

# **IMPACT REPORT**









# A NOTE FROM OUR **EXECUTIVE DIRECTOR**

Had you told me in September 2018 — during the first few days as the executive director of Breakthrough Birmingham how far we would be today, I would've laughed. But when surrounded by the champions BTB has been lucky to have enough to have in its corner, it only makes sense where we are in our journey. And it gives us a path for imagining even larger possibilities. We've seen the impact of our deliberate steps forward and how we've overcome obstacles we could have never imagined prior to 2020.

In our tenth year in operation and through our eleventh summer in action, we've emerged molded by the community we've served and even more dedicated to our mission — a mission steeped in possibility and intention. We've survived a pandemic, navigated virtual learning, expanded partnerships, added new team members, and broadened our impact to Talladega — the location of our newest site!

As we inch closer to our vision — where our scholars are able to become the decision makers in their communities and where

our communities become transformational learning environments — the path becomes more illuminated. We're grateful for the opportunity to add some light on our scholars' and fellows' paths to success in Birmingham, Talladega, and across

the state of Alabama.





Executive Director





# **OUR MISSION**

Breakthrough Birmingham works with highly motivated, traditionally underrepresented students to achieve post-secondary success while also empowering aspiring leaders to become the next generation of educators and advocates.

## **OUR PILLARS**



#### Relationships

building & maintaining healthy relationships with others and ourselves



#### Growth

progressing academically & holistically, including with social/emotional wellness



#### **Exposure**

opening up to new experiences, new people, new ideas, new perspectives

# **SUMMER PROGRAM**

#### **Summer 2023**



Scholars Served

202



Teaching Fellows Trained

**39** 



Instructional Coaches

9



**Culture Coaches** 

2



Fellow to Scholar Ratio

5:1

# 98% of families were satisfied with their scholar's summer with Breakthrough Birmingham.

#### Who Are Our Scholars?

85%

of our scholars came from low-income backgrounds

80%

of our scholars will be the first of their family to graduate from a 4 year college or university

99%

of our scholars identify as a person of color

**Since 2013** 

723 Scholars Served

208 Teaching Fellows Trained

69% of our scholars have entered college



Sample Schedule	
8:30 - 8:55 AM	Breakfast & Welcome
9:00 - 9:45 AM	Reading
9:50 - 10:35 AM	Morning Advisory
10:40 - 11:10 AM	Math
11:15 - 11:50 AM	Lunch & Transition
11:50 - 12:15 PM	Writing
12:20 - 12:45 PM	Recess
12:50 - 1:35 PM	Science
1:40 - 2:20 PM	Elective
2:25 - 2:40 PM	Afternoon Advisory
2:45 - 3:00 PM	Scholar Closing

#### **Electives Offered**

Acting
AI & Storytelling
Arts & Crafts
Cheer
Creative Writing
Current Events
Dance

Electrical Work
Financial Literacy
Mad Science
Music
PE & Sports
Self Care &
Mentorship



"Breakthrough taught me how to be a great scholar at school and out of school and also how to be generous and kind without expecting something in return which is a very valuable lesson."

- Taj, 8th Grade Scholar

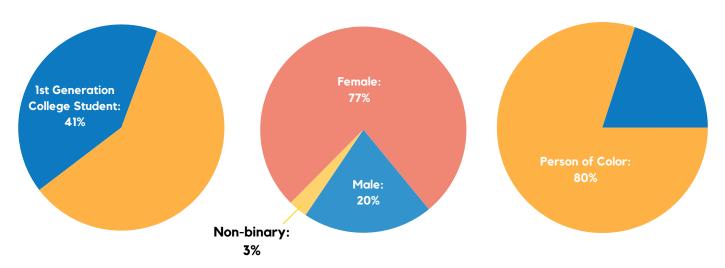




# **2023 TEACHING FELLOWS**

Breakthrough Birmingham hosted 39 undergraduate Teaching Fellows from across the United States in 2023. Of the 39 Fellows, seven were returners and six were former Breakthrough Birmingham scholars. In addition, thirteen of the Fellows were education majors, and six were STEM majors.

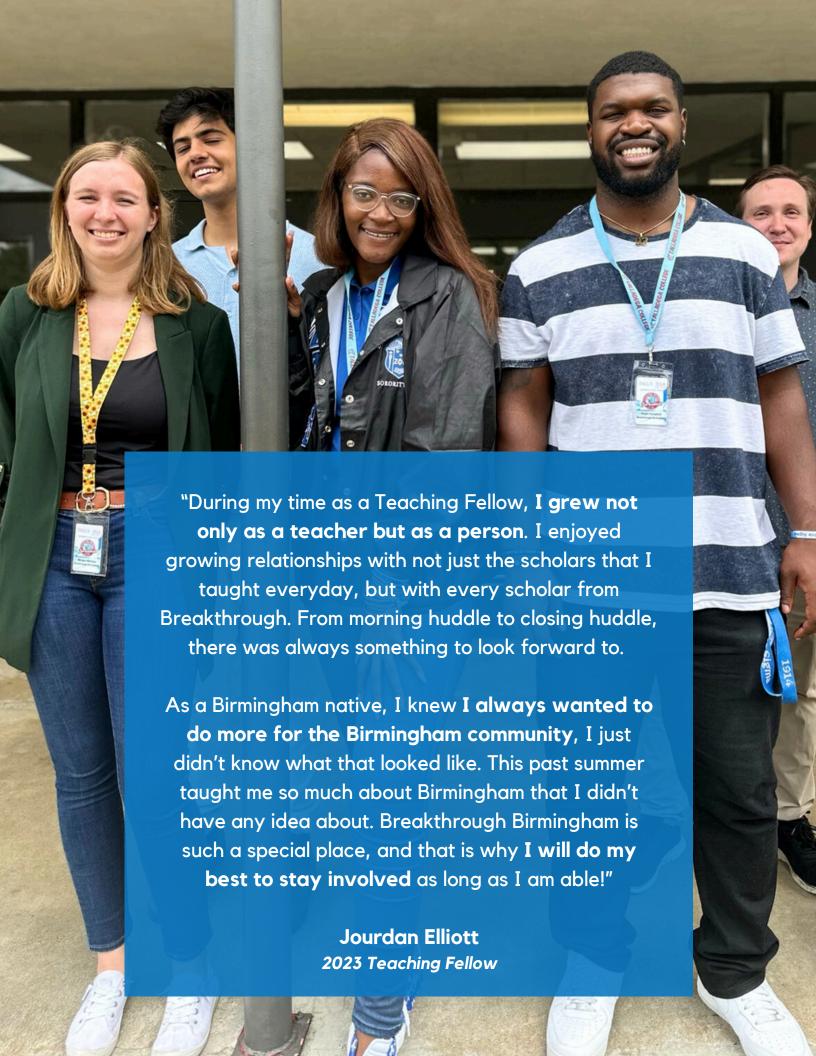
#### **Our Teaching Fellows Identified As**



# Our Teaching Fellows Represented 18 Colleges and Universities

Alabama A&M University
Alabama State University
Auburn University
Columbia University
Georgia Institute of Technology
Howard University
Lawson Community College
Morehouse College
Samford University

Spelman College
St. Louis University
Stillman College
Troy University
Tuskegee University
University of Alabama
University of Alabama at Birmingham
University of Mississippi
Yale University



# INTRODUCING: THRIVE TEACHER COACHING

There is a chronic teacher shortage impacting schools across the country. Increasingly, the teachers that are leaving are those that are new to the classroom. That's why Breakthrough Birmingham designed Thrive Teacher Coaching – a cohort-based, professional development program for first and second-year teachers.

The mission of Thrive is to provide holistic mentorship with the goal of reducing teacher burnout, resulting in fewer teachers leaving the profession.

Breakthrough Birmingham has a proven track record for igniting and sustaining passion in new educators. Since 2013, we have worked with undergraduate students entering the classroom using our teachers-teaching-teachers model of veteran educators closely training those new-to-classroom. We know that our coaches can provide the structure and support needed by new teachers to thrive professionally and remain in education while maintaining balance in their lives.

In the state of Alabama, 52% of new teachers leave the profession within the first five years of employment.







## THRIVE'S PILLARS



#### Relationships

Our teachers will promote and maintain positive classroom and school culture by implementing effective procedures and responsive practices.



#### **Growth**

Our teachers will implement new sustainable strategies to drive student engagement and learning and effectively utilize technology.



#### Wellness

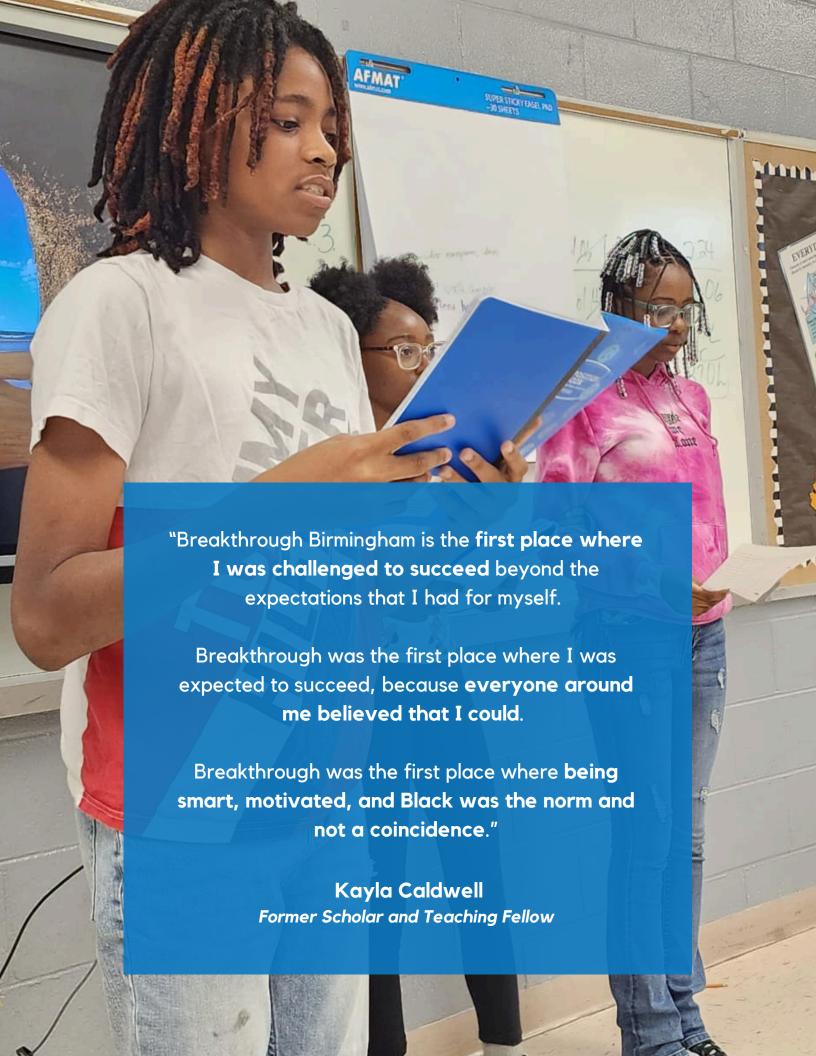
Our teachers will set and meet personal work-life balance goals by utilizing time management and stress alleviating techniques.

## **OUR FIRST COHORT:** Spring 2022 - Fall 2023





Returned to Teaching for the Next School Year



# **OUR PARTNERS**

#### **SCHOOL DISTRICTS**

We're proud to partner with Birmingham City Schools (since our inception) and Talladega City Schools (since 2023), which provide funding, school sites, transportation, meals, and data-sharing for our summer programs.

#### **BREAKTHROUGH COLLABORATIVE**

As an affiliate of BTC, our national office equips us with comprehensive curricula aligned with Common Core and Next Science Generation standards, along with valuable rubrics for assessing Teaching Fellows and Coaches.

#### **COLLEGE CHOICE FOUNDATION**

Since 2021, we have teamed up with College Choice Foundation, a Birmingham nonprofit aligned with our mission, ensuring a strong pipeline for our 10th graders to receive specialized college access support throughout their junior and senior year as well as through college.

#### **TEACH FOR AMERICA ALABAMA**

Recognizing the committment and efficacy of former Teaching Fellows in the classrooms, we partnered with TFA Alabama to launch the Accelerate Fellowship, which prioritizes the acceptance of our Teaching Fellows in their junior year and provides an additional year of professional development. Since 2022, we have maintained a data-sharing agreement to monitor our alumni's impactful contributions as they continue to inspire and teach across Alabama!

#### SCHOOL YEAR PROGRAM EXPOSURE

We're delighted to collaborate with local businesses, museums, and organizations to enrich our scholars' experience during our summer and school year programs. We've been proud to meaningfully engage scholars through experiences with: Oak Mountain, Birmingham Southern College, Alabama Power, McWane Science Center, YMCA Youth Center, Crescent Cultural Community Center, Temple Beth El, CollegePrepU, WBHM, Ed Farm, Wild Violet Gardens, AirShip, Lunar App Labs, Birmingham Boulders, RideBHM, US Space & Rocket Center, ACT Prep with Browns Consulting, and Roots & Revelry.



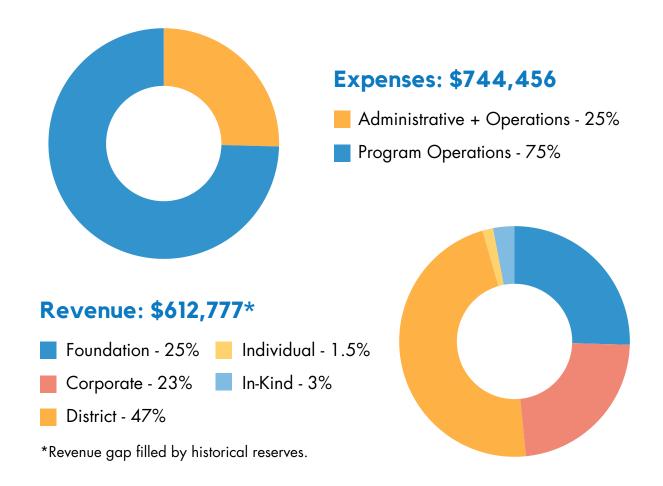








#### FINANCIAL SNAPSHOT



## THANK YOU TO OUR DONORS

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#### **Foundation & Corporate**

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Vulcan Materials

#### **School Districts**

Birmingham City Schools

Talladega City Schools

#### **OUR BOARD**



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#### **OUR STAFF**



**Tay Berry** Program Coordinator



Cathy Clark Coaching Manager



**Claire Cole**Operations Consultant



Isabella Cruz Special Projects Coordinator



**Jourdan Elliott**Recruitment Coordinator



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Apprentice



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