

# GROWING

# GREAT



# Dear Minneapolis,

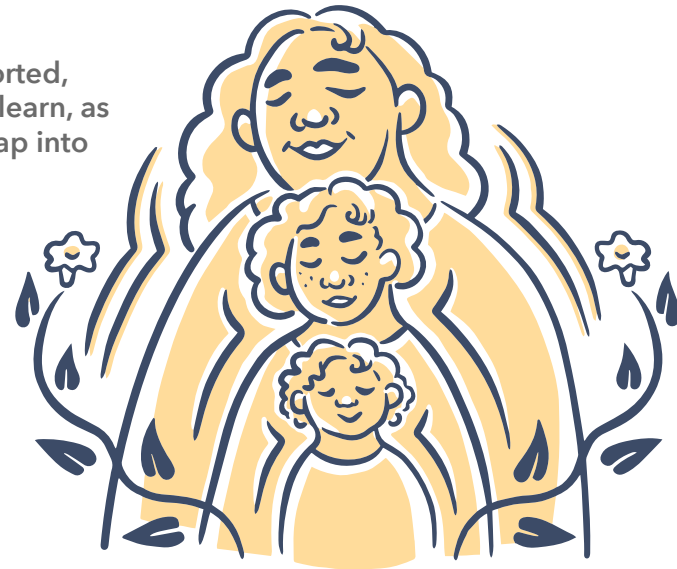
Every student deserves to be in a great school. Great MN Schools demonstrates that children, no matter their background, benefit from attending a great school.

## AT A GREAT SCHOOL...

**Students** feel loved, challenged, supported, engaged, and connected. They love to learn, as they grow into their future selves and tap into their dreams.



**Leaders** are self-aware, as they recognize that leadership sits with many people and work with their school community to articulate a clear vision. They unapologetically set and stick to priorities and align resources to help their teams and students grow on their path to greatness.



**Teachers** feel valued, supported, known, developed, and they reflect the community of learners they support. They use high-quality, standards-aligned curricular materials and create lessons that are relevant to students' passions and backgrounds.



**WE ARE HONORED** to work alongside reflective leaders who are committed to ensuring low-income students and students of color access great schools that prepare them to thrive in their lives, career, and community.

This year, school leaders in our portfolio stayed anchored on their school improvement priorities and tapped into high-quality interventions. Our community

**Together, we are growing great schools, great partnerships between families and schools, and great solutions to fix systems.**

partners provided support to families so that they are equipped on their journey to find a best-fit school and to advocate for their children. Our broader coalition continued to band together to advance critical ideas, such as a holistic and well-rounded school quality framework, high-quality teacher pathways, and the Science of Reading.

*In community,*

**Jennifer Stern**  
CEO, Great MN Schools

Our work progressed substantially this past year. **Portfolio schools served 6,653 children.** Our flagship school improvement strategy, Good-to-Great, led to a **100 percent success rate** for our inaugural cohort. Schools selected and implemented high-quality curricula and provided embedded training and support to teachers. Ten community partner organizations **supported 2,000 families** with their K-12 decision-making and advocacy, and **20,000 people** accessed *Minneapolis School Finder*.

Dozens of schools, partners, and funders make this work possible.

We thank our many partners committed to a more just and thriving city. We want to recognize our board and team for their commitment to our shared mission. They provide the energy, expertise, strategic advice, trust-building, innovative thinking, and continuous learning needed to ensure that our collective work lead to meaningful student impact.

Our education community has shown that change is possible even in the most challenging times. **Together, we have the power to grow a better future.**

**Alberto Monserrate**  
Board Chair, Great MN Schools;  
CEO and Co-founder, NewPublica

**READ ON** to learn about the ways Great MN Schools cultivates stronger schools, new family tools, and impact in K-12 education.



## Our mission

Ensure that every child attends a great school that prepares them to thrive in their lives, careers, and community.

## Our vision

By 2030, we will significantly increase the number of students attending excellent and equitable schools.



## AT GREAT MN SCHOOLS...

**We are growing the number of great schools serving Minneapolis kids.**

To do this, we support high-potential schools in their improvement efforts toward excellence.

We help families access the information and support needed to find great schools or work within their current schools to ensure their students are getting what they need.

We work to ensure our community is learning from what works and to establish the conditions that great schools need to thrive.

SCHOOLS

# Good-to-Great is our high-impact improvement strategy

To increase the number of great schools serving students of color and from low-income backgrounds, we invest in the success of high-potential schools.

## The journey to great starts with a student-centered vision of our future

**GREAT SCHOOLS PREPARE CHILDREN** to thrive. They invest in their people and build strong systems that center on students and their learning.

Good-to-Great starts with the end in mind. School leaders, academic and culture leaders, teachers, and the broader school community collectively envision the characteristics of successful scholars first – and then focus on making this shared vision a reality.



### Good-to-Great planning artifact - Northeast College Prep's student success profile - pictured below

We have defined our student success profile, outlining the key attributes of a Northeast College Prep graduate

<b>Academically Proficient</b>	<b>Socially &amp; Emotionally Savvy</b>	<b>Talent Developed</b>	<b>Positive Community Impact</b>
<ul style="list-style-type: none"> <li>• Possesses academic knowledge across content areas</li> <li>• Asks critical questions</li> <li>• Demonstrates self reflection and growth mindset</li> <li>• Intrinsically motivated to learn</li> </ul>	<ul style="list-style-type: none"> <li>• Communicates well</li> <li>• Interacts with others in a kind and respectful way</li> <li>• Open-minded and embraces multiple perspectives</li> <li>• Demonstrates emotional self-regulation</li> </ul>	<ul style="list-style-type: none"> <li>• Engages in new experiences</li> <li>• Willing to take positive risks to learn</li> <li>• Develops personal passions</li> </ul>	<ul style="list-style-type: none"> <li>• Active participant in school activities</li> <li>• Involved in community engagement activities</li> </ul>



Student success profiles provide a blueprint for the path to excellence. They represent the “why” behind the changes required to implement a Good-to-Great plan and are a tool for communication and reflection across the school team to live up to their shared vision for students.

The success profiles represent what is possible when we take the time to dream of a future where every school provides the access, focus, intentionality, and support students need and deserve to thrive.



## Making schools great places to teach & learn

We tailor Good-to-Great to each school community's needs. This year, New Millennium Academy supported educators' holistic health:

- School leadership hired a therapist to provide staff with optional on-site, individual sessions
- Professional development time included optional yoga and exercise classes
- Students and staff participated in Hmong cultural traditions, such as dancing, to deepen connections to their collective cultural wealth

*I choose to stay at NMA, because we are a family.*

~ Jenna Bjerke  
New Millennium Middle School  
Impact Lead



## Great teachers fuel great schools

**GREAT MN SCHOOLS EMPHASIZES** the need for strong recruitment, development, and retention of high-quality staff members.

Minnesota’s unemployment rate is at an all-time low, COVID-19 challenges continue – and this was the hardest year

*I found the retention strategies extremely valuable – they were very specific and had a lens of diversity, equity, and inclusion.*

~ Erin Healy  
Cristo Rey Jesuit  
High School Principal

yet for teachers and support staff in our schools. Portfolio schools responded to this moment with deliberate talent supports.

Great classrooms where students learn and grow need great teachers. Great teachers deserve development and support. Among our talent strategies, we connect schools with best-in-class talent management advisors. Cohort learning experiences enable schools to effectively respond to these unique times and retain great teaching talent.



## Leaders galvanize the team, model a growth mindset, & set the pace for implementation

*I’ve spent much of my adult life rallying behind great leaders. That’s exactly why adopting education as a philanthropic priority for my wife, Margie, and myself was a natural decision.*

*We’ve toured dozens and dozens of schools across Minneapolis and the nation. Great schools inspire us because we see their impact on students and broader communities.*

*Great MN Schools’ Good-to-Great approach is the right strategy. Portfolio schools are providing students a more equitable and excellent education.*

*Strong school leaders are paramount to bringing the vision and improvement plans to life – rallying and communicating with their teams, listening to feedback, collaborating with the support that Great MN Schools brings to the table, focusing on core areas of improvement for school culture and adult learning, and adjusting plans along the way to meet student needs.*

*Surrounding schools with the right strategic support is game-changing for Minneapolis schools.*

~ Phil Soran  
Former middle school math teacher,  
Great MN Schools board member,  
and Investment Committee member



*This past year, Great MN Schools funders toured the new secondary campus for Friendship Academy of the Arts. To meet growing parent demand, the Minneapolis school added grades to serve more students.*

## Prodeo profile: Investing in all that makes a school great – leaders, educators, systems & structures

**GOOD-TO-GREAT PLANS** are guiding stars on a journey to greatness. Portfolio school leaders use them to anchor their school community on their improvement journey during times of change and uncertainty.

Prodeo Academy is one such school, completing its third year of implementation. The school’s intentionality around creating strong teaching and learning environments is paying off.



*Prodeo Academy prioritized strengthening the student and teacher experience. Since beginning Good-to-Great, the Prodeo Network has grown by more than 200 students.*

Portfolio schools benefit from annual progress reviews, assessing the implementation of their Good-to-Great plans.

Prodeo leaders are using their annual progress review feedback to listen and respond to the needs emerging at their schools. During Prodeo’s review, Bellwether Education Partners, nationally renowned school improvement consultants, praised leaders: “The way they’ve been able to systematize their priorities is commendable.”

Great MN Schools provides tailored support through Good-to-Great strategic interventions, focused on leadership coaching, talent management strategies, observation and feedback for teachers, and thought partnership with our school portfolio directors. The Prodeo team, like all portfolio school leaders, intentionally access and maximize the resources.

**Together, we are growing coaching practices to support teachers and serve students.**

*Three years into its Good-to-Great process, Prodeo is focused on developing its team: 86 percent of educators believe their school is a good place to teach and learn. This represents a double-digit gain from its starting point and far outpaced the national average (71 percent in fall 2021).*

*Thanks to our partners at Great MN Schools, we are rewriting the narrative on talent – a key part of our Good-to-Great plan – and reframing talent shortages as an opportunity to invest in our educators.*

*Our growth as a school – talent systems, as well as culture, academic achievement, and student enrollment – is made possible through the*

*intentional and vetted partnerships Great MN Schools provides.*

*We continue to center on individualized instruction for every child and ensure that our scholars are engaged and excited about the learning process.*

~ Chancey Anderson  
Prodeo Academies;  
Co-Founder, CEO School  
Development



# Our progress

## SCHOOLS

Many Minneapolis school teams have a deep commitment to ensuring all kids reach their full potential. We help develop and implement plans that take them from good to great.

Great MN Schools portfolio schools serve **6,653 students**

- 75% from a low-income background
- 93% students of color

A 20% increase from last year

First four school networks completed Good-to-Great plans!

## 100% of our first cohort

are showing strong progress and are committed to successful plan implementation

- 98% of available seats are full
  - New Millennium Academy grew by **77 students**
  - Prodeo Academy grew by **239 students**
- Student retention averaged **86%**!

### Global Academy

Students access high-quality curricula, chosen deliberately and with community needs in mind. Educators hold a high bar for all students and their commitment to using data to drive instruction is outstanding – **93% of teachers believe Global has a rigorous curriculum** – and students have intentional opportunities to contribute to academic discussions.

### Northeast College Prep

Students benefit from a team of talented, committed educators who sweat the details to ensure tailored learning experiences. Recent improvements include adoption of high-quality instructional materials in reading and math and year-long teacher

professional development to support successful implementation. **75% of teachers agreed** that “My school is committed to improving my instructional practice” on the Insight Survey.

### Prodeo Academy

*The meaning of Prodeo: To go forward.* This team dedicated themselves to their Good-to-Great plan and made meaningful progress. When they started this work, only 35% of teachers believed their schools were a good place to teach and learn. Prodeo leadership listened, they established a clear academic vision, and they built out systems and structures to support students. Now, there’s a collective belief that Prodeo is a good place for teaching and learning (**86% of teachers strongly agree or agree**).

### New Millennium Academy

The school’s culture is thriving, and leaders are intentional, student-centered, and data-driven in their efforts to strengthen the student experience. After analyzing reading data last year, educators connected students in need with targeted literacy interventions as part of the summer program and **accessed government grants** to pay family members to formally support their children in their reading development.

School leaders rate our portfolio directors 5/5 for effectiveness

\*\*\*\*\* 5.0

100% of schools have implemented new, high-quality curriculum

We reached **100+ school leaders & educators** through our strategic intervention supports

## COMMUNITY PARTNERSHIPS

We support families in finding a best-fit school and advocating for their children within schools.

20,000+ unique visitors

accessed *Minneapolis School Finder*, *How to Pick a School*, and the *Readiness Check*



### NEW THIS YEAR:

We expanded the TNTP Insight Survey beyond teachers to include families and support staff!

658 individuals completed surveys

*My monthly check-ins with Melissa Long were some of the most encouraging meetings of my year. She is a real cheerleader for our work. Her valuable experience leading schools makes her a great sounding board for new ideas we are considering. I wish every school leader had a Melissa in their corner!*

~ Russ Gregg  
Head of School,  
Hope Academy



*MinneapolisSchool-Finder.org* school profile clicks – **up 100%** from last year



In collaboration with our community partners

**3,914 families**

accessed *Minneapolis School Finder* and our *Understanding Grade Level* guides and

**2,014** received direct support in tool usage



## Nurturing progress!

We know what it takes to improve schools. This work is hard, AND we’re seeing signs of results.

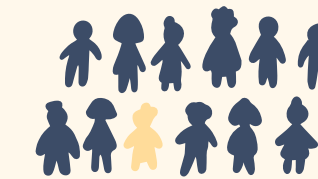
Our portfolio schools continue to be a great option for Minneapolis children. Hennepin Schools, for example, successfully transitioned to a new facility in summer 2022 that enables it to serve all grades K-8 in one location, while students demonstrated encouraging growth on 2021-22 academic assessments (in some cases approaching pre-pandemic results).

## ADVANCING PROVEN SOLUTIONS

Toward Minneapolis having great schools that are thriving.

## Elevating parent voices & power

We launched the **Get on Board** school board candidate training program with partners to help advocates exploring a bid for district school boards.



12 community members – 11 of whom Black, Brown, or Indigenous – participated in the first cohort

*Get on Board was designed with a lot of intention and thought. I now have a deeper understanding of the aspects of building, launching, and sustaining a winning campaign. The template to be successful has been created and shared.*

~ Participant  
*Get on Board, cohort 1*

The school board plays a major role in shaping our education system, ensuring more children attend an excellent and equitable school.

## Grade-level guides: Launched pilot tool

131 parents provided feedback on their experience:

- 99%: “I understand if my child is on grade level or not”
- 97%: “I’ll take action in my child’s education”
- 85%+ practice more at home
- 60%+ talk to their child’s teacher
- 50%+ seek additional learning opportunities for their child

The U.S. educational system is very different from the educational systems of Latin American countries, not to mention the cultural difference and the multiple language and systemic barriers our families face on a daily basis.

Having an informative tool, in Spanish, that’s easy to implement at home is something empowering for parents in our community.

~ Natty Hels  
Centro Tyrone Guzman

## Diversifying the teaching profession

Teach Minnesota launched with and placed high-quality fellows with 11 district or charter school partners – in the tightest labor market in our state’s and nation’s history.

**54%** high-quality, aspiring teachers of color – outpacing goal of 50%

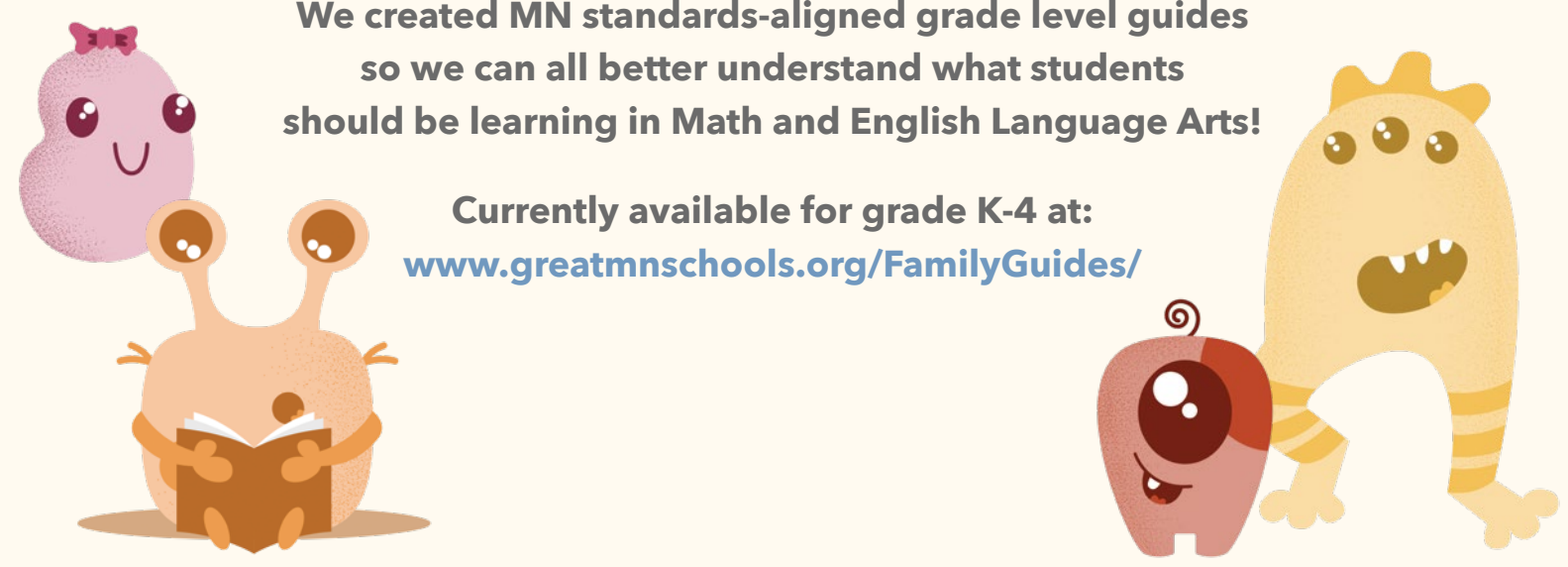
Teach Minnesota is TNTP’s alternative teacher preparation program – we spearheaded raising \$1.25 million for its launch

*I sought Teach Minnesota for the opportunity for the hands-on training, and because of the promise for someone like me who isn’t embarking on the typical path to the teaching profession. The program has been challenging, rooted in mentors and experts supporting my personal and professional growth, and honing my skills, assets, and teacher identity.*

~ Jas Johnson



# NEW THIS YEAR Minnesota Standards Family Guides



We created MN standards-aligned grade level guides so we can all better understand what students should be learning in Math and English Language Arts!

Currently available for grade K-4 at: [www.greatmnschools.org/FamilyGuides/](http://www.greatmnschools.org/FamilyGuides/)

## COMMUNITY PARTNERSHIPS

# Start to finish: Listening to families, building tools that work

We develop tools with and for families marginalized by K-12 systems and institutions.

**FAMILIES HAVE REPEATEDLY TOLD US** that they want to know what their children are supposed to learn *before* they're behind. It's in response to this that we created the *Minnesota Standards Family Guides*.

Our partners who were involved in the development of the guides reflect on the process:

### 1. Anchoring content on academics

**Rochelle Van Dijk**  
*Education consultant and former K-12 teacher and administrator*

To begin, I scanned the country for exemplary family resources that explained what children should learn each year. I then pulled from these to determine the guide's sections.

As I narrowed down which content was most important to include, I channeled my experience as an educator and considered factors, such as frequency of tested standards, high-quality curricular resources, and college entrance exams.

As a team, we synthesized content into accessible language.

As an educator and a parent of four, I continually considered how a parent and a teacher would interact with the guides and their purpose.

I aimed to make something useful, accurate, and accessible for families so that they could more deeply engage in their child's learning.

*As a parent, I'm rarely shown examples of grade-level classwork and texts, so this was an important element of the guides.*

### 2. Accessibility & aesthetics



**Tu Lor Eh Paw**  
*Enrollment & Family Partnerships Specialist, Prodeo Academy*

I agreed to review the Karen translations for the guides because I know it has a lot of value within the K'Nyaw community.

When I went to school, my parents did not know any English. Only when I was older did translation in our home language become a "thing." Culture and language barriers impact the way K'Nyaw parents ask questions; it makes it harder for them to speak up in public spaces. I truly believe the guides will provide families with the confidence to advocate for their children.

The K'Nyaw language is still very new to Minnesota. The development of our education system depends on organizations prioritizing high-quality translation!

*When I checked the translation, I thought about the fruitful relationship that will come from parents sitting down with their students, going through tough vocabulary, math equations, and overall, the complicated topics of school.*

**Terri Moses**  
*Creative Director, Blackbird Revolt*

For the design, we wanted something playful. We included the Great MN Schools color palette. Each color corresponds with a grade level and uses visual cues for the different grade levels. The monsters' features, such as the number of eyes and teeth, as well as the segmented sections of colors on each booklet's spine give additional visual cues.



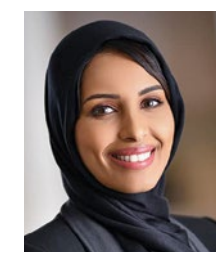
Gracias, es una forma sencilla de conocer lo que saben mis hijo y ayudarlo.

Translation: Thank you! This is an easy way to know what my children should know and how to help them.

~ Centro Tyrone Guzman parent

We created characters partially inspired by a cartoon we once watched, "Foster's Home for Imaginary Friends." The monsters are meant to evoke something playful and friendly. Through the characters and other visuals, we hoped to make the guides more engaging for families.

### 3. Growing usage



**Maryam Nur**  
*Executive Director, Lead The Way MN*

We offer families tools and resources, such as the Minnesota Standards Family Guides, that they can benefit from when engaging in their child's education.

When we started Lead The Way MN, we worked hard to earn families' trust and to build a strong foundation with them before promoting the programs we offer. We had so much success sharing the guides with our families.

*The guides created a sense of understanding for their child's grade level, understanding the school system, and also so many tips that help them deepen their involvement and engagement with teachers and staff.*

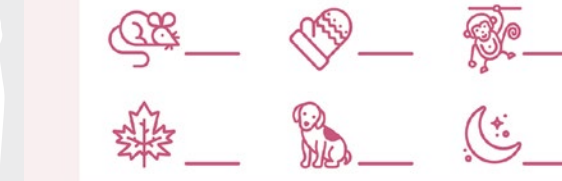
#### Excerpts from the kindergarten grade-level guide:

- 6. Is my child able to talk, draw, or write in ways that show you they understand what they are reading & learning about? If not, what challenges them?
- 7. What kinds of book(s) is my child reading during independent reading? Are they limited to a specific reading level?

#### LEARNING TO READ & WRITE

☺ Name all upper- & lower-case letters. Match those letters with their sounds. Write all letters clearly!

Directions: Say the name of each picture. Write the letter "m" next to each picture whose name begins with the /m/ sound



# A community that defines school quality – academics & more

Over the six years that we have produced *Minneapolis School Finder*, we've adjusted school profiles as we hear from families what matters most to them.

**FAMILIES HAVE CONSISTENTLY** shared that having an academic rating is essential, and a great school is made up of many elements.

We agree. We believe that the Minnesota Comprehensive Assessments, or the MCAs, are an important indicator of school quality and that school quality encompasses much more.

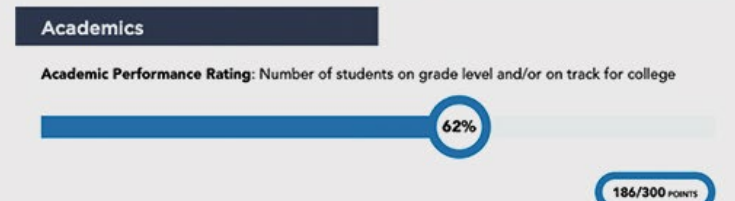
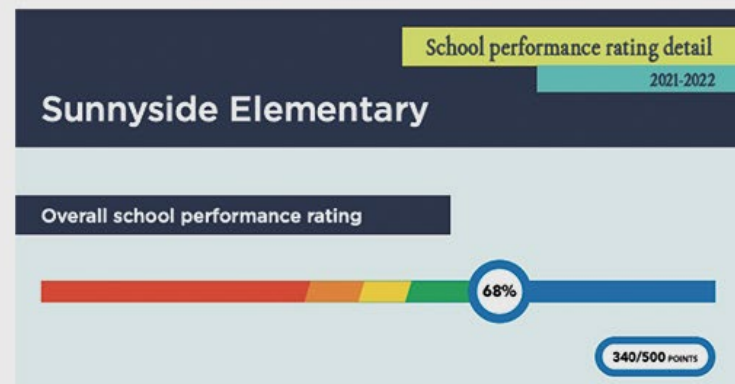
With this in mind, we redesigned school profiles, as well as the school rating, to include broad measures around academics, climate, and equity.

The ideas and feedback from advocates, educators, and communities are driving our new school quality framework, making the school finder even more relevant for families.

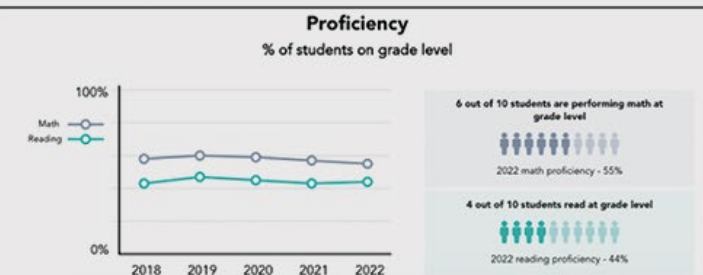


In partnership with communities and organizations, Minneapolis School Finder has become the de facto tool for families in the process of looking for a best-fit school.

Example from the new Minneapolis School Finder prototype made available for community feedback this past year, featuring a variety of academic, climate, and equity measures.



MEASURE	ACTUAL	POINTS EARNED	POINTS POSSIBLE
Percent of students performing on grade level in Reading (MCA Proficiency - Reading)	44%	17.6	40
Percent of students performing on grade level in Math (MCA Proficiency - Math)	55%	22	40
Percent of students making academic progress in Reading (MCA Progress - Reading)	68%	74.8	110
Percent of students making academic progress in Math (MCA Progress - Math)	65%	71.5	110



## Tools made better through partnerships

**OUR WORKING GROUP** of community, content, and advocacy experts provided guidance and feedback in the development of a well-rounded school quality rating and framework for inclusion in *Minneapolis School Finder*, replacing the existing academic rating.



375 community members provided feedback on our draft framework!

*I love the design of the new school quality framework – an important tool for helping families access information and understand how schools are working for children. I look forward to continuing our partnership and exploring how measures like the Minnesota Student Survey can better capture a holistic sense of student experiences and school success.*

**Partners:**

- Bellwether Education Partners
- Centro Tyrone Guzman
- Chicago Public Education Fund
- Constellation Fund
- EdAllies
- Education Evolving
- Federal Reserve Bank of Minneapolis
- Generation Next
- Graves Foundation
- Lead the Way MN
- Little Earth Residents Association
- Minnesota Business Partnership
- MN Parent Union
- Northside Achievement Zone
- Page Amendment
- University of St. Thomas – Office of Public Charter School Authorizing

*Working together, I think we've designed a framework that's informative, vibrant, and digestible.*

~ Harrell Mathieu  
Little Earth Residents Association

~ Lars Esdal  
Education Evolving

## Literacy, the foundation for learning

More schools are embracing the Science of Reading to strengthen and improve literacy for all children in Minneapolis. This includes the Minneapolis Public Schools' investments in Groves Academy, LETRs training, hiring a literacy specialist with LETRs training, and an audit of its K-2 literacy curriculum.

It's "read or die" for many children and, while there's a lot more work to be done, I'm proud of the advocacy work and the district's willingness to get us to this point. I was able to accomplish a lot of the on-the-ground work with families because of Great MN Schools' support, including a grant to National Parents Union.

~ Khulia Pringle  
National Parents Union

**Helping schools with K-3 literacy**

- We commissioned a Literacy Needs Assessment to identify what was standing in the way of the needs of students, teachers, and schools. We identified concrete recommendations, and the 17 participating schools received tailored recommendations. New Millennium Academy, for example, launched its collaboration with Groves Literacy Partnership and a family tutoring program.
- 550 students participated in the second year of a six-week summer program that included a daily, customized literacy program developed by the Groves Learning Organization.



# Our funders

By investing in Great MN Schools, this community of supporters fuel our work so that more children attend great schools, and we are deeply appreciative.\*

**WE ARE SIGNIFICANTLY GROWING** the number of excellent and equitable schools for Minneapolis children. With your help, we will work with schools and families to provide 6,500 low-income students of color with an education that puts them on track to reaching their full potential.



Anonymous  
Albright Family Foundation  
Susan and Richard Anderson Family Fund  
Julie and Doug Baker, Jr. Foundation  
David Winton Bell Foundation  
John and Joan Brooks Fund  
Carolyn Foundation  
Ciresi Walburn Foundation for Children  
City Fund  
The Julie Corty Family Fund of Minneapolis Foundation  
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Joyce Foundation  
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Mortenson Family Foundation  
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Prospect Creek Foundation  
Allison and Eric Stern Samek  
Sauer Family Foundation  
Joseph and Tamara Schwartz  
Karen Stern and Steve Schneider

**Our supporters hold a high bar and understand change takes time. Our 85% donor retention exceeds the 40% average.**

Smikis Foundation  
Soran Foundation  
Ed and Valerie Spencer  
SPS Commerce  
Rochelle Stern  
Turner Family Foundation  
US Bank  
Sandy Vargas | Vargas Consulting & Coaching  
WEM Foundation  
Ben and Mary Whitney Fund  
Eleanor and Fred Winston | The Longview Foundation  
Wollan and Fan Family Fund

\* The generous funders listed have made investments greater than \$1,000 from 7/1/21 through 6/30/22



Great public schools help kids grow up happy, healthy, and prepared for life. They make their communities strong. We support Great MN Schools because it provides communities

and schools with the resources they need to ensure kids are getting a great education.

Parents need things like the school finder and Grade-Level Learning Guides. And for schools, Great MN Schools offers strategic interventions, including school quality reviews and on-site literacy assessments. It's not easy to provide kids with a great K-12 education, but it's doable. And Great MN Schools is helping show how it's done.

~ Julie and Doug Baker  
Julie is a board member and advisory council member and supporter since 2019; Doug is the executive chairman of the board, Ecolab



At a school tour, New Millennium Academy leaders shared with funders how they maximized the Great MN Schools-funded summer program to position scholars for literacy success.

# Our board

**Alberto Monserrate** Chair - NewPublica  
**Stan Alleyne** Vice Chair - Vitals Aware Services  
**Al Fan** Treasurer - Founding ED, MN Comeback, and Charter School Partners  
**Aimee Rogstad Guidera** Treasurer - The Guidera Strategies  
**Tad Piper** Investment Committee Chair - Piper Sandler (retired); Piper Family Fund  
**Ben Whitney** Investment Committee Chair - St. Catherine University School of Business  
**Rob Albright** - Albright Family Foundation; Alternative Strategy Advisers  
**Julie Baker** - Community Volunteer  
**Rosita Balch** - Hennepin County

**Sarah Clyne** - EquaSpace  
**Becky Erdahl** - Carolyn Foundation  
**Ethan Gray** - City Fund  
**Bernadeia Johnson** - Mankato State University  
**Michael O'Connell\*** - Church of the Ascension and The Basilica of Saint Mary (retired)  
**Pat Ryan** - Ryan Companies  
**Sondra Samuels** - Northside Achievement Zone  
**Phil Soran** - Compellent Technologies (retired); Xiotech (retired); Soran Foundation  
**Ed Spencer\*** - Affinity Capital Management  
**Sandy Vargas** - Vargas Consulting & Coaching and The Minneapolis Foundation (retired)  
\* Investment Committee only

# Our staff

# Funder advisory council

**Jennifer Stern** - CEO  
**Osman Ahmed** - Director of Community Partnerships  
**Nicholas Banovetz** - Chief of Staff  
**Camila Barcenas** - Dougherty Family College Intern  
**Morgan Brown** - Portfolio Director  
**Anthonia Eboeime** - Communications Manager  
**Karn Engelsgjerd** - Director of Development  
**Joshua Hodge** - Communications Manager  
**Sheilah Kavaney** - Portfolio Director  
**Rosie Lais** - Senior Manager of Projects and Analytics  
**La Lee Lo** - Data Analyst & Project Manager  
**Melissa Long** - Portfolio Director  
**Carmen Torres-Abasolo** - Dougherty Family College Intern

Julie Baker  
Jason Brandenburg  
Beth Finch  
Jill K.H. Geoffrion  
Aretha Green-Rupert  
David Hartwell  
Jim Hield  
Mary Karen Lynn-Klimenko  
Kathleen MacLennan  
Jane McDonald Black  
Patrice Relerford  
Chris Smith

# Financials

TOTAL EXPENSES:

**\$4,782,243**

**88% OF OUR BUDGET** went directly to helping schools improve and to supporting community organizations.

<b>STRATEGIC INTERVENTIONS FOR PORTFOLIO &amp; PLANNING SCHOOLS</b> \$1,276,705	<b>STAFFING</b> \$1,260,113	<b>SCHOOL INVESTMENTS</b> \$790,211	<b>GENERAL &amp; ADMIN</b> \$577,214
Teacher & Leader Development \$516,435	Program Staffing \$940,533	Good-to-great \$618,000	ECOSYSTEM SUPPORTS (Policy, Talent Pipeline) \$344,608
Literacy \$317,791		Summer Program \$172,211	
Talent Recruitment & Support \$130,895	Staffing \$319,580	<b>COMMUNITY PARTNERSHIPS</b> \$533,392	Community Partnerships Program \$288,243
Board Development \$73,860	Family Engagement Support \$32,651	Tools & Resources \$245,149	
Diagnostic & Planning \$135,653	Operations Support & Other \$69,420		



# GROWING

# GREAT



great  
MN  
SCHOOLS

1330 Lagoon Avenue  
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