



THE LITERACY LAB

Strong Readers. Strong Futures.

2023 ANNUAL REPORT





To our friends, partners, donors, and champions:

As I reflect on the 2022–2023 school year and as we reach the midpoint of the 2023–2024 school year, I see limitless potential and steady progress. I am excited about and inspired by the many ways we're living our values, deepening our commitment to equitable access to literacy, and investing in the people who are this amazing organization. Here's a snapshot of our learnings from the past year and a look ahead to our future.

We launched our inaugural data-driven strategic plan in August 2022, centered on people, equity, and sustainability. We've designed this plan to ensure greater access for students, schools, and communities through a menu of services and make significant strides on our journey to become a best-in-class workplace. The first step in this plan was executing a comprehensive market analysis, which provided us with the data and information to improve our current work and innovate to ensure equitable access to high-quality literacy instruction for more students. We are excited to start year two of the plan, where we will dive deeper into the Engine 1/Engine two innovation model.

Our Leading Men Fellowship program met the pressing demand for diverse educators and expanded across Atlanta, Cincinnati, and Phoenix during the 2022–2023 school year. Through strategic partnerships, we were able to add additional staff capacity and additional Fellows in these regions. Further, we raised awareness of the need for more men of color in education through our partnership with Johnathon Hines, our first-ever National Education Ambassador for the Leading Men Fellowship.

Additionally, we also launched the Women of Color in Leadership Initiative, acknowledging the gender gap in leadership, particularly for women of color who account for only 4 percent of the C-suite level positions in the U.S. Our goal is to build a network of women of color at all levels of leadership and industries offering mentorship, coaching, and sponsorship for other women of color. Our kick-off event was a panel discussion focused on reshaping the leadership landscape. We followed this event with a radically candid discussion among women of color about our experiences at The Literacy Lab.

Being The Literacy Lab's CEO is an honor. The mission alignment here far exceeds anything I've experienced before, and I am endlessly proud of and grateful for our fantastic team. I look forward to sharing more updates with all of you in the year ahead.



Heather Jenkins
CEO





OUR MISSION

The Literacy Lab provides students—in communities experiencing racial and/or economic inequities—with evidence-based, culturally responsive literacy instruction as preparation for academic, professional, and personal success.

OUR VISION

We believe literacy is a human right. When we achieve our mission, we will have created a more just society where all students have the literacy services needed to unlock educational opportunities and success in life.

OUR PROGRAMS

The Literacy Lab empowers under-resourced pre-K to 3rd-grade students with a research-based and evidence-proven learning model, transforming challenges into confidence. Our rigorous tutoring yields accelerated growth, averaging an extra half-year of schooling. The Literacy Lab has three programmatic areas: Reading Corps, Early Learning Corps, and Leading Men Fellowship.

AMPACT

The Literacy Lab is a replication partner of [Ampact](#) and we implement their Reading Corps and Early Learning Corps programs with fidelity.

READING CORPS

Reading Corps Tutors are embedded full-time in one school to deliver one-on-one interventions to K-3 students for twenty minutes per day. Tutors support children from several classes by providing structured Reading Corps interventions.

EARLY LEARNING CORPS

The Early Learning Corps (ELC) program focuses on the whole child including social and emotional, literacy and math skills. ELC tutors are embedded in a pre-k classroom where they maximize instructional and transitional times throughout the day to boost children's self-esteem and infuse literacy and math teachable moments. Additionally, ELC tutors give targeted interventions to a caseload of at least seven children in literacy and math skills.

LEADING MEN FELLOWSHIP (LMF)

The Leading Men Fellowship prepares young men of color for careers in education, by providing robust skill-building and professional development opportunities over a one-year period. The Fellows receive rigorous training and coaching in early literacy intervention and social-emotional development, and work with pre-K students to deliver high-quality learning interventions, setting them on the path to kindergarten readiness and long-term success.

**OUR PROGRAMS HAVE IMPACTED OVER
36,000 STUDENTS SINCE 2009**

Where We Serve



PROGRAMS

-  Ampact
-  Leading Men Fellowship

NATIONAL IMPACT BY THE NUMBERS

2022-23 SY

2,744,224

Minutes of AmeriCorps tutoring

493

Total number of Tutors and Fellows

147

Total number of school partners

53%



AmeriCorps K-3 students EXCEEDED target growth

2X



as many students were Kindergarten-ready in the Spring than in the Fall

A black spiral-bound notebook with a silver pen resting on it. The notebook page is white and contains the following text:

**WE SERVED A
TOTAL OF
4,887
STUDENTS
ACROSS THE
NATION IN
2022-23 SY**

2022-2023 HIGHLIGHTS



5 Years of Service in Massachusetts

The 2022–23 school year marked five years of service in the Massachusetts region. We are honored and proud to have provided literacy instruction to more than 2,000 students over these years. The team celebrated by recognizing the amazing tutors and school partners who make this important work possible.



Stand Up and Lead Summit

Our Milwaukee Leading Men Fellowship team convened local and national leaders to discuss solutions to diversifying the teaching workforce. The Stand Up and Lead Summit created an opportunity for crucial conversations about how to engage young men of color to take their places at the front of the classroom.



2022 Leading Men Fellowship Ascend Institute and Brotherhood Gala

In 2022, the Leading Men Fellowship welcomed 100 Leading Men Fellows to Atlanta for its Ascend Institute week and annual Brotherhood Gala. The theme for Ascend and the Week was a challenge for all to Stand Up and Lead in Education and in Life. Fellows not only learned the fundamentals of early childhood education, but they participated in community-building and professional learning opportunities.



Maryland Book Bank



The Literacy Lab Baltimore region continued its effective partnership with the Maryland Book Bank (MBB), which involves distributing storykits to Literacy Lab students. Each storykit contains a set of five books based on the students' reading lists and interests. The nonprofit has also been a wonderful resource in helping our tutors and Fellows build their own classroom libraries.

2023 SOS Breakfast Summit

The Literacy Lab hosted its first-ever 2022–23 State of Service (SOS) Breakfast Summit at the American International College to highlight the amazing work our AmeriCorps tutors are doing in Springfield and Holyoke, Mass. We were joined by Springfield- and Holyoke-area representatives, serving as advocates for improved student outcomes across western Massachusetts.



The Literacy Lab In the News

Millions of people learned more about The Literacy Lab as a result of the significant amount of media coverage the organization received throughout the 2022–23 school year. Current and former Literacy Lab tutors and Fellows, as well as staff experts, were featured in print, digital, TV, online, and radio news stories discussing the impact that our work has on the communities we serve.



The Atlanta
Journal-Constitution

2022-2023 HIGHLIGHTS



Leading Men Fellowship National Ambassador

During the 2022–23 school year, The Literacy Lab established the Leading Men Fellows National Education Ambassador. This position is a non-employee, national representative dedicated to promoting the work of the Fellowship, our Leading Men Fellows, and the students and communities we serve.

Johnathon Hines, 2019 Georgia Pre-K Teacher of the Year and Educator served as our first LMF National Education Ambassador. In that role, Johnathon traveled to exclusive Leading Men Fellowship professional development sessions, LMF recruitment events, and Fellow and Alumni meet & greets across our seven Leading Men regions to amplify the voices of men of color in education.



Engaging Government Partners

The Literacy Lab fostered and fortified partnerships with government entities across nine communities, crucial for funding our programs. Maintaining nearly all government funding from FY2022 to FY2023, we secured an additional \$250,000 for the Phoenix-area fellowship in Arizona. We actively educated new government partners about our programs through meetings, site visits at schools, and presentations, engaging with legislators and policymakers. Presentations were made at government hearings, emphasizing literacy's significance and showcasing our work, including testimony before the Council of the District of Columbia's Committee of the Whole and the Georgia State Senate's Committee on Higher Education.



A DIRECT PIPELINE TO A CAREER IN EDUCATION

Gigi Northrop, Former Tutor, Librarian



My teaching journey started early. My love for reading, constant and consistent time spent in my local library, and having a mother who worked in education all my life were the keystones of this current life path. From my first job at a children-centered amusement park to roles at camps and other diverse experiences, each step contributed to my passion for education.

The pandemic led me to The Literacy Lab, where I began as a K-3 tutor. After my two years of service, I was equipped with invaluable training and opportunities I might not have been exposed to. I am now in my second year as the librarian at the same school where I was placed as a tutor. The Literacy Lab helped prepare me for where I am today. Its focus on equitable practices, fostering creativity, and rigorous training are all lessons that help me plan and facilitate in my classroom and elsewhere in life.

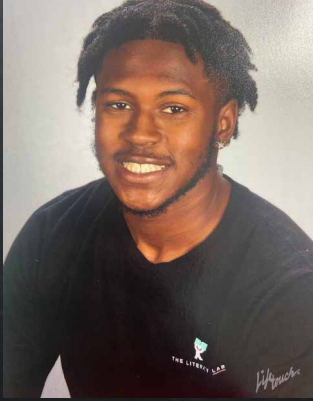
“IF YOU WANT TO BE IN EDUCATION, THE LITERACY LAB IS A GAME-CHANGER.”

Transitioning from a tutor to a librarian, I am inspired to leave a lasting impact on my students, akin to the one that the teachers and librarians who shaped my love for reading left on me. Witnessing student transformations throughout the school year, from disdain and/or disinterest to excitement for books to an evolving passion for learning, it is clear that fostering spaces that nurture a love for reading is critical. However, challenges such as teacher shortages and lack of funds/resources continue to persist in education. That's why programs like The Literacy Lab are essential to providing additional instructional support in the classroom while training potential future educators.

Reflecting on my journey, I am beyond grateful for the support and positivity in The Literacy Lab community. The sense of care, the encouragement, and the focus on individual growth have been pivotal in my journey. I wholeheartedly recommend it as a transformative experience for aspiring teachers seeking a comprehensive and hands-on experience in the classroom.

ENHANCING SERVICES THROUGH EFFECTIVE PARTNERSHIPS

CREATING PATHWAYS TO HIGHER EDUCATION



“THE LEADING MEN FELLOWSHIP MOTIVATED ME TO PURSUE HIGHER-EDUCATION AND A CAREER IN TEACHING”

- Shawn Bell, Senior Fellow

In pursuing higher education, support and opportunities are pivotal in shaping one's journey. Shawn Bell is a driven and passionate Senior Fellow who found his pathway to success illuminated through our Leading Men Fellowship (LMF). LMF, in partnership with Cincinnati State University's Accelerate Program, has not only provided financial aid but also nurtured Shawn's aspirations in Early Childhood Education, creating a trajectory toward a fulfilling career in teaching.

After his first year with the Fellowship, Shawn registered for Cincinnati State University's Accelerate program to earn his associate's degree. Thanks to the University's partnership with The Literacy Lab, Fellows like Shawn can use the hands-on classroom experience facilitated by the Fellowship as credits toward their degree program to accelerate their education journey.

As Shawn immerses himself in his education, he has found synergy between his coursework and practical teaching. His words echo the resonance between theory and application: "I've been able to apply what I am

learning at Cincinnati State to the classroom where I teach as a Fellow." His insights from psychology classes have been transformative, specifically the lessons on students' mindsets and employing diverse teaching methods. Shawn's dedication to comprehending the psychology behind learning has allowed him to tailor his approach, acknowledging the significance of positive reinforcement and affirmation in fostering student growth.

Reflecting on the impact of the Fellowship, Shawn acknowledged its pivotal role in his journey. "It made me realize that I could really be a teacher in the future," he said. The program's resources and support have served as catalysts, reaffirming Shawn's aspirations and nurturing his growth. Through partnerships like the collaboration with Cincinnati State, The Literacy Lab can empower Fellows such as Shawn and increase the number of young Black and Brown men in education.

PROVIDING WRAP AROUND SERVICES WITH CITYLINK

“We have seen LMF build and shape young men who are actively shaping children through literacy work in classrooms across our city. Simultaneously, we are excited to see the Fellows leverage the resources at CityLink through our collaboration to better their lives and futures.”

- Johnmark Oudersluys, Executive Director, CityLink

The Literacy Lab's Leading Men Fellowship (LMF) is proud to work in and with the CityLink Center in Cincinnati, Ohio, to provide wraparound services and support to Leading Men Fellows serving throughout the Cincinnati region. While the Leading Men Fellowship program and coaching team provide the Fellows with the skills they need to be successful in the classroom with our youngest learners and outside of the classroom with our professional learning curriculum designed to empower our young men of color, we know that our Fellows deserve even more.

Our partnership with the CityLink Center is more than just an office space to come to in person. It is an opportunity to be mission-aligned and embedded with a community partner that believes in our people-first approach to seeing the whole person for who they are and who they strive to be. Opened in 2013, the CityLink Center allocates social services in one central location to provide a holistic approach to serving people most in need in the Cincinnati community. Vocational training partners at CityLink also enable individuals to receive certifications in high-demand industries where Fellows and others can earn a living wage in the competitive workforce marketplace.

As a part of the CityLink network, Leading Men Fellows benefit from being assigned a service coordinator who works closely with each Fellow to assess their personal and professional goals and then provides them with access to a range of resources designed to remove economic and professional barriers to success.

Whether through housing, mental health, transportation, or clothing, thanks to CityLink and its partnership network, our Leading Men Fellows know where to turn and feel empowered to press forward with their personal and professional life pursuits.



THANK YOU TO OUR SUPPORTERS WHO MAKE THIS WORK POSSIBLE

Thank you to our individual, foundation and corporate donors during the August 1, 2022 to July 31, 2023 fiscal year! Additionally, thank you to our AmeriCorps and state commission partners in Washington DC, Massachusetts, Maryland, Missouri, and Virginia for their continued support of The Literacy Lab's Ampact programs. The impact we make in our communities is due to your support.

Champions (\$500,000+)

A. James and Alice B. Clark Foundation The Ballmer Group

Trailblazers (\$100,000 - \$499,999)

Aviv Foundation, Inc. Hall Family Foundation
The Danville Regional Foundation Irene E. and George A. Davis Foundation
Greater Cincinnati Foundation John G. and Jean R. Gosnell Foundation
GreenLight Fund Atlanta J. Willard and Alice S. Marriott

Builders (\$50,000 - \$99,999)

Abell Foundation Mass Cultural Council
Accelerate Richard E. & Nancy P. Marriott Foundation
Accelerate Great Schools Richman Family Foundation
Goldseker Foundation Scripps Howard Foundation
Greater Milwaukee Foundation Yelp Foundation
Lockhart Vaughan Foundation

Partners (\$10,000 - \$49,999)

Abell Foundation Clayton Baker Trust The Fulton Owen Foundation
Annie E. Casey Foundation Coca Cola Foundation
Bader Philanthropies Community Foundation for a Greater Richmond Georgia Foundation for Public Education
Baltimore Community Foundation Community Foundation of Northern Virginia Georgia Power Foundation
Bender Foundation, Inc. Community Foundation of Western Massachusetts Grayer Family Foundation
Brady Corporation Foundation David and Barbara Hirschhorn Foundation Greater Cincinnati Foundation - Inspiring Hope Fund
Cafritz Foundation Elsa Heisel Sule Foundation

Partners (\$10,000 - \$49,999)

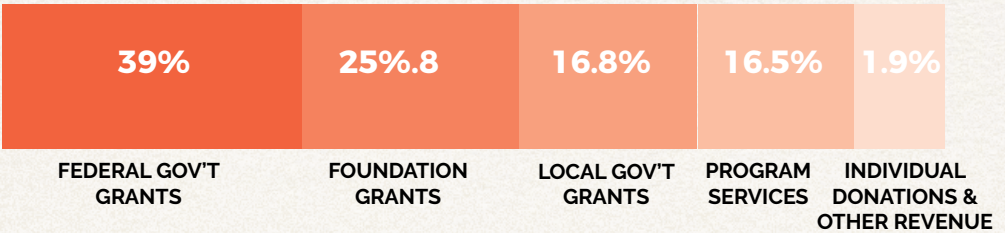
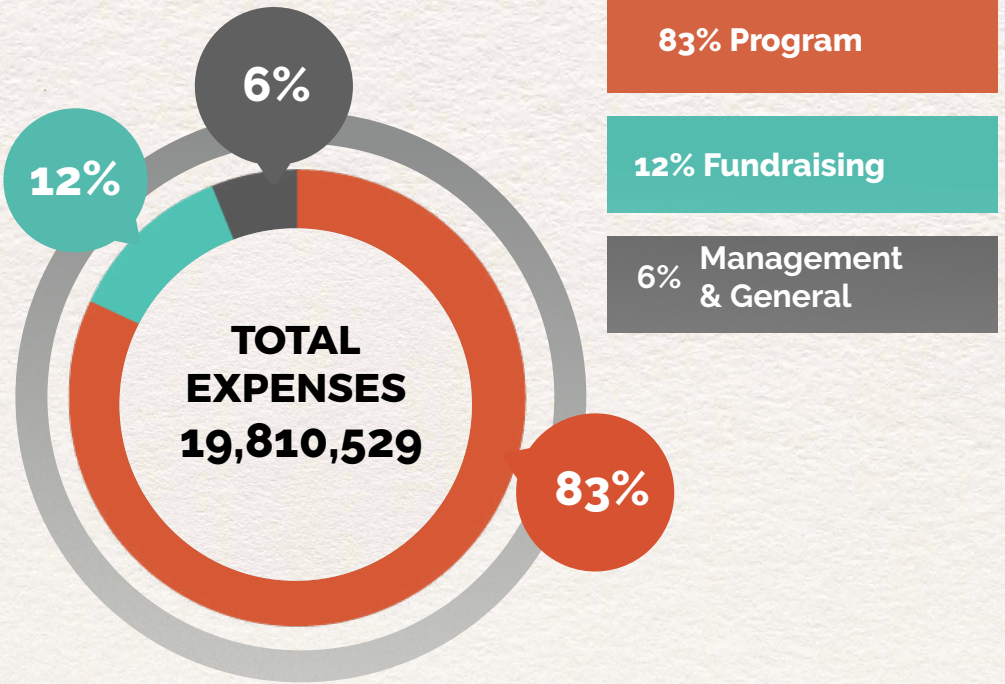
Greater Washington Community Foundation	The LuluMa Foundation	Speas Memorial Trust
GreenLight Fund Cincinnati	Mabel A. Horne Fund	Stanley and Lucy Lopata Foundation
Grosvenor Americas	Marilyn London-Ewing and Tom Ewing	The Stanley H. Durwood Foundation
Gunn Winslow Foundation	The Mars Foundation	T. Rowe Price Foundation
Hallmark Foundation	The Memorial Foundation for Children	TD Bank
Hampton Roads Community Foundation	Milwaukee Brewers	Truman Heartland Community Foundation
Helen Pumphrey Denit Charitable Trust	Nordstrom	United Way of Greater Richmond and Petersburg
Herb Kohl Philanthropies	Northwestern Mutual Foundation	Venable Foundation, Inc.
The Herzfeld Foundation	Ohio Children's Foundation	Virginia Cretella Mars Foundation
Horning Family Foundation	PNC Foundation	Weils Fargo
Inspire Brands Foundation	Praveen Jeyarajah	Wells Fargo - Virginia
Jack R. Anderson Foundation	Renewal Foundation	Wright Family Fund
The Jacob and Charlotte Lehrman Foundation	The Rich's Foundation	
Jelley Family Foundation	Select Equity Group Foundation	
Lois & Richard England Family Foundation	Share Fund	
	Sherman Family Foundation	

Friends (\$1000-\$9,999)

7 Principles Foundation	Henry E. Niles Foundation	Richmond Association of Realtors Local Impact Fund
Ben Hauber	John and Patricia Klingenstein Fund	SC Johnson
Crowell & Moring Foundation	Michael Kerst	Simeon and Jean H. Locke Charitable Foundation
Dimick Foundation	Milwaukee Bucks Foundation	Southwest Airlines
Dollar General Literacy Foundation	Nora Roberts Foundation	Southwest Gas
Domino Sugar (Domino Foods, Inc.)	Oppenstein Brothers Foundation	Thomas A. and Georgina T. Russo Family Fund
DoorDash	Patricia Klingenstein	TJX Foundation
General Electric Credit Union	Paycom	Uber
GreenLight Fund Cincinnati	Peoples Bank	Vanessa Straughn
Harman Cain Family Foundation	Peter and Dana Winslow Foundation	We Energies Foundation
	Pitney Bowes Foundation	Webber Family Foundation
		Western & Southern

We are unable to list each of our generous supporters here. We are incredibly grateful and honored by your gifts of all amounts and types and could not meet our mission without them. Thank you!

FINANCIAL STATEMENT



Assets

Cash	12,512,959
Accounts Receivable	6,800,638
Prepaid Expenses	429,698
Fixed Assets	47,349
Other Assets	1,518,671

Total Assets

21,309,317

Liabilities

Accounts payable and accrued expenses	188,050
Accrued payroll and payroll liabilities	526,937
Deferred Rent and Lease Liability	1,557,593

Total Liabilities

2,272,580

Net Assets

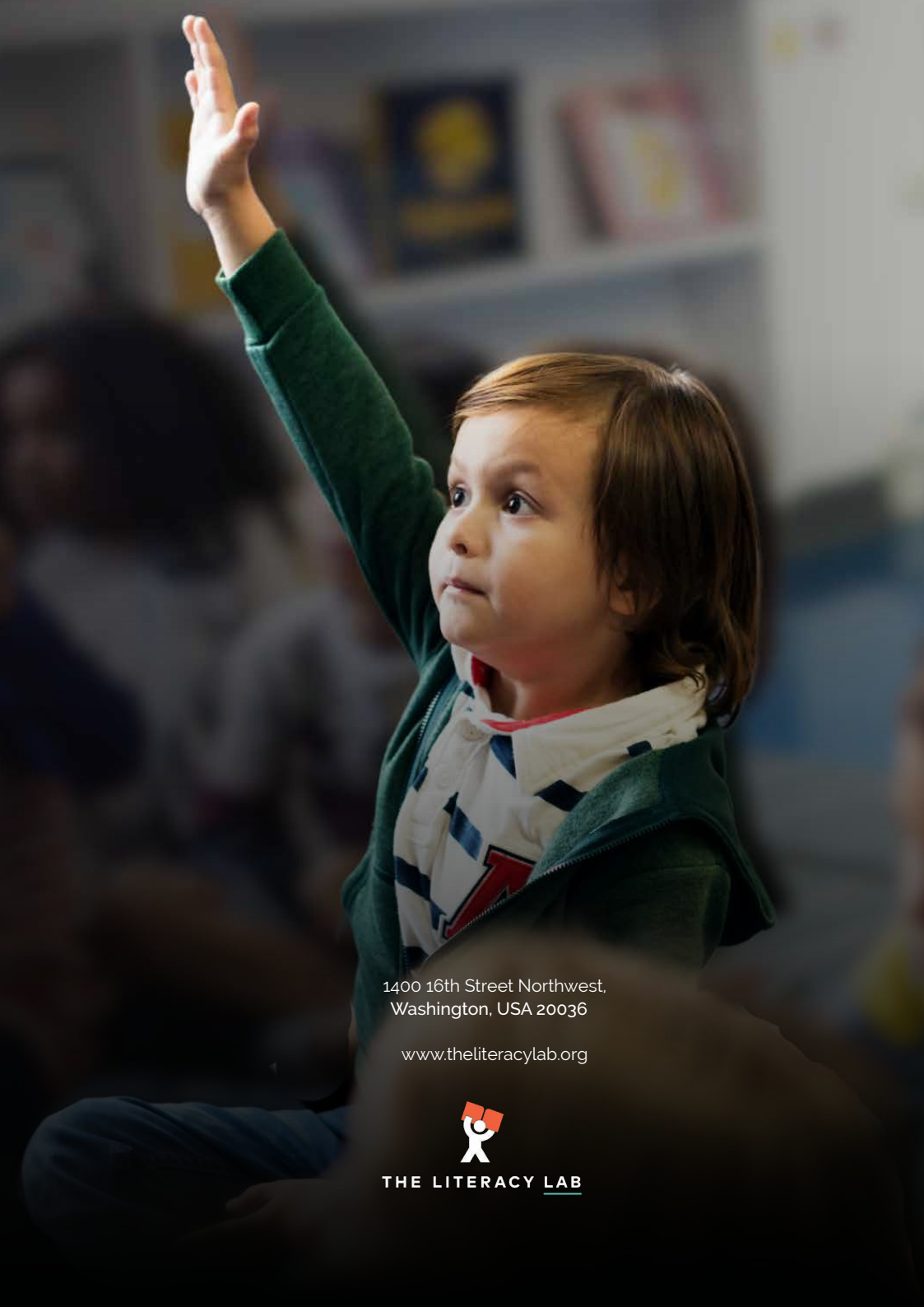
Without donor restrictions	15,976,737
With donor restrictions	3,060,000

Total Net Assets

19,036,737

Total Liabilities and Net Assets

21,309,317



1400 16th Street Northwest,
Washington, USA 20036

www.theliteracylab.org



THE LITERACY LAB