


**SAN JOSÉ/SILICON VALLEY
30TH ANNIVERSARY**

2023/2024

CITY YEAR SAN JOSE/SILICON VALLEY

Impact Report





"Each time a man stands up
for an ideal, or acts to improve
the lot of others, or strikes out
against injustice, he sends
forth a tiny ripple of hope,
and crossing each other
from a million different
centers of energy
and daring those
ripples build a
current which
can sweep
down the
mightiest walls
of oppression
and resistance."

Robert F. Kennedy

Table of Contents



Executive Summary	04
Who We Are	06
Impact Data	08
AmeriCorps Member's Success Pathways	10
Education Initiatives	12
Community Engagement	14
Notable Moments	16
Our Team	17
Our Partners & Our Board	18

Executive Summary

LUKE HOSTETTER

EXECUTIVE DIRECTOR

CITY YEAR SAN JOSE/SILICON VALLEY

If you're reading this report, it's because you understand and support the power of our mission here at City Year San José/Silicon Valley to expand educational equity by supporting students furthest from opportunity.

You share in our concern that students in the United States with the most untapped potential are concentrated in just 4% of school districts, attending systemically under-resourced schools that produce 50% of non-graduates from high school.

We have districts like this right here in our backyard, despite the great concentration of wealth, elite universities, and technology all around us. By intentionally serving in these districts, City Year San José/Silicon Valley helps to ensure that more students can access the resources they need to reach their goals, develop their talents, and thrive as adults.

To me, that's what City Year San José/Silicon Valley's potential for impact is all about, and I am deeply honored to lead this remarkable team that is dedicated to creating lasting, positive change in the communities of East Palo Alto and east San Jose. This year has been one of significant growth and impact, and I am thrilled to share the impressive results we have achieved together in the pages that follow.

One of the most exciting developments this year has been our blossoming partnership with the Ravenswood School District. This collaboration has opened new avenues for us to support students and teachers, and it has already shown promising results. By working closely with the Ravenswood community, we are better positioned to understand and meet the unique needs of the students we serve, and I am eager to see our partnership continue to flourish.



Looking to the future, I am filled with optimism about the direction in which City Year San Jose/Silicon Valley is heading. We are at the forefront of innovation in education, leveraging cutting-edge generative AI technology to personalize the learning experience of every student, enhance the impact of our Corps members, and reduce teacher burden. Our commitment to innovation is driving us towards new, exciting horizons.

Lastly, we are so proud of the fact that City Year's innovative teacher pathway program is helping to address two of the biggest challenges facing public education: teacher shortages and a lack of teacher diversity, particularly in districts like those we serve where a majority of the students are children of color. At City Year San José/Silicon Valley, more than half of our Corps members go on to a career in education. Many credit their time in the City Year program, which nurtures and trains diverse groups of aspiring educators who have already spent a year in classrooms, supporting students.

The road ahead is bright, filled with opportunities to transform lives and build stronger communities. As we celebrate our 30th anniversary, I am proud of what we've been able to accomplish on behalf of students, educators, and schools. But I'm also inspired by the leadership role we will have in the years to come as our communities grow and change, and the world that our kids are growing up in continues to evolve.

Thank you for your support, your partnership, and your vision.

2024

LEADERSHIP LESSONS

■ Authentic Leadership:

Know and trust yourself if you want others to follow you. Don't try to be someone else's version of a leader.

■ The Power of a Team:

We don't do this work alone. Supporting and empowering others produces better results, especially in education.

■ Humility:

Be humble. Respect the skills and strengths that other people bring to the table. Look for opportunities to learn and grow.

■ Trust:

Effective, powerful teams operate on a foundation of trust. Leaders look for opportunities to encourage and build trust.

Leaning into technology to drive equity in education

Embracing Opportunity



SUPPORT THE FUTURE OF INNOVATION

"Students who receive support from City Year Corps Members are **3X more likely than their peers to make one or more grade-level growths in reading and math**. We aim to further amplify this impact by applying the power of AI and generative learning tools. With the ClassGenius partnership, we'll give our AmeriCorps members an AI superpower to help them make an even bigger difference for these students, and we couldn't be more excited."

Luke Hostetter on City Year San José/
Silicon Valley's partnership with
Generative AI tool, ClassGenius.

Who We Are

What we believe & what we do



At City Year, we believe that developing the skills and mindsets of all children and young adults contributes to strong, vibrant communities.

OUR MISSION

City Year San José/Silicon Valley (SJSV) closes the opportunity gap through national service by investing meaningful resources in underserved communities.

OUR VISION

Equity in education for every student in every neighborhood.

OUR VALUES

Service to a Cause Greater Than Self • Students First, Collaboration Always • Empathy • Inclusivity Teamwork • Excellence



100,000+
STUDENTS

Impacted by City Year
San José/Silicon Valley
in 30 years of service
to the community

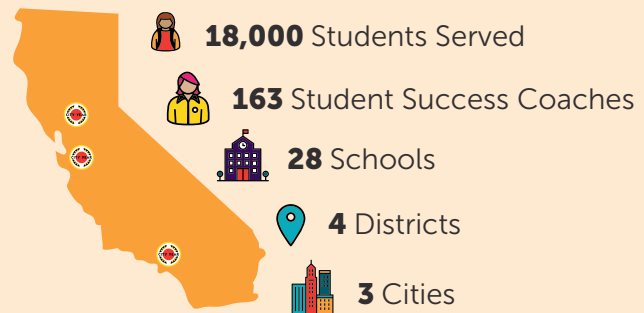
The City Year Student Success Coach Model: Improving student outcomes and diversifying teacher pipelines

City Year's student success coach model has been co-designed and refined over fifteen years with partner schools and communities using a continuous improvement process.

Grounded in the Science of Learning and Development and attending to the needs of the whole child, City Year student success coaches offer a coherent and systemic approach to addressing the multiple, connected challenges facing our nation's most systemically under-resourced schools.

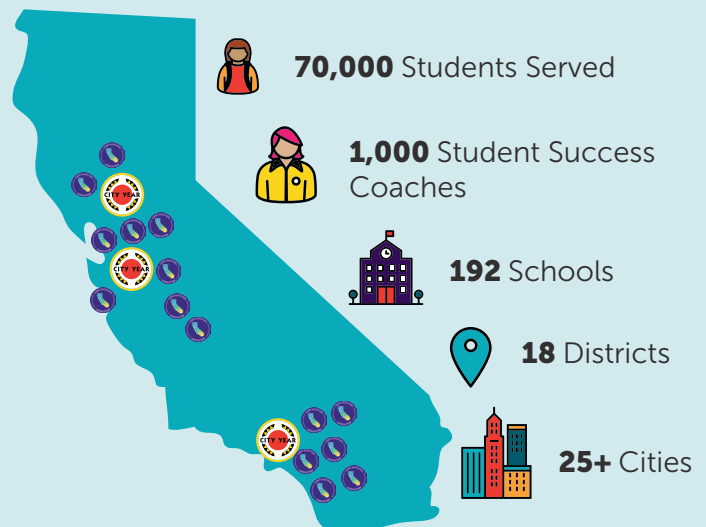
Our network of California locations has established and scaled a state-wide Student Success Coaching Network that dramatically enhanced our collective impact for students, teachers and our AmeriCorps team members.

Before Our Student Success Coach Learning Network



With Our Student Success Coach Learning Network

*Over approximately 2 years



6 Research-Backed Drivers of Student Success Coaching:

Student Success Coaches partner with teachers and families to provide evidence-based, holistic student supports that improve student outcomes, including key predictors of high school graduation.



**AUTHENTIC COACH/
STUDENT RELATIONSHIP**



**ONGOING LEARNING
& DEVELOPMENT**



**DATA-INFORMED
PROGRAMMING**



**INTENTIONAL SCHOOL
INTEGRATION &
HOLISTIC SUPPORTS**



**DIVERSE GROUP OF
SKILLED LIFE COACHES**

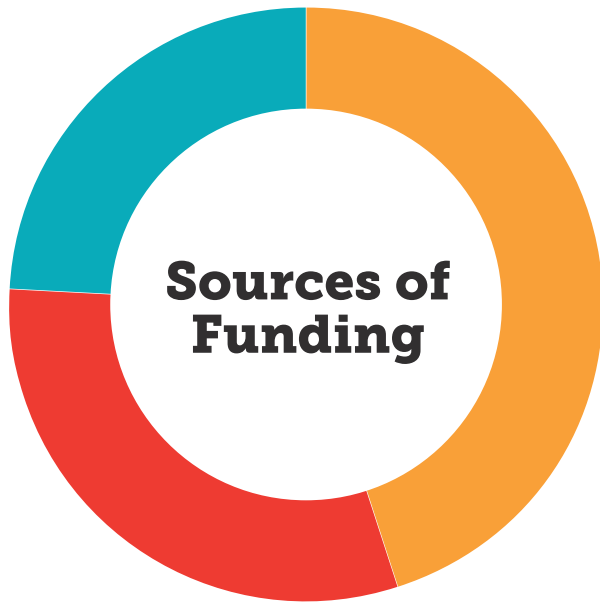


**SUPPORTIVE PROGRAM
STRUCTURE**



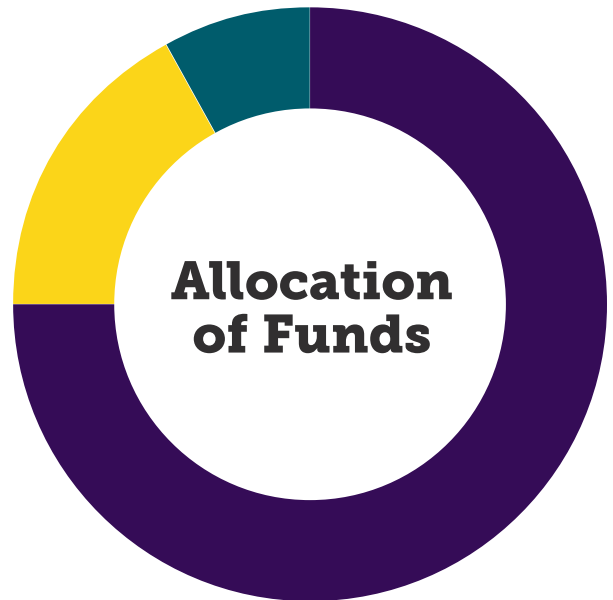
Impact Data

Where the money comes from.
Where the money goes.



- 45% Private Funding
- 31% Public Funding
- 24% AmeriCorps Funding

- 75% Programmatic
- 17% Organizational Support
- 08% Development



"I grew in ways I would not have been able to had I gone straight from college to a traditional work environment. I entered the workforce with an elevated perspective that gave me an edge that was often appreciated and valued."





AmeriCorps Members' Success Pathways

City Year SJSV ACMs finish their year of service career-ready, and contributing to a more diverse, sustainable and culturally-competent teacher workforce.

National Data	CY Alumni Teachers
Identify as BIPOC	Identify as BIPOC
21%	39%
Are Black & Male	Are Black & Male
2%	10%
Teach 3+ Years	Teach 3+ Years
<50%	86%

286 TEACHERS

have come out of City Year San José/Silicon Valley*

*Estimate based on the national average of ACMs who graduate to become teachers.

City Year AmeriCorps Members entering their year of service



- 19.5% Associates Degree
- 24.5% High School Degree
- 57% Bachelor's Degree

89%

of AmeriCorps Members are individuals of color

85%

of alumni agree that their service year helped prepare them for their career path

90%

of alumni are happy with their career path

Post-service surveys invited former ACMs to comment on their City Year SJSV experience anonymously. Here's what they had to say ...



#COMMUNITY

"I learned more during my AmeriCorps year than any other time in my life. **The people I met through CYSJSV - students and fellow ACM's - are the most remarkable humans** and just knowing them made me better."



#IMPACT

"It allowed me to have an experience that I would not have had otherwise -- connecting with people from different backgrounds from all over the country, getting consistent professional development, **digging deep personally to make an impact** on the community."



#SERVICE

"**The service aspect is so important**, and benefits not just the students but also the ACMs. You will never work with a more diverse group of people, and you learn so much about yourself along the way."



#TRANSFORMATION

"**A transformative and powerful experience** at a pivotal time in my life. Changed the trajectory of the path I was on between high school and college, and I learned a lot, which I took with me throughout my education and career. Plus, I look great in bright yellow."

Education Initiatives

San José

Alum Rock School District

Schools Served

Cureton Elementary School
Cassell Elementary School

Supports Provided

Math
English Language Arts (ELA)
Social Emotional Learning

Program Satisfaction

100% of teachers in Alum Rock Union District are **satisfied with the impact** of City Year on their class and students and the quality of service provided by their AmeriCorps members

Feedback

"Our City Year employee in our classroom was super helpful, proactive with the students who were off task and needed refocusing, supportive to students who needed teaching assistance, and the kids just loved him."

FY24 Teacher

Ravenswood

Ravenswood City School District

Schools Served

Costano Elementary School
Belle Haven Elementary School

Supports Provided

Phonics/Phonetics through SIPPS
Social Emotional Learning

Program Satisfaction

100% of teachers in Ravenswood City School District are **satisfied with the impact** of City Year on their classes and students and the quality of service provided by their AmeriCorps members

Feedback

"CYSJV is fabulous and allows me to work with more students and meet more needs. CYSJSV adds additional 'caring adults and role models' to my student's lives."

FY24 Teacher

33.3% of 2nd to 5th grade students on City Year's literacy focus lists **improved at least one grade level.**

Costano Elementary School



79% of City Year's focus list students were **2 or more years below grade level.**

However, at the end of the year, the percent of students 2+ years below grade level **dropped to 54%.**

Ravenswood School District

Student Data

Total # of focus list students

146

Math



186

ELA



144

Cureton

72 Math 72 ELA

144

Cassell

72 Math 72 ELA

44

Costano

2 Math 42 ELA

Total # of logged intervention sessions

2,186

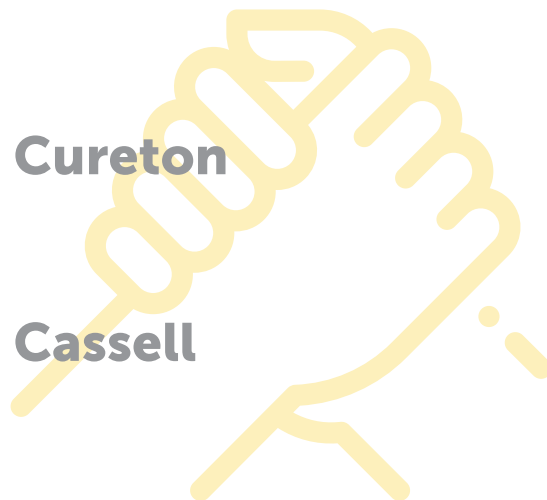
Costano

2,000

Cureton

595

Cassell



Community Engagement

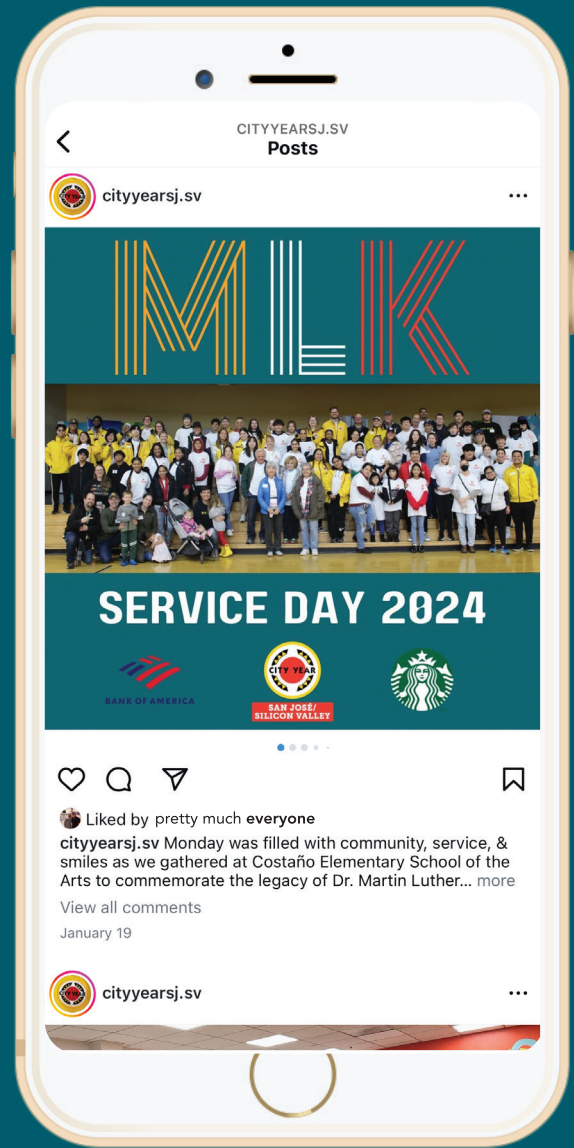
Deloitte.



Deloitte Impact Day @ Cesar Chavez Ravenswood Middle School - CYSJSV joined Silicon Valley Deloitte staff for a day of service. Volunteers **reorganized STEM kits and teaching materials** in the staff room and **set up a student library** following the Dewey Decimal system.



Martin Luther King Day
@ Costano Elementary
School - CYSJSV and
community members
**beautified the
elementary school
by painting murals,
restoring the basketball
courts, and repairing
benches.** The event was
sponsored by Bank of
America and Starbucks.



CYSJSV partnered with Careforce
to work with San Francisco Parks
and Recreation to **revitalize
bioswales, construct
benches, and reintroduce
native plants after
removing invasive species**
in India Basin, Heron's Head
Park, and Hunter's Point.

Notable Moments

Reflecting on a Year of Transformation

As we at City Year San José/Silicon Valley reflect on our 2023/2024 school year, we do so with tremendous gratitude for the people and partners who shape our organization and our efforts in the community. We note the tremendous dedication of our ACMs and the incredible accomplishments of our Alumni. Here are some notable highlights from the past year that we'd like to share with you!



Mayor Mahan

Commends ACMs at graduation ceremony



30 Years

City Year San José/Silicon Valley Celebrates 30 years of service



New Leadership

Luke Hostetter joins the team and digs into the work



Teacher Pathways

New technologies & partnerships develop ACM career paths



Theki Chang

SJSV Alumni now working as a Solutions Analyst for **Deloitte**



Caitlin Donnelly

Featured alumni heads to **law school at USC**

Study Reveals that City Year Alumni Graduate with Highly Valuable Skills

A new study of City Year alumni, conducted by Cornell University and supported by Einhorn Collaborative, found that a year of service with City Year supported the acquisition of leadership development skills to work across lines of difference, as well as career skills needed in future career pathways.



Our Team



LUKE HOSTETTER
Senior Vice President,
Executive Director



ALEX SANCHEZ
Impact Manager



ANA MELARA GLENN
Managing Director,
Development



ANGELA LENTH
Learning and
Development Director



ASHWINI SRINIVAS
Impact Manager



DARRYLL LIM
Impact Director



PRANAV JOSHI
Impact Analytics
Manager



SHANNON SPAFFORD
Chief of Staff



Our Partners



Bank of America.



Deloitte.



SYNOPSYS®



Our Board

MONICA KUMAR

Executive Vice
President & Chief
Marketing Officer at
Extreme Networks

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Retired Group VP
& General Manager
Applied Global
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Materials

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Partner & Chief
Administrative
Officer, Blue Marble
Investments

JACK B. KEENAN

Founder of JBK

JUSTIN PRETTYMAN

Executive Director of
the 49ers Foundation

CISSY LEUNG

Retired Vice President,
Service Business units
at Applied Materials

SHVETA MIGLANI

Head of Global
Learning &
Development, Micron
Technology, Inc

RAGU BHARGAVA

Entrepreneur,
Executive, & Business
Leader

DREW HENRY

Executive Vice-
President, Strategy &
Ecosystems, Arm, Inc.

MANJULA TALREJA

Independent Board
Director, Public
& Private Equity
Companies





City Year

About City Year San José/Silicon Valley

Since its inception in 1994, more than 1,500 City Year San José/Silicon Valley members have served thousands of area students. This year, there are highly-skilled City Year San José/Silicon Valley members offering both whole school and targeted support to thousands of students throughout east San José and East Palo Alto. City Year members serve as student success coaches—tutors, mentors and role models—preparing students with the skills, relationships and learning environments they need to succeed in school and in life.

About City Year

City Year is a trailblazing, youth-powered organization with a dual mission: expanding educational equity for students furthest from opportunity and developing diverse leaders through national service. Research shows the more time a student spends with a City Year AmeriCorps member serving as student success coach, the better the student outcomes—academically, socially and emotionally. A public-private partnership, City Year is a proud member of AmeriCorps, operating in 29 U.S. cities with international affiliates in the U.K. and South Africa. Today, nearly 40,000 alums continue to lead and serve where they live and work.

Learn more about City Year's six areas of impact or how to serve: www.cityyear.org.



CITY YEAR

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CityYear.org/San-Jose/

