



think  
TOGETHER

2018

ANNUAL REPORT





## FROM THE BOARD CHAIR

The problem is daunting but the opportunity is before us. In its twenty-first year, Think Together continues to relentlessly pursue a long-term vision to partner with schools and change the odds for kids from low-income families. Think Together has developed into a recognized leader with a proven, scalable model that can make a profound difference for the future of our communities across California.

I am passionate about our work and the urgency to grow our impact for kids. As a volunteer board member and investor for the past eight years, I have witnessed the organization reposition and innovate to achieve greater aspirations. During this time, the strategy has been refined and, under the leadership of our visionary founder and CEO Randy Barth, the Think Together team has sharpened its focus.



**ERIC BODEN**  
Chair, Board of Directors

I invite you to spend a few hours at our school sites where it's easy to see the professionalism of our staff and the enthusiasm of the kids for our innovative programs. The results are visible and striking. **Kids who were falling behind now have the chance to fulfill their human potential, to be college ready, to be prepared for the workforce of tomorrow.**

I speak on behalf of our dedicated board of directors and all generous supporters in noting there is a rich return for our investment in time, skills and financial resources. We're honored to be a part of Think Together's growth and the difference it is making in the lives of kids and their families. And we look forward to an even brighter future with the launch of Project 2 Million.

## FROM THE CEO

While Think Together operates statewide in California, we're deeply rooted in the local communities where we serve. These communities are where the students and families live, where our employees live, and where the businesses, philanthropists and taxpayers live that provide the financial resources to make our programs possible.

Education in America is a local responsibility – just 10% of education funding comes from the federal government. In California, we have a system of local control funding that puts much of the decision-making for school systems in the hands of the locally-elected public school board.

There are pros and cons to this, but one of the benefits is that the people involved are well-aware of the needs of the community. **Our roots in these communities keep us in touch with the needs too.**

This is where innovation comes in. As problems or needs arise in a community,

we work collaboratively with schools and the private sector to develop solutions that address these needs.

The time for our boldest initiative is here. There are over 2 million students in California who are performing well below grade level. As these students leave school, they are not prepared for college or career. Systems are perfectly designed to produce the results they are getting. We need to change systems at the local level.

In 2015, Think Together became affiliated with a groundbreaking organization called Principal's Exchange that partners with public schools to change these systems and outcomes. The results are stunning. **Now we are preparing to launch Project 2 Million, to ensure every community in California has a school system that provides each child with the opportunity to get a great education.** Join me in helping every student and every school succeed – our future depends on it.



**RANDY BARTH**  
Founder and CEO





# CONTENTS

WHAT WE DO		2
Focus Areas		3
Roadmap to College and Career Success		4
PARTNER STORIES		6
Developing Social Emotional Leaders		6
Preparing Kids for the World of Tech		7
Longstanding Partnerships Lead to Incredible Results		8
Creative Solutions Provided Through Student Support Services		10
10 Years of Early Learning Success		11
A Culture of Support for Parents		12
Changing the Odds for 20,000 Students in Los Angeles Unified School District		14
WHERE WE WORK		16
Our Reach		16
Our Regional Hubs		
Bay Area		17
Orange County		18
Riverside County		19
San Bernardino County		20
San Diego County		21
San Gabriel Valley		22
Southeast Los Angeles		23
OUR SUPPORTERS		24
Corporate and Foundation Partners		25
Individual Donors		27
LEADERSHIP		30
Board of Directors		30
Executive Team		30
OUR FINANCIALS		31





# FOCUS AREAS

THINK TOGETHER OFFERS PROGRAMS AND SERVICES IN FOUR CORE AREAS AND WE CONTINUE TO EVOLVE OUR PROGRAM OFFERINGS TO MEET THE NEEDS OF OUR PARTNERS.

### EARLY LEARNING

Programs promote school readiness for children from birth to five years of age

**Focus Areas:** Early Literacy, Math, Parent Education Skills

### AFTERSCHOOL

Programs hosted on school campuses or community sites to enhance and reinforce learning for students in K-12

**Focus Areas:** English, Math, STEM (Science, Technology, Engineering and Math), Youth Development, Arts and Enrichment

### STUDENT SUPPORT SERVICES

Tailored programs to meet the needs of individual students, schools or districts

**Focus Areas:** Summer, STEM, Tutoring, Substitute Teacher Staffing, Physical Education, Arts

### SCHOOL IMPROVEMENT

In-school coaching and training for district and school administrators and teachers offered through Principal's Exchange, our affiliate company

**Focus Areas:** Equity and Achievement Analysis, Systems Change Supports, Leadership Development, Instructional Improvement

OUR PROGRAMS ARE ALIGNED WITH RESEARCH-BASED PRACTICES TO SUPPORT LEARNING IN AND OUT OF SCHOOL SO KIDS CAN SUCCEED IN THEIR JOURNEY TO COLLEGE AND CAREER READINESS.



# ROADMAP TO COLLEGE AND CAREER SUCCESS

Through high-quality expanded learning programs and professional development for educators, we equip students with the necessary academic knowledge and social emotional skills to reach critical college and career readiness benchmarks. The roadmap on these pages highlights some of our work in helping kids prepare for kindergarten, read by third-grade, succeed in eighth-grade Algebra, complete college required coursework while in high school (A-G completion), and graduate from high school.

Each step advances children toward attaining a post-secondary degree and translating academic success into improved life outcomes.

## EARLY LEARNING starts here

ALMOST  
**9 OUT OF 10**  
parents say Think Together has helped their child to be a better reader

**36,000**  
children (0-5 years) received services from our early learning programs

**8,612** caregivers received information and/or training to be their child's first teacher

**69,090**  
students participated in Read for the Record, the nationwide campaign to build literacy through a shared reading experience

**89%**  
of students in our afterschool program feel that Think helps them with critical relationship skills

## kinder readiness



**85%**  
of our students expressed a sense of belonging



## reading by third grade

Opportunities to continue learning when not in school:  
**10,280** students participated in our summer program

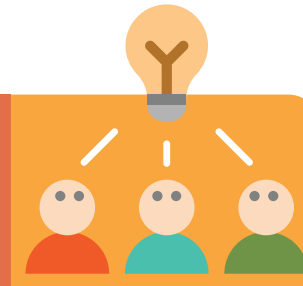
## Algebra readiness by eighth grade



Students who attend **90+ days** were **5 times more likely** to meet or exceed grade-level expectations in Math

**16,402**  
students benefitted from additional academic support programs, including tutoring and STEM academies

**70%**  
enjoy learning about STEM at Think Together



**91%**  
of students are more interested in college since coming to the Think program

**53,163** K-12 students attended our afterschool program

## a-g completion



**8,862**  
high school students served

**87%**  
HS Students confident college is an option

**8 in 10** high school students report working hard toward their goals because of being in the Think program



**85%**  
of high school students agree that the Think program makes them engaged in their learning

end here

**30**  
college students are receiving college mentoring

**3,700**  
seniors graduated

## think beyond







## DEVELOPING SOCIAL EMOTIONAL LEADERS

At the foundation of Think Together's programs is social emotional learning (SEL) to benefit all students and staff. Think Together staff often reflect the kids they serve – they are raised in the same communities and have faced similar challenges and life experiences. **Think Together invests in staff development to grow leaders within the organization. And developing social emotional learning in students empowers them to contribute in a healthy manner to society.**

Within Think Together's academic curriculum and programming, we implement outcome-based strategies and systems to develop a mindset that recognizes healthy compassion, self-awareness, and the practice of caring for others. Think staff focus on how to deliver high-quality programming while embracing students at an emotional level and building deep relationships. Think Together is intentional in the social emotional development of our youth and leaders because they are the future.

From early learning to high school, our students develop a positive attitude about learning, enhancing their ability to succeed in life both academically and socially. Using a holistic approach, students learn self-awareness and self-management to foster prosocial behaviors such as kindness, sharing, and empathy.

**Adolescence can be a trying time full of emotions; however, we see a difference in the way students are developing relationships with their peers – 85% of Think Together students say they work well with other kids when at program. Parents are noticing a difference too – 89% feel their child is more confident after coming to a Think Together program.** One student at a time, Think Together is changing the odds for kids by investing in their social emotional development. 🌱

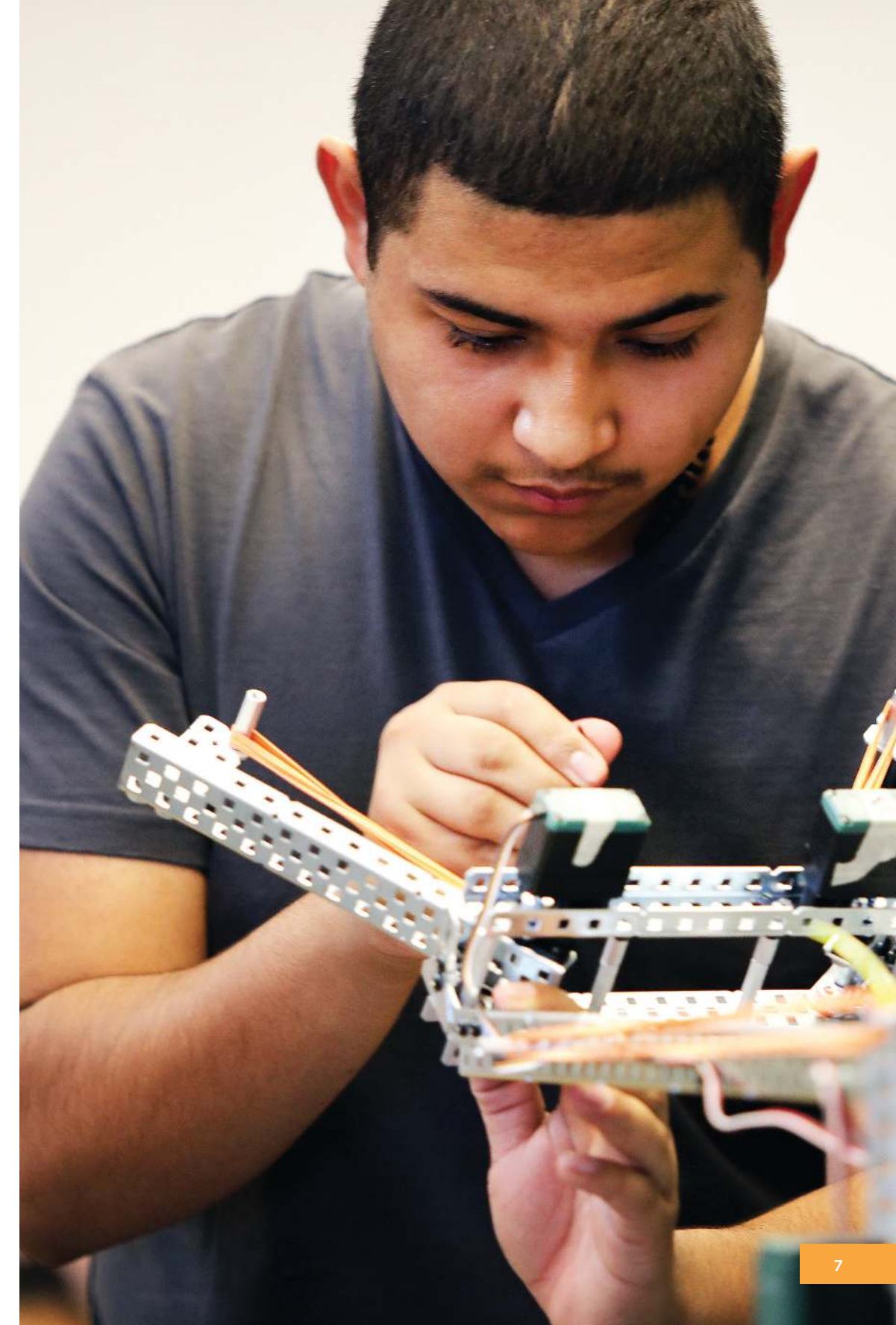
## PREPARING KIDS FOR THE WORLD OF TECH

Staying current with 21st century workforce trends, Think Together launched coding and robotics programs to impact more students across California. Oracle Academy and Burning Glass Technologies released a data-driven assessment of coding in 2016 titled "Beyond Point and Click: The Expanding Demand for Coding Skills." The report found that programming jobs are growing 50% faster than the market overall. Think Together is preparing students to meet that demand.

In the 2017-2018 school year, Think Together launched six coding programs in Orange County. 500 students learned how to build 3D computer dioramas and debug computer programs. We also launched a robotics program with two pilot programs, one in San Gabriel Valley and one in Southeast Los Angeles. Students expanded their STEM literacy skills while participating in hands-on tech experiments. And the programs worked! **Students in the coding program improved their knowledge by 30% from pre-test to post-test across four categories, and 90% of students in the robotics program said they want to study computer science or engineering in college.**

Due to the success of our pilot programs, Think Together is expanding both programs to additional districts. This year, we are rolling out five robotics programs in San Bernardino County, 10 programs in the Bay Area and 17 programs in Riverside County. We are also enhancing our STEM programs to include coding for all our regions. Think Together is creating exciting, relevant programs to keep kids engaged after school.

**Thanks to partners like Broadcom Inc., who donated significant equipment infrastructure for our coding and robotics programs, we are developing the next generation of video game designers and robotics engineers.** Together we can create a community where all kids are prepared for college and career. STEM is the future and Think Together wants California's kids to be ready. 🌱







## LONGSTANDING PARTNERSHIPS LEAD TO INCREDIBLE RESULTS

Over the past 20 years, Think Together has been honored to partner with many schools for a number of years. We have built close relationships with these administrators and teachers and made sure afterschool curriculum aligns with each district's needs.

Think Together has partnered with Mountain View School District (MVSD) in El Monte since 2009. Almost 10 years in the district has provided Think Together the opportunity to develop close relationships with administrators and teachers as we align programming with MVSD's needs. We have continued to expand in the district over the years as the needs have changed. In 2016, homework centers were added at 12 sites for 30 students, each with funding through LCAP. And in 2017, Academic Intervention Services were added to provide additional targeted instruction for students to achieve grade-level proficiency in English Language Arts with funding through LCAP.

**Our partnership with MVSD has seen incredible results for students. In the 2017-2018 school year, over 90% of students in each grade (1st-6th) showed positive growth in sight words and over 70% of students in each grade (1st-6th) showed positive growth in math.** We're also aligning with English Language Arts and math goals by providing students technology-based interventions with data results that Think Together staff review with administrators.

Another example is Think Together's partnership with David A. Brown Middle School in Wildomar since 2006. Sean d'Encarnacao, the current site coordinator, has worked at Brown since 2008, recently celebrating his 10-year anniversary at Think Together. Throughout this time, d'Encarnacao (or Mr. D to the school) has worked in partnership with Principal Karen Gaither to create an effective and safe afterschool program. Sharing about their relationship, Principal Gaither says, **"[Mr. D and I] are always looking for the same outcome and share the same dream for our students."** And the students agree. After the 2017-2018 school year, 98% of students said they are able to get their homework done and 97% feel that college is an option for them.

The 2018-2019 school year is a special one for Brown as three former students have returned to work as program leaders for Think Together. These students attended Brown together and are now beginning their careers at their former school.

Think Together is honored to partner with districts to create a community where all kids are ready for college and career. Each district is unique with its own processes and goals. But we have a common desire to see California's students succeed. **Together we can make a difference. 🙌**



# CREATIVE SOLUTIONS PROVIDED THROUGH STUDENT SUPPORT SERVICES

To better meet the unique needs of each district partner, Think Together has progressively expanded our Student Support Services to provide a variety of innovative programs to champion student success throughout the school day and throughout the year. Our aim is to support the goals of each district partner and make an impact for students by thinking beyond the traditional afterschool relationship.

Think Together worked with Moreno Valley Unified School District to create the MoVal Elites Program for its middle schools, in response to a decrease in athletic participation at the high school level. Students in Moreno Valley are now able to experience an athletic culture at a younger age while managing their academics, and developing the crucial skills needed of student athletes. These students are more interested and prepared to play sports in high school.

**The MoVal Elites Program is succeeding in its objective: 93% of students say they are likely to continue playing sports, and 100% of participating parents say they are likely to continue having their child involved in sports in Moreno Valley USD.**

The students have also built strong relationships with Think leaders: 94% of students share they feel supported by their coach. This is one example of many ways Student Support Services can help schools and districts reach their goals.

Think Together offers Student Support Services in all regions to meet the unique needs of each district. Whether it's our Academic Intervention Program in Mountain View SD, Teacher Release Program in Lynwood USD, or Student Supervision Associates in Arcadia USD, Think Together is creating tailored solutions for our district partners. 🌱



# 10 YEARS OF EARLY LEARNING SUCCESS

Think Together's Early Learning Program celebrated its 10-year anniversary this year. The program was established in 2008 to offer a Mommy and Me Program and provide book bags at program sites. The Children and Family's Commission of Orange County saw the success of the program and merged their Early Literacy Programs under our Early Learning Program in 2011. Additionally, we integrated AmeriCorps volunteers into our early learning programs. These developments have positioned Think Together as a leader in early childhood education.

In the 2017-2018 school year, Think Together operated 51 Early Learning Programs in Orange County. **These included two California State Preschool Program sites, nine center-based sites, 12 Reach Out and Read sites, and 26 Raising a Reader program sites. Over 94,000 books were also collected at our annual book drive and redistributed to children – that's almost 800,000 books redistributed since 2009.**

The organization also supported three STEM early learning conferences and promoted literacy at weekend community events.

But there's still more work to be done. A new study from the UC Berkeley Early Childhood Think Tank and the American Institutes for Research titled "Achieving Fair Access to Early Education" found that approximately 48 percent of California families with a 3- or 4-year-old "cannot find any preschool program with available slots, whether financed through parental fees or public dollars." Our Early Learning Program is aligned to develop new programs that can provide more families with access to early education.

**Over 360,000 children participated in our Early Learning Programs last year.** And in the 2018-2019 school year, Think Together will launch two more state preschool sites in Buena Park and our first two state preschool sites in the Bay Area. With our current state preschools receiving either a 4 or 5 QRIS (Quality Rating and Improvement System) rating, we're eager to partner with more districts to provide quality programs for children. 🌱



# A CULTURE OF SUPPORT FOR PARENTS

Changing the odds for kids extends beyond the students we serve. Think Together aims to support parents and communities to shape the generations of kids who attend our programs.

We engage parents before their children are walking through our Early Learning Program, hosting parenting classes and providing support with literacy development and healthy living. Through the Raising a Reader program, parents learn the importance of creating a reading culture within their families to support their child's academic growth. They learn how to develop routines for reading books to their children and how to ask thought-provoking questions to boost comprehension and critical thinking.

In our afterschool programs, staff partner with parents to support their students' education as well. We keep them updated with information about their students' needs and make sure parents are well-informed on community and school information. **Families build strong relationships with Think Together staff - 95% would recommend Think Together to another parent.** Staff embody the community they serve and have a passion for the work they do. This is evident to parents as 93% believe staff care about the success of their child and are professional.

Parent engagement is a crucial aspect of Think Together's impact on student success. Our work partnering with schools only happens with parents' support. In the 2017-2018 school year, we launched our quarterly parent newsletter to provide parents additional information on Think Together events and programming. Schools, staff, volunteers, donors, and parents: we're all working together to create a community where all kids are ready for college and career. ♡







# CHANGING THE ODDS FOR 20,000 STUDENTS IN LOS ANGELES UNIFIED SCHOOL DISTRICT

It's been an exciting year for Principal's Exchange as we continue to grow our school partnerships in Los Angeles Unified School District (LAUSD). In January, we signed on 18 new schools in the Local District Central region, bringing our total number of LAUSD partners to 24 schools: nine high schools, 10 middle schools, and five elementary schools. We are working alongside administrators, teachers, counselors, and other staff to optimize learning and accelerate outcomes for 20,000 students annually.

This recent expansion was due in large part to the dramatic gains that two of our Local District Central elementary school partners – Hoover Street and Union Avenue – achieved with our guidance and support. For the past five years, Hoover Street's outcomes outpaced LAUSD's district-wide outcomes and California's statewide outcomes in English and math. And Union Avenue had remarkable success moving English Learners to English fluency, so much so that State Superintendent Tom Torlakson made a site visit to see the work in action. These achievements led to Local District Central Superintendent Roberto Martinez inviting Principal's Exchange to work with more schools so they could experience similar gains.

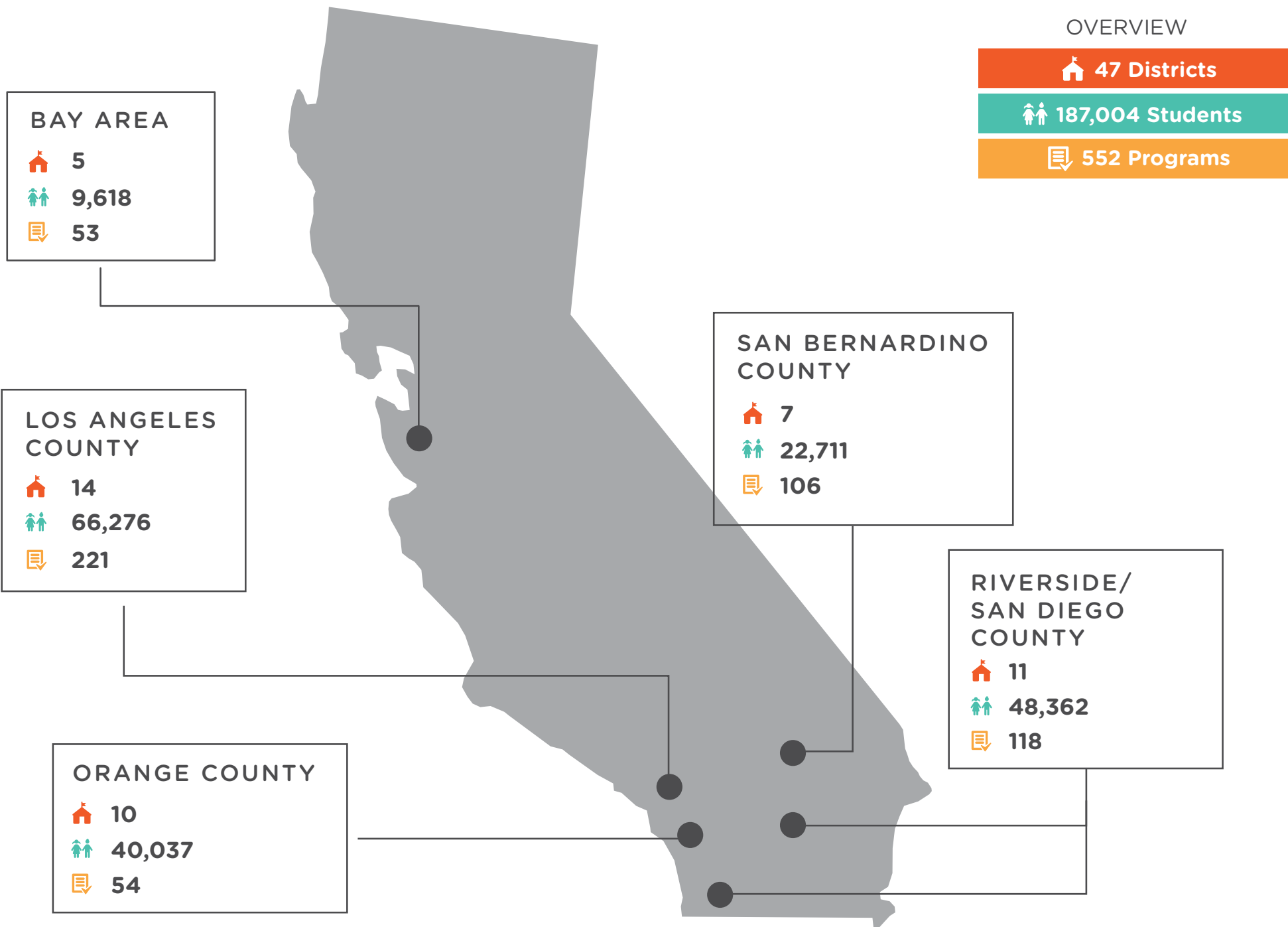
This past August, we held our first Summer Institute with Local District Central. Our annual Summer Institutes are critical to how we drive learning and impact as they provide five days of professional learning that preview the work our partners will carry out each school year. More than 600 teachers and administrators attended, making it the largest Summer Institute in our 20-year history.

With the school year now underway, our LAUSD partners are implementing what they learned. **This year, our focus is on supporting our partners in integrating our nested data response system.** Using this methodology, district and school administrators, teacher teams, and counselor teams review student data every 5-6 weeks. And at each level of the school system, they then make agreements about how to modify their practices between assessment cycles to maximize student outcomes.

Principal's Exchange is thrilled at how well our partners are adopting these practices in their schools to transform the education and life opportunities for their students. 🙌



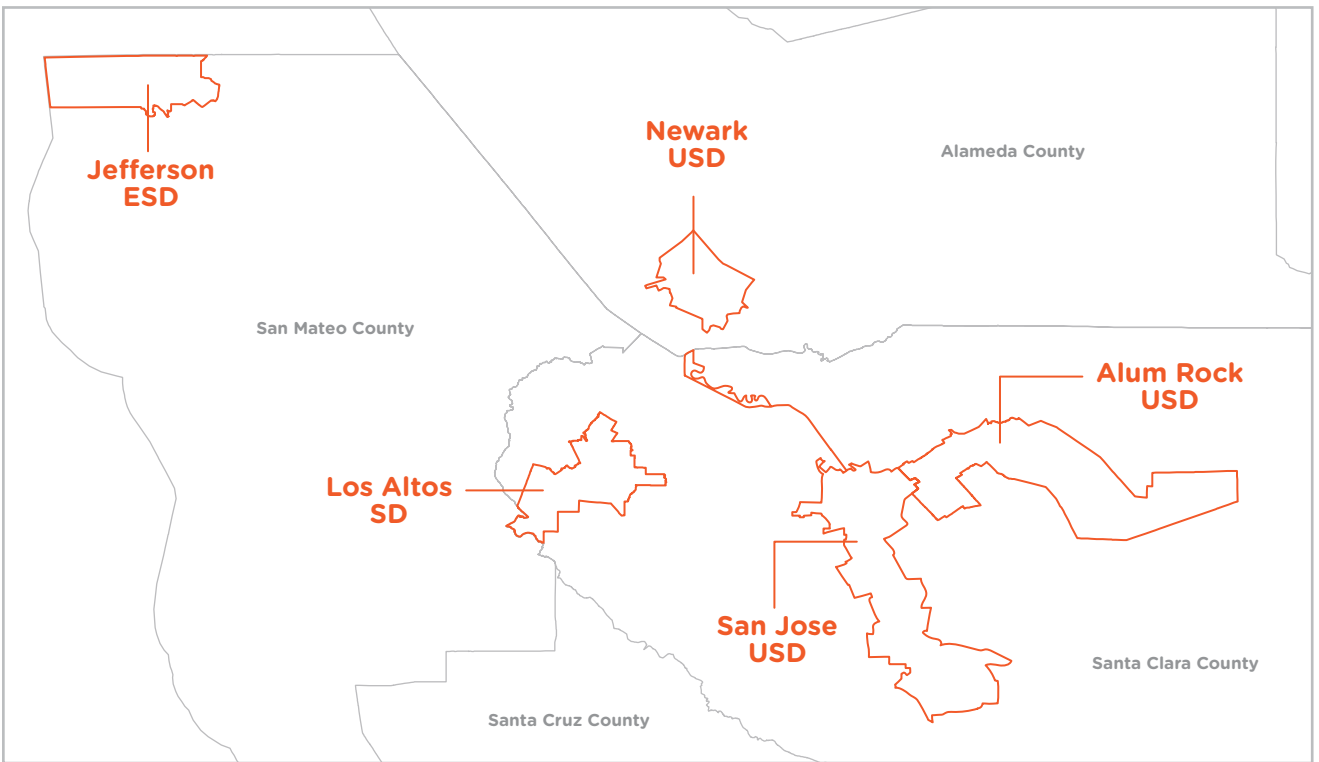
OUR REACH



BAY AREA



STACY GALDAMEZ  
General Manager



5  
DISTRICTS

9,618  
KIDS SERVED

53  
PROGRAMS IN  
THIS REGION



“Appreciate the consistency of training and the program’s mission. Think Together programs in my school district are well-run and to date, successful. The staff, management to line staff, are responsive and easy to work with, positive and eager to improve. Always a treat to visit a Think Together site.”

- District Admin, San Jose USD



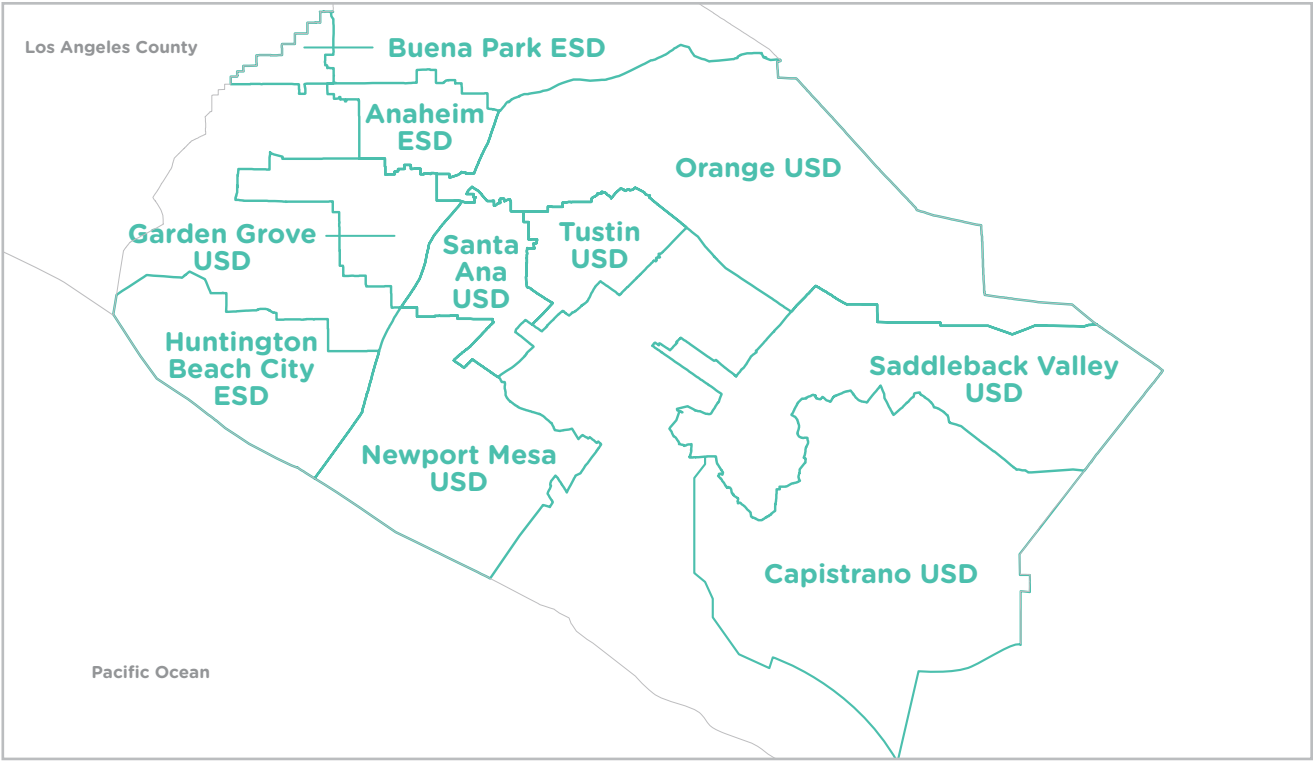
# ORANGE COUNTY



NATALIA FLORES  
General Manager

“My daughter has really flourished. She’s more engaged in the classroom. She’s eager to learn new things everyday. My daughter is only four years old but loves math.

- *Parent, Ross Elementary School, Anaheim Elementary School District*



10 DISTRICTS  
40,037 KIDS SERVED

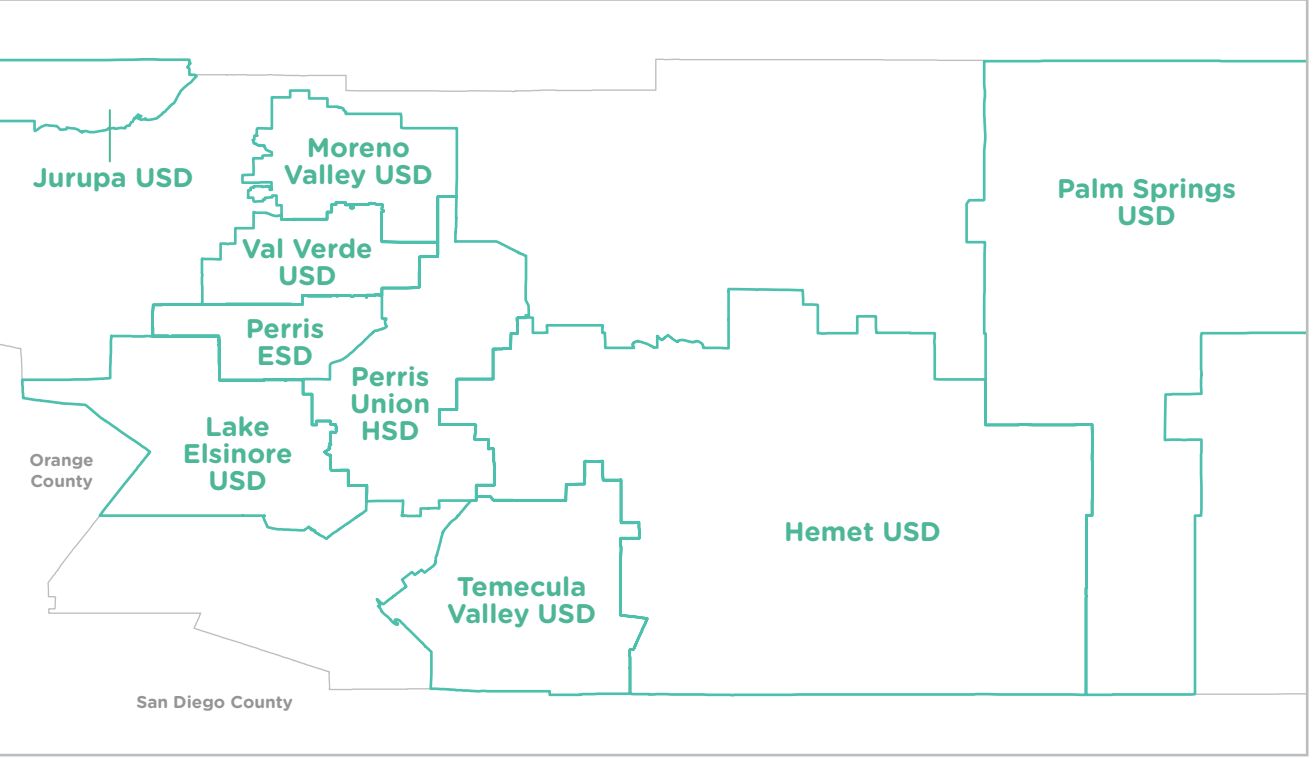
54 PROGRAMS IN THIS REGION



# RIVERSIDE COUNTY



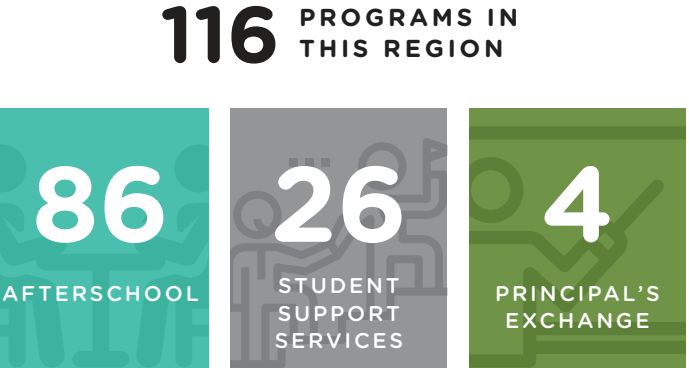
ADRIANA GARCIA KINGSTON  
General Manager



“My daughter excels as one of the top students in her class and Think Together plays a key role in her success.

- *Parent, Creekside Elementary, Moreno Valley USD*

9 DISTRICTS  
46,096 KIDS SERVED





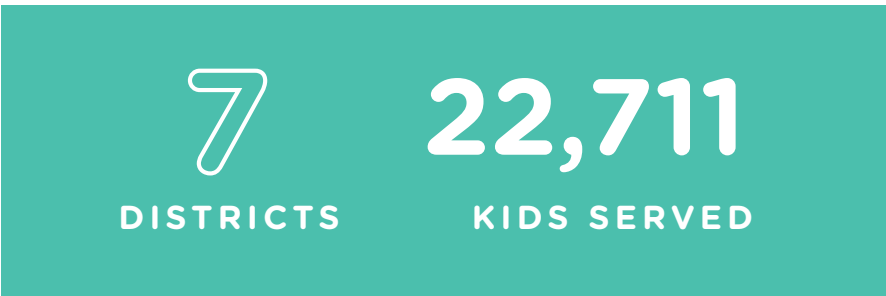
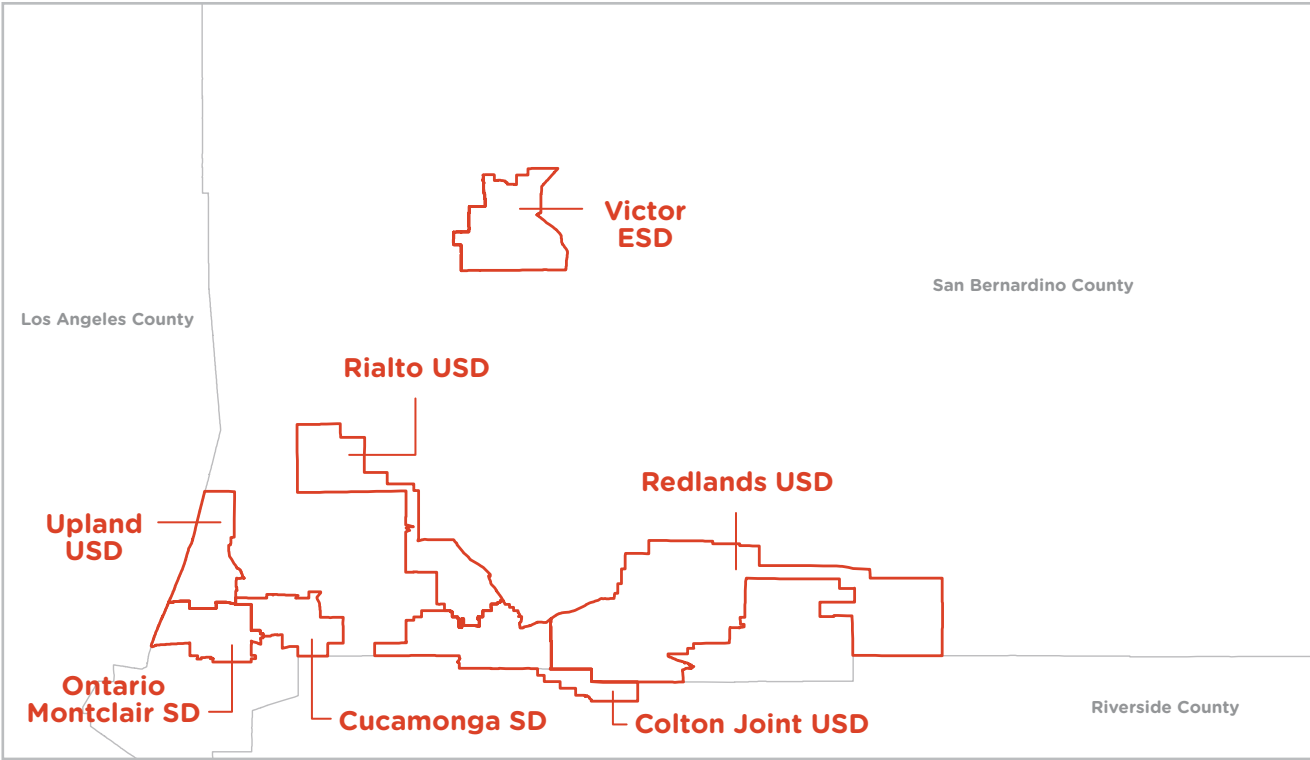
# SAN BERNARDINO COUNTY



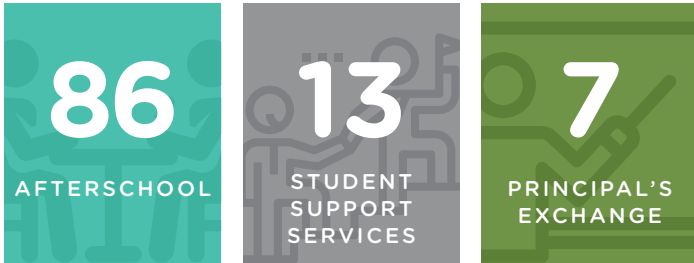
FERNANDO REYES  
General Manager

I greatly appreciate the staff. Mrs. Jasmine is amazing, my son adores her; she always has a smile and makes the children safe and comfortable. Mrs. Margarita “Ms. Q” is great with my children, always makes sure their needs are taken care. Thank you!

- Parent, Lewis Elementary, Colton Joint USD



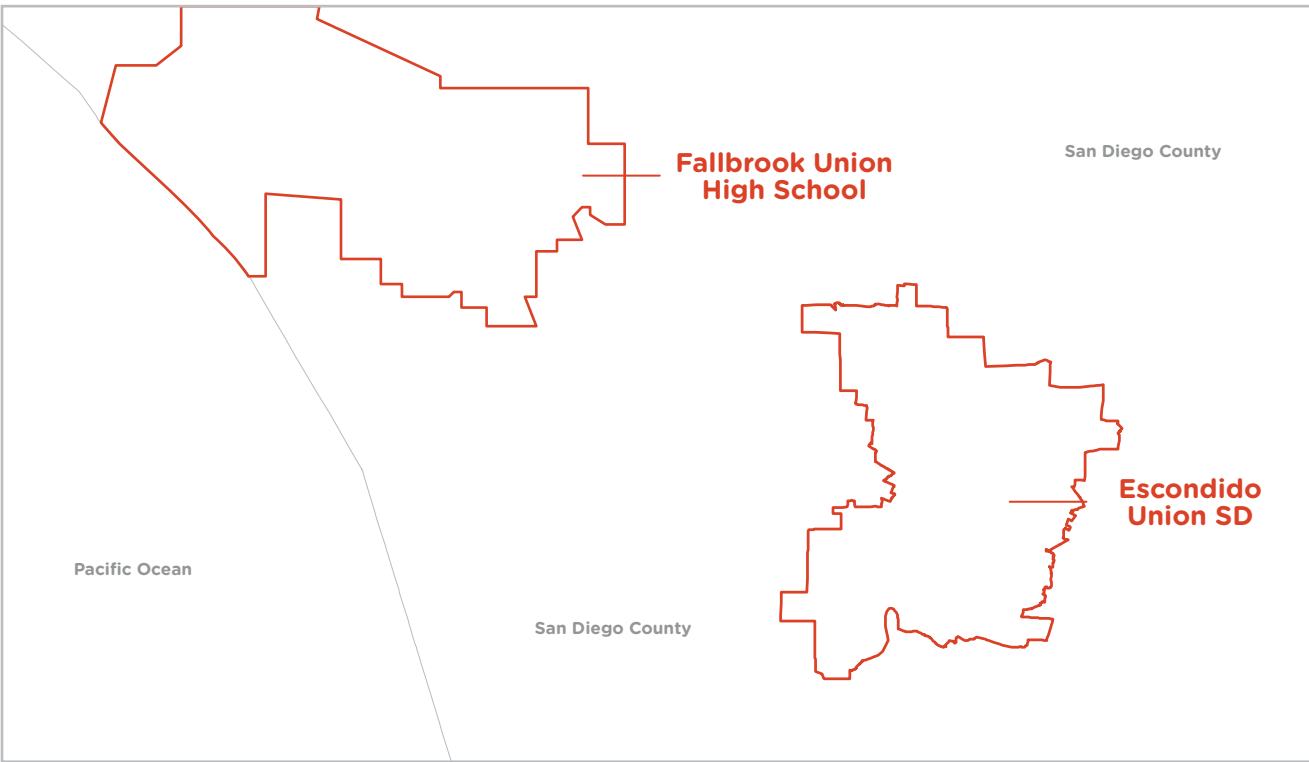
106 PROGRAMS IN THIS REGION



# SAN DIEGO COUNTY



ADRIANA GARCIA KINGSTON  
General Manager



2 DISTRICTS

2,266 KIDS SERVED

2 PROGRAMS IN THIS REGION



I am appreciative for Miss Leslie sitting down and having consistent meetings with me. I am also pleased at how her and her team have reached out to my teaching staff to connect with them about student behavior and academics.

- School Admin, Creekside Elementary, Moreno Valley USD



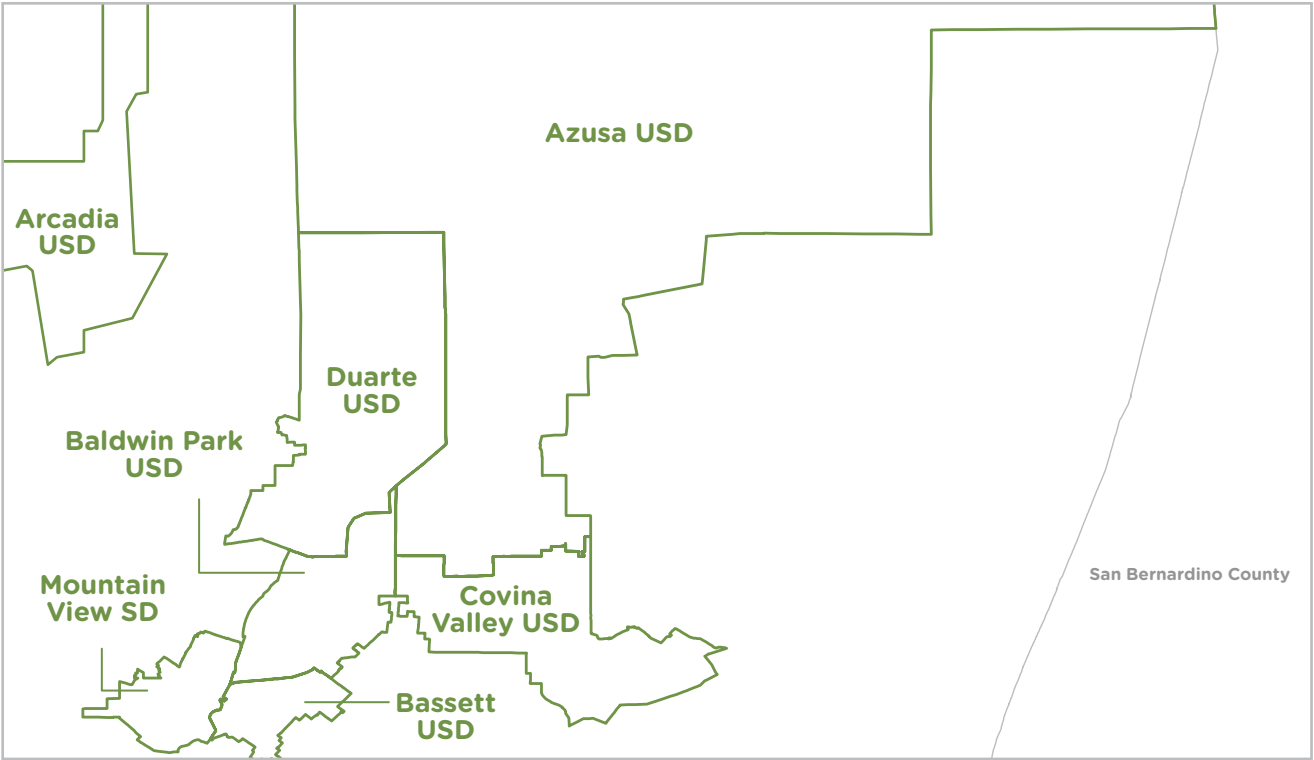
# SAN GABRIEL VALLEY



IRENE BOBADILLA  
General Manager

I am extremely thankful for the exceptional service all of the staff has provided to my children. Having this program allows my husband and I to continue with our professional endeavors. Thank you for the continuous support, your team is greatly appreciated.

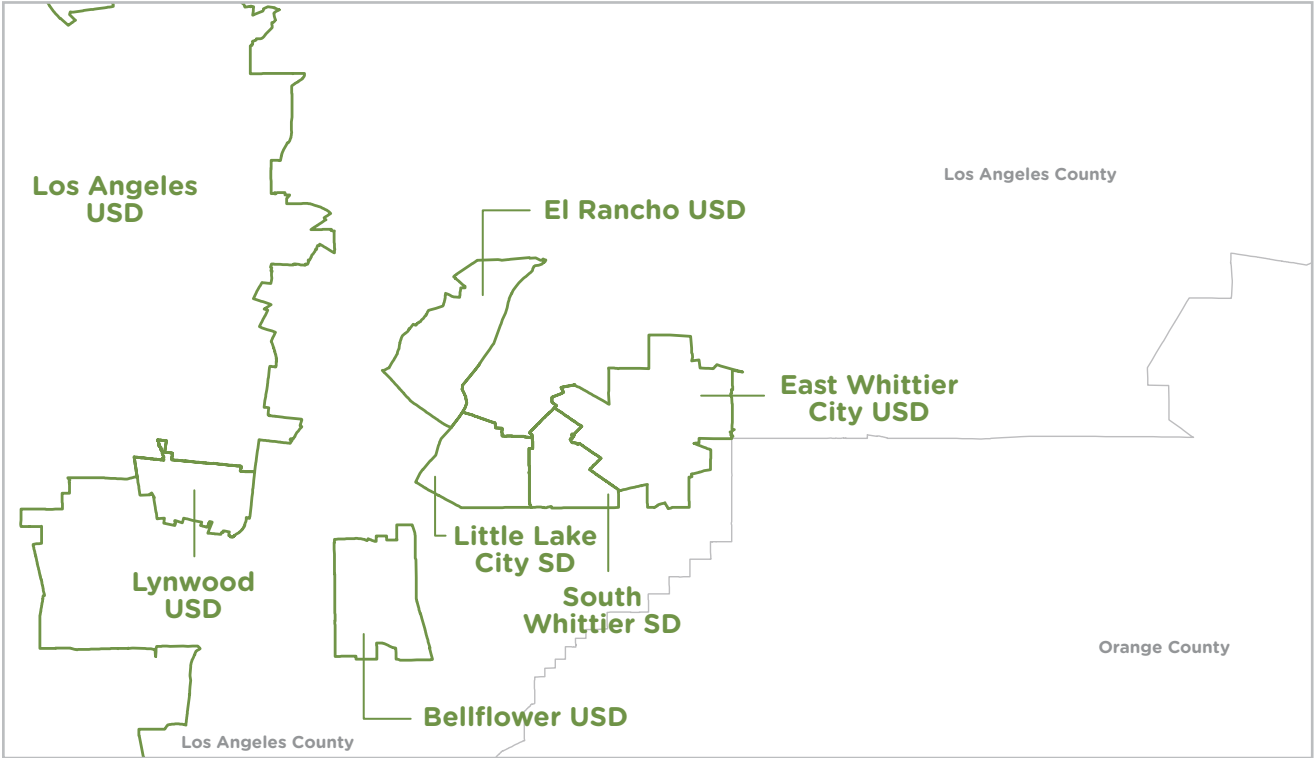
- Parent, Edgewood Academy, Bassett USD



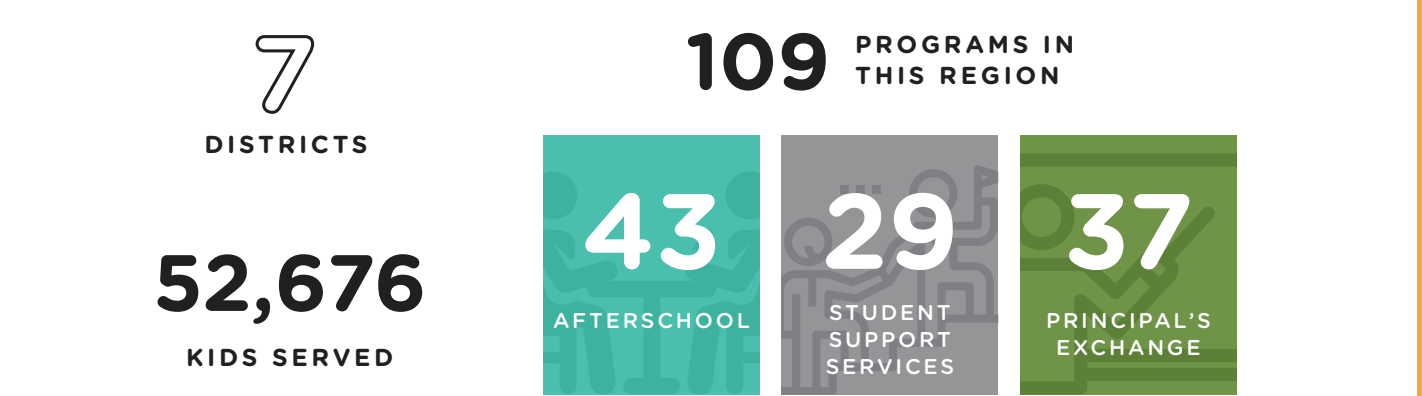
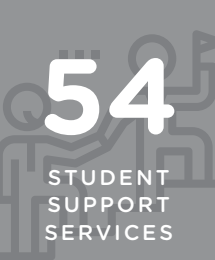
# SOUTHEAST LOS ANGELES



YVONNE PAUL  
General Manager



112 PROGRAMS IN THIS REGION



66

At Paddison Elementary School, there is a seamless transition from the school day to the afterschool program. I consider it a big success that we have established communication and practices that work exceptionally well for all our stakeholders.

- School Admin, Paddison Elementary, Little Lake City SD





CORPORATE AND FOUNDATION PARTNERS

\$500,000 AND ABOVE



\$100,000-\$499,999



\$50,000-\$99,999



\$25,000-\$49,999



\$10,000-\$24,999





# CORPORATE AND FOUNDATION PARTNERS

## \$100-\$9,999

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Canyon Partners Real Estate LLC  
CAP Architecture  
Cityspan Inc.  
Corona Del Mar High School PTA  
Crevier Family Foundation  
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Young Women of Vision

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Los Angeles Chargers  
Los Angeles Dodgers  
Mesa Roofing  
My Gym  
Newport Windows  
Orange Coast Magazine

Pivot Interiors  
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Orange County  
Second Harvest Food Bank of Santa  
Clara and San Mateo Counties  
Shewards & Sons  
South Coast Plaza  
The Ben Anderson Group, Lend US  
The Original Wine Club  
The Resort at Pelican Hill  
Troy's Painting  
TSCM  
Union Ryde  
You Run This Town Foundation

## \$50,000 AND ABOVE

Sangeeth and Sindhu Peruri

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

Doug and Catherine Antone  
Leona Aronoff-Sadacca and  
Joe Sadacca  
E C Boden Family Foundation

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

Sam and Susan Anderson  
Mary Lynn and Bill Coffee  
Mike and Jenny Rue  
Dan and Leslee Young

## \$1,000-\$9,999

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Jakob and Marlene Ackermann  
Kathryn and Jon Allen  
Darrel and Marsha Anderson  
Sally Anderson  
Anonymous  
David and Marseilla Barth  
Don and Anita Barth  
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SOME KIDS ARE SMARTER THAN YOU  
SOME KIDS HAVE COOLER CLOTHES THAN YOU  
SOME KIDS ARE BETTER AT SPORTS THAN YOU

IT DOESN'T MATTER

YOU HAVE YOUR THING TOO

BE THE KID WHO CAN GET ALONG

BE THE KID WHO IS GENEROUS

BE THE KID WHO IS HAPPY FOR OTHER PEOPLE

BE THE KID WHO DOES THE RIGHT THING

BE THE NICE KID





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STATEMENT OF ACTIVITIES

FOR FISCAL YEAR ENDED JUNE 30, 2018

REVENUES	THINK TOGETHER	PRINCIPAL'S EXCHANGE
School District Contracts - ASES**	52,912,241	-
School District Contracts - LCFF & Other	9,104,866	4,233,981
Early Childhood (0-5)	1,592,104	-
Philanthropy	2,037,650	150,000
Other	1,052,702	-
Total Revenues	66,699,562	4,383,981
EXPENSES		
Program Services		-
School District Contracts - ASES**	47,785,972	-
School District Contracts - LCFF & Other	9,103,063	3,184,081
Early Childhood (0-5)	2,211,720	-
Community Sites (K-12)	629,588	-
Total Program Services	59,730,342	3,184,081
Fundraising	1,242,214	-
General & Administrative	5,022,152	695,303
Total Expenses	65,994,708	3,879,384
NET INCOME	704,854	504,597
Ending Net Assets	3,838,655	676,341

\*\*Includes recognition of In-Kind program services, such as volunteer time, and facility and snack costs contributed by school district partners.

EXECUTIVE TEAM

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