



Supporting Student Growth with AGILITY and INNOVATION



A letter from the CEO

Dear Reading Partners friends and colleagues,

The 2019-20 school year was unlike any other in our 20+ year history. The COVID-19 pandemic forced widespread school closures that had a direct impact on the reading centers we utilize to tutor students. As a result, the story of 2019-20 at Reading Partners is as much about the solid progress our students were making during the first three quarters of the year as it is about the remarkable agility and innovation demonstrated by our community during the final, unprecedented stretch of the year.

From August through early March, powered by AmeriCorps members, staff, board members, school partners, community partners, donors, and nearly 12,000 community tutors, Reading Partners delivered 228,860 tutoring sessions to over 8,400 students — an average of 27 sessions per student — through our traditional one-on-one model. Despite a significantly shortened program year, 75 percent of our students were already meeting or exceeding their primary literacy growth goals. By all measures, we were tracking very well against the aggressive impact goals we had set for the year.

With the onset of the global pandemic in March 2020, our focus quickly shifted from our traditional in-person model to a range of innovative literacy support programs we could deliver to both Reading Partners students and non-Reading Partners students across the country. This rapid pivot was enabled by the spirit of continuous improvement that is part of our DNA at Reading Partners. In a typical year, we spend a considerable amount of time assessing and optimizing our programs to better support our students and communities. Amid the chaos ushered in by COVID-19, and in a matter of mere weeks, we leaned on the same growth mindset we teach our students to adapt and develop the quality innovations you see on the following page.

“Despite a significantly shortened program year, 75 percent of our students were already meeting or exceeding their primary literacy growth goals.”

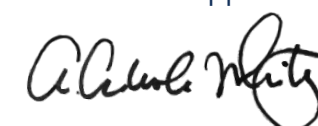
—Adeola Whitney, CEO

Simultaneous to the COVID-19 pandemic, a national epidemic was at its boiling point when I joined Reading Partners as the new CEO: racial and social unrest. The magnetic force that drew me back to the organization was its unwavering commitment to race equity, diversity, and inclusion (REDI) work. We admittedly have a long way to go on the road to becoming a fully inclusive, anti-racist, multicultural organization, but I have been inspired by and am thankful for our staff, AmeriCorps members, tutors, national board, the self-organized “REDI team,” and external partners who are prioritizing this critical work. I encourage everyone to review the summary of our REDI work included in this annual report. Thanks also to Karine Apollon, Reading Partners’ former CEO, for getting the REDI work started at Reading Partners and for her contributions as the organization’s leader over the past three years.

Going forward, we will tirelessly pursue bolder innovations such as developing an online tutoring platform that will make us more agile as the pandemic persists and will lead us to emerge stronger than ever before. With your ongoing support, we will use this extraordinary time in history as a launchpad to accelerate educational equity for students.



With sincere appreciation,



Adeola (Ola) Whitney, CEO

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OUR ASPIRATION:
Reading Partners seeks to be at the center of a nationwide movement for educational equity, engaging communities to support students through trusted and proven literacy solutions.



A year of positive impact despite unprecedented challenges



Reading Partners' commitment to race equity, diversity, and inclusion



AUGUST 2019 – EARLY MARCH 2020

Progress made while students were in school

OUR REACH:

215 partner schools **8,419** students served **11,991** community tutors **228,860** tutoring sessions

OUTCOMES:

75% of all Reading Partners students were meeting or exceeding their primary literacy growth goals (based on mid-year assessments).

97% of teachers reported satisfaction with the Reading Partners program.

96% of volunteers were satisfied with their volunteer experience.

97% of principals reported improved school-wide reading progress.

MID-MARCH – JUNE 2020

Student support innovations

Reading Partners rapidly implemented the following literacy support programs selectively in regions across the country to ensure students could continue making progress toward reading on grade level.

- | | | |
|---|---|--|
|  "Take reading with you" book distribution for students |  Literacy skill videos using research-based curriculum materials |  Family texting program in partnership with Bright by Text |
|  Digital library platform with free access to high-quality books |  Reading plan skill videos customized for specific students |  Family literacy resources designed in English and Spanish |
|  Live virtual read-alouds available to all students |  Recorded "anytime" read-aloud videos featuring high-quality diverse texts |  Summer books for students and literacy tips and resources for families |

A commitment to diversity, equity, and inclusion (DEI) is one of four core pillars included in our current (2019-22) strategic plan. As part of this commitment, we hired an external consulting firm in February of 2020 to perform an internal audit of our organization and our practices.

In the wake of George Floyd's tragic murder and a national racial reckoning, many of our staff members and AmeriCorps members were impassioned, outraged, and committed to move our work forward in a more meaningful and urgent way. Why? Because as an organization that serves more than 90 percent students/families of color, systemic inequity is the very reason we exist and provide the services we do and we cannot do this work with a blind eye toward racial and social inequity.

Our national board invested — both financially and through unequivocal support — to advance our DEI work in a measurable way. Since then, we've taken numerous steps (outlined in the sidebar to the right) to move our DEI work to new heights.

We are confident that these collective changes will significantly impact how we operate and prioritize our approach to race equity, diversity, and inclusion (REDI) as an organization. We are committed to this work and will continue to learn, grow, and refine our practices in the months and years ahead.

Action steps:

- A collection of leaders composed of national directors and regional executive directors formed the REDI leadership team to move our organizational priority forward with the ultimate vision of including a diversity of voices and perspectives from within the organization.
- We hired a CEO who is a committed leader in the REDI space and promoted a staff member who helped spearhead our REDI work in its early iteration to the executive leadership team to help lead this work.
- We created a REDI operating plan and an accompanying budget in partnership with our national board.
- Our board's nominations & governance committee is laser-focused on diversifying our national board.
- Reading Partners applied for and was accepted as an organization to the prestigious Nexus Fellowship Program.
- The work continues: In our next fiscal year, we will recruit a national consulting firm to engage our organization — from national departments to regions — in REDI work.

Statement of activities

Financials for July 1, 2019 — June 30, 2020

INCOME

Foundation Grants	\$ 9,266,256	32%
Government Contracts/Grants	6,446,891	23%
Fee-for-Service	3,752,367	13%
In-Kind Donations	3,440,585	12%
Individual Contributions	3,427,374	12%
Corporate Gifts/Grants	1,658,791	6%
Events	265,856	1%
Other Income	356,742	1%
TOTAL	28,614,862	100%

STATEMENT OF FINANCIAL POSITION

Current Assets	\$ 13,303,931
Fixed Assets	138,850
Other Assets	1,632,753
TOTAL ASSETS	15,075,534
Current Liabilities	2,061,537
Other Liabilities	3,070,000
Net Assets	9,943,997
TOTAL LIABILITIES & EQUITY	15,075,534



EXPENSES

Program Services	\$ 25,557,387	79%
Management & General	3,284,852	10%
Fundraising	3,466,653	11%
TOTAL	32,308,892	100%
Change in Net Assets	(3,694,030)	

Board of directors

2019-20 NATIONAL BOARD OF DIRECTORS

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New York: James Hobson
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Seattle: Natalie Hartkopf
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Washington, DC: Lois Fingerhut

"I'm honored to serve on the Reading Partners board because of the organization's decades-long commitment to educational equity and empowering students through literacy."
 —Dan Carroll, National Board Chair





Thank you to our generous supporters



The following major contributors donated to Reading Partners between July 1, 2019 and June 30, 2020.

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