



ANNUAL REPORT 2019-2020

Every student deserves to see themselves in the classroom



UrbanEd Academy

contents

Mission, Vision, Values	3
A Message from Urban Ed Academy's (UEA) Executive Director	4
History of UEA	5
Our Programs and Approach	6
Man the Bay	7
Man the Bay: Addressing the Housing Shortage	8
SMART Saturday & Green Hacker Hub	9
2019-2020 Impact	10
Community Engagement	10
Supporters and Financials	11
Leadership and Staff	12



mission

Our mission is building equity in education through representative leadership in and around school.

vision

We have a vision for every student in San Francisco to have one male teacher of color before sixth grade, a vision requiring 100 male teachers of color with a potential to impact 40,000 students of color in San Francisco.

values

- Excellence
- Energy
- Education



a message from urban ed academy's executive director

2020. What a year. It was a tough one--we all struggled through the year in our different ways. Despite the constant change throughout the year, one thing remained certain: humanity is alive and well.

As a non-profit organization we've been on the receiving end of this. And amazingly, despite the challenges, we have made bigger strides than ever.

There were a lot of questions around the direction for our organization when schools closed on March 16, 2020: next steps, funding, and whether or not we would look the same on the other side. The pandemic hit us hard and we suffered through some losses last year, which ultimately caused us to make shifts in the team.

Thankfully, our partners stepped up. Big time. Thanks to a PPP loan with the Bank of San Francisco and extra support from New Schools Venture Fund, the Warriors Community Foundation, and the San Francisco Foundation, we were given the gift of continuing our mission with our team relatively intact. We were given the runway to make the critical transition to virtual programming across all areas.

In the last few months, we have provided much needed consistencies and support for 10 families through the San Francisco Community Hub initiative. We will continue to do that through the end of the school year whether or not schools open up. We've done this with particular thanks to the Mayor Breed, Supervisor Walton, the Department of Children, Youth, and their Families, SFUSD, and the San Francisco Beacon Initiative. We were also able to recruit a 3rd cohort of Black male teacher fellows. Three young men moved here this past fall and they're on track to enter into a credential program by the end of this school year.

On the housing front, we won an RFP and completed a purchase sale agreement to acquire a former police station in our community--our first building. It's a nod to the permanence of our mission here in San Francisco. The building represents the commitment from our partners and the city to having a flag planted in Bayview for Black educators and helping us take an intergenerational next step in building equity in our schools.

Against the tides of layoffs, our organization has grown in 2020. We have been able to bring in more expertise to our staff and our board. Our resolve sets the tone for the bigger picture we want in 2021. We believe in this ecosystem that we're creating. We need to continue expanding the tent, lean on each other even more, and bring in more allies who want to march alongside us. People from all over the Bay Area have reached out and contributed whatever they can: volunteering their time, giving counsel or advice, and building bridges for us. We are so proud of our community being true to this work. When the world returns to normal, every child deserves to see themselves in the classroom.

Thanks to you, we'll be here until they all do--pandemic or no pandemic.

Peace. Cheers to another year of service. Yours in Community,

Randy



why do we exist?

When less than 2% of teachers are Black men and less than 3% are Latino men, this is the gap we face: more than half of schools don't have a Black teacher. (EdTrust West, 2018). We exist to close that gap.



history of uea

Urban Ed Academy was founded as part of a strategy to inspire excitement for learning in young boys of color by matching them with mentors who looked like them. Every child deserves to see themselves in the classroom.

From 2010 to 2016, SMART Saturdays introduced over 800 boys in San Francisco to STEM project-based learning experiences led by Black and Brown men. The strategy worked on Saturdays but our children deserve more — we need men of color to be full-time classroom teachers.

To make this happen, we must address the intertwining challenges of teacher shortages, the lack of culturally responsive training, and the housing crisis. Since 2018, UEA has been investing in solutions that innovatively tackle these challenges.

**"It's easier to build strong children
than it is to repair broken men."**

- FREDRICK DOUGLASS



our programs

We rely on an evidence-based, placed-based, and three-tiered approach to address the challenges impacting students and male teachers of color. We address the larger ecosystem and the root causes of the male teacher of color shortage, and the housing crisis.



MAN THE BAY

A 4-year fellowship program that recruits Black and Brown male recent college graduates (non-ed) to teach in elementary schools. The program supports the teacher fellows through their fellowship by providing them with training, housing, and mentorship.



SMART SATURDAY

A hands-on after school STEM enrichment program for underrepresented elementary school students takes place in a UEA commissioned green learning center.



GREEN HACKER HUB

UEA is one of the San Francisco Beacon Initiative partners that serve the Bayview Hunters Point community at the Malcolm X school to transform it into a more equitable learning community.



BEACON PARTNERSHIP

An academic and enrichment program for underrepresented elementary school students. It also serves as a training incubator for teacher fellows in the Man the Bay program.

donate today and help us support our next generation.



Between our direct service work in schools, our professional development work with teachers, and our workforce housing partnerships with homeowners, our approach is more than meets the eye. We believe we can give the gift of representation to our students, families, and school leaders across the city by meeting needs at the intersection. Every little bit will help a lot—we're all we got!

YOUR DONATION WILL HELP US

- Support UEA as we recruit, house, and train future educators.
- Help us provide continuous supports for our fellows
- Subsidize community-based programming supported by MTB

MAKE YOUR DONATION HERE:

<https://urbanedacademy.org/donate/>



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(415) 330-1015
contact@urbanedacademy.org



man the bay

A systematic approach that aims to recruit, train, and house male teachers of color with a commitment to becoming Elementary school teachers in San Francisco.

meet our fellows

Andre 22	Bouie 29	Ethan 27	Kenneth 22	Mosi 27	Nicholas 25	Siah 25	Xavier 28
Springdale, MD	Atlanta, GA	Longview, TX	Salisbury, MD	Benton Harbor, MI	Brooklyn, NY	Brooklyn, NY	Newark, NJ
Delaware State University	Texas Southern University	Texas Southern University	Delaware State University	Texas Southern University	Delaware State University	Delaware State University	Delaware State University
B.S. Sociology	B.S. Music Education	B.A. Radio Television Film	B.S. Forensic Biology	B.S. Admin of Justice	B.S. Biology	B.A. Comm- unications	B.A. Mass Comm- unications
Grade 5	Grade 2	Grade 4	Grade 2	Grade 1	Grade 3	Grade 3	Grade K

mtb by the numbers

20 hrs
WEEK
IN TRAINING
& COACHING


8
SCHOOLS
SERVED IN
SFUSD

GRADES
K-5

REACH
600+
STUDENTS

“I’m not here to fit anybody’s box or be a statistic of what a [Black male] teacher should be. I’m grounded, I’m detail-oriented, I’m a storyteller, I come with a lot of energy, I’m trustworthy, honest, confident, enthusiastic, goal-driven. I draw upon my faith and my ancestors. Urban Ed Academy is supporting me to get better and in turn I am helping the Fellowship get better”

- MTB FELLOW





smart saturdays

On a bi-weekly basis, students participate in creative and engaging, culturally relevant educational programming that transform them into eager learners ready to excel.

TOTAL FOOT PRINT

7 schools

SERVING COMMUNITY

over 1800 students

MEETING THE NEED

**over 230hrs
of engagement
per student**



WALKING SCHOOL BUS



BACKPACK GIVE AWAY

“Having the opportunity to serve in the community I grew up in has been an honor and privilege. UEA has given hope to the families in San Francisco. When we give back we create opportunities for growth, partnership, and love, we see a drastic change.”

-UEA DIRECTOR



our impact

1,200

students of color served
since 2013

100%

of fellows will be accepted
to a teacher credentialing
program

33%

increased student enrollment
between two years at one
school site

8

Black male teacher candidates
placed in 8 schools, reaching
600 students.

\$250,000

in economic value to our
homeowner partners
in 18 months

20hrs

of training and mentorship
a week for teaching fellows

community engagement



HUNTERS POINT PARK
CLEAN UP



WARRIORS GAME



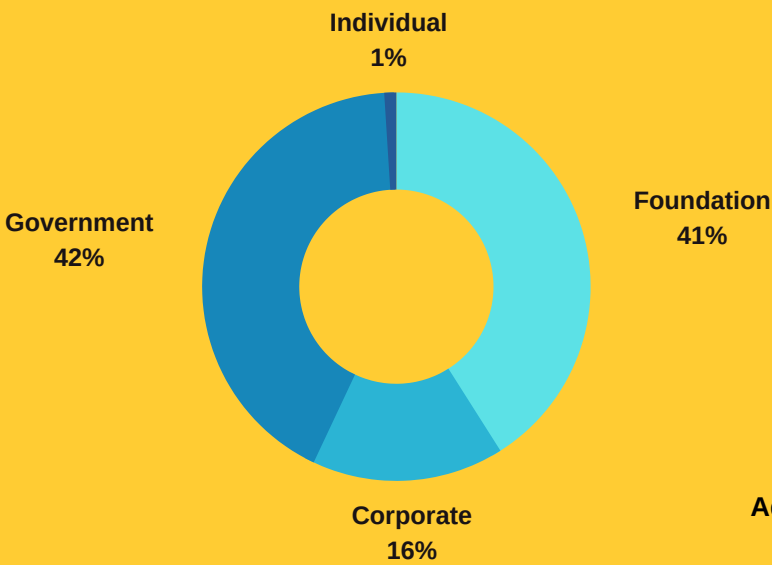
BAY AREA YOUTH
AGENCY
CONSORTIUM

thank you to our corporate, government foundation and countless individual donors

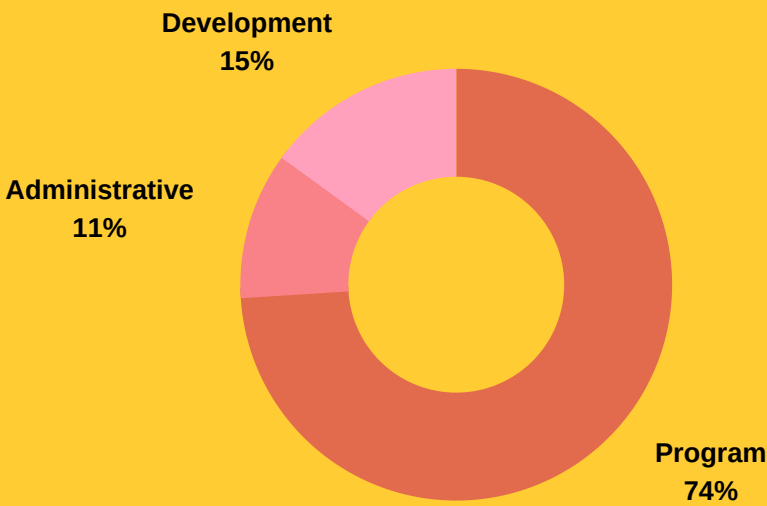


financials

revenue



expenses



total budget: 1.4 million

thank you to our staff and board!

staff

Randy Seriguchi, Jr.
Executive Director

Toi Sin Arvidsson, Ph.D.
Chief Operating Officer

Rachel Roberts
Director of Operations

Diane Tarapata
Executive Assistant

Alex Serna
Development Associate

Shelton Welch
Development Associate

Sonja Currie
Development Associate

Denzel Herrera-Davis
Communications Associate

Anh Sundstrom
Communications Associate

Sydney Welch
Communications Intern

Daniel Rumley
General Consultant

Fredrica Nash
Teaching & Learning Consultant

Michael Gibson
PA&D Coach

Tyson Amir
Personal Coach

Ana Bendaeras
Teacher Coach

Trent Kravitz
Program Coordinator

Whitney Bahati
Program Leader

Ryan Louie
Media Consultant

Ashanti Hooks
Residency Associate

Darius Davis
MTB Fellow - C1

De'von Maynard
MTB Fellow - C1

Staffon Nicholas
MTB Fellow - C1

Messiah Sanchez
MTB Fellow - C1

Codion Isom
MTB Fellow - C2

Kevin Jones
MTB Fellow - C3

Kai Clarke
MTB Fellow - C3

Zakary Cottrell
MTB Fellow - C3

board

Ashley Elleby
Global Product Growth Marketer,
Google

Patrick Otellini
Project Manager, Swinerton

Chris Russi
Point-Slope Capital

Jacob Wallace
Outreach Supervisor,
A. Philip Randolph's

Shariff Barakat
Nixon Peabody

Angelia Dickens
Attorney