



GREAT OAKS



CHARTER SCHOOLS

Great oaks, from little acorns grow

2021

ANNUAL REPORT
& CALENDAR

Dear Friend of Great Oaks,

Great Oaks (GO) is committed to creating opportunities for all students in our network through high quality schools and high dosage tutoring provided by AmeriCorps members. This approach has proven itself through research and in practice across our schools. At GO's oldest school in Newark, where the initial cohort to graduate high school will this year graduate from college; they do so at a rate that is several times that of their peers in Newark who didn't have the benefit of high dosage tutoring.

As student learning went online in the era of Covid-19, GO's AmeriCorps members were the glue that kept students connected when it was all too easy for a kid to get lost in a forest of Zoom classes. Moreover, the diverse racial & ethnic composition of the Great Oaks Fellows – more than two thirds are of color – is providing a pipeline of talent that matches the demographics of the children we serve. Finally, at a time when Americans are more divided than ever, the AmeriCorps service brings people together to build community.

As Great Oaks enters its 10th year, we have launched a \$10m initiative called **The Power of 10**, an undertaking to dramatically scale up the number of AmeriCorps tutors we deploy to support children in reaching their full human potential.

Last Spring the GO Foundation established a template for partnership through an agreement signed with the Baltimore Collegiate School for Boys. For the first time AmeriCorps Fellows recruited, trained and coordinated by the GO Foundation have been deployed at a school that was not started up by the GO Foundation. We will be seeking out more partners like this to deploy additional AmeriCorps tutors and to supplement the learning students receive in the classroom.

Given the proven effectiveness of high-dosage tutoring, we believe that every American school-aged child, regardless of their family's income, should have access to a tutor. Stay safe, we hope you and your families are well, and we are grateful for your continued support of our work.



Michael Thomas Duffy
President



Adam Weinstein
Board Chair





AmeriCorps

Great Oaks Fellows are AmeriCorps service members and provide individualized, high-dosage tutoring to small groups of students every day.

The Great Oaks Fellowship model is centered on core goals critical to students' growth: instruct for mastery, mentor for leadership, and help develop a community.

Our dedicated partners at the AmeriCorps Northeast Regional Office provide invaluable support to the Great Oaks Foundation throughout the year.





JANUARY

Great Oaks Fellows prepare all students throughout the network for college success through high-dosage tutoring and mentoring. The GO Foundation led the creation of the first Great Oaks School in Newark, NJ ten years ago, followed in rapid succession by the opening of Great Oaks Schools in New York City, Bridgeport, CT and Wilmington, DE. The GO Foundation provides intensive academic, operational & finance support to GO-NYC and GO-Bridgeport and facilitates a community of practice around the deployment of Fellows throughout the network that now includes the Baltimore Collegiate and Amber charter schools.

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GO Fellows play a fundamental role in supporting students in their social and emotional growth. Fellows encourage their students to have personal investment in their success and to build an understanding that they have control over their lives. Fellows help empower our students to evolve into leaders.



FEBRUARY

The GO Fellowship, with its intense focus on individualized small group instruction, changes educational outcomes for students. In partnership with high quality classroom teaching, Fellows are more than tutors and mentors, they are a key part of the glue that makes the school experience cohesive for students and their families.

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In 2019, GO partnered with Columbia University to conduct a qualitative study and longitudinal impact evaluation to understand how the GO Model drives student outcomes. This partnership also includes constructing a measurement framework and set of tools that will allow us to continue meeting students' academic and social-emotional needs.



MARCH

Ms. Maria Hurley, a teacher at GO-NYC, leads instruction at a time that has presented educators with an unprecedented array of physical, cultural, political, and technological challenges. In response to Covid-19, GO schools shifted to virtual and hybrid instruction while ensuring students received consistent access to rigorous coursework, small group advisory, and support from caring adults.

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Great Oaks schools engage students as active participants in shaping their own learning. This year at GO-NYC, students invite their family members and educators together for quarterly student-led conferences where they discuss their own academic progress and ways they can improve as a learner and develop as a leader at school.

A photograph of a woman with dark hair pulled back, wearing a bright red button-down shirt and gold hoop earrings. She is smiling and looking out a window. The background shows a blurred view of a building exterior through the window panes. In the top right corner, there is a large orange circle containing the word "APRIL" in white capital letters.

APRIL

Latoya Hubbard joined GO-Bridgeport in 2018 as the Director of Operations and leads a dynamic team. In response to Covid-19 and the shift to remote and hybrid instruction in 2020, GO-Bridgeport quickly ensured a strong plan for all 660 students to access a personal laptop and the Internet, virtual learning platforms, safe classroom environments, and reliable meal distribution.

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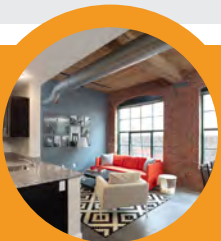
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GO Fellows are provided housing in proximity to their schools, which helps cultivate and strengthen a supportive community. In December 2019, Fellows at GO-Bridgeport moved into newly constructed apartments adjacent to the school building and part of the Cherry Street development in Bridgeport's West End.



MAY

Nisly Baez graduated from Great Oaks Legacy Charter School in 2017 and is currently a college student at Caldwell University. GO Fellows played a vital role in her success: "Fellows brought the school together. They built strong connections with students, and our unit became a family because I trusted them. Fellows keep in contact with us even after their service, and they still check in with me today."

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Jack Pannell is the Founder and Executive Director of Baltimore Collegiate School for Boys (BCSB), which Great Oaks welcomed as a new Partner school in 2020. In preparing boys for college and career success, BCSB embraces the central vision of of the Great Oaks model - for students to shape the world and not be defined by it.



JUNE

In 2021, GO-Bridgeport will graduate its first class of high school seniors. Throughout their high school years, all GO-Bridgeport students prepare for college and career pathways through a range of integrated approaches, including through a challenging academic program, personalized college counseling and goal setting, a civics program, and college campus experiences.

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Issues of race and class, equity and inclusion are critical lenses through which our schools monitor progress, develop curriculum and pedagogy, and cultivate culture and community. In 2020, GO educators came together in this work to support one another and empower students through community planning, healing circles, and training focused on Diversity, Belonging, Inclusion, and Equity (DBIE), culturally responsive teaching, and restorative practices.



JULY

GO Fellows have the opportunity to work towards teaching certification through the GO Teacher Residency Program and partnerships with Relay and NYU Steinhardt School of Education. In the 2020-2021 school year, over twenty Fellows are serving as Residents across GO schools. The Program addresses critical teacher shortages in our school communities by building a pipeline of talented educators from diverse backgrounds who enhance the quality of teaching and learning across all grades.

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Teacher Spotlight: Brea Mangrum, GO-Bridgeport

Brea Mangrum joined GO-Bridgeport as a Fellow in 2015 and currently serves as a 6th grade Math teacher and member of the school's Board of Directors. "I serve because I believe my students deserve not just a quality educational experience, but a community of adults committed to their well-rounded growth and development."



AUGUST

Karma Warren, MD, an Emergency Medicine physician at University Hospital in Newark, and was one of the founding board members of Great Oaks Legacy Charter School ten years ago and continues to serve on the school's Board of Trustees. "Being from Newark, I feel it is my calling and now mission to stay active to influence decision-making with a hand of humility and understanding that our kids are facing far more environmental and family challenges than the suburban child."

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The annual GO summer Forum was held virtually in 2020, and brought all GO Fellows together for three inspiring days of training and conversation. Dr. Yolanda Sealey-Ruiz, an author and award-winning associate professor at Teachers College, Columbia University, served as the keynote and discussed with the importance of 'Critical Love' and making a profound ethical commitment to caring for the communities in which we work.



SEPTEMBER

GO-NYC is preparing to launch a high school beginning in fall 2021 with its first 9th grade class. With support made possible by the Walton Family Foundation, Barr Foundation, and Carnegie Corporation of New York, the GO-NYC high school model will offer a rigorous college preparatory curriculum, real-world inquiry and research, personalized learning and mentorship, and a strong commitment to equity and social justice. Learn more about GO-NYC's high school on its new website: greateoaksnyc.org/high-school.

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Over two years, the Barr Foundation is investing in two instructional leadership positions at GO-Bridgeport focused on STEM and Humanities. This investment builds upon the GO Model and creates opportunities for teachers and community partners to work with our students around strengthening curriculum, teaching, and mentoring.



OCTOBER

Following two years of service at GO-NYC as a Fellow and Fellow Lead, Tiffany Kwong joined the GO-NYC school staff team as the AmeriCorps Compliance Manager and is currently the Associate Director of Operations at the GO Foundation. Tiffany embodies a commitment to GO students and the professional development arc that we strive for with our Fellows and staff.

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GO Fellow Spotlight: Erin Sweet, GO-Wilmington

“I serve for many reasons. I have always wanted to work in education policy, so getting to experience such a unique school structure hands on was really special for me and my career trajectory. More than anything, this has just solidified for me that I want to work with youth to empower them to advocate for themselves.”

A photograph of a man with short dark hair, smiling broadly with his arms crossed. He is wearing a light grey blazer over a white and black checkered button-down shirt. The background is a blurred city street with cars and traffic lights. In the top right corner, there is a blue circle containing the word "NOVEMBER" in white capital letters.

NOVEMBER

Howard Wang joined the GO-NYC Board of Directors in 2017 because he connected with the mission of empowering students to thrive and prepare for college and career success. A graduate of Yale University, Howard attended a charter school in Wilmington, Delaware. His advice to all GO students: “stay curious and never stop growing, our future depends on it.”

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As Great Oaks celebrates its tenth year and plans ambitiously for the future through **The Power of Ten**, we join a national drumbeat of bi-partisan support for expanded national service programs focused on tutoring for all students. The Covid-19 pandemic has increased the urgency, with former US Secretary of Education John King calling for “a national commitment to make up for our children’s unfinished learning.”

A woman with curly hair, wearing a green long-sleeved top, stands by a large window. She is smiling and looking towards the camera. Her right hand is resting on the windowsill. The window provides a view of a cityscape with various buildings and trees under a clear sky. In the top right corner, there is a large orange circle containing the word "DECEMBER" in white capital letters.

DECEMBER

The GO Foundation welcomed Liliana Polo-McKenna, Ed.L.D. as a member of the Board of Directors in 2019. A native of Sunset Park, Brooklyn, experienced school leader and champion for young people, Liliana currently serves as CEO of Opportunities for a Better Tomorrow, a non-profit that breaks the cycle of poverty and inequity through education, job training, and employment.

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Our children are our future. At Great Oaks, we know that adults have a responsibility to educate, prepare, and support all students in any way possible. We are committed, now more than ever, to root ourselves in this work as it is "from little acorns that great oaks grow."

FINANCIALS

2020 Statement of Activities

REVENUES

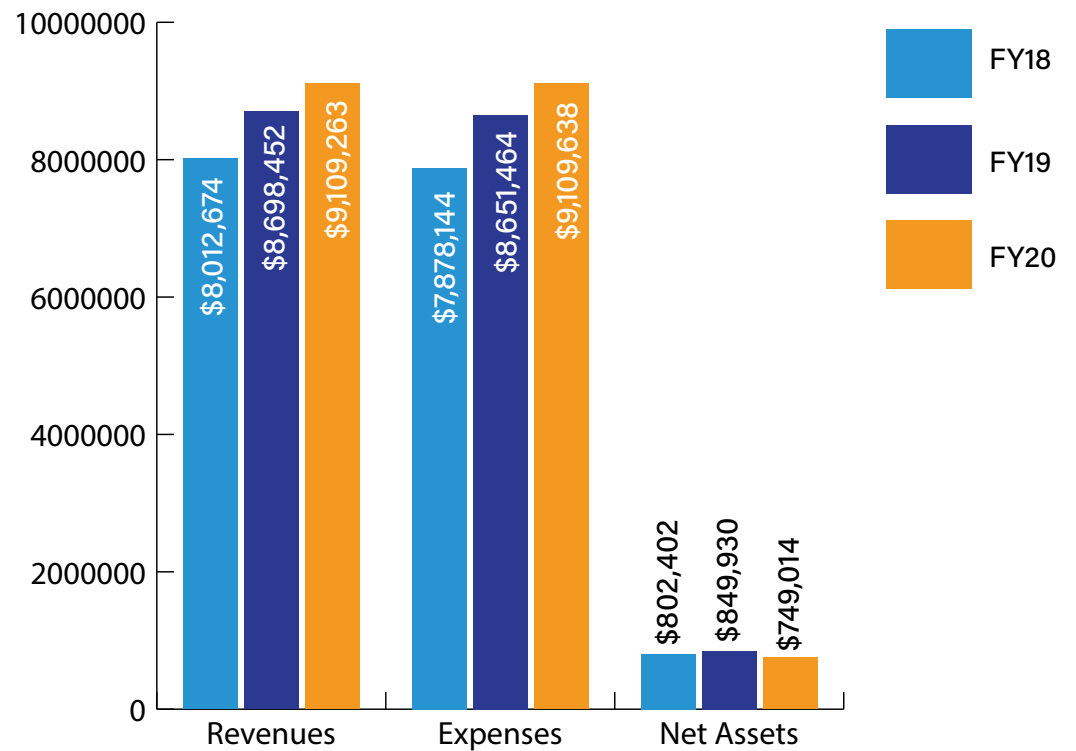
	AMOUNTS
Contributions & Other Revenue	964,654
Government Grants	4,572,455
Management Fee Income	3,365,484
Other Income	206,670
Total	9,109,263

EXPENSES

School Programs Services	8,199,671
Management and General Services	686,193
Fundraising	223,774
Total	9,109,638

Change in Net Assets (375)

Net Assets - Beginning of Year 849,390
 Net Assets - End of Year 749,014





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Melissa Frank
Carmen Gonzalez

Anna Hall
Michael McGregor
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Ivan Rodriguez
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Elizabeth Torres
Christian Trefz

BOARD OF DIRECTORS



ADAM WEINSTEIN, CHAIRMAN

Managing Director and Head of Firm Operations at New Mountain Capital. Mr. Weinstein is involved in a wide range of educational and other philanthropic causes. He is a founding board member of Great Oaks.



SUSAN MUSTOKOFF AKSELRAD, SECRETARY

Former Chief Employment Counsel for Solvay USA. She serves on the boards of the Liberty Science Center, Project Renewal and was a founding board member of Great Oaks - New York City.



MIKE BROWN, TREASURER

Board Treasurer and Managing Partner, Journey Strategic Wealth, and previously served on the board of the East Harlem Tutorial Project Charter School as well as the Paramus New Jersey Board of Education.



MARY M. BRABECK, PHD

Professor Emerita of Applied Psychology and Dean Emerita of the Steinhardt School of Culture, Education and Human Development at New York University. She is currently Vice Chair of the American Psychological Association's Ethics Committee.



PATRICIA MORRIS CAREY, PH.D

Recently retired after several decades of service at NYU, including as Associate Dean at the Steinhardt School of Education; one of the founders and past president of the National Association of Black Women in Education.



JAY CROSS

President, The Howard Hughes Corporation. Mr. Cross previously served as President of Related Hudson Yards, leading development efforts of the 26-acre Hudson Yards site on the west side of New York City; formerly President of the New York Jets.



DERRICK DIGGS

President, Director of Development for Diggs Construction, a contracting firm with school construction experience; board member, Connecticut Coalition for Achievement Now (ConnCAN).



DAVID DREWES

Partner in the Real Estate Department at Willkie Farr & Gallagher, LLP; Chambers USA (2019) ranks David among the leading individuals practicing in the area of Real Estate; In 2015, David was named a Law360 "MVP" in Real Estate.



ODD EIKEN

Education policy leader, former State Secretary for Schools in Sweden; founder and CEO of NordicEd, a K-12 school operator which opened its first school in Pakistan in 2017.



LILIANA POLO-MCKENNA, ED.L.D.

Chief Executive Officer of Opportunities for a Better Tomorrow (OBT), one of NYC's leading youth workforce organizations; she was previously Vice President of School Support at the NYC Leadership Academy.



PEGGY SHAUGHNESSY

Managing Director, Business Operations at Kohlberg, Kravis & Roberts, a global investment firm based in New York City; previously served as a Managing Director at Goldman Sachs.



MAUREEN SHERRY

Author, most recent book *Opening Belle* is drawn from her experience working in finance on Wall Street; opinion leader on the challenges faced by women in the business world.



SUSAN STROUD

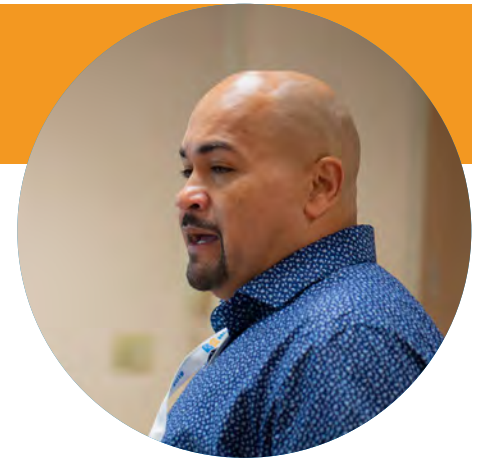
Senior Fellow at the Nashman Center for Civic Engagement and Public Service at George Washington University. In the 1990's Ms. Stroud served as the senior advisor to the Director of the White House Office of National Service as part of the team that led the creation of AmeriCorps.



STEVE KLINSKY, CHAIRMAN EMERITUS

Founder and CEO of the private equity firm New Mountain Capital; wrote the application for the first charter school to open in New York State, the Sisulu-Walker Charter School.

GREAT OAKS FOUNDATION TEAM



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PRESIDENT

MICHAEL BROSCART
NATIONAL DIRECTOR OF TEACHER RESIDENCY

JOSH THOMASES
EXECUTIVE VICE PRESIDENT

TAMUR CAJOUX
DIRECTOR OF FINANCE

VANESSA CEAS
CHIEF TALENT OFFICER

HECTOR CALDERÓN
NATIONAL DIRECTOR OF TEACHER DEVELOPMENT

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ASSOCIATE DIRECTOR OF OPERATIONS

BENJAMIN CHAN
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DEBORAH DAGIAU
DIRECTOR OF HUMAN RESOURCES

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ALICIA ORTIZ TAYLOR
NATIONAL DEPUTY DIRECTOR OF DATA SYSTEMS & STRATEGY

TONY SHAW
CHIEF PROGRAM OFFICER

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DARIUS ROSE
ASSOCIATE DIRECTOR OF STAFF RECRUITMENT

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*NATIONAL DIRECTOR OF INCLUSIVE
EDUCATION AND DATA SYSTEMS & STRATEGY*

BRIANNE KELLY
GRANT WRITER AND MANAGER

PABLO VEGA
FINANCE ASSOCIATE

ELIE BILMES
DIRECTOR OF PROGRAM DEVELOPMENT

SHEREEN KHALED
*NATIONAL DEPUTY DIRECTOR OF AMERICORPS
EXPERIENCE & COMPLIANCE*

AISHA WILLIAMS
NATIONAL DIRECTOR OF SCHOOL CULTURE



GREAT OAKS



CHARTER SCHOOLS

Great oaks, from little acorns grow

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