

FUNDING APPLICATION

GENERAL INFORMATION

Organization Information

Legal Name: City Year San Antonio		Federal Tax ID#: 22-2882549		501(c)(3) Public Charity 509 (a)(1)	
Address: 109 B N. San Saba	City: San Antonio	State: TX		Zip Code: 78207	
Website: https://www.cityyear.org/san-antonio		Fax: (210) 247-4424		United Way Funded: Yes	

Fiscal Year: July 01 to June 30

Head Of Organization

Name: Kelly Hughes Burton	Title: Executive Director and Vice President
E-Mail Address: khughes@cityyear.org	Phone: (210) 247-4439

Application Contact

Name: Sandy Gallagher	Title: Resource Development and Marketing Director	E-Mail Address: sgallagher@cityyear.org	Phone: (210) 247-4439
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Previous Najim Funding

Year	Funding \$
2007	\$15,000
2008	\$67,500
2009	\$67,500
2010	\$75,000
2011	\$65,000
2012	\$80,000
2013	\$90,001
2014	\$75,000
2015	\$75,000
2016	\$75,000
2017	\$75,000
2018	\$75,000
2019	\$75,000
Total	\$910,001

Has the organization applied to the Najim Family Foundation in the past and been declined? No

Grant Amount Requested \$:	Total Project Budget \$:	Organization's Annual budget \$:
\$100,000	\$408,287	\$4,086,387

Mission Statement:

By focusing on the educational needs of systemically under-resourced schools and harnessing the human capital of AmeriCorps members, City Year San Antonio ensures that all students succeed.

PROJECT INFORMATION

Program / Project Title:

To support the City Year Hybrid Service Support Project at Carvajal Elementary School virtually or physically.

PROJECT TIMELINE

Start Date	End Date
07/01/2019	06/30/2020

Harvey E. Najim Family Foundation Priorities:

Education

Education Priorities:

Elementary to High School

Program / Project Description:

SIGNIFICANCE. Even during the unprecedented schooling disruption of the COVID-19 pandemic, we know students continue to dream big and strive for academic success. Yet, the most vulnerable students - students of color, students from low-income families, English learners, or students with disabilities - will suffer the most. Now, more than ever, our partner school students (92% economically disadvantaged; 85% Hispanic) will face even greater challenges when they return to school. Months of missed classes and the toll of COVID-19 will exacerbate the inequities our partner schools already face: The Northwest Evaluation Association projects that students will lose minimally 30% of their annual reading gains compared to a normal year and that, in math, depending upon grade level, students could lose between half and all of their achievement growth.

Because of these daunting realities, City Year San Antonio (CYSA) is fundamentally needed as our schools commence their re-start plans. CYSA corps teams have begun to work virtually alongside teachers in order to help engage, encourage and provide critical support to our 6,500 San Antonio students. With the Foundation, CYSA can help stem the tide of learning loss and regain the learning progress that our students must accomplish for future success.

CURRENT STATE. Learning set-ups continue to be in a fluid environment where the state and school district must react to pandemic conditions - plans may change at any time. Currently, San Antonio Independent School District (SAISD) is 100% remote learning for three weeks and will slowly phase in students to a hybrid in-person/virtual model over the coming weeks and months in accordance to district safety level protocols.

The extraordinary challenges that the pandemic places in front of our schools calls for difficult and complex decisions and flexibility from City Year. We know that families and students are navigating new systems of engaging with schools and making sense of many different points of information. We also recognize that instructional leaders are facing a steep learning curve and having to bring the normally challenging complexity of teaching and learning into new and high-stakes circumstances. And lastly, we understand that students and families will have significant social-emotional needs in these trying times, and CYSA AmeriCorps members can play a key role in building a school community that cares for its non-academic needs.

CITY YEAR HYBRID SERVICE SUPPORT PROJECT. This grant will support City Year hybrid support services at Carvajal Elementary School, now in our second year of partnership. Our overall goals for this project are (1) Carvajal students are engaged, continue to learn and feel connected to their school community virtually or physically; and (2) the CYSA corps is equipped to perform full-time school service in any learning format that is implemented at the school. CYSA is prioritizing the flexibility, responsiveness, and adaptability needed in these unique circumstances to bolster and continue our long-standing partnerships working with schools and SAISD.

Every day, in this environment, the CYSA Carvajal team will focus on the following activities:

1. Support on-line spaces with partner teachers. AmeriCorps members will help students (and parents) get online, manage chat, and even guide teachers who may struggle with technology platforms - our corps is trained on Google Classroom, Google Suite, Microsoft Teams, and Zoom.
2. Lead small breakout groups and more focused intervention spaces for students.
3. Host office hours where students can engage with AmeriCorps members to work through classwork that is synchronous and asynchronous.
4. Help teachers plan and implement community building elements of their instruction with warm-ups, check-ins, and energizers.
5. Build intentional celebrations of students and staff- there is much to appreciate with so much innovation and hard work happening during the pandemic.
6. Support in-person school-wide activities that include welcoming students and assessment logistics.

For 2020-21, CYSA's Carvajal team has the following goals for a typical, in-person year:

- *180 targeted interventions to off-track students in math, literacy, behavior and attendance
- *8-10 school-wide initiatives for 394 students
- *40% literacy and 40% math intervention students improve in their assessment scores or grades
- *50% attendance intervention students improve their daily attendance average to above 90%

As we do not foresee reverting back to non-pandemic conditions this school year, our planned outcomes are likely to be a mix of the targets listed above and the following collection of data points: # of classrooms supported, listed types of support activities, # of students provided targeted virtual support, # of AmeriCorps member hours spent supporting distance learning and # of community building activities. These fluctuating success measures reflect the reality and uncertainty of learning environments for the 2020-21 school year. We will continue to assess what is possible in terms of data collection, outputs and outcomes and update our evaluation goals as needed for our partners.

RESEARCH-VALIDATED YOUTH DEVELOPMENT APPROACH. In closing, we are thrilled to share with the Foundation a new 2020 study by the Johns Hopkins University School of Education. This study provides strong evidence that City Year's holistic strategy to providing school-based interventions is successful in advancing student social, emotional and academic outcomes in schools predominantly serving students of color and students from low-income families. The study furthers the argument that social-emotional skill development grounded in strong relationships is essential to student success - the more time students spend with City Year AmeriCorps members, the better their grades and attendance and the stronger their social-emotional skills. Our human-centered, relationship driven approach to support students is now a validated, key driver in student success!

Evaluation Plan:

Typically, CYSA uses a multi-method approach to track and analyze student performance impact. We collect data multiple times throughout the year through several sources: (1) surveys of the corps, teachers, principals and school liaisons; (2) databases to track our activities and interventions with students; (3) school data on attendance and course performance; and (4) the Devereux Student Strengths Assessment (DESSA) measurement tool for managing and assessing behavior. With these methods, we can analyze student gains in course skills (primarily ELA and math) and grades, attendance, and social-emotional learning. Due to the lack of uniformity of virtual/hybrid service across school partners and the inability to assess students consistently in person, City Year has suspended DESSA evaluations for students this year; however, we will continue to use the strategies and tools for behavior coaching that accompany the DESSA.

Plans to sustain project beyond the term of this request:

CYSA seeks to secure equal support from AmeriCorps, SAISD and private partners in order to reduce reliance on any one source of funding. Additionally, City Year capitalizes on multi-year commitments through a premier "Red Jacket Society" major gifts program and multi-tiered corporate sponsor levels - thereby increasing long-term, renewable funding streams. This year, we plan to mobilize a new Annual Fund strategy to re-engage our broadest base of individual donors and nurture these individuals for future annual support. Through this initiative, we seek to lessen our heavy reliance on in-person fundraisers to generate significant revenue. We will also test virtual fundraising options to help keep our community partnerships strong and honor our biggest champions.

Finally, we are in the fourth year of matching (3:1) Valero Energy's 2018 remarkable \$1 million challenge grant. We hope that the Foundation will help us meet our 2020-21 commitment for the Valero grant.

Children Impacted:

How many unduplicated children will the TOTAL PROJECT INITIATIVE impact?	How many unduplicated children will NFF REQUESTED FUNDS impact?
394	394

Please provide the percentage of each group below that will be served by the project in which funds are being requested. Do not leave any area blank. If that specific group will not be served, include zero. The percentage should total 100%.

A. Population Served Age		B. Population Served Ethnicity	
Infants (0-5)	0%	African American	0%
Children (6-13)	100%	Asian American	0%
Young Adults (14-18)	0%	Caucasian	1%
TOTAL:	100%	Hispanic/Latino	99%
		Native American	0%
		Other and Define	0%
		TOTAL:	100%

City Council District for Which Children are Being Served:

District5

Line item Budget:

Line Item Description	Total Project Funds Allocation	Najim Funds Allocation
Staff Salaries	\$89,197	\$22,141
Staff Benefits	\$19,841	\$4,925
AmeriCorps Member Stipends	\$145,067	\$36,006
AmeriCorps Member Benefits	\$24,167	\$5,998

Consulting & Professional Services	\$5,674	\$1,408
Transportation & Travel	\$1,635	\$406
Conferences & Training Seminars	\$348	\$86
Advertising & Recruiting	\$4,195	\$1,041
Promotional/Appreciation	\$4,885	\$1,212
Program & Office Supplies	\$8,944	\$2,220
Information Technology	\$2,216	\$550
Telecom Expense	\$1,569	\$389
Dues & Fees	\$3,925	\$0
Insurance	\$842	\$0
Occupancy	\$12,779	\$3,172
Event Venue Expense	\$2,727	\$677
Depreciation and Amortization	\$628	\$0
Centralized Costs (costs incurred at the national level for centralized services such as Evaluation, Program Design, and AmeriCorps and District billing, etc. to maximize local resources for program delivery impact)	\$79,648	\$19,769
TOTAL:	\$408,287	\$100,000

OTHER FUNDING RESOURCES

For Project being Requested: Funding sources and amounts, pending and committed.

PROJECT - PENDING

Funder Name	Amount Requested
	\$0
TOTAL:	\$0

PROJECT - COMMITTED

Funder Name	Amount Requested
AmeriCorps (10 AmeriCorps members)	\$146,452
SAISD (10 AmeriCorps members)	\$125,229
TOTAL:	\$271,681

Other funding sources and amounts, pending and committed not specific to this request.

ALL OTHER ORGANIZATION REQUESTS - PENDING

Funder Name	Amount Requested
City of San Antonio	\$50,000
Red Nose Day	\$100,000
H-E-B Grocer	\$50,000
TOTAL:	\$200,000

ALL OTHER ORGANIZATION REQUESTS - COMMITTED

Funder Name	Amount Requested
SAISD	\$1,125,000
AmeriCorps	\$1,315,650
Valero Energy Foundation	\$225,000
CPS Energy	\$50,000
Carlos Alvarez	\$100,000
USAA	\$50,000
United Way of Bexar County	\$175,000
Harvey E. Najim	\$100,000
Mays Family Foundation	\$50,000
San Antonio Area Foundation	\$50,000
TOTAL:	\$3,240,650

BOARD OF DIRECTORS

What percentage of your board contributes financially to the organization?

100%

If Board giving is not at 100%, please explain why?

Not applicable

How are board members expected to participate in your organization?

The City Year San Antonio Board participates in the following ways: (1) Committee participation (Development and Governance & Nominating); (2) Program participation (mentor a school team of AmeriCorps members as "Board Buddies," visit schools, volunteer at service events); and (3) Financial Investment - each board member has a meaningful work plan to unlock at least \$10,000 based on their experience, skillset and area of interest developing partnerships (individuals, private foundations, and/or businesses) to support City Year San Antonio's long-term sustainability and impact in San Antonio.

LIST OF BOARD DIRECTORS

Name & Office Held	Corporate Affiliation
Ann Parker, Board Chair	Community Leader
Robert Buchek	Director of Rail Transportation, Valero Energy Corporation
Cesar Carter	Director of Leadership Development, HEB
Rick Cavender	President, Cavender Audi
Joy Cutler	Account Executive, KENS5
Lisa Marie Gomez	Executive Director, Office of International Programs, University of Texas at San Antonio
Roger Graham	Account Vice President, UBS Financial Services Inc.
Charles Houston	Relationship Banking Officer, Frost Bank
Isaac Robledo	Client Service Manager, Capital Group
Paul Hoskins	Owner, P&M Hoskins Enterprises, & H2-Launch-SA
Abigail Ottmers	Deputy General Counsel, CPS Energy
Jeff Galt	Community Leader

Signature

Kelly Hughes Burton