ANNUAL REPORT
2016

CHANGE THE NARRATIVE

CHANGE THE OUTCOME
Our Mission is to empower students in the Durham Public Schools to own their education by developing the academic skills and personal well-being necessary to succeed in college and beyond.

As a result of structural racism, poverty, and other systemic injustices, first-generation college-bound students face significant personal and institutional obstacles to educational success. This situation prevents our community from reaching its full potential. Our work must be rooted in this reality.

Over the past year, we have been reimagining our work to better meet the personal and institutional challenges our students must overcome to thrive.

We invite you to join us as we continue on this path.

Alexandra Zagbayou, Executive Director

As of 2016...

28% of children in Durham live below the poverty level.1
89% of white students in DPS graduate on time versus 77% of Latino students and 82% of African American students.2
Only 11% of low-income, first-generation college students are expected to graduate within 6 years.3
Whites between the ages 25 and 29 are twice as likely to have a Bachelor’s degree than Latinos or African Americans.4

Together we can change these outcomes.

Our Student Population

We walk alongside our students starting from the time they enter sixth grade through college graduation. 89% qualify for free- or reduced-price lunch. 67% will be the first in their families to attend college.

Our Long-term Goals

Students achieve educational success. Students have the knowledge to achieve financial security as adults. Students are on the path to reaching their full personal potential. Students become traditional and non-traditional leaders in Durham and other communities and are equipped to contribute to long-term systemic change. Durham is a place where all children are succeeding.

Our Approach to Change

We believe that a Durham where all children can succeed is possible. We believe that children are the most powerful change agents our community can leverage to realize that vision. We believe that Student U’s role in creating a Durham where all children can succeed is in expanding the educational opportunities available to our students so that they may unlock their full potential and be the advocates for change within our community.

Revenue

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individuals</td>
<td>$716,012</td>
</tr>
<tr>
<td>Organizations and Corporations</td>
<td>$124,318</td>
</tr>
<tr>
<td>Foundations</td>
<td>$1,458,333</td>
</tr>
<tr>
<td>Government Grants</td>
<td>$322,670</td>
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<tr>
<td><strong>Total Revenue</strong></td>
<td><strong>$2,621,333</strong></td>
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</table>

Expenses

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
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</thead>
<tbody>
<tr>
<td>Middle School Program</td>
<td>$762,703</td>
</tr>
<tr>
<td>High School Program</td>
<td>$593,762</td>
</tr>
<tr>
<td>College Success Program</td>
<td>$225,744</td>
</tr>
<tr>
<td>Management and General</td>
<td>$207,600</td>
</tr>
<tr>
<td>Fundraising</td>
<td>$129,535</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>$1,919,344</strong></td>
</tr>
</tbody>
</table>

Summary

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenue Total</td>
<td>$2,621,333</td>
</tr>
<tr>
<td>Expenditure Total</td>
<td>$1,919,344</td>
</tr>
<tr>
<td><strong>Total Year-End Revenue</strong></td>
<td><strong>$701,989</strong></td>
</tr>
</tbody>
</table>

To make our dream a reality, we have work to do. This work is our work. Together we must leverage our resources and work tirelessly in pursuit of our long-term goals.
We know that all of our students are scholars and that each deserves to reach his or her fullest academic potential in the classroom. Student U’s full-time Learning Specialist partners with families to support individual students, working with them to understand their own brains, navigate the demands of school, and build the academic skills and confidence they need to be college-bound. Our Learning Specialist also partners with full-time and part-time staff to ensure that all Student U academic programming is rooted in best instructional practices. We know that every student at Student U has the capacity to be a brilliant thinker and learner. We strive as a team to create the space for each of our students to achieve academic greatness.

We believe that in order for our students to succeed, we must also prioritize their personal well-being. Student U’s full-time Social Worker provides individual and group counseling to ensure that our students discover their best selves by having skills such as perseverance and emotional awareness. Our Social Worker provides support to students and their families at home, school, and during Student U programming, ensuring they are connected with the appropriate resources. Additionally, our Social Worker facilitates trainings for our staff about social and emotional health, including child development and approaches to working with families, to equip our staff members with the tools they need to best serve our community.

Interwoven into our work is a spirit of community between students, families, and staff. We utilize restorative justice practices as a way of thinking about and responding to conflicts. It is our belief that the most effective way to encourage students to live out our core values is to proactively teach positive social interactions and then to address harms to our community after they occur. At Student U, our teachers and students model positive interactions and social-emotional skills by showing empathy and taking accountability for their actions. Through restoring relationships and working towards justice, we build strong community bonds that give us power.

The current narrative around why students are and are not succeeding does not accurately depict the brilliance of our students nor the brokenness of the systems that surround them. Our students are scholars. Our students have hearts full of love. Our students have spirits defined by power and perseverance. Only when we change the narrative can we begin to change outcomes and change the system.

Changing the Narrative

Desmond Jackson
Student U Class of 2017
12th Grade at Hillside High School
World-Class Athlete and 2016 Olympian

As an international paralympic athlete, Desmond contributes to the community by always making himself available to talk to kids, doctors, and a variety of other community members. He balances his commitment to academics and his own athletic career while finding time to give back by sharing his story and hoping to inspire others in the process.

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Photo courtesy of Deborah Jackson

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Photo courtesy of Deborah Jackson
90% of graduating high school seniors have enrolled in college, a post-secondary institution, or the military within their first year after high school. 89% of Student U's college students from the classes of 2014, 2015, and 2016 have persisted in college, a post-secondary institution, or the military. 100% of students from the classes of 2014, 2015, and 2016 have graduated from high school. 74% of students reported high perseverance. 77% of students reported that being future-minded was “mostly like me” or “very much like me”. 70% of students reported high critical consciousness. They are aware of structural inequality. 78% of students reported high self-worth.

Tierra Winstead
Student U Class of 2017
12th Grade at Hillside High School
Valedictorian of Hillside New Tech High School

Tierra is the Valedictorian of Hillside New Tech High School. While managing a busy schedule, she works to maintain excellent grades and to challenge herself by taking Advanced Placement and Honors courses. In addition to thriving inside the classroom, she energizes her community outside of the classroom. As a participant in Theta, theatre, music, Upward Bound, as well as interning at Student U, she is sharing her brilliance each day with her peers.

THE COLLEGE PROMISE PROGRAM
Through the College Promise, Student U focuses on intentionally incorporating college-readiness into all components of curriculum beginning in sixth grade. We create experiences in which students are exposed to future professional opportunities and ensure students build the skills required to seize these opportunities.

Pre-college Retreat 2016, recent high school graduates building leadership skills in a Trust Walk.

The College Promise Program

100% of students from the classes of 2014, 2015, and 2016 have graduated from high school.
90% of graduating high school seniors have enrolled in college, a post-secondary institution, or the military within their first year after high school.
89% of Student U’s college students from the classes of 2014, 2015, and 2016 have persisted in college, a post-secondary institution, or the military.
Our Community’s Commitment

Making fearless dreams come true is tireless work. We are investing our time to ensure our vision for a Durham where one day all children can succeed becomes a reality.

Our Collaborators

- America Reads America
- Counts at Duke University
- American Underground
- Assistance Travel & Transport
- BCBS NC Foundation
- Book Harvest
- Capital Associated Industries
- Center for Death Penalty Litigation
- Crayons2Calculators
- Durham Academy
- Durham Arts Council
- Durham Arts Guild
- Durham CAN
- Durham Chamber of Commerce
- Durham Rescue Mission
- East Durham Children’s Initiative
- El Centro Hispano
- Emily K Center
- Essilor Vision Foundation
- Farmer Foodshare
- Folish Labs at UNC-Ch
- Full Circle Interpreting
- Hupa Culture
- Kidznotes
- Latino Credit Union
- Law Offices of James Scott Farrin
- Mad Science
- Made in Durham
- Meals on Wheels
- Mindspire Tutoring and Test Prep
- MoneyThink at UNC-CH
- Museum of Life and Science
- Nasher Museum of Art
- NC Write
- Partners for Success at Duke University
- Racial Equity Institute
- Rotary Club of Durham
- Scholars Latino Initiative at UNC-CH
- SEEDS
- Student Action with Farmworkers at UNC-Ch
- The Adelante Coalition
- The Hill Center
- The Hub Farm
- The Oak Foundation
- Thrills from the Grill
- UNC Chapel Hill
- UNC Chapel Hill’s APPLES Service-Learning Program
- UNC-Chapel Hill School of Social Work
- WUNC

Board of Directors

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  Real Estate Agent
- Deb Anderson
  Director, Wood Partners
- Mark Anderson
  Attorney at Law, McGuire Woods LLP
- Theus Armistead
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- Wynetta Lee
  Professor, School of Education, North Carolina Central University
- Dave Michelman
  Head of School, Duke School
- Mark Trustin
  Attorney at Law, Trustin Law
- Carmen Valdez
  Chair of Guardians for Student U
  Senior Office Assistant, Durham County Department of Public Health
- Lauren Whitehurst
  Chair of the Board
  Co-founder, Sidekick Consulting, LLC

Community Hours Worked

- Middle School Students: 223,533 hours
- College Students: 3,240 hours
- Part-Time Staff: 3,926 hours
- Full-Time Staff: 32,730 hours
- High School Students: 39,810 hours
- Volunteers: 3,939 hours
- Parents and Families: 27,449 hours
- Full-Time Staff: 39,204 hours
- Part-Time Staff: 84,760 hours

Niadiquay Everette, a Tar Heel and Student U Class of 2015, teaching sixth grade Science at Durham Academy.
Founding Partners

- Maxine Okazala
- Claire DeLong – Crawford
- Jim and Lauren Swirsky-Sacchetti
- Alan and Kathleen Whitehurst
- Bob and Shirley Thompson
- Mike and Cynthia Kuhn
- Bela Kussin
- Libby Lang
- Stephen and Virginia Lang
- Eric Miyin and Judy Byck
- Pete and Donna Moller
- Mark and Nancy Ratner
- Steve and Lao Schiewer
- Lee and Carol Sullivan
- Deborah and Thomas Sjovly-Sacchetti
- Jim and Lauren Whitehurst
- Emily Williams

Lifetime Transformers

- Peter Aitken and Maxine Okazala
- Chris and Linda Bailey
- Leigh and William Bordley
- Richard and Cynthia Broaddus
- Tony and Teddie Brown
- Heide and Scott Carter
- Doug Cerny
- Jennifer and Lawrence Crawford
- Claire DeLong – The Butler Family Foundation
- Duke University Office of Durham and Regional Affairs

Supporters for 9 consecutive years

- A.J. Fletcher Foundation
- Betty and Ed Anderson
- Beth and Ed Anderson
- Heidi and Scott Carter
- Lara Harvins
- Bob and Donna Moller
- Eric Mlyn and Judy Byck
- Stephen and Virginia Lang
- Libby Lang
- Libby Lang
- Luke Anderson
- A.J. Fletcher Foundation
- Stephen and Virginia Lang
- Eric Miyin and Judy Byck
- Mark and Nancy Ratner
- Steve and Lao Schiewer
- Lee and Carol Sullivan
- Deborah and Thomas Sjovly-Sacchetti
- Jim and Lauren Whitehurst
- Emily Williams

Supporters for 5 or more years

- Trudi Abel and Noah Pickus
- A.J. Fletcher Foundation
- Deb Anderson
- Pat and Theus Armstead
- Ropp and Kate Cadwallader
- Natala Castillo – Escapada Living
- Kristin and Jacob Clausen
- F.M. Kirby Foundation
- Giaria and Michelon
- Charitable Foundation
- Grable Foundation
- Robert and Jeannine-Hark
- Laura and Audrey Harkins
- Thomas Harkins
- John and Celeste Kralovec
- Jeff and Leslie Liss
- Suzie and Ben Lowe
- Sam and Sheila Miglarese
- Albert and Kathleen Musciano
- Emily Oliver and Benjamin Edwards
- Brunica and Jack Pucak
- Larry and Nancy Rocamora
- Robert and Adele Schiff Family Foundation
- State of NC DHHS - Health Services
- Wes and Elizabeth Newman
- Mary Mathew
- Medtronic
- Michaelman Family Fund
- Morgan Creek Foundation
- Nivellus Foundation
- Wes and Elizabeth Newman
- Oak Foundation
- John Page
- Sarah and Manesh Patel
- Julian and Jenieve Perignon
- Geraldine Pascarets
- Zaneta Ponton
- Debbie Proffitt
- Julian Robertson
- Jennifer Rogers
- Ron Rosted
- Walt and Patricia Rouse
- Amy and Daniel Salo
- Tim and Lisa Saunders
- Patricia Taylor
- Henry and Linda Scherich
- Todd Seaver
- Shared Visions Foundation
- Andrew Short and Andrea Vizzavona
- Gary Shyk
- Dan and Amy Levine
- Lesley Levine and Edwin Weinberg
- Dorn and Nancy Lewis
- Jamil Farmer
- Fidelity Charitable Foundation
- Kemayah Brooks
- Holly Ivel and Matthew Smith
- Shell Schulte Fund
- First Insurance Services, Inc
- Fox Family Foundation
- Bob and Shirley Thompson
- Thrills from the Grill
- Durham Rotary Community Foundation
- Marc Angie and Mark Trustin Fund
- Mark Higgins Community Endowment Fund
- Regional Community Endowment Fund
- Schmidt-Nielsen and Classen Family Fund
- Bettyta Unstead
- UNC Alums Service Learning
- United Way of the Greater Triangle
- Carmen Valdez
- Evan Walker-Wells
- William R. Kenan Jr. Charitable Trust
- Wired Triangle
- Sandy and Aaron York
- Nancy Yovetich and Marty Kraut
- Alexandra Zagbayou
As We Look to 2017

It is time to courageously hold each other accountable for making decisions in our public and private spaces that actively bend the moral arc of the universe towards justice.

Courageously stand with us as students, parents, community partners, and investors to not just believe with us, but to actively fight with us; to continue to support us and invest in us as we deepen and reimagine our work, and to investigate your actions to ensure they are actively creating a Durham where all children can succeed. The consequence of our inaction and our complacency with the status quo is a world where our children are forced to still just dream of a day where their basic rights are protected.

When we need inspiration as we hold ourselves accountable for being our most courageous selves, we look to our students.

This work is urgent.
This work is ours.
The time is now.

In solidarity for our collective vision,

Ms. Z
Alexandra Zagbayou
Executive Director

Our vision requires more from all of us as parents, students, community partners, investors, and of Student U as an institution. But what? What is required of us now?

Follow the Lead of Our Students.

Zuri Perez
Student U Class of 2018
11th Grade at J.D. Clement
Early College High School

Zuri has been advocating with her family for several months around the wage theft experienced by her father and his coworkers on a construction site. She has bravely spoken out, voiced her concerns to the City Council, and given much of her time to this cause.

Gianelly Vargas Santos & Arleth Castillo Barreda
Student U Class of 2017
12th Grade at City of Medicine Academy

Gia and Arleth have been instrumental in founding a Hispanic Student Union at City of Medicine Academy. They lead this organization of over 30 dues-paying members who are committed to developing leadership among Latinos at CMA, as well as completing service projects in the community. Their first action was to raise awareness of National Hispanic Heritage month by disseminating information throughout CMA about the accomplishments of Latino nations and individuals.
DISCOVER YOUR Best Self

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Instagram.com/studentudurham

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