

FUNDING APPLICATION

GENERAL INFORMATION

Organization Information

Legal Name: New Leaders, Inc.	Federal Tax ID#: 04-3519203	501(c)(3) Public Charity 509 (a)(1)
Address: 30 West 26th St.	City: New York	State: New York
		Zip Code: 10010
Website: www.newleaders.org	Fax: (202) 379-2803	United Way Funded: No

Head Of Organization

Name: Jean	Title: Desravines
E-Mail Address: jdesravines@newleaders.org	Phone: (646) 792-7864

Application Contact

Name: Jennifer Aguirre	Title: Associate Director of External Relations	E-Mail Address: jaguirre@newleaders.org	Phone: (202) 379-2803
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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 \$:
\$15,000	\$400,000	\$28,486,826

Mission Statement:

Our mission is to ensure high academic achievement for all children, especially students in poverty and students of color, by developing transformational school leaders and advancing the policies and practices that allow great leaders to succeed.

PROJECT INFORMATION

Program / Project Title:

San Antonio Emerging Leaders Program

PROJECT TIMELINE

Start Date	End Date
07/01/2018	06/30/2019

Harvey E. Najim Family Foundation Priorities:

Education

Education Priorities:

Elementary to High School

Program / Project Description:

New Leaders is pleased to partner with the San Antonio Independent School District to strengthen the skill and capacity of teacher and school leaders to advance student achievement. In alignment with the district's vision for excellence and educational equity, New Leaders proposes to provide the following job-embedded leadership program in school year (SY) 2018-19.

New Leaders is committed to preparing transformational leaders to deliver breakthrough results and advocate for the conditions that will enable great leaders--and their students--to thrive. For over 16 years, New Leaders has been selecting, developing, and supporting aspiring school leaders to transform underperforming schools and improve student outcomes in our nation's highest-need communities.

An independent evaluation has shown that our approach works: a RAND Corporation study of our leaders over 10 years found a statistically significant effect on academic achievement for students in New Leader schools.¹ Students outperform their peers specifically because they have a New Leader Principal. RAND recently named us as the principal preparation program with the strongest evidence of positive impact. We are the only nationwide principal training program with causal proof of impact.

Today, we develop leaders at all levels: teacher leaders, assistant principals, aspiring principals, seated principals and their teams, and principal supervisors. To date, we have trained nearly 3,200 school and teacher leaders who reach more than 500,000 students annually in 20 high-need communities nationwide.

Our district and school leaders work with America's highest-need students: 78 percent live in low-income households and 87 percent are children of color. Like San Antonio Independent School District, New Leaders envisions a day when there is excellence and equity in the American education system: when our schools prepare all children, particularly students of color and student living in poverty, for success in college, careers, and citizenship.

Evaluation Plan:

New Leaders' work is centered around the belief that all children can achieve, given the opportunity. Ultimately, the results of our program should reflect an increase in student achievement across the schools we serve. To measure our impact on participant readiness to realized student achievement gains, we evaluate our programs through three questions:

To what extent was the program implemented as intended?

To what extent did the program increase participant learning?

To what extent did the program impact participants' ability to improve student achievement?

To answer these questions, New Leaders' Evaluation team collects and analyzes data from a variety of sources, including admissions and placement data that provides characteristics of program participants and their schools; survey results from participants, their supervisors, and their teams; program assignment scores; program documents, artifacts and meeting notes; and publicly available data on student achievement and other school outcomes.

Plans to sustain project beyond the term of this request:

We have a partnership with San Antonio ISD until the school year 2019-20. We will continue to support the district through our Emerging Leaders program.

Children Impacted:

How many unduplicated children will the TOTAL PROJECT INITIATIVE impact?

1,250

How many unduplicated children will NFF REQUESTED FUNDS impact?

1,250

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	6%

Children (6-13)	70%	Asian American	1%
Young Adults (14-18)	30%	Caucasian	2%
TOTAL:	100%	Hispanic/Latino	91%
		Native American	0%
		Other and Define	0%
		TOTAL:	100%

City Council District for Which Children are Being Served:

District2, District5, District7, District10

Line item Budget:

Line Item Description	Total Project Funds Allocation	Najim Funds Allocation
Emerging Leaders	\$430,093	\$10,000
Evaluation	\$33,203	\$5,000
Shared Services	\$125,586	\$0
TOTAL:	\$588,882	\$15,000

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
San Antonio ISD	\$400,000
TOTAL:	\$400,000

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

ALL OTHER ORGANIZATION REQUESTS - PENDING

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

ALL OTHER ORGANIZATION REQUESTS - COMMITTED

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

BOARD OF DIRECTORS

What percentage of your board contributes financially to the organization?

100%

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

How are board members expected to participate in your organization?

100 percent of New Leaders' National Board of Directors make an annual financial contribution to the organization. While all board members may not have contributed personally, each member of our board agrees to the responsibility to either "give or get" a donation. The total amount contributed by the board last year was \$6.1. Beyond these immediate contributions in FY18, our board helped cultivate three new donors for ~\$2.25M in the early stages of our 2019 fiscal year.

LIST OF BOARD DIRECTORS

Name & Office Held	Corporate Affiliation
Michelle Boyers	Director, Charles and Lynn Schusterman Family Foundation
Ted Colbert	Chief Information Officer, The Boeing Company
Jean Desravines	CEO, New Leaders
Barbara Hyde (Board Chair)	President, J.R. Hyde III Family Foundation
Mike Johnston	Co-Founder, New Leaders and CO State Senator
Tripp Jones	Founder & Principal, 21c LLC
Joshue Lewis	Founder and Managing Partner, Salmon River Capital
Marty Lippert	Executive Vice President and Head of Global Tech and Operations, MetLife
Linnea Roberts	Retired Partner, Goldman Sachs
Jonathan Schnur	Co-Founder, New Leaders and Co-founder, America Achieves
Naomi O. Seligman	Senior Partner, Ostriker von Simson, Inc.
Jan Rock Zubrow	Philanthropist
Signature	
Jennifer Aguirre	