



Reach for a Dream

# 2009 Annual Report





“My experience at Aim High was one of the best of my life. I appreciate all the teachers. The five weeks go by so fast and I was so sad when it was over but even more excited for the next summer.”



“I love Aim High. My son loves Aim High. The teachers are terrific. They care about the kids and they make the kids want to learn. My son came home every day this summer more excited than the day before.”

Read more reviews or write your own at [www.greatnonprofits.org](http://www.greatnonprofits.org).

## Letter from the Executive Director

Communities and community organizations alike were hit hard by economic crisis in 2009, and Aim High approached a challenging fundraising year with a spirit of hope and urgency. Our community rose to the challenge: this summer, Aim High—now in its 24<sup>th</sup> year—served more than 1,000 students.

At a time when community resources are stretched to capacity, Aim High stands out by multiplying the impact of each dollar. The students we serve gain academic skills, a love of learning, a strong sense of community and opportunity, and an understanding of the path to college. Families gain access to a community of support and resources for their children. High school and college students grow as role models and teachers. Professional educators gain leadership experience as mentors to Teaching Assistants and Interns. Schools, parks and museums and other community partners fulfill their shared public purpose goal to serve youth with limited access to their resources.

Every dollar invested in Aim High impacts the Bay Area in myriad ways, and your generous investment this year ensured that Aim High's impact was felt by thousands. On behalf of the students, families, teachers, partners, and communities Aim High served this year with your support, thank you for investing in Aim High in 2009.

Sincerely,

Alec Lee

## New in 2009

### Campus Sponsorships

In a year that brought great challenges for families, communities, schools and community organizations, Mark Lampert and Susan Byrd stepped up to ensure that low-income youth had great, free summer options with a \$100,000 gift to fully fund Aim High's SF Community site. The challenge grant inspired major gifts from The Lopez Low Foundation and Dan and Katherine Whalen, enabling two more Aim High sites in Oakland's high-need neighborhoods to serve hundreds of youth.

### Improved Curriculum in Math, Science, Issues & Choices

Aim High strengthened core academics in math and piloted new curriculum funded by the Silicon Valley Community Foundation and the Walter and Elise Haas Fund. Ninth graders benefited from new science curriculum designed to dovetail with their environmental and outdoor education experiences. With funding from the Gap Foundation, all Issues and Choices classes had new resources to prepare kids for college and careers.

### The “Big Idea”

Aim High played a leading role in bringing together Bay Area youth-serving organizations, including after-school programs, charter schools, and college access programs, to improve collaboration and explore ways to expand and deepen services to college-bound low-income youth. The College Success Consortium (or “Big Idea,” as we like to call it) hopes to build a model for regional collaboration and ensure the long-term success of the youth we serve.

See more headlines at <http://aimhighblog.wordpress.com/2009/11/07/2009-review/>



# what we do

## About Aim High

**The mission of Aim High** is to provide underserved urban youth with challenging, innovative and highly supportive educational programs, most notably our exemplary summer school. The goal of Aim High is to ensure that our students are well prepared for success in school, have a deep appreciation for their community, and are aware of the issues—personal, local and environmental—that affect their lives. Our vision is to inspire youth to reach for their dreams.

Aim High has been changing lives in the San Francisco Bay Area for more than 24 years. At the core of our work is our 5-week summer program, which provides low-income youth with academic support, new experiences and friends, leadership development, and a rich, vibrant learning community—at no cost to them or their families. Other complementary initiatives—including after-school tutoring and environmental clubs, high school application support, and teaching opportunities for high school and college students—build on the strengths of our program.

Aim High is nationally recognized as a leader in the field of out-of-school-time education, receiving the excellence award from Johns Hopkins University's Center for Summer Learning in 2008 and the prestigious Neighborhood Builders Award from Bank of America in 2006.

### Our Results

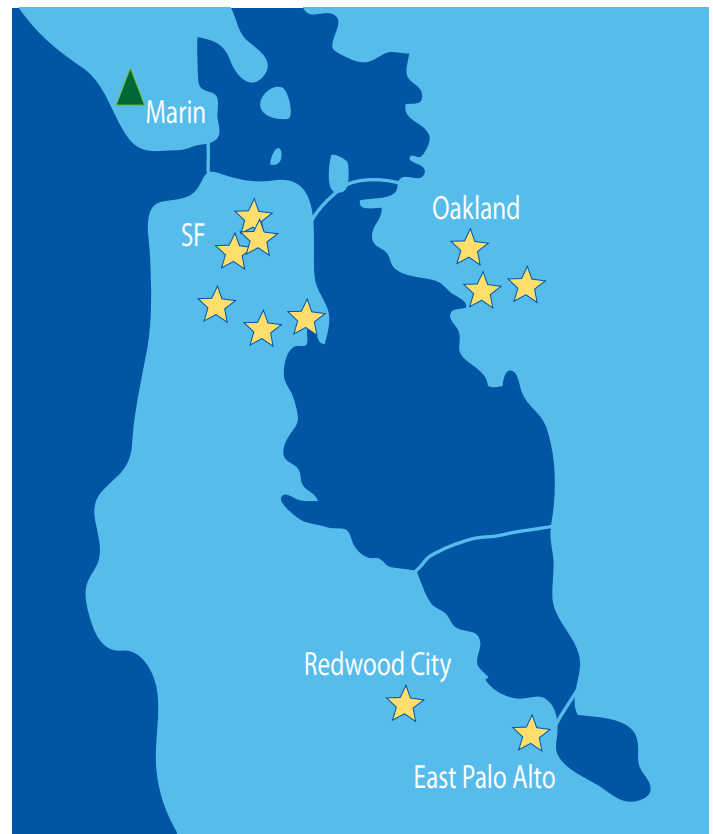
Aim High strives to reach low-income youth who have limited access to summer learning opportunities and provide them with a powerful learning experience. We measure our results through student and family data as well as surveys of students, teachers, families and graduates.

Findings from 2009 surveys indicate that Aim High is achieving key academic and youth development goals:

- **95%** of students felt respected by teachers at Aim High and **87%** felt respected by peers. **93%** found at least one positive adult role model at Aim High.
- **87%** report that they improved in science at Aim High, **86%** in math, and **81%** in reading and writing. **89%** say Aim High helped them feel more confident about school work.
- **90%** say that Aim High helped them understand the relationship between high school and college. **69%** talked about college with a caregiver this summer.

Find out more about Aim High's impact on students at <http://www.aimhigh.org/program/results.html>.

## Summer Program Sites



### San Francisco

- Gateway High School, Western Addition
- Visitacion Valley Middle School, Visitacion Valley
- Yick Wo Elementary, Chinatown
- The Urban School of San Francisco, Haight-Ashbury
- Lick-Wilmerding High School, Ingleside
- San Francisco Community School, Excelsior

### Oakland

- St. Paul's Episcopal School, Lake Merritt
- Bishop O'Dowd High School, East Oakland
- Urban Promise Academy, Fruitvale

### South Bay

- Summit Preparatory Charter HS, Redwood City
- East Palo Alto Academy HS, Menlo Park

### Environmental Education

- Golden Gate National Recreation Area, Marin



“Aim High was my first experience teaching at age 16 in 1993. I am still teaching today 17 years later! I cannot express my gratitude for those first five summers and how they shaped me as an educator. It is a place where the teacher and the learner are co-creators. Aim High is a program that should be emulated over and over again across the country.”



Aim High’s new video, *Angelina: A Student’s Story*, follows a student’s transformation over her first summer at Aim High. Watch it now at [www.aimhigh.org](http://www.aimhigh.org).

## About our Faculty: **263** Teachers in 2009

**69%**

**Faculty of Color**

**46%**

**Bilingual Faculty**

**76%**

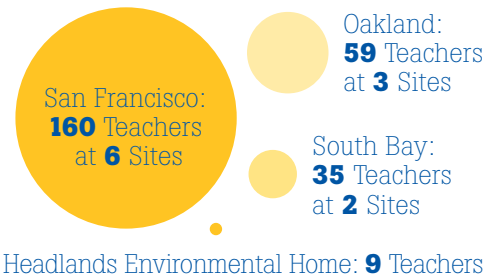
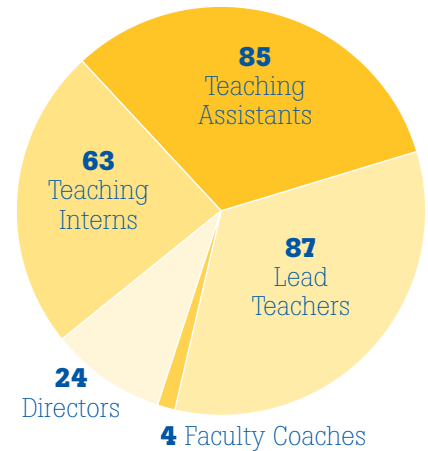
**Professional Educators**  
(Directors and Lead Teachers)

**2.5 years**

**Faculty Average**  
**Aim High Experience**

**4.5 years**

**Site Director Average**  
**Aim High Experience**



## The Aim High Teacher Pipeline

### Employing Youth

Aim High provides meaningful job opportunities for high school and college students, particularly young adults of color representing the neighborhoods we serve, who develop job skills and a community service ethic while providing role models for Aim High students.

**Total stipends for high school and college students: \$222,700**

**Teaching Assistants and Interns who are youth of color: 77%**

### Chain of Service

Many of the teachers at Aim High—especially Teaching Assistants and Interns—are graduates of the Aim High program who return to their sites to serve their communities and get teaching experience.

**Aim High grads teaching at Aim High this year: 71**

**Teaching Assistants and Interns at legacy sites who are Aim High grads: 54%**

*Excludes sites founded in the last 4 years, whose grads are not yet old enough to teach.*

### Cultivating Educators

The experience of teaching at Aim High is unlike any other. Experienced educators have the chance to try out new ideas and mentor novice teachers, while Interns and Teaching Assistants gain experience, training, guidance, and hands-on practice in teaching.

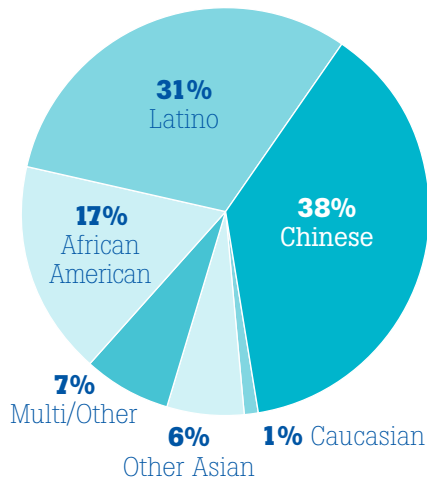
**67% of Interns and Teaching Assistants report that they are considering degrees or careers in education because of their experience with Aim High.**

# who we serve

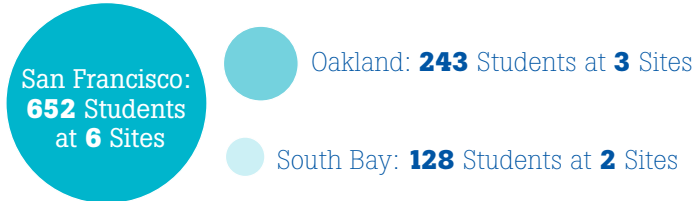
Students Served:

**1,023** Middle School Students in 2009

## Student Ethnicity



## Student Locations



## Family Information

**70%**

**Poverty or Low Income Level**

*Family income level is calculated using HUD formula for student's county of residence. Incomes are self-reported.*

**66%** Students have a Home Language that is not English

**\$29,539**

Median Income

**22%**

Parent is College Graduate

## School Types

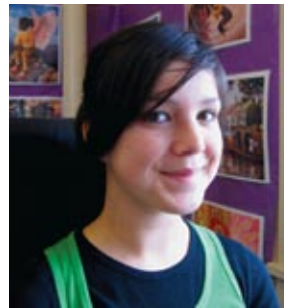


## A Graduate's Story: Sabrina

Graduated Aim High: 2008

Volunteered at Aim High: 2009

Currently: Sophomore at SF School of the Arts



When I was first going into Aim High after elementary school, my mom said "you're signed up for summer school!" and I said I didn't want to go. As I went through Aim High, I realized it's not summer school, it's much more. It's really fun.

In elementary school, I got away with not doing my homework. At Aim High, the consequence of not doing homework is Study Hall instead of activities. I loved my activities, so as soon as I got home from Aim High I sat down and got my homework done. That helped me in middle school and high school, I got that routine down—home, homework done, play—and that helped my grades.

[Usually] over the summer, it's all time for play, and when you get back to school, you've forgotten everything. At Aim High, we review things we learned the previous year, and we prepare for things we'll learn the next year, so we're already ahead of the other students. We're ready, and things are fresh in our minds.

After the first year, I was really looking forward to coming back. That summer I wasn't doing the chores my mom asked me to do, and she got out her phone and said she would call Aim High and I wouldn't get to go back. I got so worried! My uncle was making fun of me—he said, "if you don't clean your room, you can't go to summer school and you can never do your homework again!" My family laughs about how much I love being here, but I couldn't imagine myself not being here.

This year, after my first year of high school, I came to orientation with my little sister, and I asked my site director if I could come back as a volunteer. I love coming back to Aim High now, with the students who just finished elementary school, helping students with their work and being a mentor to them. I really want to be a teacher.



## A Community of Support



Aim High received contributions from alumni, current and former teachers, and more than 300 parents and caregivers of Aim High students to support summer 2009.



“The dedication I see in this program is amazing. To hear the students tell their story is to believe. What most impresses me is that they are able to help so many students in such a cost effective way. I only wish more programs generated such strong human and financial returns.”

### \$100,000 & Up

Dept. of Children, Youth, and Their Families  
Mark Lampert and Susan Byrd  
Oakland Fund for Children & Youth

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**NOTE:** The following report reflects gifts received from June 1, 2008 through August 31, 2009. We apologize in advance for any misspellings or omissions. **Bold** names indicate multi-year pledges of support. \*Asterisks indicate Spring event sponsors.

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and Xiao-Yan Han  
Michelle and Paolo Pignataro  
Aleksy Povalyayev  
and Lesya Povalyayeva  
Jie Qing Ma  
and Rui Qiang Ma  
Jonathan Quinby  
Nida and Wilbert Radford  
Wafa and Yahya Salih  
Daniel Sanchez  
Deborah and John Schafer  
SEIU Local 1021  
Tahir and Sahista Shaikh  
Bob and Wendy Singley  
Margaret Smit  
John Sullivan  
John Tambis  
Yukui Tang  
Carol Toliver  
Bonnie So Ling Tong  
and Kai Yiu Ho  
Qui Duc Tran  
and Linh My Ngo  
Sandro Tuzzo  
Maria Velazquez  
Patricia Vigil  
Menh Voong  
Lavena Ward  
Jacqueline Wei  
and Sheldon Li  
Beverly Wong  
Joanne and Eddie Wong  
Kin Son and  
Connie Wang Wong  
Mark and Wendy Wong  
Yuling Xie Wong  
Laurie Wood  
Gary and Pam Woods  
Sean and Maria Woods  
Venus Wright  
Wei Han Yang  
and Cui Ping Lu  
Maisy Yip  
Jenny H Yu  
and Richard YF Leung  
Eva Yu  
Jing Zhan Yu  
and Oi Ming Ng  
Cameron Yuen-Shore  
Ping Hui Zhou  
and Ava Chou  
Zhen Wen and  
Crystal Jing Tan Zhu

# how we serve



We'd like to extend special thanks to the guests, sponsors, donors and volunteers who made Aim High's **Cult Wines and Classic Cars** spring gala fundraiser a great success.

Event Chairs: Hildy Shandell and Glenn Shannon

## Volunteers and In-Kind Support

### Students, Families, Alumni and Teachers of Aim High

Academy of Art University  
Acteva  
Lauren Becker  
Beringer Vineyards  
Bottlenotes  
Joan Boyle  
Cafe Tiramisu  
Cartelligent  
Jannie Chau  
Corey, Canapary & Galanis  
Steve and Joanna Davenport  
Diamond Wellness & Massage  
Martin Eberhard  
Exploratorium  
Bob and Martha Falkenberg  
Farm Fresh to You  
The Gap  
Ghiradelli Chocolate Company  
GoldMail  
Goodby, Silverstein & Partners  
Hill & Knowlton  
Hunter House, Inc.  
Kathy Kimball  
Kokkari Esatorio

Martha Kools  
Andrea and Danica Lauden  
Candy Lee  
Ramon Martinez  
Noah's Bagels  
Palio D'Asti  
Shauna and Karl Peet  
Peet's Coffee & Tea  
Proforma Printing Plus  
Brian Ray  
Restaurant Gary Danko  
San Francisco Giants  
San Francisco Zoo  
SHN  
Doug Shorestein  
Sports Basement  
Dr. Elisa Stephens and Ed Conlon  
TCHO Chocolates  
Patrick and Marney Tenney  
Gene Valla  
Veronica Riedel Photography  
Anne Weiss  
Wente Family Estates  
Bruce Wheeler  
Kimberly Wu

## 2008–2009 Financial Report

(June 1, 2008 to May 31, 2009)

### Fiscal Year 2009 Income

	Percent of Total	Amount
Foundation	40%	\$812,722
Individual	30%	\$608,561
Corporate	15%	\$295,639
Public	12%	\$245,000
Partner	2.5%	\$48,500
Interest	-1%	(\$17,915)
Other	1.5%	\$26,711
<b>TOTAL</b>	<b>100%</b>	<b>\$2,019,218</b>

### Fiscal Year 2009 Expenses

	Percent of Total	Amount
Program	79%	\$1,649,787
General & Admin	7%	\$142,861
Development	14%	\$302,321
<b>TOTAL</b>	<b>100%</b>	<b>\$2,094,969</b>

### Summer 2009 Expenses

Aim High shifted its fiscal year from a June 1 start date to a September 1 start date. Due to this transition, Summer 2009 fell into a 3-month transitional period. Expenses for this 3-month period (June 1, 2009 to August 31, 2009) are summarized below.

	Percent of Total	Amount
Program <i>(see box below)</i>	91%	\$1,167,315
General & Admin	4%	\$46,223
Development	5%	\$61,323
<b>TOTAL</b>	<b>100%</b>	<b>\$1,274,861</b>

*This expense information is excerpted from audited financial reports from May 31, 2009 and August 31, 2009 with independent auditors Lautze & Lautze, CPAs.*

How are Aim High dollars spent? Program Costs at a Typical Site:

Program Setup and Support **8%**  
(hiring, student recruitment, partnerships)

Teacher Training and Support **8%**  
(workshops, curriculum, coaches)



**7%** Supplies & Activities  
(lunches, snacks, pencils, paper, field trips)

**7%** Site Rental (at public school sites)

**5%** Outdoor Education Program  
(buses, gear, naturalists, GORP)



“Since joining Aim High, I can honestly say that I have seen a positive change in my son who is transitioning into the 7th grade this year. He is showing me that he can be responsible and account for the things he has or hasn’t done. They have taught him how to love himself and others and to always be respectful.”



## Aim High Officers & Board Members

**Scott Wu, President**  
Blue Horizon Equity

**Hildy Shandell, Vice President**  
Opus Capital

**Lawrence K. Weiss, Vice President**  
Lau Financial Services

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Aim High

**Evernease McKnight**  
Church & Community Volunteer

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**Scott Raney**  
Redpoint Ventures

**Adolfo Riedel**  
SEIU Local 521

**Mark Salkind**  
The Urban School of San Francisco

**David Simpson**  
GoldMail, Inc.

**Patrick Tenney**  
Variant Perception Capital Management

**Bruce Wheeler**  
Retired Banker

**Sandra Diane Yuen, PhD**  
Consultant

**Shafia Zaloom**  
The Urban School of San Francisco

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Shorenstein Properties

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