13,613,429</b>

See accompanying notes to financial statements.

# Oakland Public Education Fund

## Notes to Financial Statement

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### Note 1 - Organization:

Oakland Public Education Fund (the Ed Fund) is a California nonprofit public benefit corporation. The Ed Fund secures and manages resources for schools while helping those schools develop their own capacity to create the best learning environments for their students. The Ed Fund works with schools that strive to be results oriented, to develop entrepreneurial leadership, and to cultivate collaboration and family leadership, and to focus on student personalization and innovative curriculum. The Ed Fund is also a fiscal sponsor for a range of projects with the Oakland public schools, Oakland Unified School District, and education-focused projects.

The Ed Fund is primarily funded through grants, contributions, and fees generated from its fiscal sponsor contracts.

### Note 2 - Significant Accounting Policies:

#### a. Basis of Presentation

The financial statements have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP). The financial statements have been presented on the basis of unrestricted, temporarily restricted and permanently restricted net assets predicated upon the existence of donor-imposed restrictions. The Ed Fund does not have any permanently restricted net assets.

#### *Unrestricted Net Assets*

Unrestricted net assets represent the portion of net assets that is neither temporarily restricted nor permanently restricted by donor-imposed stipulations. The Board has designated funds of approximately \$354,000 for future operating expenses.

#### *Temporarily Restricted Net Assets*

Temporarily restricted net assets represent the portion of net assets, the use of which by the Ed Fund is limited by donor-imposed stipulations that either expire by passage of time or can be fulfilled and removed by actions of the Ed Fund.

#### b. Revenue Recognition

Contributions and grants are recognized at their fair value when the donor/grantor makes an unconditional promise to give to the Ed Fund. Fiscal sponsor project and program revenues are recognized when earned. Contributions without donor-imposed restrictions are reported as unrestricted support. Contributions with donor-imposed restrictions are reported as temporarily restricted.

# Oakland Public Education Fund

## Notes to Financial Statement

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The satisfaction of a donor-imposed restriction on a contribution is recognized when the corresponding expenditures are incurred or when the time restriction expires. Such transactions are recorded as net assets released from restriction on the Statement of Activities and Changes in Net Assets.

Unconditional grants and pledges receivable which are scheduled to be received after one year are discounted at rates commensurate with the risks involved. Amortization of the discount is recorded with contribution revenue in accordance with the donor-imposed restrictions, if any, on the contributions. Conditional promises to give are not included as support until the conditions are substantially met.

c. Cash and Cash Equivalents

For purposes of the statement of cash flows, the Ed Fund considers all money market funds and other highly liquid investments with original maturities of three months or less when purchased to be cash and cash equivalents.

d. Grants, Pledges and Contracts Receivable

Grants, contributions, and accounts receivable are stated at the amount management expects to collect from outstanding balances. The Ed Fund considers all grants, pledges and contracts receivable to be fully collectible at June 30, 2017. The Ed Fund uses the allowance method to determine uncollectible receivables. The allowance is based on prior years' experience and management's analysis of specific promises made.

e. Fair Value Measurements

The Ed Fund carries certain assets and liabilities at fair value. Fair value is defined as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Ed Fund classifies its financial assets and liabilities according to three levels, and maximizes the use of observable inputs and minimizes the use of unobservable inputs when measuring fair value.

Level 1 - Quoted market prices (unadjusted) in active markets for identical assets or liabilities that the entity has the ability to access at the measurement date.

Level 2 - Observable inputs other than quoted market prices included within Level 1 for the asset or liability, either directly or indirectly.

Level 3 - Unobservable inputs for the asset or liability that are not corroborated by market data.

# **Oakland Public Education Fund**

## **Notes to Financial Statement**

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### **f. Grants**

Unconditional grants awarded are accrued as a liability and expensed when approved. Grant cancellations or unspent funds are recorded in the year cancelled or the funds are returned. Total grants payable as of June 30, 2017 was \$2,557,860. Grants payable of \$2,259,860 are expected to be paid in fiscal year 2018 and \$178,000 in fiscal year 2019.

### **g. Fiscal Sponsorship Projects**

The Ed Fund provides fiscal sponsorship and organizational services to approximately 75 projects. All the financial activity of fiscal sponsored projects is aggregated for financial statement purposes. The Projects are legally a part of the Ed Fund and all of their employees are employees of the Ed Fund. From time to time, projects will obtain their own 501(c)(3) status and are "spun-off" as separate organizations. During 2017, net assets of approximately \$1,445,000 were distributed to a spun-off project and is recorded as grant expense.

### **h. Functional Allocation of Expenses**

Program expenses include the expenses of various Ed Fund projects. The costs of providing various programs and other activities have been summarized on a functional basis in the Statement of Activities and Changes in Net Assets. Accordingly, certain costs have been allocated among the programs and supporting services benefited.

### **i. Use of Estimates**

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions. Those estimates affect the reported amounts of assets and liabilities and the disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

### **j. Income Taxes**

The Ed Fund has been determined to be exempt from federal and state income taxes pursuant to Section 501(c)(3) of the Internal Revenue Code and Section 23701(d) of the California Revenue and Taxation Code.

The Ed Fund follows the guidance on accounting for uncertainty in income taxes issued by the Financial Accounting Standards Board (FASB) Accounting Standards Codification (ASC) Topic 740. As of June 30, 2017, management evaluated the Ed Fund's tax positions and concluded that the Ed Fund had maintained its tax-exempt status and had taken no uncertain tax positions that required adjustment to the financial statements. Therefore, no provision or liability for income taxes has been included in the financial statements.

# Oakland Public Education Fund

## Notes to Financial Statement

### k. Accounting Pronouncements Adopted and Under Consideration

In August 2014, FASB issued Accounting Standards Update (ASU) 2014-15 – *Presentation of Financial Statements Going Concern: Disclosure of Uncertainties about an Entity's Ability to Continue as a Going Concern*. The ASU provides U.S. GAAP guidance on management's responsibility in evaluating whether there is substantial doubt about an entity's ability to continue as a going concern and about related footnote disclosures. For each reporting period, management is required to evaluate whether there are conditions or events that raise substantial doubt about an entity's ability to continue as a going concern within one year from the date the financial statements are issued. The amendments in this ASU are effective for the annual period ending after December 15, 2016, and for annual periods and interim periods thereafter. Early application is permitted. The Ed Fund's adoption of the guidance did not have an impact on the financial statements and disclosures.

In May 2014, the FASB issued ASU 2014-09, *Revenue from Contracts with Customers* (Topic 606), requiring an entity to recognize the amount of revenue to which it expects to be entitled for the transfer of promised goods or services to customers. The updated standard will replace most existing revenue recognition guidance in U.S. GAAP when it becomes effective and permits the use of either a full retrospective or retrospective with cumulative effect transition method. Early adoption is not permitted. The updated standard will be effective for annual reporting periods beginning after December 15, 2018. The Ed Fund has not yet selected a transition method and is currently evaluating the effect that the updated standard will have on its financial statements.

In February 2016, the FASB issued amendments to ASU 2016-02 - *Leases*. Among other things, in the amendments in ASU 2016-02, lessees will be required to recognize the following for all leases (with exception of short-term leases) at the commencement date: 1) A lease liability, which is a lessee's obligation to make lease payments arising from a lease, measured on a discounted basis; and 2) A right-of-use asset, which is an asset that represents the lessee's right to use, or control the use of, a specified asset for the lease term. Nonpublic business entities should apply the amendments for fiscal years beginning after December 15, 2019. Early adoption is permitted. The Ed Fund is currently evaluating the guidance and the effect that the updated standard will have on its financial statements.

In August 2016, FASB issued ASU 2016-04 *Not-for-Profit Entities (Topic 958) Presentation of Financial Statements of Not-for-Profit Entities*. The amendments in this update are designed to improve the current net asset classification requirements and the information presented in financial statements and notes about a not-for-profit entity's liquidity, financial performance, and cash flows. The amendments in this update are effective for annual financial statements issued for fiscal years beginning after December 15, 2017. Early application is permitted. Amendments should be applied on a retrospective basis in the year the update is first applied. The Ed Fund is currently evaluating the impact of this pronouncement on its financial statements.

# Oakland Public Education Fund

## Notes to Financial Statement

### 1. Subsequent Events

The Ed Fund evaluated subsequent events with respect to the financial statements for the year ended June 30, 2017 through June 21, 2018, the date these financial statements were available to be issued and has determined that no adjustments are necessary to the amounts reported in the accompanying financial statements nor have any subsequent events occurred, the nature of which would require disclosure, except as disclosed in Notes 5 and 10.

### Note 3 - **Grants and Pledges Receivable:**

Grants and pledges receivable consists primarily of commitments made by individuals and foundations. Grants and pledges receivables are due as follows:

	Total
Receivable in less than one year	\$ 1,927,500
Receivable in one to four years	1,392,203
Less discounts to net present value	(143,378)
	<hr/>
	\$ 3,176,325

The Ed Fund has received five conditional grants for fiscal projects which require the Ed Fund to comply with additional reporting requirements and other metrics that must be met prior to receiving additional payments. The Ed Fund earned and received payments of \$2,000,000 under these grants during 2017.

If the Ed Fund complies with all requirements, payments will be recorded in the fiscal year the condition is met and are expected to be earned as follows:

Due in less than one year	\$ 2,083,750
Due in one to four years	3,400,000
	<hr/>
	\$ 5,483,750

# Oakland Public Education Fund

## Notes to Financial Statement

### Note 4 - Temporarily Restricted Net Assets:

As of June 30, 2017, temporarily restricted net assets were available for the following purposes:

Projects	\$ 10,364,979
Elementary literacy collaborative (ELC)	74,352
Other	32,949
<hr/>	
Total	\$ 10,472,280

During 2017, net assets were released from donor restriction by incurring expenses satisfying the restrictions specified by donors as follows:

Projects	\$ 17,619,667
Elementary literacy collaborative (ELC)	72,658
Cadet program	430,592
Other	218,032
<hr/>	
Total	\$ 18,340,949

### Note 5 - Commitments and Contingencies:

#### a. Operating Leases

The Ed Fund entered into lease agreements for its headquarters and office equipment. The approximate future minimum lease payments related to these leases are as follows:

Year Ended	
June 30,	
2018	\$ 87,000
2019	64,000
2020	26,000
<hr/>	
	\$ 177,000

Total rent and occupancy expense for the year ended June 30, 2017 was \$289,542.

Subsequent to year end, the Ed Fund entered into a three-year lease agreement with a third party for its headquarters. Over the term of the lease, monthly payments range between \$7,022 and 7,865.

# Oakland Public Education Fund

## Notes to Financial Statement

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b. Contingencies

Grant awards required the fulfillment of certain conditions as set forth in the grant agreement. Failure to fulfill the conditions could result in the return of the funds to the grantors. The Ed Fund's management is of the opinion that it has complied with the terms of all grants.

**Note 6 - Pension Plans:**

The Ed Fund sponsors a 401(k) profit sharing plan (the Plan) that covers all employees who meet certain eligibility requirements. The Plan is funded by employee contributions and the Ed Fund does not match or make discretionary contributions into the Plan.

**Note 7 - Concentrations of Credit Risk:**

The Ed Fund has defined its financial instruments, which are potentially subject to credit risk as cash and accounts receivable.

Periodically, throughout the year, the Ed Fund has maintained balances in various operation and money market accounts in excess of federally insured limits. The Ed Fund has not experienced any losses on such accounts.

Grants and contributions receivables consist primarily of unsecured amounts due from foundations and individuals. Approximately 71% of these receivables are due from one donor at June 30, 2017 and 28% of contributions and grant revenue was recognized from four donors for the year ended June 30, 2017.

**Note 8 - Related Party Transactions:**

The Ed Fund paid a printing company owned by a current board member. The total amount paid to the printing company during the year ended June 30, 2017 was approximately \$41,000.

In addition, the Ed Fund paid a program consulting company owned by a current board member. The total amount paid to this company during the year ended June 30, 2107 was approximately \$23,000.



# Oakland Public Education Fund

## Notes to Financial Statement

### Note 9 - Prior Period Adjustment:

Net assets as of July 1, 2016 were restated as a result of a change in management's analysis of its revenue recognition and grant expense policies. As a result of the analysis, management corrected the presentation of unrestricted and temporarily restricted net assets. Following is a summary of the prior period adjustment:

	Unrestricted	Temporarily Restricted	Total
<b>Net assets</b> , beginning of year (as previously stated)	\$ 3,038,767	\$ 8,548,923	\$ 11,587,690
<b>Adjustments:</b>			
Unrecorded grant payable	(120,000)		(120,000)
Proceeds from unconditional grants previously recognized as deferred revenue		3,896,945	3,896,945
Recognition of unconditional grant revenue		(458,750)	(458,750)
Record contributed revenue to the proper fiscal period		(1,000,000)	(1,100,000)
Subtotal	(120,000)	2,438,195	2,318,195
<b>Net assets</b> , beginning of year (as restated)	\$ 2,918,767	\$ 10,987,118	\$ 13,905,885

The impact of this prior period adjustment on 2016 is an increase to Change in Net Assets from \$3,844,802 to 6,162,997.

# **Oakland Public Education Fund**

## **Notes to Financial Statement**

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### **Note 10 - Subsequent Events:**

Subsequent to year end, the Ed Fund entered into an agreement with a community foundation to establish an agency fund named the Oakland Promise Agency Fund (Agency Fund). The Agency Fund will be funded by a \$3,000,000 contribution from a donor. The community foundation will hold, manage, and reinvest the assets of the Agency Fund in accordance with the investment policy of the community foundation.

Subsequent to year end, the Ed Fund with the assistance of a donor created a field of interest fund with a community foundation to establish the Oakland Promise Fund (the Fund). The Fund will be funded by a \$10,000,000 contribution from a donor. The community foundation will hold, manage, and reinvest the assets of the Fund in accordance with the investment policy of the community foundation. The assets will be established on the books of the community foundation, with the Ed Fund maintaining the ability to recommend grants subject to approval by the community foundation's Board of Trustees.

**EAST BAY COLLEGE FUND**

**FINANCIAL STATEMENTS**

**For the years ended December 31, 2016 and 2015**

**with**

**Independent Auditor's Report**

**EAST BAY COLLEGE FUND**  
December 31, 2016 and 2015

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**NOVOGRADAC  
& COMPANY** LLP®

CERTIFIED PUBLIC ACCOUNTANTS

### **Independent Auditor's Report**

To the Board of Directors of East Bay College Fund:

We have audited the accompanying financial statements of East Bay College Fund (the "Organization"), a California nonprofit public benefit corporation, which comprise the statements of financial position as of December 31, 2016 and 2015, and the related statements of activities and cash flows for the years then ended, and the related notes to the financial statements.

#### *Management's Responsibility for the Financial Statements*

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

#### *Auditor's Responsibility*

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

**NOVOGRADAC & COMPANY LLP**

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*Opinion*

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of East Bay College Fund as of December 31, 2016 and 2015, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

*Norogradac & Company LLP*

Walnut Creek, California  
October 16, 2017

**EAST BAY COLLEGE FUND**  
**STATEMENTS OF FINANCIAL POSITION**  
December 31, 2016 and 2015

	<u>2016</u>	<u>2015</u>
<b>ASSETS</b>		
Cash and cash equivalents	\$ 2,095,553	\$ 633,475
Certificates of deposit	4,383,737	1,443,269
Contributions receivable, net	3,594,932	1,673,932
Due from related party, net	809,697	743,933
Prepaid expenses	44,274	29,574
	<u>10,928,193</u>	<u>4,524,183</u>
<b>TOTAL ASSETS</b>	<u>\$ 10,928,193</u>	<u>\$ 4,524,183</u>
<b>LIABILITIES AND NET ASSETS</b>		
Accounts payable and accrued expenses	\$ -	\$ 38,098
Net assets:		
Unrestricted	2,044,693	1,651,325
Temporarily restricted	8,883,500	2,834,760
Total net assets	<u>10,928,193</u>	<u>4,486,085</u>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<u>\$ 10,928,193</u>	<u>\$ 4,524,183</u>

see accompanying notes

**EAST BAY COLLEGE FUND**  
**STATEMENT OF ACTIVITIES**  
For the year ended December 31, 2016

	<u>Unrestricted</u>	Temporarily <u>Restricted</u>	<u>Total</u>
<b>SUPPORT AND REVENUE</b>			
Grants and contributions	\$ 1,037,324	\$ 7,740,101	\$ 8,777,425
Interest income	10,439	-	10,439
Realized gain from investment	553	-	553
Net assets released from restrictions	1,691,361	(1,691,361)	-
Total support and revenue	<u>2,739,677</u>	<u>6,048,740</u>	<u>8,788,417</u>
<b>EXPENSES</b>			
Program services			
Scholarship awards	1,139,790	-	1,139,790
Access Program (K-12 students)	306,753	-	306,753
Persistence Program (College Counseling, Life-Skills Training, Campus Cohorts/Crews, Reboot)	624,448	-	624,448
Administration and development	275,318	-	275,318
Total expenses	<u>2,346,309</u>	<u>-</u>	<u>2,346,309</u>
Change in net assets	393,368	6,048,740	6,442,108
Net assets at beginning of year	<u>1,651,325</u>	<u>2,834,760</u>	<u>4,486,085</u>
Net assets at end of year	<u>\$ 2,044,693</u>	<u>\$ 8,883,500</u>	<u>\$ 10,928,193</u>

see accompanying notes



**EAST BAY COLLEGE FUND**  
**STATEMENT OF ACTIVITIES**  
For the year ended December 31, 2015

	<u>Unrestricted</u>	Temporarily <u>Restricted</u>	<u>Total</u>
<b>SUPPORT AND REVENUE</b>			
Grants and contributions	\$ 1,173,953	\$ 2,048,604	\$ 3,222,557
Interest income	1,873	-	1,873
Realized loss from investment	1,366	-	1,366
Gala proceeds	266,136	-	266,136
Net assets released from restrictions	1,546,342	(1,546,342)	-
Total support and revenue	<u>2,989,670</u>	<u>502,262</u>	<u>3,491,932</u>
<b>EXPENSES</b>			
Program services			
Scholarship awards	748,532	-	748,532
Access Program (K-12 students)	336,595	-	336,595
Persistence Program (College Counseling, Life-Skills Training, Campus Cohorts/Crews, Reboot)	558,116	-	558,116
Administration and development	266,845	-	266,845
Total expenses	<u>1,910,088</u>	<u>-</u>	<u>1,910,088</u>
Change in net assets	1,079,582	502,262	1,581,844
Net assets at beginning of year	<u>571,743</u>	<u>2,332,498</u>	<u>2,904,241</u>
Net assets at end of year	<u>\$ 1,651,325</u>	<u>\$ 2,834,760</u>	<u>\$ 4,486,085</u>

see accompanying notes

**EAST BAY COLLEGE FUND**  
**STATEMENTS OF CASH FLOWS**  
For the years ended December 31, 2016 and 2015

	<u>2016</u>	<u>2015</u>
<b>CASH FLOWS FROM OPERATING ACTIVITIES:</b>		
Change in net assets	\$ 6,442,108	\$ 1,581,844
Adjustments to reconcile change in net assets to net cash provided by operating activities:		
Realized gain from investment	(553)	(1,366)
Bad debt expense	444	-
Increase in contributions receivable, net	(1,921,000)	(317,279)
Increase in due from related party, net	(65,764)	(743,933)
Increase in prepaid expenses	(15,144)	(10,095)
(Decrease) increase in accounts payable and accrued expenses	(38,098)	33,513
Net cash provided by operating activities	<u>4,401,993</u>	<u>542,684</u>
<b>CASH FLOWS FROM INVESTING ACTIVITIES:</b>		
Purchase of certificates of deposit	<u>(2,939,915)</u>	<u>(500,303)</u>
<b>NET CHANGE IN CASH AND CASH EQUIVALENTS</b>	<b>1,462,078</b>	<b>42,381</b>
<b>CASH AND CASH EQUIVALENTS AT BEGINNING OF YEAR</b>	<u><b>633,475</b></u>	<u><b>591,094</b></u>
<b>CASH AND CASH EQUIVALENTS AT END OF YEAR</b>	<u><u><b>\$ 2,095,553</b></u></u>	<u><u><b>\$ 633,475</b></u></u>

see accompanying notes

**EAST BAY COLLEGE FUND**  
**NOTES TO THE FINANCIAL STATEMENTS**  
December 31, 2016 and 2015

1. Organization

East Bay College Fund (the “Organization”) is dedicated to educational equity. We believe that a college degree has a direct impact in changing generational poverty. We support underrepresented low-income and first generation Oakland students to both enter college and to persist in earning a degree. We provide college access services on local high school campuses and support students throughout the college journey by linking support services to annual scholarships. The total number of students served by East Bay College Fund annually from 6th grade through college is over 2,500 youth.

By June 2017, we will have awarded over 1,000 students a college scholarship— representing over \$9 million in scholarship aid to Oakland students. In 2015, we awarded 141 scholarships to two and four year college bound students’ worth over \$1.1 million to Oakland high school seniors. In 2016, we launched the Oakland Promise and awarded 300 Oakland students with scholarships totaling over \$2.5 million and in 2017, will award 400 Oakland students scholarships totaling \$3.2 million.

Our school-wide College Access services at three Oakland Unified School District high schools support students through the college, financial aid, and scholarship application processes. We also provide support for 9th-12th grade black males through our partnership with the Oakland Unified School District’s African American Male Achievement Initiative and UC Berkeley’s Destination College. 9th-10th grade young men are engaged in counseling, tutoring, and college advising in weekly for-credit Manhood Development Classes offered during the school day at five large public high schools. 11th-12th grade students are provided case management and individual college advising and connection with East Bay College Fund graduates at Castlemont High, Oakland High, and Oakland Technical High Schools.

Our Scholarship Program links a \$1,000 - \$16,000 college scholarship to Oakland Unified School District public high school seniors attending 2 or 4 year colleges, to on-going college academic advising, one-on-one mentoring, financial aid training and budgeting, CREWS (peer mentoring programs on college campuses), internship placement, and semi-annual skill-building retreats and career networking throughout their college years.

We serve students often overlooked in the scholarship process, those who earn a GPA of 2.0 to 3.7, and have overcome personal or family difficulties. Typically 50% of our scholars are male and 50% are female. 90% are first-generation college students and are in the lowest quadrant of family poverty. 85% of our students are African American or Latino, with the remaining South East Asian, Pacific Islander and other.

The scholarships and support services we provide translate into college graduation rates of 80% which is four times the national average for similar demographics of students. As we scale we are leveraging technology and partnerships with colleges and other access programs. Most importantly, we are utilizing cascading leadership mentorship and peer group models to keep the personal relationships strong even while we serve thousands of students, as we know personal relationships are a key to our strong results.

**EAST BAY COLLEGE FUND**  
**NOTES TO THE FINANCIAL STATEMENTS**  
December 31, 2016 and 2015

2. Summary of significant accounting policies

Basis of accounting

The Organization prepares its financial statements on the accrual basis of accounting consistent with accounting principles generally accepted in the United States of America.

Estimates

The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes. Actual results could differ from those estimates.

Basis of presentation

The financial statements have been prepared in accordance with accounting principles generally accepted in the United States of America. Under these provisions, net assets of the Organization and changes therein are classified and reported as follows:

Unrestricted - Funds that are neither temporarily restricted nor permanently restricted by donor-imposed stipulations.

Temporarily restricted - A donor-imposed restriction that permits the Organization to use or expense the donated assets as specified and is satisfied either by the passage of time or by actions of the Organization.

Permanently restricted - A donor-imposed restriction that stipulates that resources be maintained permanently but permits the Organization to use or expend part or all of the income derived from the donated assets.

There were no permanently restricted net assets as of December 31, 2016 and 2015.

Cash and cash equivalents

Cash and cash equivalents include all cash balances on deposit with financial institutions and highly liquid investments with a maturity of three months or fewer at the date of acquisition.

Certificates of deposit

Certificates of deposit are held for investment with original maturities greater than three months and remaining maturities less than one year.

Concentration of credit risk

The Organization maintains its cash in bank deposit accounts which, at times, may exceed federally insured limits. The Organization has not experienced any losses in such accounts. The Organization believes it is not exposed to any significant credit risk on cash and cash equivalents.

Economic concentrations

During 2016 and 2015, approximately 36% and 12% , respectively, of total contributions were provided from one regional foundation. During 2016 and 2015, approximately 6% and 34% of total contributions were provided by the Organization's board of directors.

**EAST BAY COLLEGE FUND**  
**NOTES TO THE FINANCIAL STATEMENTS**  
December 31, 2016 and 2015

2. Summary of significant accounting policies (continued)

Fair value measurements

The Organization applies the accounting provisions related to fair value measurements. These provisions define fair value as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date, establish a hierarchy that prioritizes the information used in developing fair value estimates and require disclosure of fair value measurements by level within the fair value hierarchy. The hierarchy gives the highest priority to quoted prices in active markets (Level 1 measurements) and the lowest priority to unobservable data (Level 3 measurements), such as the reporting entity's own data. These provisions also provide valuation techniques, such as the market approach (comparable market prices), the income approach (present value of future income or cash flows) and the cost approach (cost to replace the service capacity of an asset or replacement cost).

A financial instrument's categorization within the valuation hierarchy is based upon the lowest level of input that is significant to the fair value measurement. The three levels of valuation hierarchy are defined as follows:

*Level 1:* Observable inputs such as quoted prices (unadjusted) for identical assets or liabilities in active markets.

*Level 2:* Inputs other than quoted prices for similar assets and liabilities in active markets, and inputs that are observable for the asset or liability, either directly or indirectly, for substantially the full term of the financial instrument.

*Level 3:* Unobservable inputs that reflect the Organization's own assumptions.

Certificates of deposit have been reported at amortized cost, which approximates fair value. Contributions receivable and due from related party have been estimated at net present value, which approximates fair value.

The following tables present the Organization's assets and liabilities that are measured and recognized at fair value on a recurring basis classified under the appropriate level of the fair value hierarchy as of December 31, 2016 and 2015:

December 31, 2016				
	Level 1	Level 2	Level 3	Fair Value Measurements
Assets				
Certificates of deposit	\$ -	\$ 4,383,737	\$ -	\$ 4,383,737
Contributions receivable, net	-	-	3,594,932	3,594,932
Due from related party, net	-	-	809,697	809,697
Total assets	<u>\$ -</u>	<u>\$ 4,383,737</u>	<u>\$ 4,404,629</u>	<u>\$ 8,788,366</u>

**EAST BAY COLLEGE FUND**  
**NOTES TO THE FINANCIAL STATEMENTS**  
December 31, 2016 and 2015

2. Summary of significant accounting policies (continued)

Fair value measurements (continued)

	December 31, 2015			Fair Value Measurements
	Level 1	Level 2	Level 3	
Assets				
Certificates of deposit	\$ -	\$ 1,443,269	\$ -	\$ 1,443,269
Contributions receivable, net	-	-	1,673,932	1,673,932
Due from related party, net	-	-	743,933	743,933
Total assets	\$ -	\$ 1,443,269	\$ 2,417,865	\$ 3,861,134

Contributions

Contributions are recognized when the donor makes a promise to the Organization that is, in substance, unconditional. Contributions received are recorded as unrestricted or temporarily restricted support, depending on the existence or nature of the donor restrictions.

Contributions receivable include commitments from foundations and individual donors that are stated at the amounts management expects to collect. Unconditional pledges to give are recorded as contributions when pledged at the net present value of the amounts expected to be collected. Unconditional pledges to give that are expected to be received in future periods are discounted annually using the current interest rate the funds would earn. Amortization of the discount is recorded as contribution revenue.

Recognition of donor restrictions

Support that is restricted by the donor is reported as an increase in temporarily or permanently restricted net assets, depending on the nature of the restriction. When a restriction expires (that is, when a stipulated time restriction ends or purpose restriction is accomplished), temporarily restricted net assets are reclassified to unrestricted net assets and reported in the statement of activities as net assets released from restrictions. When restrictions on contributions are satisfied in the same period as the receipt of the contribution, the Organization reports both the contribution received and the related expense in unrestricted net assets.

Allocation of expenses

The costs of providing various programs and other activities have been summarized on a functional basis in the accompanying statement of activities. Accordingly, certain costs have been allocated among the programs and the supporting service benefited.

Scholarship expense

Scholarship expenses are recognized when all required criteria are met by students and payments are approved by management.

Operating lease

The Organization's corporate office is leased under an agreement which has fixed increases in the monthly rent payment. The lease is an operating lease. Rent expense is recognized on a straight-line basis over the life of the entire lease. The difference between the cash payments and the expense recognized is recorded as a deferred rent payable.

**EAST BAY COLLEGE FUND**  
**NOTES TO THE FINANCIAL STATEMENTS**  
December 31, 2016 and 2015

2. Summary of significant accounting policies (continued)

Income taxes

The Organization is exempt from federal income taxes under Internal Revenue Code Section 501(c)(3) and from California income and franchise taxes under Revenue and Taxation Code Section 23701(d).

The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America requires the Organization to report information regarding its exposure to various tax positions taken by the Organization. The Organization has determined whether any tax positions has met the recognition threshold and has measured the Organization's exposure to those tax positions. Management believes that the Organization has adequately addressed all relevant tax positions and that there are no unrecorded tax liabilities. Federal and state tax authorities generally have the right to examine and audit the previous three years of tax returns filed. Any interest or penalties assessed to the Organization are recorded in operating expenses. No interest or penalties from federal or state tax authorities were recorded in the accompanying financial statements.

Recently issued accounting pronouncements

In August 2016, the Financial Accounting Standards Board (FASB) issued Accounting Standards Update (ASU) 2016-14, *Presentation of Financial Statements of Not-for-Profit Entities (Topic 958)*. The major changes revolve around net asset classifications. ASU 2016-14 eliminates the distinction between resources with permanent restrictions and those with temporary restrictions by reducing the current three net asset classes (unrestricted, temporarily restricted, and permanently restricted) to two classes: net assets with donor restrictions and net assets without donor restrictions.

In addition to the fundamental change in net asset classifications, the new standard also includes a number of specific amendments, such as the following:

- Disclosure requirements of qualitative information on how the organization manages its liquid available resources and liquidity risks;
- Reporting requirements of the investment return, net of external and direct internal investment expenses (disclosure of those netted expenses is no longer required);
- Analysis of expenses by both natural and functional classification.

ASU 2016-14 applies to all non-profit organizations and is effective for annual financial statements issued for fiscal years beginning after December 15, 2017. Early application is permitted.

The Organization is currently evaluating the impact the adoption of this standard will have on the financial statements.

Subsequent events

Subsequent events have been evaluated through October 16, 2017, which is the date the financial statements were available to be issued, and there are no subsequent events requiring disclosure.

**EAST BAY COLLEGE FUND**  
**NOTES TO THE FINANCIAL STATEMENTS**  
December 31, 2016 and 2015

3. Certificates of deposit

As of December 31, 2016 and 2015, the Organization held certificates of deposit in the amount of \$4,383,737 and \$1,443,269, respectively, which mature on varying dates between January 5, 2017 to April 12, 2018. As of December 31, 2016 and 2015, the interest rates ranged from 0.15% to 0.55%. The carrying value of the certificates of deposit approximates fair value because of the short term maturity of these investments.

4. Contributions receivable, net

As of December 31, 2016 and 2015, contributions receivable totaled \$3,800,600 and \$1,682,914, respectively. As of December 31, 2016 and 2015, the unamortized discount totaled \$205,668 and \$8,982, respectively.

5. Due from related party, net

The Organization receives unconditional pledges to give from the board of directors. Unconditional pledges to give are recorded as contributions when pledged at the net present value of the amounts expected to be collected. Unconditional pledges to give that are expected to be received in future periods are discounted annually using the current interest rate the funds would earn. Amortization of the discount is recorded as contribution revenue. During 2016 and 2015, the board of directors contributed approximately \$874,725 and \$1,134,118, respectively. As of December 31, 2016 and 2015, amounts due from the board of directors totaled \$856,021 and \$747,925, respectively. As of December 31, 2016 and 2015, the unamortized discount totaled \$46,324 and \$3,992, respectively.

6. Temporarily restricted net assets

At December 31, 2016 and 2015, temporarily restricted net assets consisted of the following:

	<u>2016</u>	<u>2015</u>
Scholarship awards	\$ 8,089,703	\$ 2,560,880
Program funds	793,797	273,880
Total	<u>\$ 8,883,500</u>	<u>\$ 2,834,760</u>

7. Operating lease

The Organization leases office space in Oakland under non-cancelable operating lease arrangements, expiring on various dates in 2019 and 2021. Rents on the facility leases are subject to increases annually.



**EAST BAY COLLEGE FUND**  
**NOTES TO THE FINANCIAL STATEMENTS**  
December 31, 2016 and 2015

7. Operating lease (continued)

Minimum future lease payments under these arrangements are as follows:

Year ending December 31,		
2017	\$	67,093
2018		68,375
2019		69,071
2020		69,071
2021		69,071
Thereafter		<u>140,330</u>
Total	\$	<u><u>483,011</u></u>