A Message From Our Leadership

Learn. Explore. Aspire. Pursue. Four words that sound simple, but to a young person struggling to find hope and purpose, they can be truly transformational. LEAP for Education (LEAP) brings meaning to these principles through its high-quality programs for middle school, high school, and post-secondary students; and is the only organization in the region to provide comprehensive education and career services from 6th grade through post-secondary graduation.

Last year was one of transformation for LEAP itself. Thanks to the hard work of students, staff, partners and volunteers, and the financial support of so many of you, LEAP exceeded $1 million in revenues for the first time. This unprecedented generosity from our donors enabled LEAP to:

- Provide 75 middle school students in our Expanding Horizons program with after-school STEM and Arts enrichment programs, as well as education and career services.
- Celebrate the 10th anniversary of our College Success Program, which has helped 237 students enroll in a post-secondary institution.
- Support 55 students in Salem and Gloucester who participated in paid hands-on work-based learning through our summer internship program, doubling the number from the previous summer.
- Launch the Forten Scholars Early College program, a partnership with Salem State University, Salem High School, and MassHire, for 47 11th grade students who each completed two college courses.
- Expand our career services to over 150 students through the ongoing development of our Career Connections curriculum.

In recognition of these achievements and the work LEAP does every day, the Social Innovation Forum presented LEAP with the 2019 Social Innovator Award for our work in youth workforce development.

Our vision for FY2020 is to complete our Career Connections curricula, plan the expansion of our services to serve 35% more students in FY2021 and FY2022, and create a College and Business Network to help our students as they navigate the transition from college to career.

Our accomplishments to date and our vision for the future are only possible because of your generous gifts of time, resources, and funding.

Thank you.

Linda E. Saris, Executive Director
Dr. David Silva, Board President
Our Mission

LEAP empowers underserved and first-generation-to-college students to succeed in education, career, and life. We do this by teaching students academic and life-skills needed to perform at higher levels in middle school and high school. Students also receive ongoing personalized support and community connections, which help them graduate from college or other post-secondary programs and create a future based on their strengths and interests.

Preparing for the Future

All students need to believe in their future and see what success looks like for them. It is with this in mind that we make sure that all LEAP students have strong and trusted adult role models who help them prepare an education and career plan in each year they are at LEAP.

CAREER CONNECTIONS AND INTERNSHIPS

Career Connections is a curriculum developed by LEAP staff to help students prepare a blueprint for their future. This curriculum provides students in grades 6 – 12 with the resources and experiences to enhance career awareness, enable career exploration, and open doors to community and work-based learning experiences.

High school students have the opportunity to opt into a summer jobs program which offers a 6 – 8 week work experience and 15 hours of job search and career readiness training. A special sheltered work experience is designed for our English learners.

POST-SECONDARY SUCCESS

With a personalized blueprint for their future, students then receive help applying for, affording, and enrolling in a post-secondary or credential program that matches their career goals. During their time pursuing a degree or credential, students get a personal advisor who stays with them through graduation and into a career or graduate school.

Eleventh graders at Salem High School also have a unique opportunity to enroll in early college classes through Salem State University’s (SSU) Forten Scholars Program. SSU contracts with LEAP to provide college orientation, math remediation, and college readiness classes throughout the year.
Our Students and Programs

In 2019, we engaged and empowered 360 unique students in Salem, Peabody, and Gloucester from middle school through post-secondary graduation. Our highly dedicated and professional staff included: 15 paid instructors, tutors, and advisors; 160 volunteers; and 12 partners. Together, they took our programs beyond just academics and provided post-secondary and career services that enable our students to achieve their education, career, and life goals.

**PROGRAMS**

**Expanding Horizons**
Grades 6 - 8 (Salem)
**132 Students in FY2019**

*Partnering with Salem Public Schools*

**Teen Center**
Grades 9 - 12 (Salem)
**98 Students in FY2019**

**College and Career Services**
Grades 11 - 16
(Salem, Peabody, and Gloucester)
**119 Students in FY2019**

**Early College Program**
Grade 11 (Salem)
**47 students in FY2019**

*Partnering with Salem High School, Salem State University, and MassHire*

**STUDENT DEMOGRAPHICS**

**STUDENTS OF COLOR**

70%

**LATINO**

48%

**LOW-INCOME**

78%

**FIRST-GENERATION-TO-COLLEGE**

Among high school students

80%

“LEAP is a community that helps with more than just school work. Their staff has helped me through some really tough times.”

Deury Collado, Salem High School Senior and participant in LEAP’s College Success Program, Teen Center, and Early College Program
Student Profile: Natalia Pagán-Suárez

Natalia was only 10 years old when her family relocated to Massachusetts from Puerto Rico. She was shy, nervous, and didn’t speak a word of English. Natalia knew the value of learning, thanks to her father, who was both a dedicated teacher and her guiding hand in all troubles and challenges. When her father passed away from a rare form of cancer, Natalia completely disengaged from school. As her GPA plummeted, her school’s guidance counselor referred her to the College Success Program at LEAP.

LEAP staff worked alongside Natalia in getting her on track. After enrolling in North Shore Community College, Natalia ended up dropping out due to mental and emotional issues stemming from her father’s passing. LEAP staff were there. They supported Natalia, who ended up re-enrolling and ultimately graduating from North Shore Community College. Since then, Natalia has worked at LEAP with youth whose experience mirror her own and now leads an after-school program for English Learners.

Thanks to LEAP staff and a lot of hard work on her part, Natalia is currently enrolled in Salem State University’s 4+1 program, which allows her to take undergraduate and graduate courses together. Having already earned her Bachelor’s in English with honors, Natalia is a year away from her Masters in Teaching English to Speakers of Other Languages.

“Without the dedication and perseverance of LEAP for Education, I would not have accomplished what I have thus far.” - Natalia Pagán-Suárez

SUCCESS OUTCOMES

While Natalia’s story is compelling, she is one of many students LEAP has helped.

- **POST-SECONDARY EDUCATION ENROLLMENT**: 90% (LEAP for Education) vs. 55% (Massachusetts)
- **COLLEGE PERSISTENCE RATE**: 86% (LEAP for Education) vs. 43% (Massachusetts)
- **POST-SECONDARY EDUCATION GRADUATION**: 24% (LEAP for Education) vs. 72% (Massachusetts)
THIS IS OUR INNOVATIVE, WHOLE STUDENT APPROACH TO WORKFORCE DEVELOPMENT

Real-world learning opportunities with linkages between learning and careers.

Students learn in a variety of settings that broaden their academic knowledge. In middle school and high school, students participate in field trips and can choose a variety of engaging project-based learning experiences, like coding, photography, fashion design, and community projects. Students develop 21st century skills like problem solving, information literacy, and critical thinking.

Everything students are taught is tracked and tied to their education and career plan, which helps them set a course for their future. The plan might change, but our goal is to give students the chance to intentionally connect their interests to careers and explore what the path to employment looks like for them.

Creation of a plan for post-secondary and career success, with ongoing advising.
In our approach, we know that supporting the student means supporting the whole student. We equip our students with the social-emotional skills they need to build self-efficacy and trusting, positive relationships with adult and peers. Skill-building includes: self-management, responsible decision making, and self-awareness.

It is often not what you know, but who you know. We introduce students to professionals in the community through job shadowing, networking nights, mock interviews, and work-based learning experiences.
Our Financials

Since becoming a separate 501 (c)(3) entity in 2015, LEAP has continued to grow. In fiscal year 2019, LEAP for Education surpassed $1 million in revenue for the first time in its history.

FY19 REVENUE

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<th>Source</th>
<th>2019</th>
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<td>IN KIND SERVICES</td>
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<tr>
<td>FOUNDATIONS AND CORPORATIONS</td>
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<tr>
<td>GREAT EXPECTATIONS FUNDRAISER (NET)</td>
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<tr>
<td>CONTRACTS</td>
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<tr>
<td>OTHER</td>
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FY19 EXPENSES BY PROGRAM

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<td>TEEN CENTER</td>
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<td>NET ASSETS</td>
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<td>$353,393</td>
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- Anne Welch

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“LEAP has seen considerable growth since its inception. We look forward to continuing to expand to serve more youth with thoughtful leadership, an engaged board, and consistent financial stability.”

Jody Goldman, Treasurer and Board Member of LEAP’s Board of Directors
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Nina Cohen and Craig Barrows

“It has been remarkable to see how much LEAP has grown since I was first introduced to them in 2008. I’m delighted by all that LEAP has accomplished and excited for what the future holds for them.”

Dr. Nile Albright, Trustee of Norman H. Read Charitable Trust (long-time supporter of LEAP)
IN ADDITION TO OUR LISTED DONORS, OVER 200 INDIVIDUALS CONTRIBUTED UNDER $250 IN FISCAL YEAR 2019, WHICH RAISED OVER $25,000 FOR LEAP FOR EDUCATION’S PROGRAMS IN TOTAL.

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Elaine and Doug Webb

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Empowering underserved and first-generation-to college students to succeed in education, career, and life

LEAP FOR EDUCATION
35 Congress Street, Suite 102
Salem, MA 01970
(978) 740-6667
www.leap4ed.org