



CITY YEAR JACKSONVILLE

2024 - 2025 Impact Report



JACKSONVILLE



A LETTER FROM ALLISHIA BAUMAN
**CITY YEAR JACKSONVILLE SENIOR VICE
PRESIDENT AND EXECUTIVE DIRECTOR**

It's Possible.

In August 2024, I announced the theme for City Year Jacksonville's school year: It's Possible. At the time, I hoped these words would spark inspiration for our staff and AmeriCorps members as they dreamed of what we could accomplish together. I had no idea that this theme would become so much more.

As we faced unexpected challenges, especially the uncertainty surrounding AmeriCorps funding at the national level, "It's Possible" became a rallying call of encouragement and resolve, guiding us as we adapted to meet our goals. As I reflect on 2024-2025, I am proud that we kept our promises to all of our City Year graduates and to the more than 5,000 students we served across nine Duval County Public Schools (plus thousands more served across the 13 schools that participated in our Network For School Improvement pilot!)

As we are well on our way into a new school year, our commitment to Jacksonville remains as strong as ever. City Year is proud to be part of a solution-oriented partnership that believes in the power of young people and the brilliance within every student in our schools. This year, we will continue deepening our collaboration with Duval County Public Schools and community partners, expanding our capacity to reach more students, and strengthening access to educational opportunities for all.

Thank you for your support of our work to create a cycle of opportunity for young people in Jacksonville. With such an incredible village rallying behind us, we know anything is possible.

Yours in service,

A handwritten signature in black ink, appearing to read "Allishia Bauman".

CITY YEAR JACKSONVILLE

MAP OF IMPACT



JACKSONVILLE

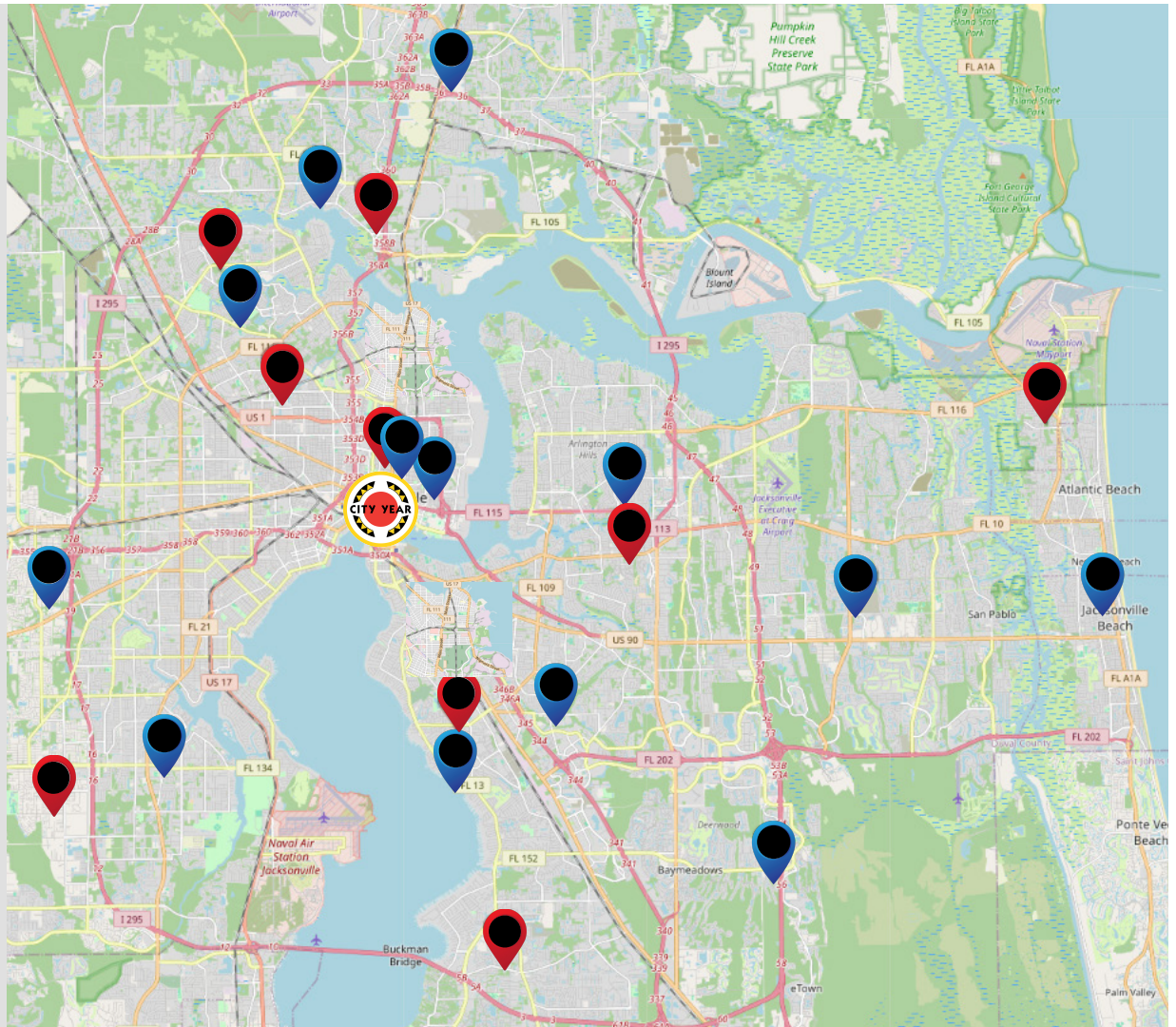
City Year Jacksonville proudly serves in schools across our community. In 2024-2025, Student Success Coaches provided full-time Whole School, Whole Child support to students in nine elementary schools in Duval County. We also provided strategy and systems level support to 13 middle schools through the Network for School Improvement.

WHOLE SCHOOL, WHOLE CHILD ELEMENTARY SCHOOLS

Andrew Robinson
Crown Point
Highlands
Jacksonville Heights
Mayport
Northwestern Legends
Rutledge H. Pearson
San Jose
Woodland Acres

NETWORK FOR SCHOOL IMPROVEMENT MIDDLE SCHOOLS

Alfred I. duPont
Arlington
Southside
Jean Ribault
Westside
Matthew W. Gilbert
Highlands
Oceanway
Springfield
Twin Lakes
Kernan
Joseph Stilwell Military
Academy of Leadership
Duncan U. Fletcher



**CITY YEAR
JACKSONVILLE OFFICE**



**WHOLE SCHOOL,
WHOLE CHILD PROGRAM**



**NETWORK FOR SCHOOL
IMPROVEMENT PROGRAM**

We moved this year!

The CYJ office is now in the Jessie Ball duPont Center, positioned for collaboration with other nonprofits in our community.

School Teams 2024-2025

Our Student Success Coaches are assigned to a partner school where they serve throughout the year. They work closely with their team to boost school outcomes!

ANDREW ROBINSON ELEMENTARY



CROWN POINT ELEMENTARY



HIGHLANDS ESTATES ACADEMY



JACKSONVILLE HEIGHTS ELEMENTARY



MAYPORT ELEMENTARY



NORTHWESTERN LEGENDS ELEMENTARY



RUTLEDGE H. PEARSON ELEMENTARY



SAN JOSE ELEMENTARY



WOODLAND ACRES ELEMENTARY



Learn more
about what these
teams achieved
last year in the
pages to come!





JACKSONVILLE

Impact Overview



At the heart of City Year's work is the value, "Belief in the Power of Young People"

City Year's mission is to advance education and help students and schools succeed, while preparing the next generation of leaders who can work across lines of difference to make a positive impact through national service. Our AmeriCorps members serve as Student Success Coaches who are uniquely positioned to boost school culture and promote student agency, creating a lasting impact on the students they serve and on their own lives.



We serve to ensure all students have access to a quality education and positive role models



Meanwhile, we develop young leaders through service and workforce development

Why City Year?

Every year in the United States, 500,000 students do not graduate from high school, most from just 4% of school districts. And yet, high school graduates experience a 24% increase in earning potential compared to non-graduates. Schools in City Year's partnership pipeline experience increased graduation rates compared to similar schools. We target students in 3rd - 9th grade, as research suggests this is the period of time when we can have the greatest impact on graduation rates. ¹

"City Year's partnership has been instrumental in advancing our school's vision of ensuring every student receives an excellent education. Their dedicated support - through small group interventions, mentorship, and student motivation - has meaningfully contributed to student growth and school-wide success." - **Anonymous Partner Principal via end-of-year survey, 2025**

Whole School, Whole Child



9

Schools Served

Workforce Development



50

**AmeriCorps Members
Graduated**

Network for School Improvement



13

Schools Served

City Year Jacksonville supported a total of **15,582 students in Duval County Public Schools last school year through WSWC and NSI!**

¹ Bruce, M., Bridgeland, J. M., Fox, J. H., & Balfanz, R. (2011, November). On track for success: The use of early warning indicator and intervention systems to build a Grad Nation. Everyone Graduates Center, Johns Hopkins University; Civic Enterprises. https://new.every1graduates.org/wp-content/uploads/2012/03/on_track_for_success.pdf

WHOLE SCHOOL, WHOLE CHILD

City Year's research-based Whole School, Whole Child program places AmeriCorps members serving as Student Success Coaches (SSCs) in Duval County schools.

These young adults are there to champion a positive school culture, position themselves as near-peer mentors for students, and boost student outcomes in the ABCs - Attendance, Behavior, and Coursework. To accomplish these goals, we incorporate the following elements:



Whole School Support



After School Programming & Enrichment



Classroom Teacher Partnership



Math & Literacy Support



Student Success Skill Building



Attendance Support

Focus Students Meeting Growth Goals

Students who showed improvement from the previous school year on their FAST test results and/or improved their report card grade.

English: 59% Math: 62%

Recovery Percentages

Students starting with a failing grade and ending with a passing grade

English: 45% Math: 50%

Total Intervention Time in Hours

Focused time that a SSC spent with a student on a specific topic

English: 10,427 Behavior: 4,148

Math: 11,035 Attendance: 2,243



The team at Andrew Robinson hosting a whole-school event to promote attendance!

A Year of City Year Events

Our SSCs hosted a range of events for either the whole school or for students on a particular Focus List.

- 36 Behavior Events or Initiatives
- 28 Attendance Events or Initiatives
- 23 Community Events
- 22 Literacy Events
- 19 Math Events
- 19 Family Engagement Events
- 12 Faculty/Staff Appreciations
- 1 MLK Day of Service at San Jose Elementary, painting 7 murals, laying 170 bags of mulch, and more with the help of over 120 volunteers!

Attendance Highlights by School

Northwestern Legends Elementary:

Weekly truancy calls and letters sent home led to major attendance gains. Students attending school at least 90% grew by **8.6%**.

Andrew Robinson Elementary:

Hosted quarterly attendance initiatives with punch cards and incentives (popsicles, popcorn, etc.) Students attending school at least 90% grew by **6.8%**.

Woodland Acres Elementary:

Focused on attendance coaching and mentorship, as well as incentives for strong attendance. Students attending school at least 90% grew by **9.3%**.

This summer, Duval County Public Schools earned its first-ever "A" grade from the Florida Department of Education. This is a historic milestone reflecting the dedication of educators, students, families, and community partners. This achievement means more students prepared for success, a stronger workforce, and a thriving Jacksonville.

City Year Jacksonville is proud to have contributed to this progress, with many partner schools improving their letter grade, and all nine partner schools ending the year with passing grades.

6

PARTNER SCHOOLS

increased by 1 or more letter grades

2

PARTNER SCHOOLS

maintained letter grades

End of Year Partner Surveys

97%

of TEACHERS reported satisfaction with City Year in their class

100%

of ADMIN reported overall satisfaction with City Year in their school

85%

of TEACHERS reported City Year expanded their reach to more students

92%

of ADMIN reported City Year support increased student engagement in class

Partner School	23-24 School Year	24-25 School Year
Northwestern Legends	D	B
Andrew Robinson	D	C
Highlands Estates	D	C
Woodland Acres	D	C
Crown Point	C	B
San Jose	C	B
Jacksonville Heights	C	C
Rutledge H. Pearson	C	C
Mayport	A	B

A Starfish Story

The "Starfish Story" tells of a girl walking down a beach with thousands of starfish washed up on shore. As she's tossing them back into the ocean, one at a time, a man exclaims, "What's the point?! You can't save all of them. What you're doing doesn't matter." She picks up another star, tosses it in the ocean, and says, "it mattered to that one." That's why, at

City Year, our Student Success Coaches call students who they know their service mattered to their "starfish." Read about one of Yaya's starfish at Rutledge H. Pearson Elementary below!



TURAH + COACH YAYA

"When I met Turah, she was crying in the hallway and was hyperventilating. I approached her with care and asked her, 'What's wrong?' She explained that she was upset that she wasn't passing her math tests.

"I saw how upset she was. So I told her, 'I'm here for you.' And ever since that day, Turah and I have been two peas in a pod. We've been side by side. I helped her with math and confidence, and she helped me get through this journey. Together we accept any challenges we face. I know I've had an impact on Turah."

Yaya and Turah's hard work paid off. At the end of the year, Turah passed her state math test, improving by one whole point from the previous year!

**"BECAUSE I SERVED
AT CITY YEAR, I FEEL MORE
CONFIDENT IN BEING A
LEADER AND
MAKING A POSITIVE
IMPACT ON OTHERS."**



**- Kai Austin,
City Year
Jax '25**

LEADERSHIP AFTER CITY YEAR

We are dedicated to supporting our AmeriCorps members through leadership building, career exploration, and workforce development. During their year of service, these idealistic 18-25-year-olds are positioned to become our community's leaders.

100%

of graduates completed a professional portfolio and career plan

240+

hours of training per AmeriCorps member

62%

continuing their education this year

SURVEY
E
S
U
L
T
S

93%

agreed to the statement, "I see this year as a strong career development experience for me."

98%

agreed to the statement, "I am proud to have served at City Year."

AND

60%

of AmeriCorps members elected to return for a 2nd or even 3rd year of service

RACM: Returning AmeriCorps Members

During the 2024-2025 school year, we provided a new opportunity for AmeriCorps members to serve for a third year as a "Senior Service Leader" holding elevated leadership responsibilities. Four inspiring young adults answered the call to commit to a third year of impact.



Armonie Nalor

Za'Vion Houston

Alaisia Reeves

Akhari Roberts

Upon graduation, our Senior Service Leaders have completed more than **4,600 hours of service** in three years!

IT TAKES A VILLAGE

**It takes a whole village to
raise a child.
– Igbo (Nigerian) Proverb**

The City Year Jacksonville 2024-2025 Advisory Board

If you are looking for champions of City Year Jacksonville's mission, look no further than our Advisory Board. These dedicated community leaders lend their expertise, networks, and passion to strengthen our work and ensure that every student and young adult we serve has access to the support and opportunities they need to thrive.



Tammy Butler
CSX Corporation

BOARD CHAIR



Michael Ward
CSX Corporation
(Retired)



Gabriel Hackney
Wells Fargo



Dr. Jasmine Haynes
University of North
Florida

CYJ ALUM



Amy Kistka
Deloitte



Kelly Smith
Wells Fargo

RED JACKET SOCIETY CHAIR



**Rachael Tutwiler
Fortune**
Jacksonville Public
Education Fund



Dr. Daniel Velasco
Ensemble Learning



Dr. Barbara Darby
Florida State College at
Jacksonville (Retired)

Philanthropy as a Family Affair: Meet the Rice Family Foundation



Rachel Rice served with City Year for two years: one in Jax and one with our HQ program, Care Force. She's pictured here with her Care Force team!

Recently we chatted with David Rice and Rachel Rice Malvasi, a brother and sister whose family includes multiple generations in their philanthropic decisions. They have supported CYJ for 12 years. We asked how our mission aligns with their family's.

"Our foundation emphasizes education, as that is one aspect of your life that will always remain with you. Therefore, everyone should have the opportunity to achieve their greatest potential."

Last year, in addition to their annual gift, the Rice family matched gifts up to \$50k to help us finish the year financially strong. Thanks to their generosity, we raised over \$100k. We asked what motivated them to step up in a time of uncertainty.

"We want the Jacksonville site to continue strong. The impact is so rewarding to see and we are blessed to be able to give to an organization that provides such an impact."

IT'S POSSIBLE BECAUSE OF YOU!

We thank our champions who generously supported City Year Jacksonville in 2024-2025!

STRATEGIC SITE PARTNERS



TEAM SPONSORS

\$100,000+

Our service at the following elementary schools was made possible by these inspirational supporters:

Andrew Robinson sponsored by the **Edelman Family Fund** 

Crown Point sponsored by the **Dianne T. and Charles E. Rice Family Foundation** 

Highlands Estates sponsored by the **J. Wayne Weaver Fund** 

Jacksonville Heights sponsored by the **Chartrand Family** 


Northwestern Legends sponsored by **CSX Transportation**

Rutledge H. Pearson sponsored by **Truist**

San Jose sponsored by the **Community Team**

Woodland Acres sponsored by the **Michael Ward and Jennifer**

Glock Foundation 

 Also a member of the Red Jacket Society



**RED
JACKET
SOCIETY**

Bobby & Polly Stein
Cindy Sanborn & Beth Ann Andrews
Diane & Steve Halverson
Emily Balz Smith Foundation
Hap & Brooke Stein
Jason & Raena Starr
J. F. Bryan, IV
Kelly & Erik Smith
Patrick & Inger Geraghty
Stephanie & Tim Cost

Families and individuals who make an annual investment of \$10,000 or more are honored as members of the Red Jacket Society.

PROGRAM SPONSORS

\$75K Comcast NBCUniversal

\$50K Beaver Street Fisheries

\$25K Wawa Foundation

ANNUAL DONORS

\$25,000 - \$99,999

Beaches Community Fund

Florida Blue Foundation

Red Nose Day

Wells Fargo

\$10,000 - \$24,999

The Arthur Vining Davis

Foundations

Deloitte

Edna Sproull Williams

Foundation

The Jacksonville Jaguars
Foundation

ANNUAL DONORS

CONTINUED

\$5,000-\$9,999

Ecolab

Richard Sisisky

VyStar Credit Union

\$500-\$4,999

Hopewell Church

Dr. Ilene Levenson

Jonathan Davis

Judy Lauch

Kris & Frank Lonegro

Marshall Hill

NexGen Roofing

RF-SMART

Sheila Reeger

Thigpen Heating and

Cooling, Inc

Tina Wirth

COMMUNITY TEAM

\$500+

Amy & Anthony

Kistka

Dr. Andrea Fritschle

Andrew

Kropp-Sullivan

Dr. Barbra Darby

Dr. Daniel Velasco

Dr. Jasmine Haynes

Gabriel Hackney

Kim Rutkowski

Marcus & Entrice

Rowe

Tammy Butler



CITY YEAR JAX
COMMUNITY TEAM



NATIONAL STRATEGIC PARTNERS



NATIONAL PARTNERS

