Dear Partners and Friends,

While battling a pandemic, racial unrest, and political tensions were not part of our plan to celebrate our 15th anniversary, I am honored to share that - thanks to your support and partnership - we were able to address the multitude of challenges that 2019-2020 brought for the schools and districts we serve. It was a year like no other to demonstrate Generation Schools Network (GSN)'s core values:

**Equity** - At the heart of our work, equity motivates our efforts to co-create healthy school ecosystems that close opportunity, achievement, and career-readiness gaps for all students. Our commitment to equity continued this year as we developed Social Emotional Learning (SEL) units for elementary, middle, and high school titled *Exploring Culture, Identity, & Social Justice*, which are now being implemented in dozens of schools and districts. Get your FREE copy in our online store and pass it on to your favorite teacher or afterschool program.

**Innovation & Resourcefulness** - GSN’s inaugural work creatively re-deployed the existing resources of typical urban public schools to radically transform student outcomes at Brooklyn Generation School (now BrooklynX) and West Generation Academy, among others. We continue a spirit of innovation through:

- Producing *Coping with Crisis* SEL curriculum and hosting teacher forums to ensure all students are supported during the pandemic,
- Transforming accountability through the Student-Centered Accountability Program,
- Partnering with the Attorney General’s office through a grant to remove barriers for justice-involved youth as they transition back to school, and
- Facilitating the 66-district (and growing) Colorado Rural Education Collaborative (CREC) to solve pressing problems of practice alongside rural schools and districts.
**Relationships, Trust, & Collaboration** - Enduring and empathetic relationships provide the foundation for our work, allowing us to learn from one another and exercise the trust required to innovate with stakeholders. As an example, through collaboration with partners and six rural school districts in Southeast Colorado, students now have access to multi-grade (4-12), multi-career college/career preparation. I invite you to watch the video of student Sophia Russell and hear from businessman Cisco Perez about how this innovation is bringing hope to their communities (see QR code below).

As you review this report, we hope you will be inspired by the possible, even amidst a pandemic. Please take a few minutes to enjoy the story of the Aguilar School District and their amazing trajectory as something to celebrate with us this year.

Sophia Russell, Swink High School Graduate, with her internship supervisor, Erin Pickering Harris, a Managing Attorney at Colorado Legal Services in La Junta, Colorado.

Celebrating Sophie’s accomplishments in the internship program at Colorado Legal Services.

Visit: bit.ly/3nU2w9Z

Wendy Loloff Cooper
CEO, Generation Schools Network
As the outbreak and impact of COVID-19 unfolded, GSN pivoted our focus to respond to the needs of districts, schools, and educators, helping them secure additional grant funding to close technology gaps and navigate the new educational context as follows:

**Leadership & Improvement**  🎓
Hosted feedback sessions with district leaders state-wide and nationally where we listened to concerns that primarily focused on learning loss and mental health support for students and teachers as well as technology access.

**Redesign & Innovation**  🎓
CREC: Pivoted the Student-Centered Accountability Program’s System Support Reviews to a virtual format, allowing for accountability to continue when state systems were shut down due to lack of testing.

**Health & Wellness**  😷
In response to educators’ concerns, created a unique package of Social Emotional Learning (SEL) resources, focused on *Coping with Crisis* and *Preventing Learning Loss* to maximize education opportunities in the wake of the virus. This package included curricular units, live and recorded webinars, and additional coaching sessions for school staff.

**College & Career Readiness**  🎓
CREC: Supported six rural districts in Southeast Colorado in creating alternatives to in-person exposure opportunities to ensure the Pathway to Prosperity work continued. Learn more: [bit.ly/3nU2w9Z](https://bit.ly/3nU2w9Z) (see QR code on page 2).
### Financial Overview

**Total Revenues**

- **Fees for Service**: $1,468,797 (66%)
- **Foundations / Grants**: $744,200 (33%)
- **Contributions**: $27,533 (1%)
- **Total Revenues**: $2,240,530 (100%)

**Total Expenses**

- **Program Services**: $1,509,364 (78%)
- **Management & General**: $341,455 (17%)
- **Fundraising**: $93,355 (5%)
- **Total Expenses**: $1,944,174 (100%)
In partnership with Battelle for Kids and Colorado State University-Global Campus, GSN offers a Turnaround Leadership Program (TLP) that builds the capacity of school-based teams to transform school performance by creating a high-impact, student-centered learning environment supported by a strong and inclusive school culture. Participants engage in a blended learning experience, which includes access to graduate-level curriculum via an online learning platform, monthly onsite coaching by GSN experts (shifted to virtual in the spring due to the pandemic), and two collaborative summer retreats. District 49 School District/Patriot Learning Center and East Otero School District/La Junta Intermediate School recently completed the program. Participants shared that the program resulted in the development of new systems and structures that did not exist before.

Principal Induction Program

GSN graduated its second Principal Induction Program cohort, composed of a principal from Cotopaxi and a principal from Trinidad/Walsenburg in 2019. The program, based on frameworks designed to meet state requirements, assists principals in obtaining their professional license and making a successful transition to their new school environment or leadership role. According to one participant, the program “provided tools necessary to meet these requirements effectively...The support was amazing to have during my first year as an AP.”

Special thanks to Richard & Judy Tumlison for their support in building rural principal capacity!
Celebrating Aguilar’s “Coming Off the Clock”!

On August 26, 2019, the Aguilar School District, community, and Board of Directors held a “Coming Off the Clock” celebration - a major milestone in their school improvement work! Two GSN staff members, Kate Fuller and Olivia Bachicha, who worked extensively to support the district over the past several years, were on hand to celebrate and dialogue with the board. Over the past five years, Aguilar has moved from “Turnaround” to “Priority Improvement” to “Improvement”, and now has been at the “Performance” level for two years.

2016: 37.3/100
“Priority Improvement”

2017: 52.5/100
“Improvement”

2018: 64.4/100
“Performance”

2019: 67.9/100
“Performance”

Our team could not be more thrilled for Aguilar! Congratulations to Dr. Houser and his team on all the hard work. We have taken one step at a time together, building systems and practices from the ground up so they are sustainable, and are so blessed to have walked alongside Aguilar in their turnaround process.

- Kate Fuller, GSN Staff Member.

An Overview of GSN’s Work with Aguilar:

- Expelled & At-risk Student Services Grant via South Central BOCES (2015-2019)
- TLP (2016-2018)
- Pathways Planning Grant (2017)
- Pathways Implementation Grant (2017-2020)
- Connect for Success Grant (2017-2020)
- 21st Century Grants (2018-2021)
- CREC SEL Expansion Grant (2018-2020)
- Principal Induction (2018-2019)
Redesign & Innovation

The Colorado Rural Education Collaborative

Acting as a combine to secure resources, since inception, nearly 20M has been secured to support CREC member districts in solving their most pressing problems of practice.

Redefining Rural Podcast

In July of 2019, in conjunction with Michelle Murphy, Executive Director of the Colorado Rural Schools Alliance, and Denille LePlatt, Director of Rural Services at the Colorado Department of Education, the CREC launched Redefining Rural, a podcast series sponsored by CSU-Global. Each episode explores a topic impacting rural education. Find past episodes on PodBean.

Progress in the CREC’s Six Genesis Groups

College and Career Readiness

GSN, with partners Battelle for Kids, Ogallala Commons, and Bridges to Careers, worked alongside the Santa Fe Trail BOCES to expand college/career readiness for students by building a Pathway to Prosperity across their six member districts. They gathered input from stakeholders and selected a common set of essential skills most in demand by local employers. The top three “North Star” skills valued by employers include: responsibility, communication, and adaptability, which will guide further pathway development.
The Expelled & At-risk Student Services (EARSS) Grant was implemented in seven communities in the Weld RE-3J School District and San Luis Valley (SLV) BOCES. Weld RE-3J served 150 at-risk middle and high school students from three small rural Colorado communities: Keenesburg, Hudson, and Lochbuie. Through the grant, adult advocates provided case management, services to increase parent engagement, and crucial resources to re-engage and support at-risk students who were demonstrating warning signs for dropping out of school. For example, in SLV BOCES, an advocate provided support services to 76 students by implementing individualized support using a case management, family-connected approach to increase attendance and academic performance.

**Teacher Leader Efficacy**

*My confidence in teaching math to my own students has increased...I have lots of ideas and have put them to use, even during the distance learning we are doing currently and my students are successful...and I really believe it is because I have acquired these new skills.*

— Early Career Elementary School Teacher participating in Plan into Action grant.

**Bright Spots from the South Central BOCES Teacher Retention Grant Report:**

- *90%* of teachers planned to remain in the teaching profession the following year
- *Teachers* reported improvements in their math content knowledge and teaching ability, also verified by a math assessment
- *90%* of participating teachers indicated their confidence and capacity to take on leadership roles increased—a positive indicator that participating teachers may go on to serve as mentors for other teachers, sustaining and expanding the beneficial impact of the grants
Student-Centered Accountability Program

Since 2016, GSN has supported the work of the Student-Centered Accountability Program (S-CAP) to create a peer-driven accountability system that is meaningful, timely, and local, even during a time of crisis. This year, System Support Reviews evolved to include a virtual one-day review of each district’s progress toward strategic priority implementation. For more: s-capcolorado.com.

The most valuable part of this whole process is taking the time as a district to prepare for the review, look at the data and documents altogether in one place as a district, and move forward with common goals on a yearly basis.
- Tara Boyer, Wiggins Elementary Principal.

Teacher Recruitment and Retention & STEM

With state-wide teacher shortages especially acute in rural areas, the CREC helped secure and support implementation of Teacher Retention Grants for East Central, Northeast, San Luis Valley (SLV), Southeast, and Santa Fe Trail BOCES enabling math and special education teachers to participate in Professional Learning Communities and receive scholarships for advanced coursework.

Read about the impact: bit.ly/3qmgWSV (see QR code on page 8).
Health & Wellness

Social Emotional Learning Expansion

Special thanks to the Colorado Health Foundation (CHF) for continuing to support student health and wellness. CHF provided funding to expand GSN’s Social Emotional Learning (SEL) Program to 13 rural districts and two new metro schools this year to support implementation of Tier I Social Emotional support to students and capacity building for teachers. Participating districts/schools included: Aguilar, Bennett, De Beque 49JT, Early College of Arvada, Holyoke, Huerfano, Kit Carson, Las Animas, La Veta, Mental Health Center of Denver, Peyton, Salida, Sangre de Cristo, Sierra Grande, and Weld Central.

Responsive SEL Forums & New Curricular Units

Once a month, all school districts/organizations implementing GSN’s SEL programming had the opportunity to connect, share resources and ideas in the community space, and problem solve collaboratively toward ensuring every student receives SEL support amidst the COVID-19 crisis. Forums were conducted throughout the 2019-20 school year and over 60 teachers, counselors, advocates, and administrators attended.

Forum Topics Included:

- Coping with Crisis Part 1 & 2 with Curriculum
- COVID-19 Resources
- Community Referrals
- Academic & Personal Goal Setting Part 1 & 2
- Multiple Tiered Systems of Support
- Developing/Maintaining Relationships
- Preventing Learning Loss Webinar Series & Coaching Sessions
- Exploring Identity, Culture & Social Justice Forums with Curriculum

Additionally, teachers were sent A Daily Dose of SEL Programming weekly, which provided assistance through 10-minute plug-and-play activities.
SEL Impact 🧱

Data for the 2019-2020 school year were limited due to the COVID-19 pandemic. However, positive trends from SEL programming continued:

- **100%** of all responding **students** feel that they have gained skills for school, work, and life through their Advocacy/SEL lessons.

**Third-Party Evaluation**

During the 2018-2019 school year, Dr. Lee Morgan, Assistant Professor at the University of Northern Colorado completed research on the effectiveness of GSN’s SEL program. Through the third-party evaluation, student success measures widely correlated with SEL programs in schools and include:

**Academic Performance:** Average achievement scores are 11% higher compared to students who did not receive formal SEL instruction.

**Attitudes and Behaviors:** Students are reported to have increased motivation, deeper commitment to school, higher engagement, and improved classroom behavior.

**Fewer Negative Behaviors:** Decreases in reported disruptions, noncompliant behaviors, aggression, delinquent acts, and disciplinary and law enforcement referrals have been reported.

**Reduced Emotional Distress:** Fewer reports of student depression, anxiety, stress, and social withdrawal were filed (Morgan, 2020).

Thank you to the following schools and districts for participating: Aguilar, Bayfield, Bennett, Holyoke, Huerfano, Las Animas, La Veta, Peyton, Salida, Sangre de Cristo, Sargent, Sierra Grande and Weld Central.

View the full report: bit.ly/3oaaXxW

---

**Kit Carson Build Day.**

- **86%** of **students** surveyed perceive their Advocacy/SEL group to be a safe space.

- **98%** of **teachers** surveyed feel that they have developed meaningful relationships with their Advocacy/SEL students.

- **97%** of **teachers** feel that culture and climate are positively affected by a successful Advocacy/SEL program.

View the full report: bit.ly/39ZcHoI
**Education Stability**

Wiggins School District and Hanover School District both implemented Education Stability Grants and hired a full-time advocate to support students who are migrant, experiencing homelessness, or navigating the foster care system. Advocates met with their students regularly to provide academic, behavioral, and SEL support and secured community resources for families. Wiggins also provided free summer school to students within the program to help prevent summer learning loss.

**Bullying Prevention**

Trinidad Middle School (TMS) and Eckhart Elementary (now known as Fisher’s Peak Elementary) participated in three Professional Development trainings focused on SEL and Bullying Prevention. They also held monthly meetings with the Bullying Prevention Committee comprised of parents, students, teachers, administration, counselors, coaches, and community members.

At TMS, the percentage of students reporting being targeted for bullying in the 2018-19 school year (39.1%) is **down 28%** from that of the 2016-17 school year (60%).

Similarly, the percentage of Eckhart Elementary students reporting being targeted for bullying in the 2018-19 school year (20.5%) is **down 40%** from that of the 2016-17 school year (60.7%).

**Creating Healthy Schools**

The Creating Healthy Schools Local Planning and Assessment Grant provided by CHF allowed GSN to pair up with six school districts to support the creation and implementation of a comprehensive school health and wellness plan. A Wellness Committee of nurses, physical education teachers, secretaries, administration, health educators, community members, and students meets once a month to maintain a progressive and sustainable health movement.

**Fit & Flow - Remote Recess**

Fit and Flow is a unique partnership between GSN and Sound Off/Interactive Media Designs created with funding awarded by CHF. Early in the partnership, Fit and Flow delivered high intensity workouts to more than 500 students across 20+ in-person classes using Bluetooth headphones. Now, due to the COVID-19 pandemic, Fit and Flow offers Remote Recess, a virtual program for schools and families at any time of the day.
Leadership & Improvement
Partner with a Principal: GSN will expand its Partner with a Principal program to support principal induction through pairing new principals with successful veteran principals and more experienced principals with local business and community leaders for thought partnership and capacity building.

Redesign & Innovation
School Justice Partnership Innovation Grant: With funding secured through the School Justice Partnership Innovation Grant, GSN, with partners Turning Point in the City and Mass Youth Services, will create an extensive system of support for formerly incarcerated youth to reduce their likelihood of recidivism as they re-enter school and community life.

Health & Wellness
Translating SEL Curriculum into Spanish: GSN is committed to translating and publishing all our student-facing materials into Spanish by the start of the 2021-2022 school year. This will help teachers provide critical support to English Language Learners as we all recover from the current crisis and build resilience for the future.

College & Career Readiness
College & Career Readiness (CCR) Pathway Expansion: GSN and the CREC will support six rural districts to develop a locally grown, multi-age and career Pathway to Prosperity along the I-76 corridor using lessons learned from work with Santa Fe Trail BOCES. More at: bit.ly/3nU2w9Z (see QR code on page 2).

GSN continues supporting these communities to develop a dashboard to assist school leaders in measuring CCR programming impact on students, families, and employers revolutionizing the way educators and communities engage in CCR across the state.

Our Continuing Commitment to Creating & Sustaining a Just & Equitable World
We believe families and children should not have to fear for their safety or well-being and that every student has the right to a healthy life and a bright future. We stand in solidarity in the fight for justice and equity. As individuals, we commit to continuing our own course of study to become increasingly racially and culturally astute. We commit to addressing instances of racism, prejudice, and inequality, and to work collaboratively to create a more just and equitable world.

Read our full statement: generationschools.org (see QR code on back cover).
GSN Staff List

Full-time GSN Staff
Olivia Bachicha
Kirk Banghart
Wendy Loloff Cooper
Meredith Foulke
Kate Fuller
Jessica Green
Anna Hogberg
Alison Lauge
Lisa Leith
Kym Myers
Jonathan Padro
Katie Peyton
CJ Roberts
Ellen Sarkisian
Shirley Smith
Craig Spencer
Claudia Trujillo
Donna Trujillo
Brandon Van Vleck

Part-time Staff & Contractors
Bree Jones
Helen LaFata
Lee Morgan
Mary Jo Reinhard
Linda Ruiz
Victoria Sarkisian
Annette Sloan
Ashleigh Valentine

AmeriCorps VISTAs
Kathlene Cory
Katiria Rodriguez
Jade DesHotel

GSN VISTA Subsites
Heart & Hand Center
Englewood School District
Early College of Arvada
Indigo Education Company

2019 GSN staff photo
GSN team celebrates the kickoff of our 15th Year!