



# CITY YEAR DETROIT

2021-22 REPORT



## CITY YEAR DETROIT

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[cityyear.org/detroit](http://cityyear.org/detroit)

Dear City Year Champion,

On behalf of City Year Detroit, thank you for your generous support of City Year Detroit during the 2021-2022 school year. Your contribution allowed us to continue providing critical support to students during what was arguably one of the most difficult school years in recent history given the COVID-19 pandemic.

As the Detroit Public Schools Community District returned to in-person learning, our 81 AmeriCorps members worked alongside school staff to create a safe and welcoming learning environment. They provided consistent math and literacy support in whole-class and small-group settings, took an active role in student's social-emotional development and worked to combat chronic absenteeism. Though face masks obscured their bright smiles, our AmeriCorps members still greeted students with high-energy at the start the day, stayed after school to provide enrichment experiences and contributed to a positive school culture by organizing school-wide events and initiatives. We are proud of what we have been able to accomplish but our work is far from done.

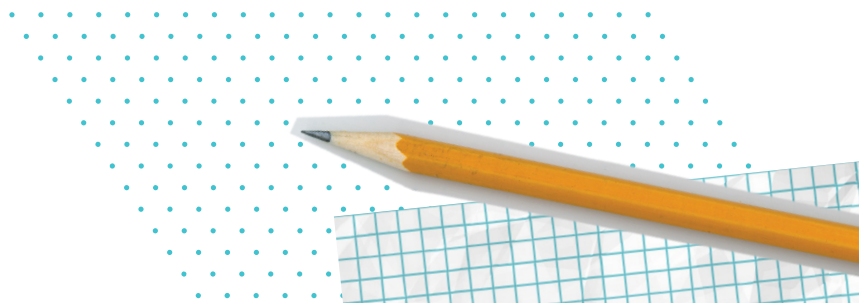
The instructional time lost during the pandemic makes City Year's work even more critical. In fact, the DPSCD's school board and its superintendent Dr. Nikolai Vitti, views City Year as a key partner in addressing the larger demand for high-quality student-facing support now that students have returned to in-person learning. In fact, The Gates Foundation recently funded an evaluation of City Year's program by Johns Hopkins University, which found, among other things, that the more time students spend with City Year, the greater gains they see in attendance, social emotional skills, and academic outcomes.

Thanks to past supporters like you, City Year has been able to continue helping students work toward academic proficiency and nurture the social-emotional skills needed to process, adapt, and persevere through challenges brought on by the pandemic. We look forward to helping City Year Detroit maintain a trajectory of success and hope that we can continue to count on your support.

Yours in Service,

Sherisse M. Butler  
Executive Director  
City Year Detroit

Tonya Adair  
Board Chair  
City Year Detroit





## WHAT WE DO

We believe that supporting children and young adults contributes to just, equitable and vibrant communities, and that when students rise, we all rise.

City Year helps students and schools succeed, while preparing the next generation of leaders who can work across lines of difference to make a positive impact. In partnership with teachers and schools, diverse teams of City Year AmeriCorps members cultivate learning environments where students can build on their strengths, fully engage in their learning and experience success.

We know more than we ever have about how young people learn and develop. Yet too many students do not have access to the learning environments they need to thrive, due to systemic failings that have contributed to inequitable access to educational opportunities. These inequities disproportionately impact students of color and students growing up in low-income households. Disparities in opportunity and resources have created inequitable educational, health and economic outcomes: for example,

children living in poverty graduate high school at significantly lower rates than their middle- and upper-income peers.<sup>1</sup>

Our AmeriCorps members serve in schools full-time as student success coaches who help students build on their strengths and cultivate foundational social, emotional and academic skills, whether that's learning to work in teams, cope with frustration or master fractions—skills that are important in school and in life. Through their service in schools and communities, City Year AmeriCorps members not only make a difference in the lives of students they serve, but also acquire valuable skills and experience that prepare them to lead and make meaningful contributions to where they live and work.

1 2020 Building A Grad Nation: Progress and Challenge in Raising High School Graduation Rates. (2020). Civic and the Everyone Graduates Center at the Johns Hopkins University School of Education. Retrieved from: <https://www.americaspromise.org/report/2020-building-grad-nation-report>

### HOW CITY YEAR WORKS IN SCHOOLS

City Year works closely with the school principal and teachers to deliver a suite of interconnected services that cost-effectively and efficiently improve student, classroom and whole school outcomes.



One-on-one and small group instruction in English and math with embedded social-emotional supports



Use of data to monitor student progress and better meet student needs



Additional capacity in the classroom, supporting classroom routines and providing and enabling differentiated instruction



Extended-day activities: afterschool programming, homework assistance, enrichment curricula and civic projects that build and serve community



Small group social-emotional skill building sessions



Whole school activities that improve conditions for learning, engage families and inspire civic engagement





# OUR SERVICE IN DETROIT 2021-2022

## OUR REACH



**82 AMERICORPS  
MEMBERS**



**11 SCHOOLS**



**5,000 STUDENTS**

## SCHOOL PARTNERS

Bethune Elementary-  
Middle School

Brenda Scott Academy

Burns Elementary-Middle  
School

Central High School

Cody High School

Durfee Elementary-Middle  
School

Gompers Elementary-  
Middle School

J.E. Clark Preparatory  
Academy

Mason Academy

Noble Elementary-Middle  
School

Osborn High School

## THANK YOU TO OUR GENEROUS SUPPORTERS



**DTE** Foundation

**M&MFisher**  
Max M. & Marjorie S. Fisher Foundation

GENERAL MOTORS



**ROCKET**  
Community Fund





# CITY YEAR'S EVIDENCE OF IMPACT

## SNAPSHOTS OF SUCCESS

**100% of administrators** agree that AmeriCorps Members had a positive impact on students' instructional engagement.<sup>1</sup>

**100% of principals** were satisfied with the overall experience of partnering with City Year during the 2021-2022 school year.<sup>2</sup>



364 Detroit students received nearly **4,446 intervention sessions** in



421 Detroit students received nearly **5,525 intervention sessions** in English Language Arts.<sup>4</sup>



199 Detroit students received more than **524 hours of social-emotional development.**<sup>5</sup>

## HOW WE KNOW IT WORKS

- **ACADEMIC ACHIEVEMENT:** Studies show that schools that partner with City Year are up to two to three times more likely to improve<sup>6</sup> in English and math assessments.
- **HOLISTIC GROWTH:** The more time students spend with AmeriCorps members, the more likely they are to improve on social, emotional and academic skills<sup>7</sup> and on attendance, with students who are furthest behind benefitting the most.
- **STUDENT VOICE AND ENGAGEMENT:** A 2021 student survey<sup>8</sup> found that 84% of students feel that their City Year AmeriCorps member teaches them how to self-advocate and ask for help when they need it, which are critical skills for life and workforce success.
- **EDUCATOR SUPPORT:** Our partners<sup>10</sup> find our work valuable: 94% of partner principals agree that City Year has supported their schools' transitions between in person and distance or hybrid learning, and 95% of partner principals and partner teachers say City Year AmeriCorps members have supported the engagement and participation of students in school during the pandemic.
- **COST-EFFECTIVENESS:** An analysis by Deloitte<sup>11</sup> showed that for the schools we partner with, City Year is 78% more cost effective than contracting with individual providers to deliver the same set of services.
- **WORKFORCE AND LEADERSHIP DEVELOPMENT:** City Year's 35,000 alumni continue to lead and serve across a broad range of professions, including education. According to the latest alumni survey<sup>12</sup>, nearly half of AmeriCorps members—44%—remain in the community where they served, contributing to the local economy, workforce and social fabric.

**1,2** Spring 2022 City Year partner principal survey n=8. **3** Math intervention sessions logged with students (tracked in internal database "cyschoolhouse"); Enrollment of non-unique students, students may receive services in multiple areas **4** ELA intervention sessions logged with students (tracked in internal database "cyschoolhouse") **5** Social emotional intervention sessions logged with students (tracked in internal database "cyschoolhouse") **6** Meredith, J., Anderson, L.M. Analysis of City Year's Whole School Whole Child Mode on Partner Schools' Performance. (2015). Policy Studies Associates. Retrieved from: <https://www.cityyear.org/wp-content/uploads/2019/10/PSAstudy2015.pdf> **7** Balfanz, R. Byrnes, V. Connecting Social- Emotional Development, Academic Achievement, and On-Track Outcomes: A multi-district study of grades 3 to 10 students supported by City Year AmeriCorps members. (2020). Everyone Graduates Center at the Johns Hopkins University. Retrieved from: [https://www.cityyear.org/wp-content/uploads/2020/05/EGC\\_CityYearReport\\_BalfanzByrnes.pdf](https://www.cityyear.org/wp-content/uploads/2020/05/EGC_CityYearReport_BalfanzByrnes.pdf) **8** A student survey was administered at one City Year site in February 2021; there were 487 responses, with 480 responses in English and 7 responses in Spanish. Survey items included customized questions from Search Institute's Developmental Relationships survey tool and University of Chicago's Cultivate survey tool. **9** MDRC. Addressing Early Warning Indicators: Interim impact findings from the Investing in Innovation (i3) Evaluation of Diplomas Now. (2016). Retrieved from: [https://www.cityyear.org/wp-content/uploads/2019/10/Addressing-Early-Warning-Indicators\\_2016.pdf](https://www.cityyear.org/wp-content/uploads/2019/10/Addressing-Early-Warning-Indicators_2016.pdf) **10** City Year's Spring 2021 Service Partner Surveys. Partner principals n=295; partner teachers n=825 **11** In 2017, Deloitte Consulting LLP was engaged to aggregate and synthesize various industry and internal analyses to help City Year estimate and articulate ROI; City Year costs as compared to benchmark analysis of costs to provide similar services provided by a combination of individual providers. **12** City Year Alumni Survey, April 2020, 21,786 alumni contacted; 20% response rate, which is statistically significant.

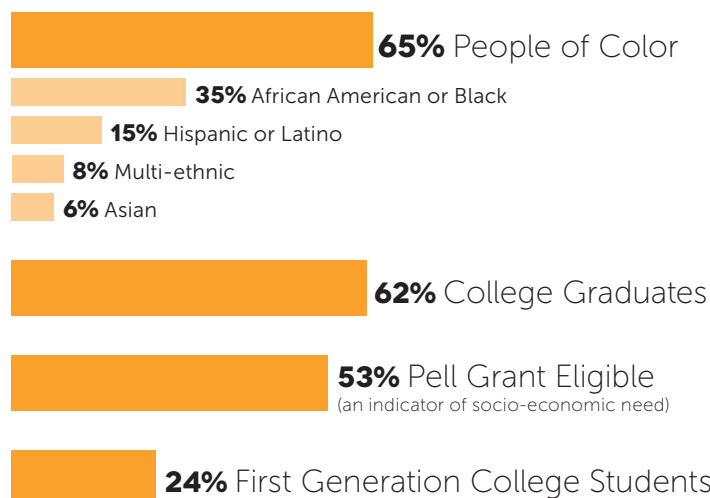


# CITY YEAR AMERICORPS MEMBERS

City Year AmeriCorps members are inspiring young adults, ages 18–25, who share a commitment to a cause greater than themselves. While our corps members come from all walks of life, they bring to their service experience similar characteristics: they are deeply empathetic, they are strong at building relationships, and they cultivate a “growth mindset”—the belief that abilities can be developed through dedication and hard work.



3,000 serving nationally



Based on 2019–2020 data.

## WHAT DO AMERICORPS MEMBERS GAIN DURING THEIR EXPERIENCE?

Throughout their service year, City Year AmeriCorps members receive valuable training and professional development to help support their work with students and to help further their own personal and career goals.

City Year AmeriCorps members receive ongoing coaching and feedback from City Year staff, as well as formal training sessions, guided reflection, peer learning, and career support. Training and professional development topics include:

- Social, emotional and academic training curricula and assessments
- Leadership, communication and professional skills to be an effective team member and community leader
- Community context, civic knowledge, social justice and equity
- Career planning and strengthening skills such as networking, interviewing, and resume, cover letter and personal statement writing

## DIVERSE LEADERS AND CHANGEMAKERS

**91%** of alumni said that their City Year experience had a **significantly positive impact on their life.**

**92%** of alumni said that through their City Year experience they **learned about issues of systemic inequity.**

**93%** of alumni said City Year helped them to **develop relationships with people from different backgrounds** than their own.

Based on City Year's 2020 Alumni Survey (n=4,453)

▶ **KNOW AN OUTSTANDING 18–25 YEAR OLD INTERESTED IN SERVING WITH CITY YEAR?**  
Contact Alli Knox at 248-703-0131 or [aknox@cityyear.org](mailto:aknox@cityyear.org)



# A DIVERSE TALENT PIPELINE

In order to grow and prosper, Detroit must remain competitive and attract and retain both employers and a career-ready workforce in Detroit. City Year Detroit helps address this need by increasing the number of students who are on track to graduate from high school and by infusing Detroit's public schools with talented and committed young adults, many of whom remain in the area after their year of service as AmeriCorps members.

Since 1999, nearly 1,000 City Year AmeriCorps members have served students and schools in Detroit, making significant contributions to our community and economy. City Year Detroit not only transforms the future of Detroit's students, but develops young people as engaged citizens equipped with the passion, skills and courage to make a difference in the community long after their year of service.

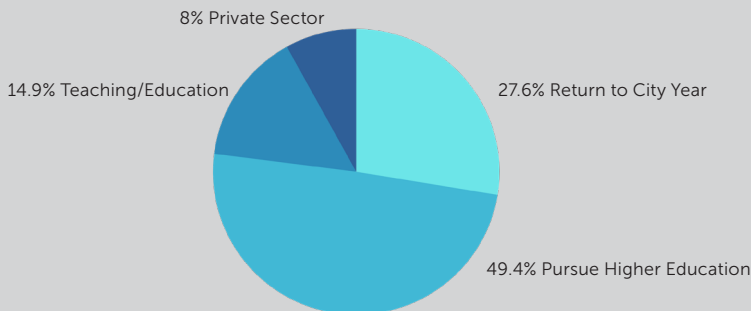
## A CLOSER LOOK AT OUR ALUMNI (2021-2022 AMERICORPS MEMBERS)

**61%** from Metro Detroit <sup>1</sup>

**89%** feel their service year was a strong learning experience<sup>2</sup>

**89%** have a better idea what career field they want to enter as a result of their City Year experience<sup>3</sup>

### Career field interests:



Plan to stay in Detroit 52%

Plan to stay in Michigan 70%

### City Year Detroit's extraordinary alumni become:

#### Business leaders



Collaborating with partners like Deloitte, Comcast, Quicken Loans and Accenture to cultivate a workforce that will stay in Detroit.

#### Teachers



City Year Detroit and Detroit Public Schools Community District are collaborating to create teacher pathways through the On the Rise Academy.

## NATIONAL ALUMNI PROFILE

**93%**

have an undergraduate degree

**40%**

have a graduate degree

**44%**

live or work in the community in which they served

**52%**

work in the education sector

“City Year gave me the opportunity to be the person I needed when I was younger. The advocating that I've done for students has helped me become a greater advocate and an impactful storyteller in my community.”

**MI'ELE BOOKER, CITY YEAR DETROIT AMERICORPS MEMBER '21**

A longitudinal study conducted by Policy Studies Associates in 2007 found that City Year alumni excelled on every measure of civic engagement, had greater social capital, and were more likely to develop lasting relationships with people from different backgrounds, as compared to similar service-minded peers.

**ALUMNI ARE 45% MORE LIKELY TO BE CIVICALLY ENGAGED OR BELONG TO A COMMUNITY ORGANIZATION**

► **FOR MORE INFORMATION ABOUT BUILDING A TALENT PIPELINE WITH CITY YEAR DETROIT,** please contact Ginger Green at [ggreen2@cityyear.org](mailto:ggreen2@cityyear.org)

<sup>1</sup> FY22 AmeriCorps member application; Metro-Detroit defined as Wayne, Oakland, and Macomb counties; <sup>2,3</sup> FY22 AmeriCorps member end-of-year survey

# NATIONAL PARTNERSHIP FOR STUDENT SUCCESS

A collective effort to ensure all students thrive in school and beyond

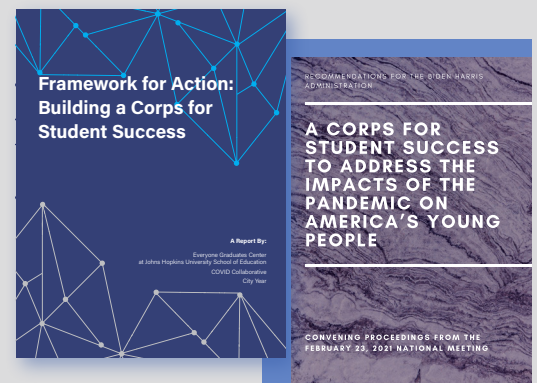
## ANSWERING THE PRESIDENT'S CALL TO ACTION

The National Partnership for Student Success (NPSS) provides a national, coalition-based solution to meet immediate pandemic recovery needs of students, families and educators.

This collective effort, championed by the Biden-Harris Administration, brings together the U.S. Department of Education, AmeriCorps, and a diverse coalition of leading education and youth-serving organizations, educators, and school districts, that are committed to expanding access to evidence-based, holistic supports young people need to thrive.



City Year and Voices for National Service played leadership roles in the conception and July 5, 2022 launch of the NPSS, collaborating on development of the original framework and policy recommendations that led to the NPSS with the goal of providing locally chosen, evidence-based student supports to address the educational impacts of the pandemic and combat long-standing inequities.



## NPSS IN PRACTICE

“Now—more than ever—students need to feel supported, seen, heard, and understood by adults in their schools and communities, and the NPSS will mean more students have a trusted adult in their corner.” U.S. EDUCATION SECRETARY CARDONA

Together, experienced organizations will recruit, train, and support 250,000 caring adults in roles serving as tutors, mentors, student success coaches, wraparound service coordinators, and postsecondary transition coaches. The partnership will bring critical supports to students in systemically under-resourced schools that need it most and help to advance educational equity.

Working with the Everyone Graduates Center and COVID Collaborative and other core partners from InnovateEDU and Education Counsel, the coalition has grown to include over 100 organizations, including: American Federation of Teachers, CCSSO, The National Association of Secondary School Principals, The National Association of Elementary School Principals, The National Education Association, The School Superintendent Association, and The National Urban League.

## NPSS FOCUS AREAS



### ACADEMIC TUTORS

Address instructional loss, particularly for content areas and grades in which tutoring has proven most effective (i.e. early elementary reading and upper grade math).



### STUDENT SUCCESS COACHES

Diverse teams of AmeriCorps in under-resourced schools partner with teachers to provide relationship-based integrated academic, social, and emotional supports on daily basis throughout school year.



### POST-SECONDARY TRANSITION COACHES

Support exposure to post-high school options, completion of applications and/or enrollments, and navigation of transition into college, vocational training, and/or career pathways.



### WRAP-AROUND SITE COORDINATORS

Enable schools to build strong connections and systems with community health, mental health, and social service providers.



### HIGH-QUALITY MENTORS

Support web of developmental relationships, youth development experiences, and buffer against adversity in-school, out of school and over the summer.

“” AmeriCorps members have shown that they can help school districts address the impacts of the pandemic, whether it’s providing tutoring and mentoring or leading after school programs and helping students apply for college or financial aid.

AMERICORPS CEO MICHAEL D. SMITH

## THE HUB: SUPPORTING NPSS’ SUCCESS AND SUSTAINABILITY

The Hub is a centralized learning resource for states, school districts and schools, educators and youth-serving organizations to learn more about evidence-based holistic student supports and be connected to lead organizations that provide them.

Operated by John Hopkins University’s Everyone Graduates Center and supported by philanthropy and partners, The Hub will:

- Support, convene, and train NPSS-affiliated organizations.
- Provide technical assistance to NPSS stakeholders, including states, school districts and other entities providing tutoring, mentoring, and other student support programs, including in the context of afterschool and summer programs.

City Year will serve as the Student Success Coaching technical assistance provider for member organizations, districts, and schools.

- Support NPSS affiliates in recruiting more volunteers and improving the quality of programs.
- Organize philanthropy, corporations, and others to contribute long-term funding to organizations affiliated with NPSS to expand their capacity and sustain their work.



NATIONAL PARTNERSHIP  
FOR *Student Success*

For more information about NPSS, visit:  
[partnershipstudentsuccess.org](https://partnershipstudentsuccess.org)



## AMERICORPS MEMBER PROFILE

Jessica Gonzalez (center)

### **9TH GRADE STUDENT SUCCESS COACH, OSBORN HIGH SCHOOL**

My name is Jessica Gonzalez, and I am a proud City Year AmeriCorps member serving the ninth-grade students at Osborn High School. Since working at Osborn, I have had the privilege of meeting so many funny and resilient students. The student who stands out most to me is Tiana. Our relationship has continued to grow stronger since we met in August. Initially, she was unfocused, missed class often, and frequently expressed her dislike for Algebra. However, Tiana slowly gravitated towards working with me on her classwork. I was surprised she grew fond of me. Tiana quickly became attached to me and only wanted to work with me. This was a gift and a curse. She would refuse to take additional help from the other City Year coaches or the Algebra teacher and would ask "Can Miss Jessica help me instead?" even if I was busy helping another student.

With small group interventions starting soon, I knew I had to talk with Tiana about her attachment. I expressed to her the importance of having an open mind and that it is okay to work with other people and accept the support others offered. After our conversation, she began to open up to the other City Year coaches and felt comfortable asking them and her Algebra teacher for help. Tiana even started coming to class on time, ready to complete her work.

The other day, Tiana's Algebra teacher was so impressed by her effort and participation that he gave her a high-five and told her "Great job!" Seeing her so happy to receive public praise from the teacher made me proud. It has been awesome to see how much progress Tiana has shown thus far. Getting to see her each day and receiving a hug from Tiana on her way to class has made my days better. I can't wait to see how she will continue to flourish throughout the school year.



# RETURN ON INVESTMENT

City Year is made possible by public and private sector support, including federal funding from AmeriCorps, local contributions and private donations from corporations, individuals and foundations.

## A SMART INVESTMENT



For schools we partner with, City Year is **78% more cost effective** than contracting with individual providers to deliver City Year's holistic set of services<sup>1</sup>



**\$7 million** in increased government revenue and cost savings from new high school graduates in each class served by City Year<sup>2</sup>



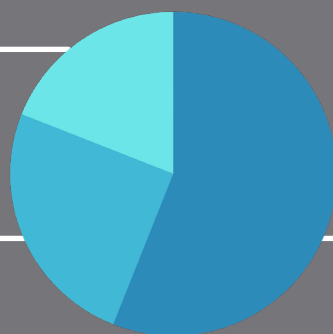
**17:1 return**  
Every \$1 of federal taxes invested in AmeriCorps and Senior Corps returns over \$17 to society, program members and the government.<sup>3</sup>

## OPERATING BUDGET: \$6.3 MILLION

19% school district

25% AmeriCorps

56% private sector



## CHARITY NAVIGATOR HIGHEST RANKING



Charity Navigator is America's premier charity evaluator. Since 2003, City Year has earned Charity Navigator's highest rating, certifying our commitment to accountability, transparency and responsible fiscal management. Less than 1% of rated organizations have received this distinction for at least 16 consecutive years, placing City Year among the most trustworthy nonprofits in America.



All young people should get the advising, tutoring, and coaching they need to get on the college pathway that's right for them. And because of COVID-19, this work is especially urgent for the next few classes of graduating seniors. As the country focuses on the needs of these young people, supporting College Advising Corps, City Year, and Saga would be a great start. - **BILL GATES, BILL & MELINDA GATES FOUNDATION**

<sup>1</sup> In 2017, Deloitte Consulting LLP was engaged to aggregate and synthesize various industry and internal analyses to help City Year estimate and articulate ROI; City Year costs as compared to benchmark analysis of costs to provide similar services provided by a combination of individual providers. <sup>2</sup> City Year cost savings based on an estimate of \$292,000 benefit to society per graduate from: The consequences of dropping out of high school. (2009). Center for Labor Studies, Northeastern University. Retrieved from: [https://repository.library.northeastern.edu/downloads/neu:376324?datastream\\_id=content](https://repository.library.northeastern.edu/downloads/neu:376324?datastream_id=content). <sup>3</sup> AmeriCorps and Senior Corps: Quantifying the Impact. (2020). Retrieved from: <https://voicesforservice.org/research-and-reports/national-service-produces-171-return-on-investment/>



## OUR LOCAL LEADERSHIP

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**MARK ZAUSMER | BOARD CHAIR**

**EMERITUS**  
Shareholder  
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### Site Leadership

**SHERISSE M. BUTLER** | Executive Director | 313-407-9867 | sherisse.butler@cityyear.org

**ASHLEY ASHKENAZI** | Managing Director, Development | 313-749-8280 | aashkenazi@cityyear.org

**DIANE GOMEZ** | Director of People and Operations | 313-558-0982 | dgomez@cityyear.org

# CITY YEAR SITES



For more information, visit us at:

**CITYYEAR.ORG**         **@CITYYEAR**

City Year helps students and schools succeed, while preparing the next generation of civically engaged leaders who can work across lines of difference. Diverse teams of City Year AmeriCorps members provide support to students, classrooms and the whole school. Schools that partner with City Year are up to two to three times more likely to improve in English and math assessments, and the more time students spend with AmeriCorps members, the more they improve on social, emotional and academic skills—skills that help students thrive in school and contribute to their community.

A proud member of the AmeriCorps national service network, City Year is supported by AmeriCorps, local school districts and private philanthropy. City Year partners with public schools in 29 communities across the U.S. and through international affiliates in the U.K. and South Africa.



NATIONAL STRATEGIC PARTNERS

abbvie

COMCAST  
NBCUNIVERSAL

Deloitte.

NEW YORK  
LIFE  
FOUNDATION

RED  
NOSE  
DAY

NATIONAL PARTNERS

AT&T

BainCapital

BANK OF AMERICA

Celanese

CSX

INSPIRE  
CHANGE

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STARBUCKS  
FOUNDATION

TACO BELL  
FOUNDATION

VERTIX

THE  
VERTEX  
FOUNDATION