

10 YEAR IMPACT REPORT

2013-2023



**THE STRENGTH OF COMMUNITY.
THE POWER OF EDUCATION.**



Dear BATA Partners & Friends,



In 2013, the Bay Area Tutoring Association (BATA) launched as a 501(c)(3) organization to create a culturally diverse, purpose-driven tutoring workforce in the S.F. Bay Area. Aimed at closing achievement gaps, BATA partners with school districts and community organizations to ensure equitable access to

quality education for underserved and diverse youth, including BIPOC, foster, homeless, and justice-involved students.

Our highly skilled and trained academic tutors have evolved into educators, creators, and pioneers of innovative academic intervention and enrichment programs including initiatives with school districts, municipalities, and community organizations. Each program is tailored to meet a student's unique needs while safeguarding their data privacy. Subject areas included are Common Core State Standards ELA, Math, Next Generation Science Standards, STEAM Activities, Computer Science, Digital Literacy, and College Readiness.

Over our 10-year history, we have partnered with more than **50 different organizations**, tutored more than **2000 students**, trained over **500 tutors** and performed more than 280,000 hours of tutoring and computer coding instruction! Approximately **40 percent of our students** enroll in multiple programs, highlighting the impact of our services!

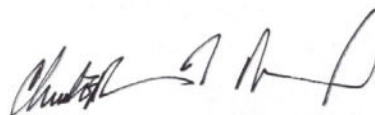
We've provided service learning opportunities to local high school students and college credit support to San Jose State, Stanford,

Cal State Eastbay, Morehouse and Spelman Colleges. Our tutor to educator pathway program is **greater than 8%** and increasing.

Special thanks to our friends, partners and board members who led us to this 10 year milestone; Kishore Kumar Drew McGlaughlin, Leland Gardener, Kelly Flanagan, Gail Greenspan, Debra Watkins, Gloria Whitaker-Daniels, Gina Dalma, Leon Beauchman, Andre Chapman, Manny Barbera, Chris Funk, Debra Robinson, Dana Bunnett, Bob Nunez, Robyn Fischer, Juan Cruz, Michael Mooney, Elida MacArthur, Silicon Valley American Leadership Forum, Google, Microsoft, San Jose Library Foundation, San Jose State, Santa Clara County Office of Education, Silicon Valley Community Foundation, Silicon Valley Education Foundation, San Jose Spotlight, Stanford, Cisco Foundation, Milpitas Post, Milpitas Beat, Silicon Valley Chamber of Commerce, Milpitas Chamber of Commerce, Umpqua Bank, Hewlett Packard, Amazon, KLA Tencor, City of San Jose.

Our 10-year impact report is a record of those accomplishments, our financial history, program portfolio, new programs, initiatives, and our current board of directors. We look forward to the opportunity ahead. Enjoy!

Sincerely,

A handwritten signature in black ink, appearing to read 'Chris Norwood', written in a cursive style.

Chris Norwood

Founder Bay Area Tutoring Association



STATE OF THE TUTORING INDUSTRY

According to Global Industry Analysts, in 2020, the United States spent \$47 billion dollars on tutoring. Research continues to prove that high-dosage tutoring, with consistent tutors in one to one or small group settings and driven by data significantly boosts student learning. (Nickow, Oreopoulos and Quan, 2020). Such tutoring can yield learning gains more than three times greater than other school-based interventions like technology support and professional development, in some cases providing more than a year of additional learning (Cook et al., 2015; Lynch et al., 2019; Salvin et al., 2009).

Over the past decade, more than 150 randomized control trials have shown tutoring's positive impact across various grades and subjects, showing advancements ranging from half a year to more than a year's worth of learning within a single academic year of tutoring. This approach is particularly impactful for students from lower-income families.

A 2017 study examined various interventions aimed at improving educational outcomes for elementary and middle school students from low socioeconomic backgrounds. Of all the interventions examined, tutoring was both the most common and the most effective. (Dietrichson, Bøg, Filges, Klint Jørgensen, 2017)

The COVID-19 pandemic and the shift to distance learning prompted elementary and secondary schools nationwide to invest over \$700 million in a variety of high-dosage tutoring

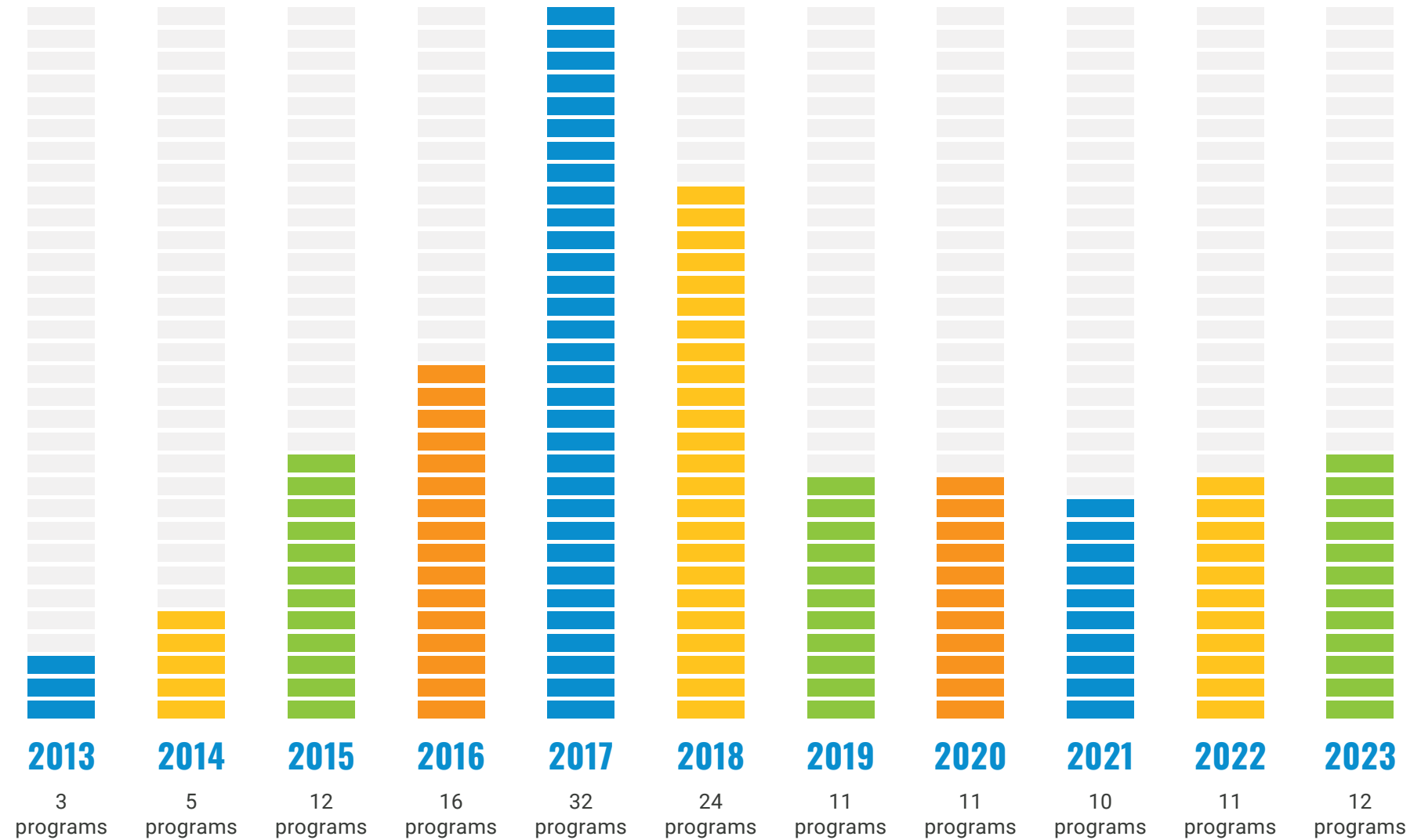
programs, supported by federal and state funds. Leading educational institutions and organizations like Stanford University, Johns Hopkins University, and The Aspen Institute are advocating for new policies and increased funding to enhance learning gains and support the development of future educators.





TIMELINE OF IMPACT

Number of Programs



TIMELINE OF IMPACT



- SJ Learns
- Building Futures Now
- Mulberry Coders
- College Readiness Academic Mentoring (CRAM)
- Cisco Cyber Security Camp
- BOOK Academy (Church)
- Bay Area CS Educators Meetup Group
- Destiny Academy (Church)

- Girls Leadership Academic Mentoring (GLAM)
- Color of Code
- SpoonRead
- Teach Kids Code Meetup Group
- Family Math Night
- Silicon Valley Children's Fund
- It's Cool To Code
- SV Diversity Youth Hack

- Love4Literacy EPA & Backpack Giveaway
- Visual Math
- Greene Scholars Math Club
- Opportunity Youth Academy
- AVID Tutoring
- Ashay By The Bay
- Skoolmentor
- BE Smart Hackathon

2018

2017

- City of San Jose MGPTF
- Summer Safe Initiative
- High Impact Tutoring
- BOOK Academy (Church)
- Destiny Academy (Church)
- AP Computer Science Test Prep
- College Readiness Academic Mentoring (CRAM)
- Our Kids First (Church)
- Awarded SV Nonprofit of the Year
- Love4Literacy Summer Camp

- UC Berkeley App Workshop
- Silicon Valley Parents Meetup
- Summer of Code
- Stanford Admissions Workshop
- SJSU Admissions Workshop
- Mulberry Coders
- Teach Kids Code Meetup Group
- Bay Area CS Educators Meetup Group
- Silicon Valley Children's Fund
- It's Cool To Code
- East Oakland Youth Development Center

- Milpitas Robotix
- Greene Scholars Tutoring
- College Track
- World Games Basketball Tournament
- California 6th District PTA
- Generation to Generation
- DreamKeeper
- Young Girls Entrepreneur Summit
- SV Black Youth Techathon
- Skoolmentor
- BE Smart Hackathon

- Santa Clara County Public Libraries
- Opportunity Youth Academy
- City of San Jose MGPTF
- COVID-19 Online Tutoring Pods for Essential Workers
- Pivotal (formerly Silicon Valley Children's Fund)

- African Ancestry Academic Initiative
- Visual Math
- College Readiness Academic Mentoring (CRAM)
- Alameda County Public Libraries
- BOOK Academy (Church)
- Destiny Academy (Church)

2020

2019

- STEAM Camp
- USC Admissions Workshop
- City of San Jose MGPTF
- College Readiness Academic Mentoring (CRAM)
- Silicon Valley Children's Fund
- BOOK Academy (Church)
- Destiny Academy (Church)
- Visual Math
- Opportunity Youth Academy
- Teach Kids Code Meetup Group
- Bay Area CS Educators Meetup Group

2021

- Santa Clara County Public Libraries
- Opportunity Youth Academy
- City of San Jose MGPTF
- Eden Housing
- COVID-19 Online Tutoring Pods for Essential Workers
- Pivotal (formerly Silicon Valley Children's Fund)
- COVID-19 African Ancestry Academic Initiative
- Summer Success Club
- BOOK Academy (Church)
- Destiny Academy (Church)

- Santa Clara County Public Libraries
- SJ Learns
- Tutoring Matters
- Youth Justice Tutoring Initiative
- City of San Jose MGPTF
- Eden Housing
- COVID-19 Online Tutoring Pods
- Pivotal (formerly Silicon Valley Children's Fund)
- Santa Clara County African Ancestry Academic Initiative
- Code Writing Kids AI Workshop
- Summer Success Club

2022



2023

- SJ Learns, Tutoring Matters
- Youth Justice Tutoring Initiative
- City of Richmond Libraries
- Opportunity Youth Academy
- City of San Jose MGPTF
- Eden Housing
- Pivotal (formerly Silicon Valley Children's Fund)
- Code Writing Kids AI Workshop
- Innovate Public Schools Estrella de Saber Tutoring Program
- Summer Success Club
- Santa Clara County African Ancestry Academic Initiative
- College Readiness Academic Mentoring (CRAM)

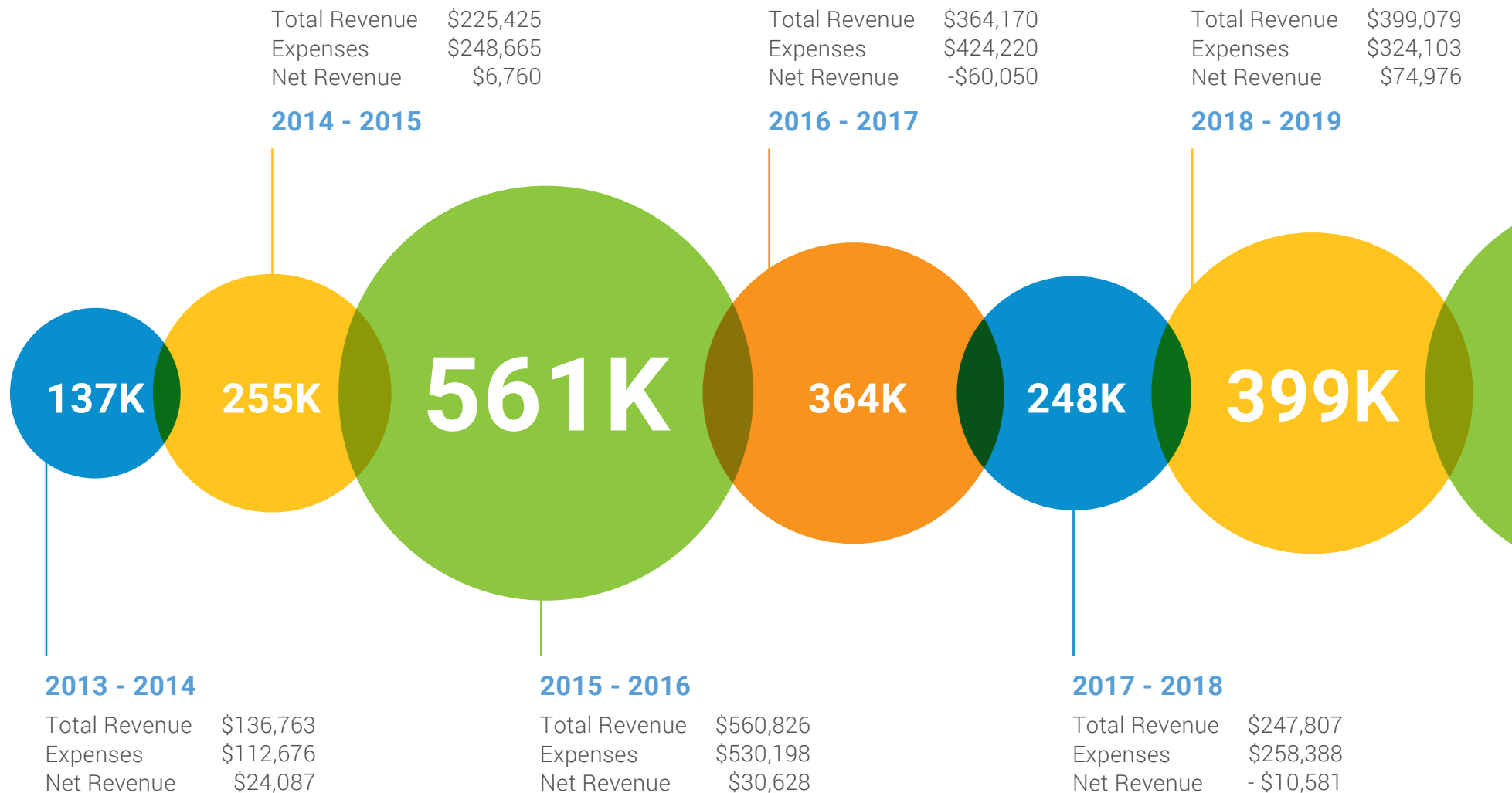
Bay Area School Districts, Charters and Community Based Organizations Served;

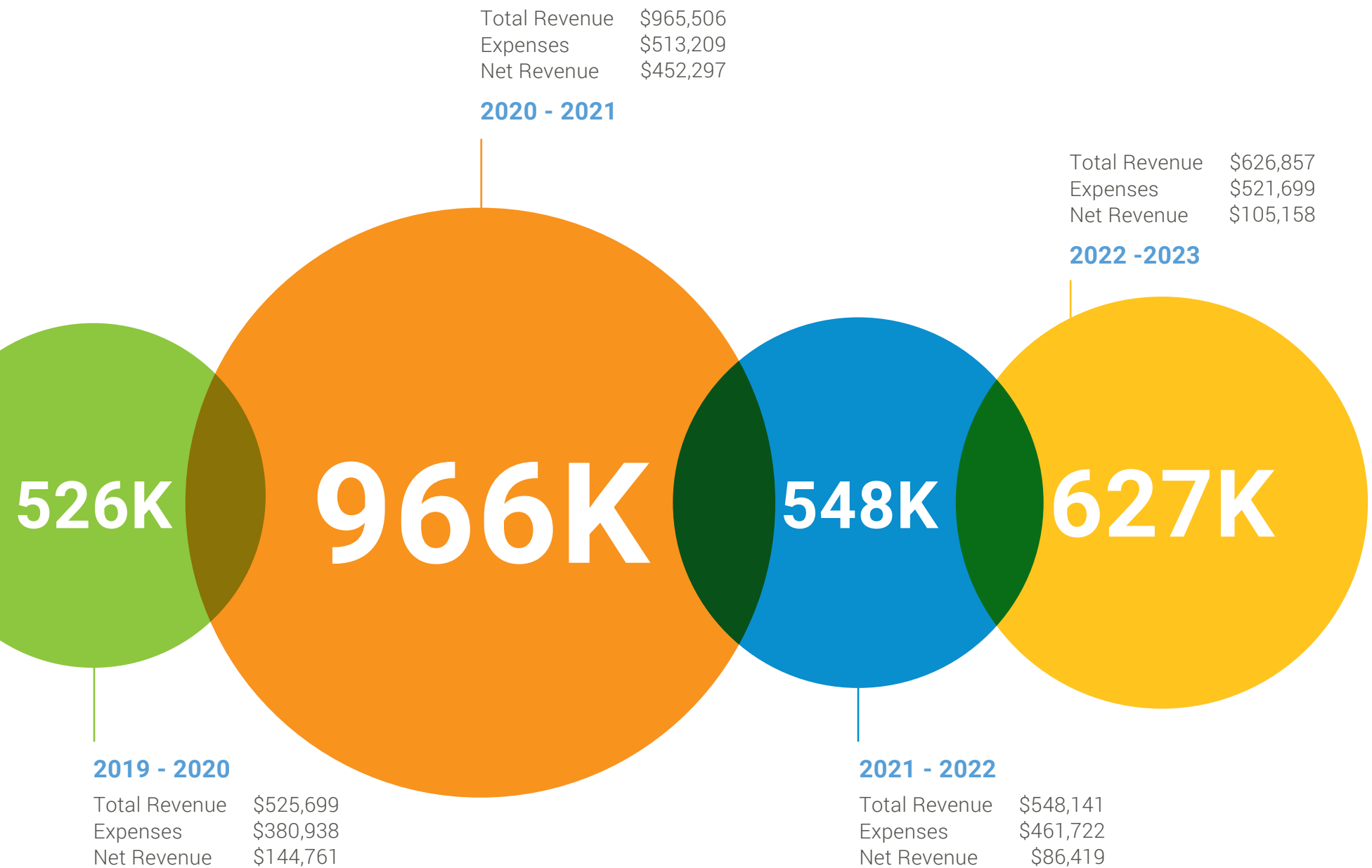
ACE Charter Schools (San Jose), Alum Rock Union, Berryessa Union, Bibleway Christian Center, College Foundation, Cristo Rey, East Side Union High School District, Eden Housing, Franklin McKinley, Fremont Unified, Gilroy Unified, Hayward Unified* Livermore Valley Joint Unified*, Maranatha Christian Center, Milpitas Unified, Mission College, Morgan Hill Unified, Mt. Pleasant Elementary, Oak Grove Elementary, Oakland Unified*, Pivotal, Redwood City, Rocketship Public Schools (San Jose), San Francisco Unified*, San Jose City College, San Leandro*, Santa Clara County Office of Education, Santa Clara Unified School District, South San Francisco Unified*, Summit Public Schools (Redwood City)

*No Child Left Behind Programs

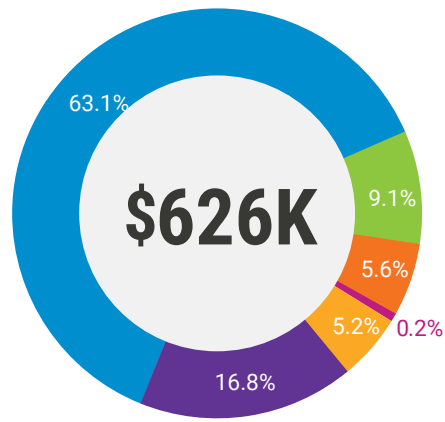
FINANCIALS

2013-2023



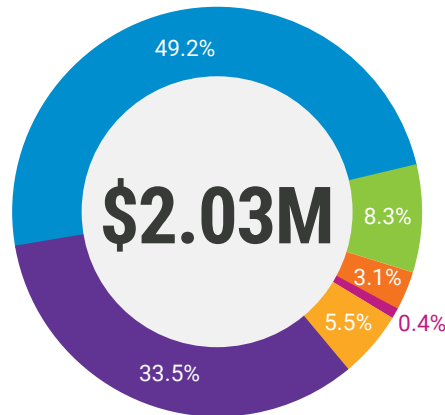


FINANCIALS SUMMARY



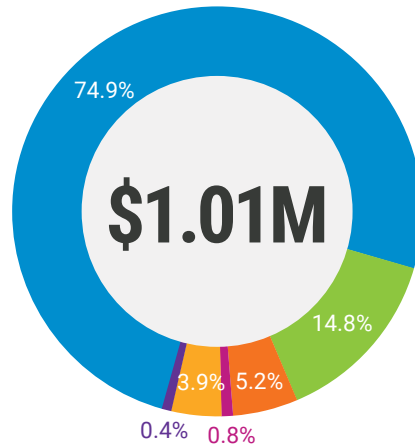
2022 – 2023 SUMMARY

63.1%	Personnel Costs	\$395,503
9.1%	General and Administrative	\$56,921
5.6%	Office Related Cost	\$35,341
0.2%	Equipment and Facility Costs	\$1,348
5.2%	Professional and Other Fees	\$32,586
16.8%	Net Revenue	\$105,158



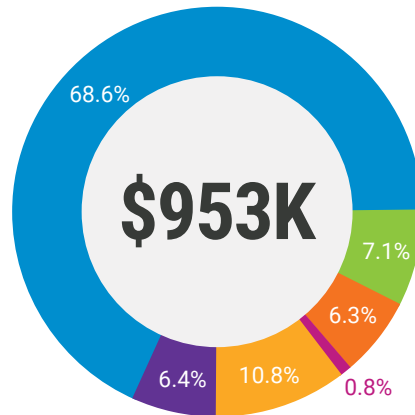
2019 – 2022 SUMMARY

49.2%	Personnel Costs	\$1,003,663
8.3%	General and Administrative	\$168,342
3.1%	Office Related Cost	\$62,500
0.4%	Equipment and Facility Costs	\$10,086
5.5%	Professional and Other Fees	\$11,374
33.5%	Net Revenue	\$683,477



2016 – 2019 SUMMARY

74.9%	Personnel Costs	\$757,108
14.8%	General and Administrative	\$149,917
5.2%	Office Related Cost	\$52,581
0.8%	Equipment and Facility Costs	\$8,017
3.9%	Professional and Other Fees	\$39,088
0.4%	Net Revenue	\$4,345



2013 – 2016 SUMMARY

68.6%	Personnel Costs	\$653,510
7.1%	General and Administrative	\$67,718
6.3%	Office Related Cost	\$59,851
0.8%	Equipment and Facility Costs	\$7,933
10.8%	Professional and Other Fees	\$102,527
6.4%	Net Revenue	\$61,475



GRANTORS, FUNDERS & PARTNERS

Past & Present



Accelerate, Alameda County Library District, Amazon, Boys & Girls Club of Silicon Valley, California Alliance African American Educators, Cisco Foundation, City of San Jose District Attorney's Office, Google for Nonprofits, Greene Scholars Program, Hewlett Packard, KLA Tencor, Opportunity Youth Academy, Richmond Public Library, San Jose Library Foundation, Santa Clara County Board of Supervisors, Santa Clara County Library District, Santa Clara County Office of Education, Silicon Valley Community Foundation, Silicon Valley Education Foundation, Sobrato Family Foundation, Stanford, Umpqua Bank, Unity Care, University of Chicago Ed Lab



PROGRAM PORTFOLIO



ONLINE FREE SUMMER TUTORING PROGRAM (CREATED IN 2021)

The Online Free Summer Tutoring Program is a remarkable initiative offering free online tutoring in academic subjects to students from kindergarten to 12th grade. Beyond conventional tutoring, it allows students to deepen their understanding and master key concepts during the summer break. Dedicated tutors provide personalized support, guiding students to grasp fundamental concepts and excel in their studies. Launched in 2021, this program has served 100 students, providing around 50 hours of invaluable service. Partnerships with parents, teachers, administrators, and organizations like Innovate ensure students receive the support they need to excel academically.



TUTORING MATTERS (CREATED IN 2021)

Tutoring Matters is a 4 - 12th grade grant funded by the City of San Jose. Its aim is to support the academic success of 4th - 12th grade students. Our valued school district partners in this endeavor include Berryessa Union, M100t. Pleasant Elementary School District, Franklin McKinley School District and East Side Union High School District.



ON PREMISE & ONLINE COUNTY LIBRARY TUTORING PROGRAM (CREATED IN 2020)

On Premise County Library Tutoring Program is a valuable educational initiative focused on delivering academic support and homework assistance to students in grades K-8. It serves as a comprehensive platform providing resources and tutoring services to bolster the academic performance of young learners. Our dedicated team of tutors offers personalized support, guiding students in understanding key concepts and excelling in their studies. Through our collaboration with esteemed partners such as the Alameda County Library, Santa Clara County Library, and Richmond County Library, we aim to continue providing educational opportunities and support to the community's youth.



ONLINE FREE SCHOOL YEAR TUTORING PROGRAM (CREATED IN 2020)

The Online Free Tutoring Program offers complimentary online academic tutoring for youth in grades K-12. It provides an opportunity for students to access academic support from qualified tutors, focusing on enhancing their knowledge and skills. We arrange small group sessions to ensure personalized attention, foster learning, and help students succeed academically. Our program is primarily driven by parents, students, and teachers from the Bay Area who recognize the importance of quality education.



SANTA CLARA UNIFIED SCHOOL DISTRICT MISSION EARLY COLLEGE HIGH SCHOOL (CREATED IN 2019)

At the Santa Clara Unified School District Mission Early College High School (MECHS), an innovative educational journey awaits students. MECHS is situated on the Mission College campus, offering a distinctive college immersion experience. This program seamlessly combines high school and college courses, allowing students to earn both a high school diploma and up to two years of college credit upon graduation. The primary objective is to present students with an appealing alternative, guiding them through high school and onward to post-secondary education, ultimately achieving a Bachelor's degree. Bay Area Tutoring Association plays a crucial role in supporting MECHS by providing academic tutoring services tailored to their unique educational model.



CRAM (COLLEGE READINESS & ACADEMIC MENTORING) (CREATED IN 2017)

CRAM (College Readiness & Academic Mentoring) is a comprehensive program designed to prepare and mentor students for the college journey. We offer an array of resources, guidance, and support to empower youth in their pursuit of higher education. Our mission is to equip students with the necessary knowledge, skills, and

confidence to excel academically and navigate the college application process successfully.

Our program encompasses various elements such as academic tutoring, college application assistance, SAT/ACT preparation, and personalized mentoring. We provide students with the guidance needed to select colleges, prepare compelling applications, and secure scholarships or financial aid. By offering a holistic approach, we aim to address both academic and non-academic aspects that contribute to college readiness.

Since 2018, CRAM has been committed to serving the needs of young learners and aspiring college students. To date, we have had the privilege of supporting and mentoring 100 students on their journey to higher education. Through our valued partnerships with the Alameda County Library and San Jose State University, we strive to expand our reach and continue making a positive impact on college-bound youth in our community.



SANTA CLARA COUNTY OFFICE OF EDUCATION OPPORTUNITY YOUTH ACADEMY (OYA) (CREATED IN 2017)

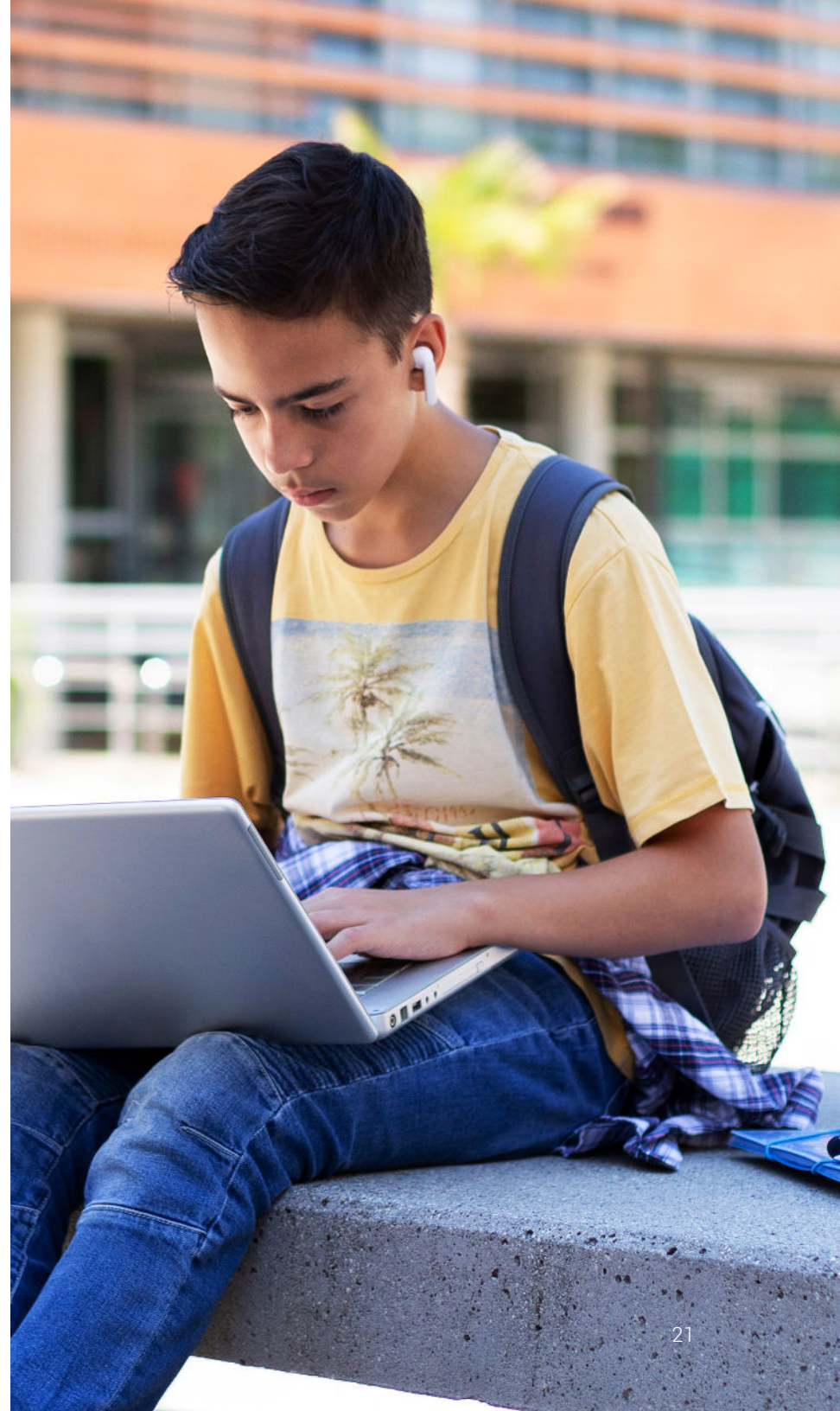
The Santa Clara County Office of Education Opportunity Youth Academy (OYA) is dedicated to ending the cycle of poverty by offering an opportunity for high school students who have previously dropped out or become disengaged

from traditional schooling to complete their high school education. At the Bay Area Tutoring Association, we actively contribute to this mission by providing high-dosage academic tutoring services to support high school dropout recovery. Our approach is characterized by building meaningful relationships with students, incorporating advanced technology, and maintaining rigorous academic standards.



CITY OF SAN JOSE YOUTH EMPOWERMENT ALLIANCE (FORMERLY KNOWN AS MAYOR'S GANG PREVENTION TASK FORCE B.E.S.T.) (CREATED IN 2017)

The City of San Jose Youth Empowerment Alliance, formerly known as Mayor's Gang Prevention Task Force B.E.S.T., is a transformative program focused on creating a significant and positive impact in the high-risk areas of San Jose, where heavy gang activity poses formidable challenges. Our program is driven by the belief that education and empowerment can break the cycle of violence and provide a pathway to a better future. We specialize in offering high-dosage tutoring to at-risk and high-risk students in San Jose's most vulnerable neighborhoods. In addition, we are proud to incorporate a comprehensive Social Emotional curriculum into our educational approach, aiming to nurture essential life skills and emotional intelligence.





SAN JOSE LEARNS (CREATED IN 2016)

San Jose Learns is a K - 3 school district grant funded by the San Jose Library Foundation. Its aim is to support the academic success of K - 3 students. Our primary mission is to provide academic tutoring for students who are testing below their grade levels in math and English Language Arts (ELA). We have been funded several times by San Jose Learns since 2016. Our valued school district partners in this endeavor include Alum Rock School District, Mt. Pleasant Elementary School District, Oak Grove Elementary, and Franklin McKinley School District.



CHURCH TUTORING AND HOMEWORK PROGRAM (CREATED IN 2014)

The Church Tutoring and Homework Program is dedicated to addressing the academic needs of students by engaging tutors to reinforce essential skills in various subject areas. Through our program, we provide academic tutoring, fostering relationships between tutors and students that offer crucial guidance, support, and inspiration for their future success. We firmly believe that the influence of one caring person can have a profound impact on a young individual's life. Since its inception in 2014, our program has served 230+ students, creating a positive environment for academic growth and personal development. We collaborate with esteemed partners such as Bible Way

Christian Center, Family Bible Fellowship, and Maranatha Christian Academy to enhance the reach and effectiveness of our efforts.



AFTER SCHOOL TUTORING PROGRAM (CREATED IN 2013)

The After School Tutoring Program is a dedicated effort designed to support students in fulfilling their academic needs. It provides targeted assistance in specific subjects or the development of strong academic practices. Moreover, this program strives to foster open lines of communication among tutors, students, parents, and teachers. Through regular progress updates and recommendations, it ensures that everyone is well-informed and working collaboratively toward the ultimate goal of student success. In the After School Tutoring Program, we provide essential academic support to students who may be struggling academically. We offer both small group and individualized learning experiences tailored to each student's needs, which can significantly impact their academic journey.





NEW PROGRAMS



CODE WRITING KIDS / AI (CREATED IN 2023)

The Code Writing Kids w/AI program, especially the AI Adventure Summer Program, offers an immersive week-long journey aimed at introducing students from 3rd to 11th grade to the captivating world of Artificial Intelligence (AI) and Machine Learning (ML). Through hands-on coding projects using Scratch, engaging discussions, and presentations in breakout rooms, participants gain a solid understanding of AI fundamentals, including Machine Learning principles and real-world applications. The program thoughtfully integrates ethical considerations, emphasizing the responsibility that accompanies AI technology. By developing their AI-powered projects, students not only refine their technical skills but also leave with enhanced knowledge, ethical awareness, and a fervor for shaping the future through responsible AI and Machine Learning innovation.



EXECUTIVE FUNCTIONING (CREATED IN 2023)

The Executive Functioning workshops cater to youth in grades 3-12 and are thoughtfully designed programs aimed

at nurturing essential cognitive skills. These skills are instrumental in transforming students into more effective learners and organized individuals in their academic pursuits. These workshops place a special focus on various facets of executive functions, which include planning, time management, attention control, and problem-solving. This comprehensive approach ensures that students develop a holistic set of skills that serve them well both in their academic journey and in life beyond the classroom. Tailoring our guidance to meet the unique needs of each age group is a core aspect of these workshops. Our commitment to empowering students with vital cognitive skills led us to initiate the Executive Functioning workshops in 2023.



INITIATIVES



BAY AREA AFRICAN ANCESTRY ACADEMIC SUCCESS INITIATIVE (CREATED IN 2021)

The Bay Area African Ancestry Academic Success Initiative is focused on enhancing educational outcomes for Black Americans of all age groups. Its primary mission is to ensure that this community receives an education that prepares them for college and successful careers, contributing positively to society. The initiative collaborates with individuals and organizations across the Bay Area to promote and facilitate the academic growth and success of Black students. By providing an online platform, it aims to engage and support Black youth in their educational journeys, encouraging their active participation in schools, communities, and broader aspects of life. This initiative originated from BATA's 2021 Black Lives Matter Tutoring Pods. It was specifically designed for students of color, in grades 1st through 12th, whose parents were essential workers. Tutors were actively recruited and hired from HBCUs across the United States.



YOUTH JUSTICE ACADEMIC SUCCESS INITIATIVE (CREATED IN 2021)

The Youth Justice Academic Success Initiative is a collaborative effort between the Santa Clara County Board

of Supervisors and the Bay Area Tutoring Association. Its primary aim is to provide academic support for juveniles who find themselves in detention and subsequently reintegrate into the public education system. Bay Area Tutoring Association offers free, high-quality private tutoring services during the period of detention and continues to provide support when these young individuals return to their public schools. This initiative plays a crucial role in helping students in detention catch up on their education, bridging the gap created during their time away from traditional schooling. Since its inception in 2021, the program has served 50 students and is carried out in partnership with the Santa Clara Department of Probation.



LOVE4LITERACY (CREATED IN 2015)

The Bay Area Tutoring Association Love4Literacy Initiative fosters a love for avid reading, self efficacy writing, and accelerated literacy growth for homeless, foster, immigrant, and underserved youth between the ages of 3 and 9 years of age, and caregivers. We connect them with literacy (reading/writing) tutors, library cards, literacy activities, and online curriculum in partnership with school districts, municipalities, and public library systems. Research indicates reading deficiencies have a broader social consequence in areas of competence, earning achievement, academic achievement and longevity.



CODE WRITING KIDS (CREATED IN 2013)

Code Writing Kids is an initiative powered by Bay Area Tutoring Association, Bay Area CS Educators, and Teach Kids To Code Meetup Groups. Our primary goal is to foster computer literacy, computer science, and programming interests among underrepresented minority groups aged 6 - 18. Our program specializes in providing students with comprehensive computer science understanding, knowledge of computer technology's inner workings, and programming skills. Through our initiatives, students become better digital citizens, perform remarkably well in math, reading, science, and standardized tests. Besides academic benefits, exposure to computer science enhances critical thinking and deductive reasoning. This exposure presents an opportunity for underrepresented minority groups to become part of Silicon Valley's digital economy. We are proud to share that we have College Board approval to offer AP Computer Science online. Our services span both in-person and online platforms, where we conduct after-school programs, weekend workshops, Family code nights, and youth hackathons.





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