



think
TOGETHER

2019

ANNUAL REPORT



FROM THE BOARD CHAIR

For 23 years, Think Together has been a leader in implementing and scaling innovative academic solutions to address the needs of children throughout California. Our programs reach over 150,000 students each academic year from pre-K through high school, mostly in low income areas, many with significant immigrant populations. We engage with students, teachers, and school administrators to make a positive impact on young people's lives and lasting change in their communities.

Think Together supports students and schools in four key areas: afterschool, school improvement, early learning, and student support services. We continue to increase the reach of our programming. Success stories abound, including the expansion of our afterschool services in school districts such as Compton, our groundbreaking systems change consulting work in LAUSD, and the roll-out of our Coding For All Initiative in conjunction with corporate partners such as Broadcom, Inc.

Despite our successes, the enormity of the task ahead of us to change the lives of the 2 million kids underperforming in California schools compels us to seek continued organizational growth and transformation to tackle these serious issues head on. As the newly elected chairperson of the board, I am truly honored to help guide the organization during this time of growth and expansion. I speak on behalf of every member of our board and our generous supporters when I say, **together, we can help change the odds for California's children.**




JOHN LEE

Chair, Board of Directors





FROM THE CEO

Two million students in California K-12 schools are performing well below grade level and are not meeting their potential. This comprises one-third of all students enrolled in California public schools. And nearly 1 million of these students live in Los Angeles County.

There are many reasons for these results: poverty, immigration issues, parent education levels, incoherent school systems, disparate stakeholders with different perspectives and interests, high turnover in leadership in schools and districts, intermittent support systems for students outside of school, and on and on.

But there is hope. A recent study shows that about 15% of LA County schools are closing the achievement gap for underserved students. While this may seem discouraging, there are 288 schools (11% of traditional schools and 20% of charter schools) in LA County alone that are accomplishing this.

Changing the odds at a larger scale is no small feat, but the study above shows that we, as a society, know how to do this. The question is do we have the humility and the will to do it?

Research, and our experience, teaches us there are two things together that help change the odds for kids. A system of support – early childhood education, afterschool programs in various forms and summer learning programs – combined with improving what occurs during the regular school day produces great results.

We have a vision called Project 2 Million, to help scale what we know works so that all students in California can achieve their full potential.

It takes a village. We're collaborating with like-minded organizations and building deep partnerships with the schools we work with. We need your support too. Is it a moonshot? Yes, but many schools, and even more of the schools we partner with, are achieving great success. Join us in changing the odds. Our kids deserve it.



Randy
RANDY BARTH
Founder and CEO



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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 ninth-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

96%
of parents say Think Together has helped their child be better prepared for school

73,310
children (0-5 years) participate in Early Literacy Programs

8,392 caregivers received information and/or training to be their child's first teacher

104,518
books distributed to young children



81%
of students enjoy learning about STEM



86%
of our students expressed a sense of belonging



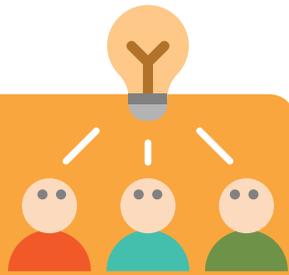
Algebra readiness by ninth grade

Students who attended Think Together frequently were **3 times more likely to meet or exceed grade-level standards** in math.



23,892

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



81%

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

a-g completion

7,961

high school students served

88%

HS students are confident college is an option

73%

enjoy math more since attending Think Together



52,980

K-12 students attended our afterschool program



9 in 10 high school students report getting homework done on time because of Think Together

85%

of high school students agree Think helped them with skills and knowledge for college classes

No summer learning loss!

12,286

students participated in our summer program



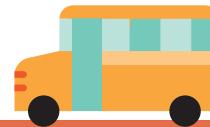
future starts here

400

student internships

1,269

students completed "Employability Skills Workshop"



think beyond





FOCUS AREAS

THINK TOGETHER OFFERS PROGRAMS AND SERVICES IN FOUR FOCUS AREAS TO MEET THE NEEDS OF OUR SCHOOL AND DISTRICT PARTNERS AND THEIR STUDENTS.



EARLY LEARNING

Promotes school readiness for children from birth to five years of age.

Includes: Early Literacy, Math, Parent Education



AFTERSCHOOL

Enhances and reinforces learning for students K-12. Hosted on school campuses or community sites.

Includes: English, Math, STEM/Coding, Youth Development, Arts and Enrichment



STUDENT SUPPORT SERVICES

Meets the needs of districts, schools and individual students with tailored programs.

Includes: Summer, STEM, Tutoring, Substitute Teacher Staffing, Physical Education, Arts



SCHOOL IMPROVEMENT

Provides technical assistance to district and school leaders to build equity-based systems and practices, offered through Orenda Education.

Includes: Equity and Achievement Analysis, Leadership Coaching, Instructional Strategies

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.



PREPARING CHILDREN FOR SUCCESS IN ELEMENTARY, MIDDLE AND HIGH SCHOOL

Eleven years in, Think Together's Early Learning Program continues to expand to support kids ages 0-5 and their parents, many of whom speak English as a second language. In the 2018-2019 school year, over 73,000 children participated in early literacy programs and over 5,000 parents received literacy information and assistance at community events. We also distributed over 100,000 books to children, continuing to effectively prepare kids for elementary school and support their parents through the process.

Think Together launched two new California State Preschool Programs in Buena Park in the 2018-2019 school year. With two more state preschool sites launching in the Bay Area this year, Think Together now operates six state preschool sites. The Bay Area state preschool programs are Think Together's first full-day sessions serving 24 preschool children, ages 3-5, at each site.

Besides the six state preschool and nine early literacy and math programs across seven districts, we're also partnering with local communities and organizations throughout Orange County to support families from low-income communities as they raise their children.

And the programs are working! Two of our state preschool programs have received QRIS* ratings of 4 or 5, the highest options available, and the PALS* PRE-K Developmental Ranges Chart shows that 88% of Think Together students, ages 4-5, meet or exceed goals with writing their names.

We're changing the odds for kids of all ages by preparing them for college and career. Our Early Learning Program sets the groundwork for our afterschool and student support programs to build on, as students move into elementary school and beyond. We're investing in the whole child, ensuring students from low-income families are prepared for math, reading and writing, and are developing social-emotional skills. All so that they're ready to reach their dreams. 🌟

*QRIS - Quality Rating and Improvement System, PALS - Peer-Assisted Learning Strategies







RESILIENCY, SOCIAL JUSTICE AND ECONOMIC EMPOWERMENT THROUGH CODING FOR ALL

Think Together launched its Coding For All campaign in the 2018-2019 school year to introduce coding programs in over 400 schools throughout California. The campaign will provide funding for laptops and coding robotics kits, staffing, training and infrastructure. Currently only 13% of Think Together sites have access to sufficient technology to support coding programs during afterschool.

Think Together kick-started the campaign with \$500,000 from its own reserves. Additionally, on behalf of its current district partners, Think Together was integral in securing \$1.4 million in Kids Code grants for 25 schools through the California Department of Education, allotting \$50,000 or more for each school's coding programs over three years. With the \$415,000 raised at Think Together's 2019 *Raise a Hand Dinner & Experience*, we've raised \$2.3 million of the \$3.2 million Coding For All goal!

Including the Kids Code schools, Think Together launched 69 coding programs in the 2018-2019 school year, many of these pilot programs and the first of their kind in the districts. This includes 11 schools in the Bay Area, where over 200 students from Newark USD, San Jose USD, Jefferson ESD and Alum Rock Union Elementary SD cycled through coding and robotics programs.

After experiencing the program, 82 percent of students said they could be successful in a career in computer science or engineering. Coding experiences provide students an opportunity to think algorithmically, practice pattern recognition and learn how to problem solve.

Think Together also created two new STEM Program Coordinator positions to provide infrastructure, training and support for the STEM and coding classrooms in all of our regions. We're forming key partnerships with Girls Who Code, Code.org, 9 Dots and Youth Mobile Festival and Expo (YOMO) to create coding experiences and provide students exposure to STEM careers through activities and events. We're also introducing fundamental tech languages, like JavaScript, HTML and Python, to make sure our kids are prepared for the STEM workforce.

Coding For All will provide over 50,000 students from low-income families with opportunities to compete for high-paying, sustainable jobs. And students improve in all other subjects through the process because coding teaches critical thinking, persistence and math skills. The time is now to make sure all California students are prepared for college and career. Learn more at thinktogether.org/blog/codingforall. 🧠

AT THE ODDS

ELL, THAT

E US"

- CHARLES BUKOWSKI





STUDENT SUPPORT SERVICES

SUPPORTING HIGH SCHOOL STUDENTS' DREAMS

In 2013, Think Together partnered with Santa Ana USD to launch Workforce Readiness Education Programs (WREP). These programs provide workshops and internships to high school students who are preparing for college and career. Over the past five years, 1,200 Santa Ana students completed our Employability Skills Workshops and 400 completed internships. With the success of the program, Think Together expanded WREP to Los Angeles and Riverside counties; since 2013, we've had 170 paid WREP interns.

This year Think Together launched four new programs in Compton, two in Azusa and our first program in San Bernardino County. We've also created new College and Career Resource Specialist positions to support our regions with expanding college and career opportunities. These positions schedule field trips, increase community engagement and develop WREP implementation and outreach.

For Brianna Maldonado, a senior this year at Bassett High School in La Puente, WREP has given her a new confidence and sense of direction for her future career path. Brianna joined WREP last year and was placed in an internship at her old elementary school. This year she's a student leader and plans to apply to UC San Diego and UC Santa Cruz to prepare for a career as a pediatric nurse educator.

WREP continues to provide high school students quality programming to prepare them for the future. With guest speakers, field trips, mentoring, internships and workshops, the program supports students from low-income families with opportunities to dream about the future.💡



TRANSFORMING SCHOOLS FOR STUDENT SUCCESS

Orenda Education is Think Together's affiliate partner dedicated to transforming schools and districts. Orenda partners with educators to build a new foundation of systems and practices that are grounded in equity, driven by data, and sustained through collaborative learning. Their approach centers on the core belief that every child, no matter their demographic or circumstance, deserves the premium education that only some currently experience.

2018-19 furthered Orenda's journey to support Project 2 Million, the shared vision with Think Together to transform school systems and improve instruction for the two million students who persistently perform below grade-level standards. To this end, they analyzed conditions in the 977 districts throughout California to identify and focus on the most vulnerable districts. They added new team members to the achievement and support teams. The former name Principal's Exchange was rebranded Orenda Education with a bright new look in anticipation of increasing awareness and expanding into new districts.

The team enlisted 25 new partner schools, in Los Angeles, Riverside and San Diego counties. This past summer, Orenda held three

Summer Institutes, with over 800 teachers and administrators in attendance, impacting 96,000 students. Summer Institute provides high-impact teaching strategies to prepare teachers and administrators for the coming school year.

In addition, partnerships continued with ten LAUSD high schools in South Los Angeles, part of a larger community revitalization collaborative. The Orenda team works closely with the district and schools' leadership to provide strategies and guidance to improve college eligibility and readiness in schools with a high percent of students who are at risk of not graduating or graduating without the requirements to enter a four-year university.

Each year that a child underperforms in school, starting even in their earliest years, their odds of academic success in later years diminish. Orenda wants to change these odds, by reaching out to the most vulnerable districts in California to impact more students through school improvement. The Orenda approach is proven to transform schools, change the lives of students, and benefit entire communities in California. 🌱





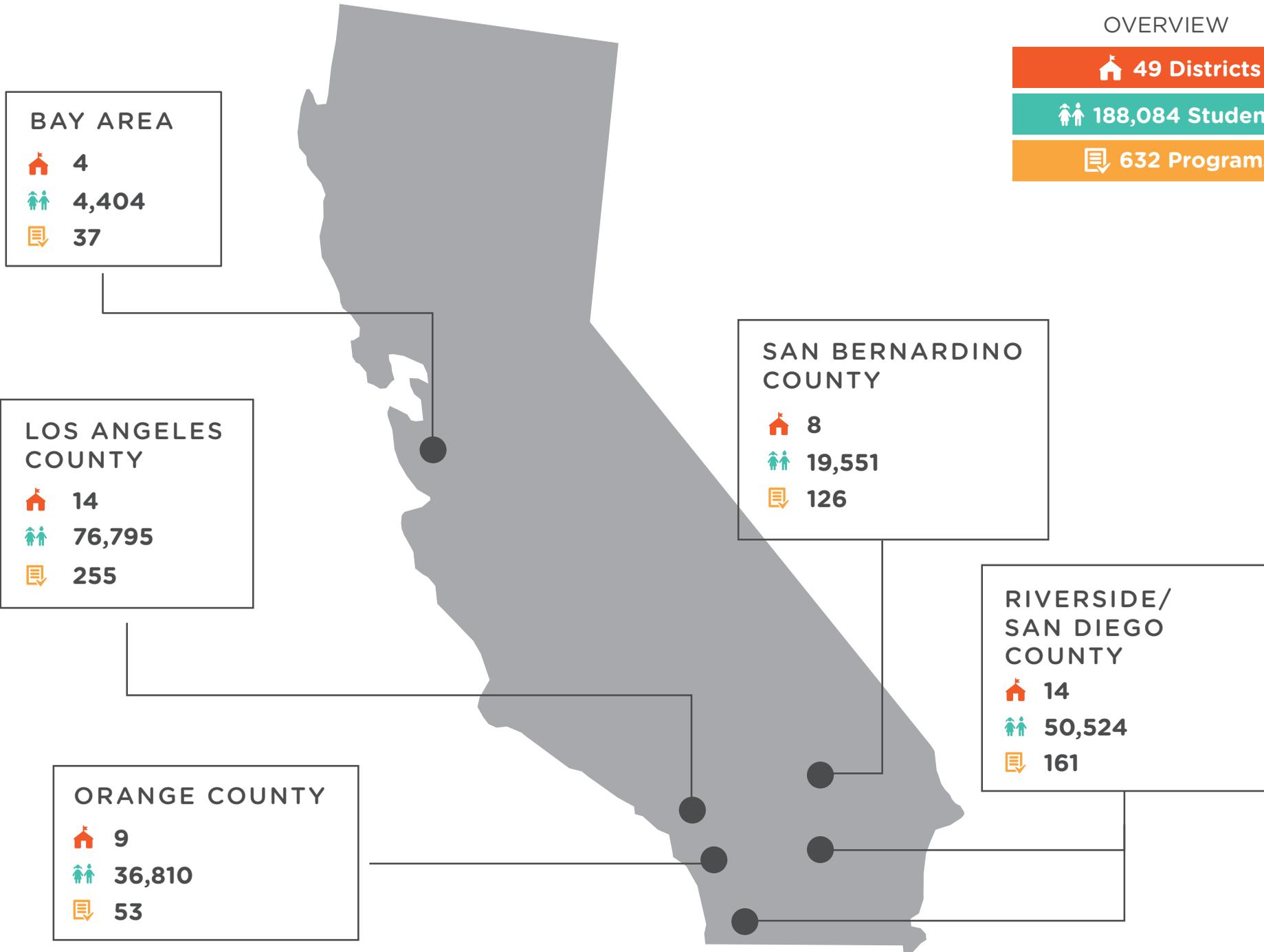
OUR REACH

OVERVIEW

 49 Districts

 188,084 Students

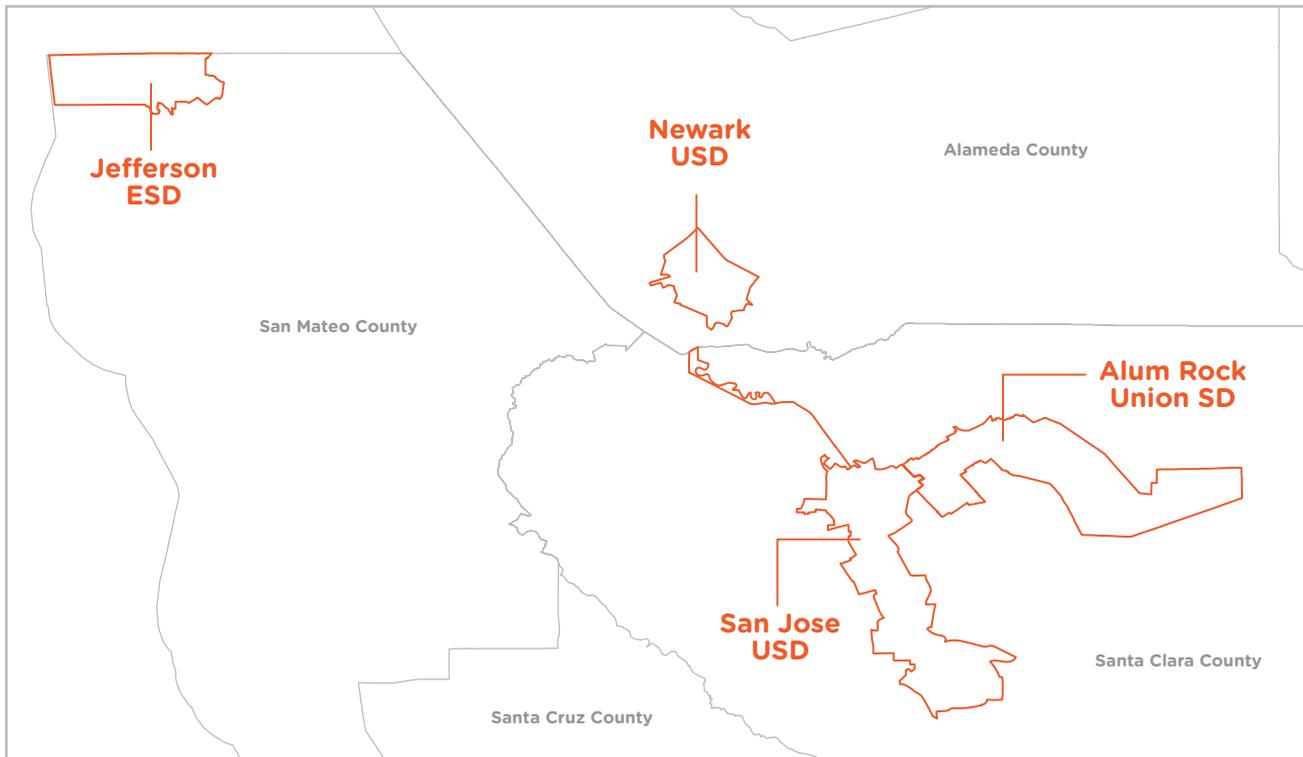
 632 Programs



BAY AREA



STACY GALDAMEZ
General Manager



4

DISTRICTS

4,404

KIDS SERVED

37

PROGRAMS IN
THIS REGION

2

EARLY
LEARNING

22

AFTERSCHOOL

11

STUDENT
SUPPORT
SERVICES

2

SCHOOL
IMPROVEMENT



“

Think Together has been a huge help to my family. I don't know what I would do if I didn't have this amazing program. They offer so much to my children, such as homework support, enrichment, and sports.

- Think Together Parent
San Jose USD

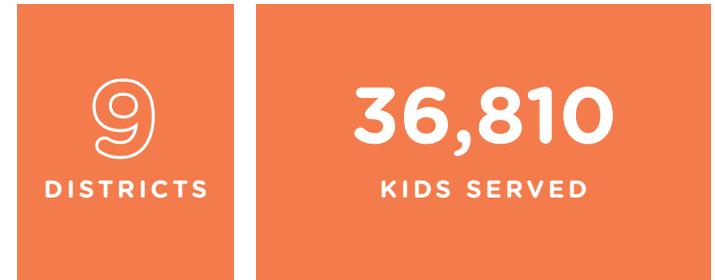
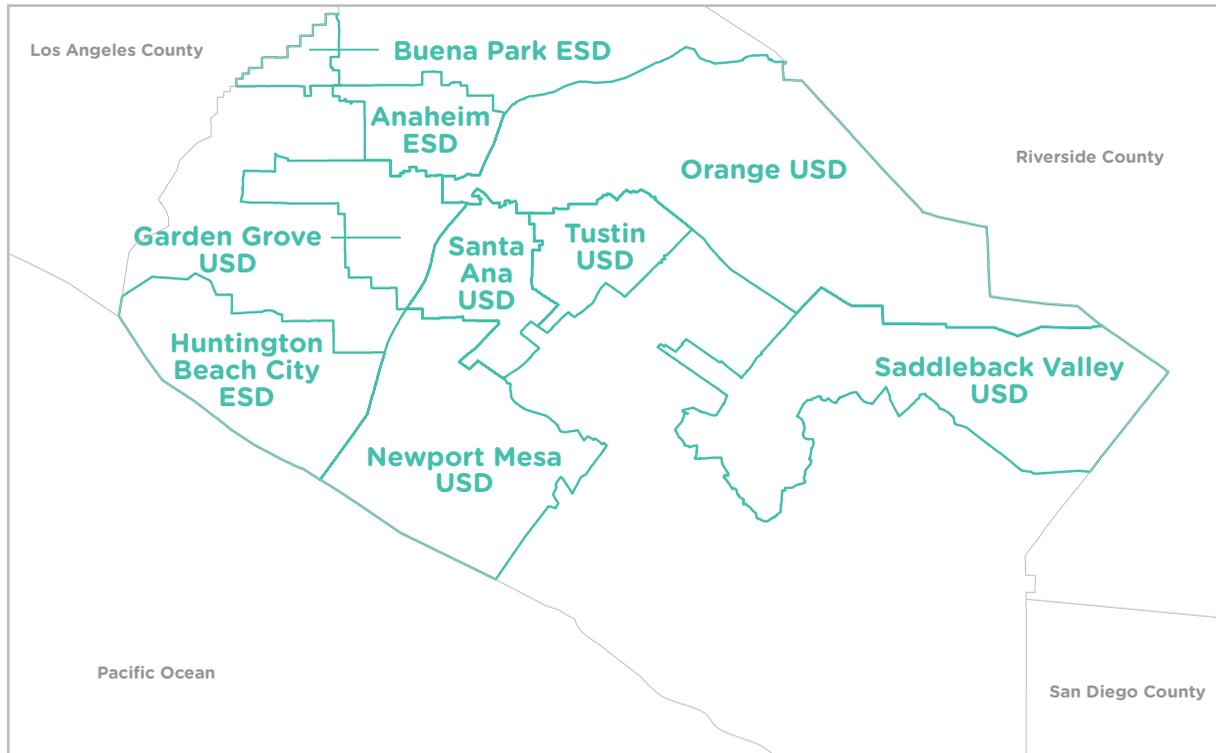
ORANGE COUNTY



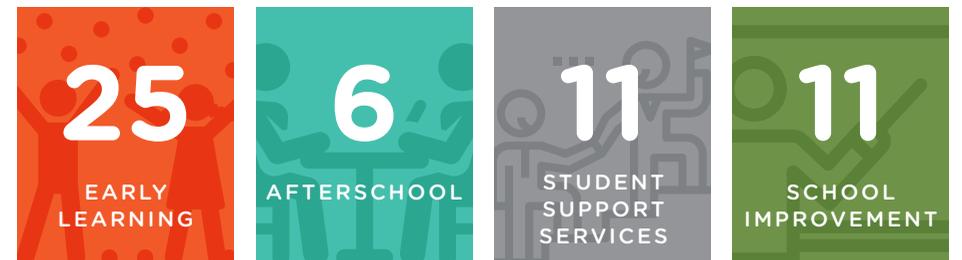
YECENIA CARDENAS
General Manager

“I think that Think Together is a place where a kid can explore and learn about things they have not learned.”

- Think Together Elementary Student



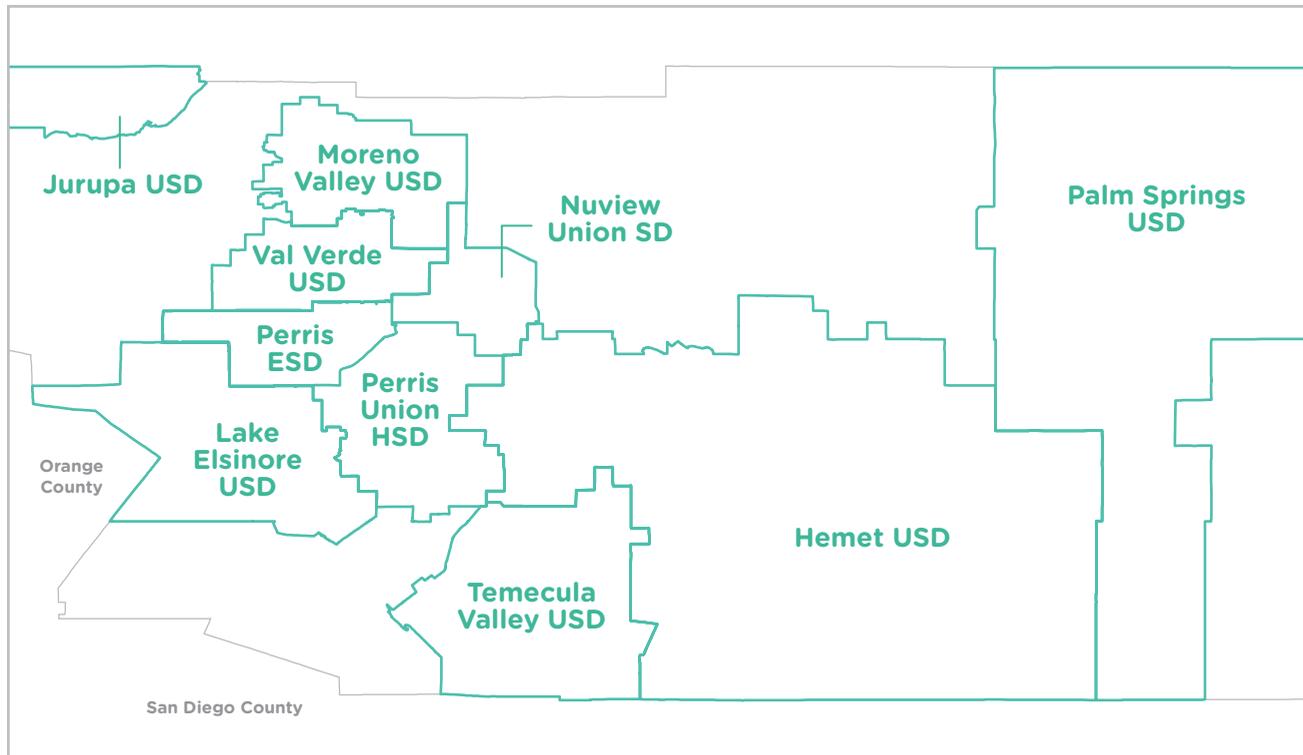
53 PROGRAMS IN THIS REGION



RIVERSIDE COUNTY



ADRIANA GARCIA-KINGSTON
General Manager



“ The program is part of our school culture. Our families look forward to the academic supports, homework supports, and engaging enrichment activities.

- School Administrator
Moreno Valley USD

10

DISTRICTS

144 PROGRAMS IN THIS REGION

36,215

KIDS SERVED

87

AFTERSCHOOL

44

STUDENT SUPPORT SERVICES

13

SCHOOL IMPROVEMENT

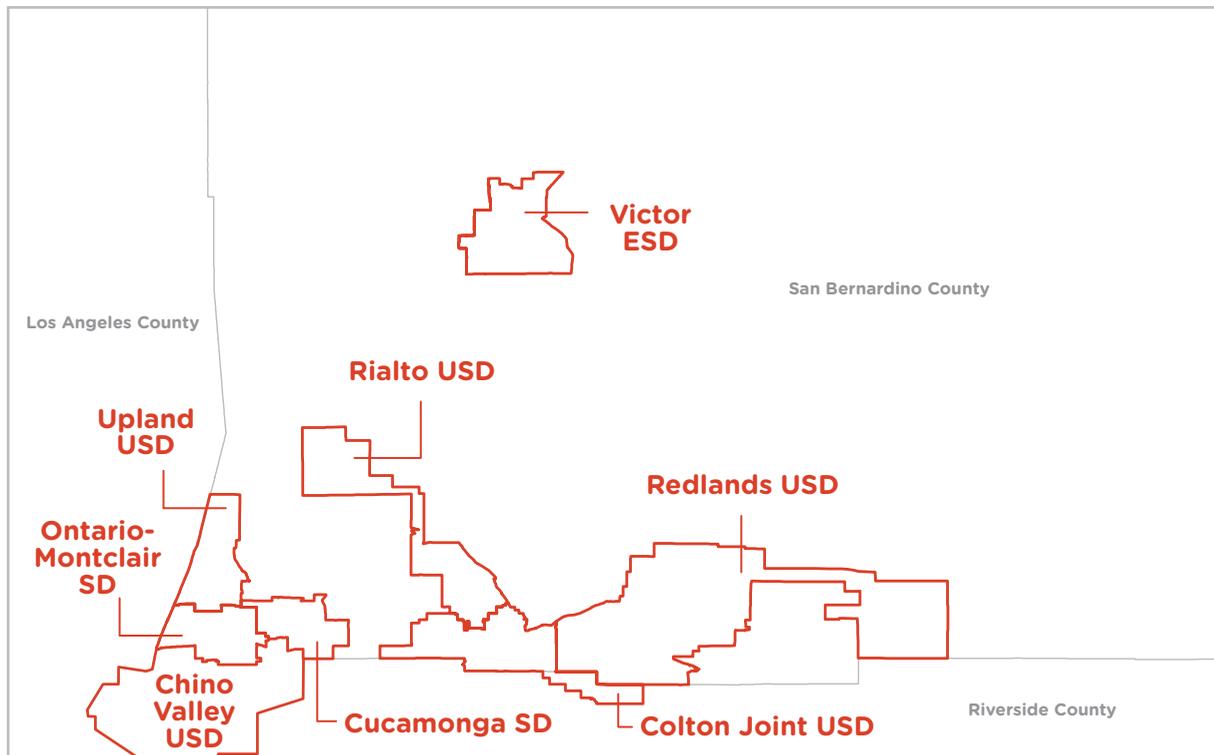
SAN BERNARDINO COUNTY



JOHANNA LIZARRAGA
General Manager

“I’ve observed my daughter grow academically as well as socially and emotionally. The Think program has provided a safe, educational, and active environment that my daughter has thrived in. Thank you for all you do for our daughter and our Edison students!

*- Think Together Parent
Ontario-Montclair SD*



8
DISTRICTS

19,551
KIDS SERVED

126 PROGRAMS IN THIS REGION

88
AFTERSCHOOL

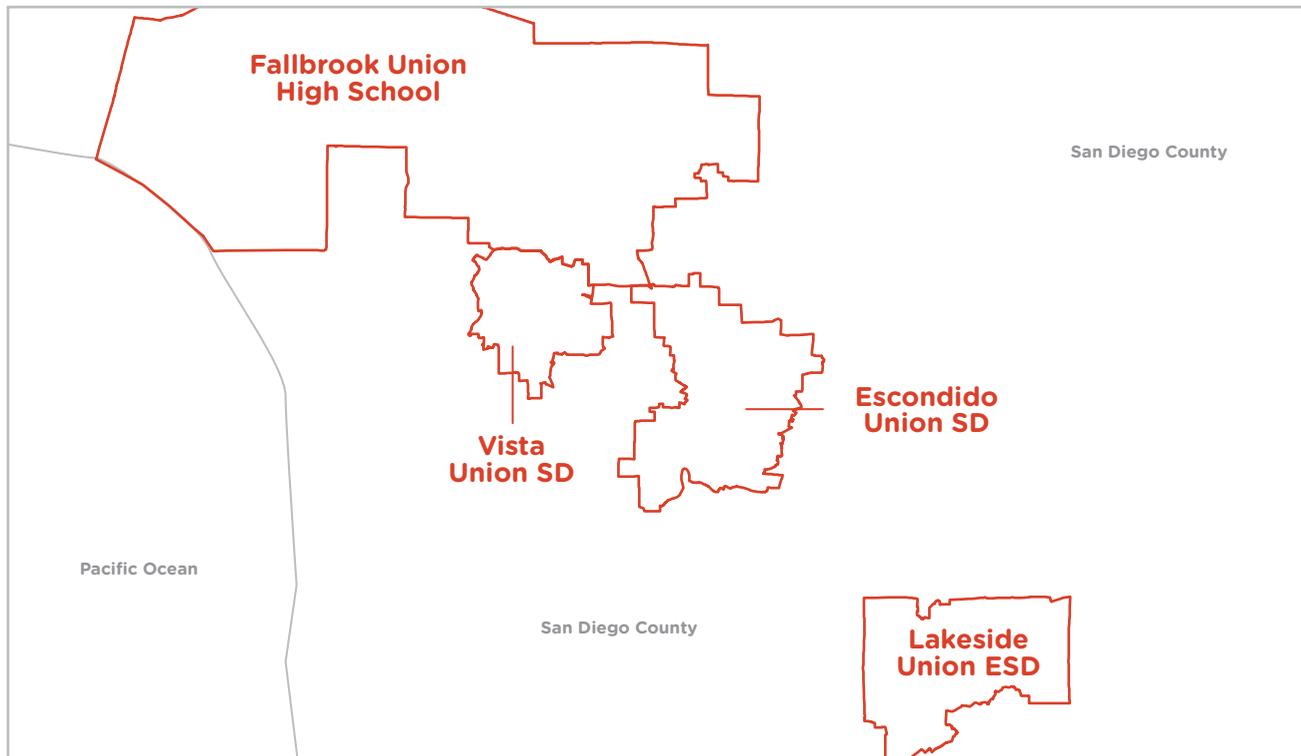
31
STUDENT SUPPORT SERVICES

7
SCHOOL IMPROVEMENT

SAN DIEGO COUNTY



ADRIANA GARCIA-KINGSTON
General Manager



4

DISTRICTS

14,309

KIDS SERVED

17

PROGRAMS IN THIS REGION



“

I like Think Together and its fun activities. It also helped me in math for sure - my leaders helped me get 100% on all my math exit tickets!”

- Think Together Student
Escondido USD

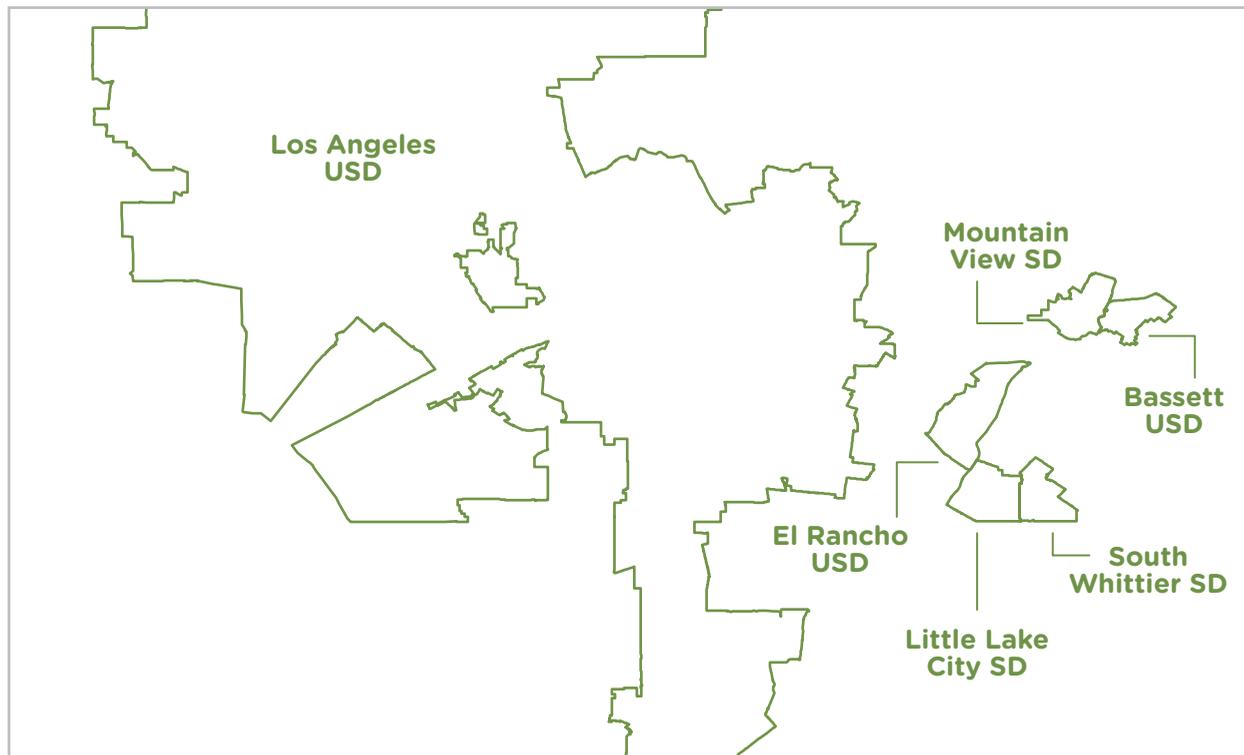
LOS ANGELES COUNTY SANTA FE SPRINGS



YVONNE PAUL
General Manager

We have gone from 10-15% homework turn-in rate to 95% turn-in rate. Think Together pushes into our day and helps address learning gaps that the students have in their academics.

*- School Administrator
Mountain View SD*



6
DISTRICTS

39,428
KIDS SERVED

104 PROGRAMS IN
THIS REGION

43
AFTERSCHOOL

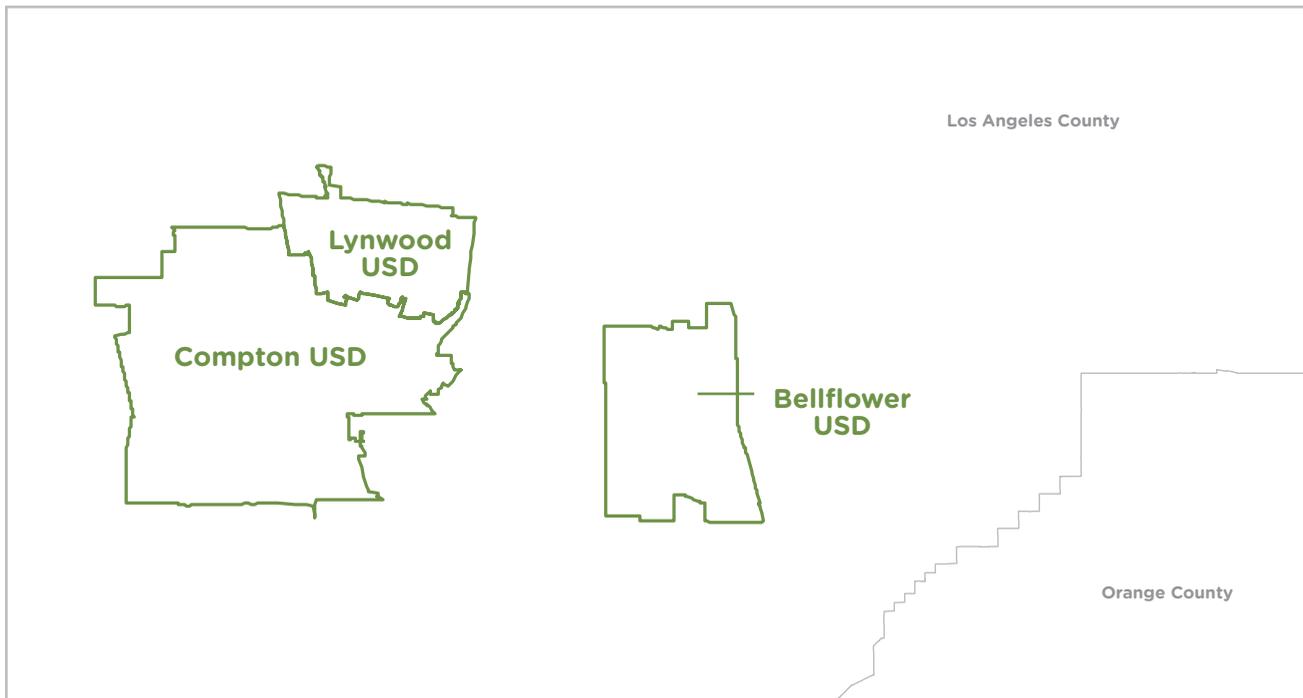
31
STUDENT
SUPPORT
SERVICES

30
SCHOOL
IMPROVEMENT

LOS ANGELES COUNTY SOUTHEAST LA



DAVID ANDERSON
General Manager



3

DISTRICTS

76

PROGRAMS IN
THIS REGION

25,682

KIDS SERVED

39

AFTERSCHOOL

37

STUDENT
SUPPORT
SERVICES



“

Biggest success is our Think Together site coordinator. She has taken the ASES program to new heights and we love her dedication. Attendance is up, student behavior improved, satisfied families.”

- School Administrator
Bellflower USD

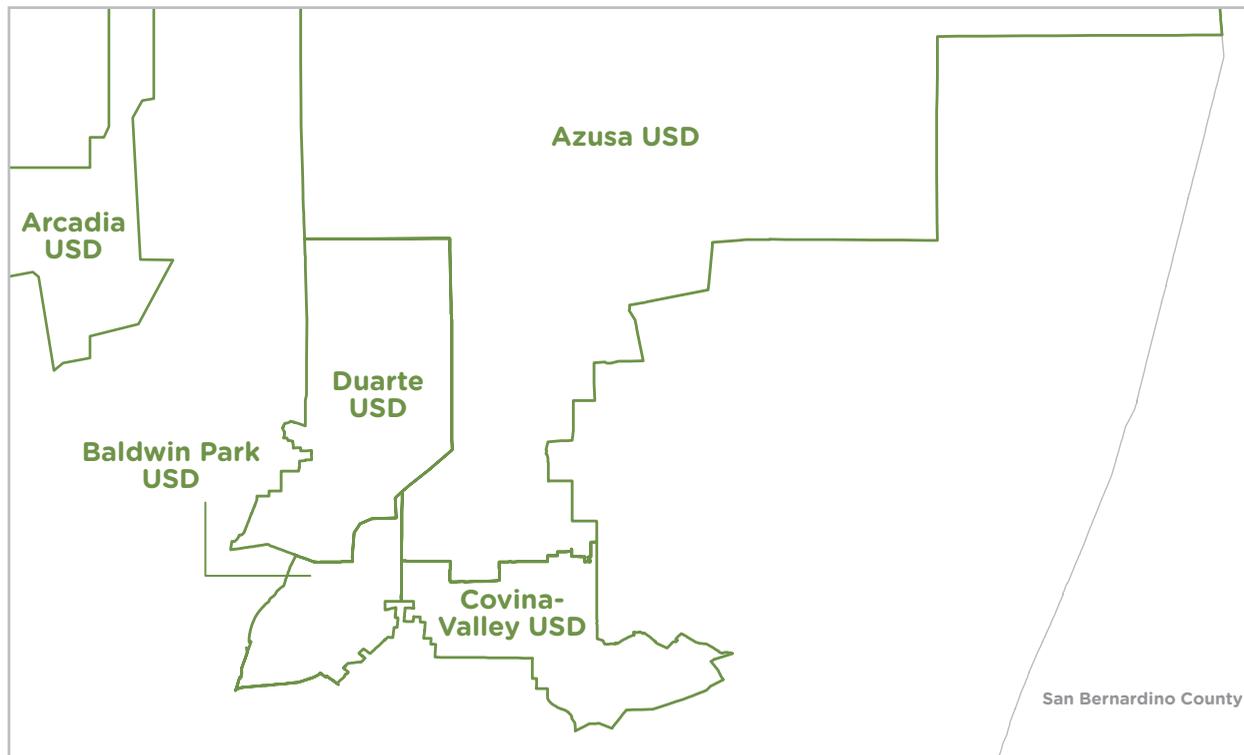
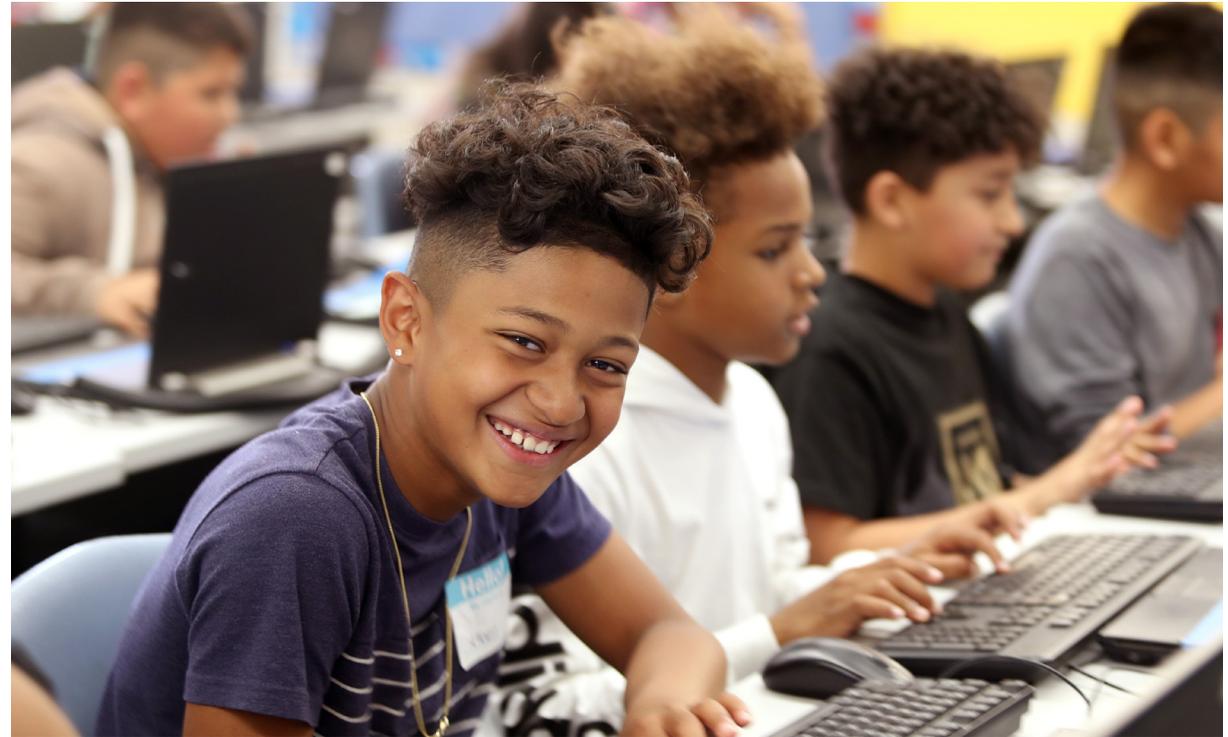
LOS ANGELES COUNTY SAN GABRIEL VALLEY



IRENE BOBADILLA
General Manager

“Thank you for always providing a fun, productive and safe learning environment for the children. The hard work of the Think Together staff shows in my child’s homework, confidence, and character.”

- Think Together Parent
Baldwin Park USD



5
DISTRICTS

11,685
KIDS SERVED

75 PROGRAMS IN
THIS REGION

39
AFTERSCHOOL

36
STUDENT
SUPPORT
SERVICES





A DIFFERENT KIND OF INVESTMENT

Early in his career, Think Together and Orenda Education Board Member Sangeeth (Sang) Peruri navigated the high-risk, high-reward world of hedge funds, leveraging a complex portfolio to maximize the return on investment for his clients. More recently, as CEO and founder of OutreachCircle, he led the development of a digital organizing platform that harnesses the power of personal relationships to inspire action and drive change.

Last year, Sang made a bold investment of another kind, one inspired by that passion for cultural transformation. His goal? To leverage a \$1.5 million pledge into 2 million. But not two million dollars; instead he's investing to change the odds for two million California students from low-income communities.

"Our schools do not prepare many of our students to participate in the California dream," Sang shares. "Our schools are failing two million students – an astounding one out of three."

Sang spent five years examining the complex issue and concluded that understanding the common denominators found in successful public schools is the key to serving all children well. This led to his support of Orenda Education's innovative and transformative model; one that has succeeded time and again in building a culture of high expectations for students, teachers and administrators in school districts throughout California.

"We have something that is proven," Sang says, "It's repeatable, it's been tested and now we know that it's scalable."

That results-driven record of success is the foundation of Project 2 Million, Think Together and Orenda Education's campaign to close the achievement gap for students who are failing in California schools every year.

"It's an audacious plan," Sang concedes, "but given 20 years of proven results, I believe (we) can do it. We have a moral imperative to deploy this as quickly as we can. That two million represents children's lives." ♡

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\$500,000 AND ABOVE



\$100,000 - \$499,999



\$50,000 - \$99,999



\$10,000 - \$49,999

ANONYMOUS



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LOCALE



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\$100-\$9,999

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South Coast Repertory
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Tesla Newport Beach
The Drybar
The Original Wine Club
Travis Noe
YOMO LA



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STATEMENT OF ACTIVITIES

FOR FISCAL YEAR ENDED JUNE 30, 2019

REVENUES	THINK TOGETHER	ORENDA EDUCATION
Afterschool (a,b)	58,333,689	-
Student Support Services (a)	6,673,421	-
Early Learning (a)	2,636,488	-
School Improvement (a)	-	4,346,170
Other	1,031,358	-
Total Revenues	68,674,956	4,346,170
EXPENSES		
Program Services		-
Afterschool (b)	51,830,733	-
Student Support Services	6,153,432	-
Early Learning	3,539,061	-
School Improvement	-	3,623,967
Total Program Services	61,523,226	3,623,967
Fundraising	862,384	-
General & Administrative	5,373,879	910,079
Total Expenses	67,759,489	4,534,046
NET INCOME	915,467	(187,876)
Ending Net Assets	4,754,123	488,466

(a) - Includes allocated portions of \$3.7m total combined philanthropic support received during the fiscal year.

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





think
TOGETHER

2101 EAST FOURTH STREET, SUITE 200B, SANTA ANA, CA 92705

thinktogether.org