



**EL CAPITAN HIGH SCHOOL**  
TEACHING FELLOW TEAM



# ANNUAL REPORT

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2020-2021

# MISSION

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To inspire next-generation *LEADERS* with a *PASSION* for *TEACHING* and *LEARNING* while impacting the lives of youth.

*Providing school districts with fully-trained college students who serve as role models, tutors and activity leaders supporting expanded learning programs for Valley K-12 students since 1999.*

**TEACH**  
*LEAD*  
**SUCCEED**

*core values*

**Leadership, Service,  
Passion, Teamwork,  
Performance, Trust,  
Respect**

*guided by our*  
**VALUES**





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**MIRNA VAZQUEZ**  
TEACHING FELLOW TUTOR  
DREAM AMBASSADOR



# A WORD FROM THE *Chairperson* & CEO

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**DONATO MIRELES**  
BOARD CHAIRPERSON

What. A. Year. Where do I begin? Before my figurative pen hit the paper to write this, I had to sit back and reflect on the 2020-2021 year. The wins, the losses, the challenges, the memorable moments.

Like many others, our CTFF team found ourselves in the midst of a global pandemic, with everything we once knew flipped upside down. Schools closed, students transitioned to distance learning, and our Teaching Fellows had to quickly learn how to tutor remotely. Zoom and Google Meet were once a foreign concept, but it didn't take long for those platforms to become the new norm. The biggest challenge proved to be recruitment. How do we continue to recruit amazing people (without an in-person job fair in sight), then interview, hire, and train these future leaders without ever being able to greet them with a smile or a handshake? Then while they are out virtually impacting the lives of youth, how do we continue to mentor, support, and develop them into the future leaders they all aspire to be?

The team at CTFF rose to the occasion. There was no way that this team was going to let these challenges keep us from being able to do what we do best - **inspire next-generation leaders with a passion for teaching and learning while impacting the lives of youth.**



# A Word From The **CHAIRPERSON** & **CEO**

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## *Continued...*

In the face of adversity, we say "**bring it.**"

How did we bring it? Read this report to find out.

I will leave you with this notation - I could not be more proud to lead this group of fine folks. In many ways, this year has brought out the best in us. We are more innovative. We identified efficiencies. We streamlined processes. We found cost savings. Most importantly, and also most surprisingly, being "apart" from one another has actually brought us closer together as a team than ever imaginable. With true teamwork, the possibilities are endless.

As we look ahead to 2021/22, we look through a lens of hope. We see growth. We see opportunity. We see a bright future for our Teaching Fellows and for the tens of thousands of students throughout our 5 county footprint where we will continue to teach, lead, and succeed.

Humbly,



**Donato Mireles**  
Board Chairperson



**Mike Snell**  
CEO



**MIKE SNELL**  
CEO

# 2020-2021

## PROGRAMS & COVID-19



### 1,187,756

HOURS OF SERVICE TO K-12 STUDENTS

### 495

EXPANDED LEARNING PROGRAMS SERVED (MORNING, AFTER-SCHOOL, SUMMER)

### 50+

SCHOOL DISTRICTS SERVED

### 97.8 %

SCHOOL DISTRICT ADMINISTRATORS ARE LIKELY TO RECOMMEND TEACHING FELLOWS TO OTHER SCHOOLS

## *impact*

It goes without saying that 2020 is a year no one will ever forget. Amidst all of the COVID-19 chaos and confusion, silver linings were abundant. Silver linings came in the form of nurses, first responders, community volunteers, and educators, all of whom instantly morphed from being well-respected individuals to a collective group of heroes.

During the pandemic, educators were described as nothing less than real-life superheroes, and we are proud to recognize our superhero Teaching Fellows who braved the storm to positively impact the lives of youth, even through the computer screen with all of the challenges that came along with virtual instruction.

CTFF didn't let a pandemic prohibit growth for the foundation. We continued to serve 5 Central Valley counties, employed almost 2,000 college students, demographically mirrored the students we serve, and ultimately kept our mission as our guiding star in impacting tens of thousands of students every day. CTFF was even able to grow Summer programs, serve at food banks, and pivot to meet the unique needs of our districts and community.

If there was ever a year to shine a light on the true heroism of educators, it was this past year.



# COVID-19 CHALLENGES AN AFTERSCHOOL PROGRAM TEAM

Back in March 2020, Mr. Navarro's afterschool program halted due to COVID-19.

Like most expanded learning programs, Merced High School's afterschool program went from in-person to 100% virtual. After the initial switch, Mr. Navarro and his team saw a decrease in attendance numbers.

They quickly tapped into their Teaching Fellows superpowers and created videos, flyers, newsletters, and more to promote their virtual afterschool program to the students of Merced High School.

*"They are always willing to try" - Mr. Navarro*

Today, Merced High afterschool program has transitioned back into a hybrid program. With clubs like gaming and cooking, their student attendance continues to increase.

Mr. Navarro gives props to his team. **"They are always willing to try!"**

About Mr. Navarro, Site Lead, Merced High School

Mr. Navarro has five years experience as a Site Lead with CTFF. He is a history major with an emphasis in liberal studies. Mr. Navarro is on track to graduate this year. His dream job is to become a Special Education Teacher.

**His Core Value: #PERFORMANCE**



# TEACHING FELLOW: *A Student, A Leader, A HERO*

## reflecting the students we serve

Race & Ethnicity	CTFF %	Student %
American Indian or Alaskan Native	0.20%	0.66%
Asian	7.99%	6.19%
Black or African American	1.84%	3.28%
Hispanic or Latino	74.24%	70.47%
Native Hawaiian or Other Pacific Islander	0.05%	0.89%
Two or More Races	3.33%	1.66%
Unspecified	4.52%	0.48%
White	7.69%	16.36%



**SHANNON SIMPSON**  
TEACHING FELLOW

Teaching Fellows are college-age, diverse, motivated, and reflect the communities and students they serve.

### Teaching Fellows Highlights:

- Recruited from over 10 colleges/universities
- Majority first-generation college students
- More closely mirror the demographics of the students they serve compared to their K-12 teacher counterparts
- 80% are pursuing a career in education
- 20% are pursuing careers in healthcare, STEM, social work, criminology, government, nonprofit, business, & much more
- Are the future LEADERS of our community

## 32

HOURS OF PAID  
PROFESSIONAL  
DEVELOPMENT  
RECEIVED EVERY  
YEAR

## 720+

HOURS OF PAID HANDS  
ON EXPERIENCE  
WORKING WITH K-12  
STUDENTS RECEIVED  
EVERY YEAR



# meet **A HERO,** **MISS MIRNA**

My favorite story since I've been with Teaching Fellows is the day I switched from K-1st grade students to 4th graders. K-1st and 4th graders are super different!

When I switched to 4th graders last year, I came into a very quiet and shy environment.

I did have a student that asked me if I spoke Spanish that first day that I started tutoring them. I opened up and I answered, "Sí señorita, y que le puede ayudar?" Her face smiled. I loved that she started to feel comfortable. A few students laughed as well.

After that day, I would say that my relationship with that student has grown. I also joke around with all of my students. I try to express myself in the funniest way because that's how you get a smile from them. I want them to laugh, I want them to have a good time with me as their tutor.

Here at CTFF, I am not only my students' tutor, I am also their friend. That means being there for them when they have good days or bad days, because I understand that not everyone has a perfect life. I didn't have a perfect life as a child, so I understand when they need help. I want to feel that they are comfortable and they are in a safe environment.

*Miss Mirna has been with CTFF for one year and is currently a tutor at Ayer Elementary School.*

Do you know a next-gen leader like Mirna? **WE'RE HIRING!**



**Learn more** about how to become a Teaching Fellow today by scanning the QR code or by visiting [www.ctff.us/application](http://www.ctff.us/application)



# PROGRAMS & SERVICES

## *Professional Development*



## *Learn, Develop, Grow*

# TRAINING OUR HEROES

High quality staff is synonymous with high quality programs and our model strongly emphasizes professional development and training. The pandemic brought forth a new set of challenges, which required offering a variety of workshops to **MEET THE MOMENT**.

Examples of Workshops Offered:

- Mindful Art & SEL: Creative Hands-On Activities for Virtual and In-Classroom Learning!
- How to Facilitate Activities For the Virtual World
- Leveraging Compassion: Creating the World We Want To Live In
- Dream Initiative: Biases! Building Awareness & Empathy for Better Communication
- Up-Leveling Self-Care in a Time of Crisis
- Classroom Management in a Virtual World
- And Much More!

CTFF seeks out presenters who deliver high quality trainings that are relevant, timely, and align with the exact areas of need that our Teaching Fellows express to us. During 2020/2021, CTFF provided 180 training sessions and hosted six Teaching Fellow Academies.

“ Thank you CTFF for offering these trainings with amazing workshops. I’m proud to work for such a great program. I can proudly say I LOVE MY JOB! - Teaching Fellow

# 97%

TEACHING FELLOWS  
WERE SATISFIED WITH  
TRAINING RECEIVED

# 31,440

HOURS OF TRAINING  
DELIVERED THIS YEAR



# PROGRAMS & SERVICES

## *Dream Initiative*



### *Be Their Best Self* **SUPPORTING OUR HEROES**

The Dream Initiative is designed to help Teaching Fellows believe and achieve their goals while making a difference in the world. Through free services and resources, the Dream Initiative enhances each individual's potential and lets our tutors know that they are **UNIQUE**, they are **NOT ALONE**, and we are here to **HELP!**

Our philosophy has always been, if our Teaching Fellows are expected to provide social-emotional role modeling for students they serve, this should also be offered to our Teaching Fellows. It's quite simple. Our Teaching Fellows are **MENTORS.**

#### Dream Services:

- 1:1 Life Coaching / Team Site Trainings
- Weekly Encouragement Text Messages
- Educator Pathway Preparation / Resume Support
- Money Management / Hardship Support (Care Fund)
- Badge Discounts
- Fitness / Art Meetups
- Personal Development Workshops
- And Much More!

## 38

*TEACHING FELLOWS REGISTERED FOR THE LAUNCH OF THE FIRST EVER CTFF DREAM AMBASSADOR PROGRAM. EACH AMBASSADOR SERVED AS AN ADVOCATE FOR THEIR SITE, PROVIDING RESOURCE INFORMATION, TEAM TRAININGS, THEMED SPIRIT WEEKS AND MORE!*



**LEXI STREETS**  
TEACHING FELLOW  
DREAM AMBASSADOR

*“ I have more of a sense of identity, and knowing my skills can help me utilize them better as a person and a teacher.*



# PROGRAMS & SERVICES

## *AmeriCorps Fellows*



**RUBINA GILL**  
AMERICORPS FELLOW

## *Get Things Done* **FRONT LINE HEROES**

The AmeriCorps Program at CTFF combines our passion for working with students with our strong desire to strengthen our community. CTFF has the honor of enrolling teams of AmeriCorps Fellows (paid volunteers) who will not only bring STEM enrichment programs to after school program students, but they will also contribute countless hours to serving the community through volunteerism.

During shelter in place (and beyond), this dedicated group:

- Served as tutors for children of emergency workers
- Packaged meal boxes at the local food bank that were distributed to thousands of families in need
- Completed hundreds of hours of elderly check-ins and grocery deliveries
- Supported at vaccination sites

We are incredibly proud of these AmeriCorps Fellow heroes who braved the risk to make a difference in our community and in the lives of young people.



I love being able to share my passion for STEM with students and being able to work with a very supportive and inclusive group of individuals.

## 60

*AMERICORPS FELLOWS SERVED AS FRONTLINE WORKERS DURING THE PANDEMIC, OFFERING CRITICAL SERVICES TO STUDENTS OF TEACHERS AND ESSENTIAL WORKERS, EMERGENCY PERSONNEL, AND VULNERABLE POPULATIONS.*

# PROGRAMS & SERVICES

## Scholarship Program

**FRESNO STATE**

Kremen School of Education  
and Human Development

### Scholarship Opportunity

## FUTURE TEACHER HEROES

California Teaching Fellows Foundation partners with the Office of Community-Based Learning (CBL) in the Kremen School of Education and Human Development at California State University, Fresno to provide future teachers with wrap-around supports to support them on their journey to becoming a teacher. Scholarship recipients receive:

#### *SCHOLARSHIP FUNDS*

To support with financial stressors such as tuition and books

#### *COHORT STYLE LEARNING*

Learn and grow with a group of like minded colleagues

#### *FIRST-HAND EXPERIENCE*

15 hours per week of classroom experience in local K-12 schools

#### *PERSONALIZED SUPPORT*

Additional guidance from a Fresno State counselor and CTFF staff.



**DAVID YANG**  
CTFF BOARD MEMBER  
FORMER TEACHING FELLOW  
SCHOLAR

**80%**

OF TEACHING  
FELLOWS WANT  
TO BECOME  
EDUCATORS

**200+**

STUDENTS HAVE  
PARTICIPATED IN  
THE  
SCHOLARSHIP  
PROGRAM SINCE  
1999

**91%**

OF SCHOLARSHIP  
PROGRAM  
COMPLETERS ARE  
TEACHERS &  
ADMINISTRATORS  
TODAY

“The experience we got I still implement in my student teaching.”  
-Scholarship Program Participant



# HISTORY OF PARTNERSHIPS

## *Community Heroes*

In 1999, the Teaching Fellows program was created by devoted faculty at Fresno State Kremen School of Education and Human Development who saw a need to provide pre-service experiences to undergraduate college students pursuing a career in education. On-site experience at local school districts, ongoing professional development, and personal support was the original Teaching Fellow formula, and those same principles live on today.

In 2006, the California Teaching Fellows Foundation (CTFF) was organized as a 501c3 non-profit corporation. Though CTFF has grown and evolved since its inception, what remains unchanged is our dedication to cultivating the next generation of teachers and leaders who will serve our community. Today, we are proud to be one of the largest Expanded Learning Organizations in the State, helping to set the standard for best practices in Out of School Time programming and professional development. Our passion and dedication continue to drive the expansion of our partnerships with school districts in institutions of higher education. Over the past few years, we have grown our formal college partnerships by 84%.

Behind every hero is a champion. Our board members are the champions that make our mission possible. Serving generously as volunteers they advocate for the unique needs of each neighborhood we serve and guide the impact CTFF is able to make.

## BOARD OF DIRECTORS



**Donato Mireles**

*Board Chairperson*

Sanger Unified School District,  
Mathematics Teacher &  
Former Teaching Fellow Scholar



**Kathy Stanton**

*Vice Chairperson*

ERC,  
Vice President of Operations



**Carlos Cortes**

*Secretary*

Pacific Gas & Electric,  
Labor Relations Specialist



**Paul Herrick**

*Treasurer*

BOLT Wealth Management,  
Wealth Advisor &  
Former Teacher



**David Yang**

*Board Member*

Fresno City College &  
Fresno State,  
Mathematics Instructor &  
Former Teaching Fellow Scholar



**Jerome Countee**

*Board Member*

State Center Community College District,  
Vice Chancellor of Educational Services & Institutional Effectiveness



**Mark Salazar**

*Board Member*

Fresno Police Department,  
Deputy Chief



# PROGRAMS AT A GLANCE:

## Partners We Serve

2020-2021

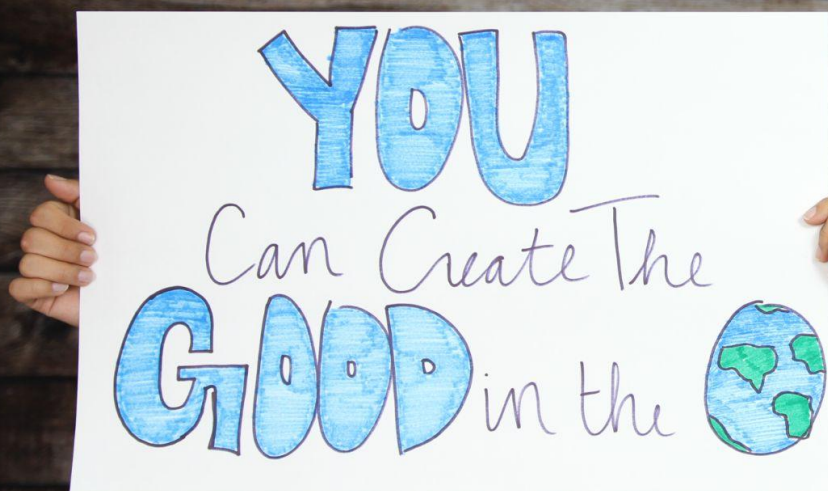
Our team of **2,000 Teaching Fellows** are working with the following school districts and partners to **serve more than 30,000 K-12 students** in 2020-2021.



Alpaugh Unified School District  
Alta Vista School District  
Atwater Elementary School District  
Aspen School District  
Basslake Joint Union Elementary School District  
Central Unified School District  
Central Valley Home School  
Chowchilla Elementary School District  
Chowchilla Union High School District  
Clovis Unified School District  
Chawanakee Unified School District  
Delhi Unified School District  
Dinuba Unified School District  
Ducor Union Elementary School District  
Earlimart School District  
Farmersville Unified School District  
Firebaugh-Las Deltas Unified School District  
Fresno County Superintendent of Schools  
Fresno Housing Authority  
Fresno Unified School District  
Fowler Unified School District  
Golden Plains Unified School District  
Hope Elementary School District  
Juvenile Justice Campus  
Kerman Unified School District  
Kings River Union School District

Kingsburg Elementary Charter School District  
Le Grand Union High School District  
Lemoore Union Elementary School District  
Madera Unified School District  
Mendota Unified School District  
Merced Union High School District  
Orange Center School District  
Parlier Unified School District  
Pioneer Union Elementary School District  
Pleasant View Elementary School District  
Raymond-Knowles Union Elementary School District  
Reef-Sunset Unified School District  
Sanger Unified School District  
Selma Unified School District  
Stone Corral School District  
Strathmore Union Elementary School District  
Terra Bella Union Elementary School District  
Tulare City School District  
Tulare County Office of Education  
Visalia Unified School District  
Washington Colony Elementary School District  
Washington Unified School District  
Waukena Joint Union School District  
West Park School District  
Woodlake Unified School District  
Yosemite Unified School District

# THE FELLOWS CLUB



**AARON PEREZ**  
AMERICORPS FELLOW

## ONLINE GIVING PLATFORM LAUNCH

### *Donate To Our Heroes*

Because of you and your support, we raised over **\$25,000** in October 2020 through our new online giving platform, **The Fellows Club!**

Due to Covid-19, CTFF pivoted from our annual Teaching Fellows Scholarship Gala and launched our inaugural online giving platform titled, The Fellows Club.

The Fellows Club allows new and recurring donors to learn more and support the foundation completely online by giving one-time or monthly donations.



#### **Moved by our mission?**

*Donate today by scanning the QR code or by visiting [give.classy.org/fellowsclub](https://give.classy.org/fellowsclub)*

At The Fellows Club, donors can choose where they want to give from the following areas of support: Teaching Fellows Scholarship Program, The Dream Initiative, The Care Fund, Professional Development, or General Funds.

Thank you to all of our donors who supported CTFF during a challenging year. Your contributions support college students on their way to becoming future educators and leaders in the Central Valley.



We're excited to announce the Teaching Fellows Annual Scholarship Gala will resume in person in FY 2021/2022.

*“The scholarship really helped out my family, making everyone feel at ease knowing I have help. -Teaching Fellow Scholarship Recipient*



# FINANCIAL SNAPSHOT

(August 1, 2020 - July 31, 2021)

## revenue 2020-2021

**Year-to-Date Revenue**     **\$26,241,484**     **0.5% Change  
From 19/20**

Programs	\$25,453,547	-1.3%
*AmeriCorps	\$751,094	174.1%
Fund Development	\$36,842	-45.6%

## expenses 2020-2021

**Year-to-Date Expenses**     **\$26,172,928**     **1.9% Change  
From 19/20**

Teaching Fellows & AmeriCorps	\$22,111,669	1.0%
Admin Payroll & Benefits	\$2,964,614	9.1%
Operating Expenses & Interest	\$872,895	1.2%
Scholarship & Donations	\$223,750	-0.2%

## financial SUMMARY

**CTFF Financial Position Summary:**     **% Change  
From 19/20**

Total Assets	\$3,211,670	-6.5%
Total Liabilities	\$693,514	-29.6%
Net Assets	\$2,518,156	-6.5%

*\*First full grant year*





# THANK YOU DONORS

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2020-2021

\*Aleah Rosario  
Amazon Smile  
AmeriCorps  
Anne Murphy  
Bennett Villarreal  
CalViva Health  
Carlos Cortes  
\*David Yang  
Dolores M. Deteresi  
\*Donato Mireles  
Dr. Saul Jimenez-Sandoval  
Educational Employees Credit Union  
ERC  
Eye-Q Vision Care  
\*Felicity Moreno  
Full Circle Brewery  
Gisell Hernandez  
Gloria Almendarez  
Gonzalo Suarez  
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Hungry Bear Partners  
Jason Lenzinger  
\*Jill Blanks

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PG&E Giving Fund - Carlos Cortes  
President Joseph Castro  
Pretty Little Picnic  
Rreal Meals  
Schmidt Insurance  
Steve Price  
Thompson Insurance  
Toni Lewis  
\*Veronica Delgado

*\* Fellows Club Members*

