

Bridges

Helping motivated Baltimore City youth find long term success inside and outside of school and providing extensive volunteer and growth opportunities for independent school students.

Mid-Year Update
July 1 – December 31, 2014

Released March 2015

Programs

Bridges at St. Paul's School – Established 1993

Bridges at Gilman School – Established 2014

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March 2015

Dear Friends and Supporters:

I arrived at Bridges a little over nine years ago with the goal of transforming a great summer program into a comprehensive long term support system and ensuring that many motivated Baltimore City youth would have the tools to be their best-selves from elementary school into adulthood.

Since that time, Bridges has been blessed with caring and committed supporters who have helped us make great strides in these goals, including two important milestones in the most recent six months.

- In June, we opened Bridges at Gilman School to 24 fourth and fifth grade students, considerably expanding our reach within Baltimore City.
- In August, we started supporting our rising college freshmen through the transition to college, the beginning of an initiative to support students through college and into their professional lives.

Updates on these milestones and more are captured in the attached mid-year report, intended to provide transparency to our work and answers to your most pressing questions.

On behalf of everyone at Bridges at St. Paul's School and at Bridges at Gilman School, I thank you for your belief in our work and for your unwavering commitment to the young people we serve.

Sincerely,

Rob Paymer
Bridges Director

Bridges Advisory Board

Ellen Bernard
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Ned Harris
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Bridges at St. Paul's School

Victoria Brown
Jacinta Casey
Brianna Hollimon
Jonathan Lindsay
Collin Majev
Rob Paymer
Ariel Sklar

Bridges at Gilman School

Ned Harris

Bridges at a Glance: Highlights 7/1-12/31/2014

Successfully Launched Bridges at Gilman School

Program Launch

We launched Bridges at Gilman in June of 2014 with 24 fourth and fifth grade students. Since then, students participated in the Summer Institute (97% attendance), received Middle School Guidance support (100% participation), and participated in the Winter After-School Program (98% attendance). They also engaged with 22 high school volunteers from Gilman School and from Bryn Mawr School (1600 service hours as assistant summer counselors and as After-School tutors).

Improved the Existing Program at St. Paul's School

Expanded After-School Program and Increased Volunteer Opportunities

In September, we added a fall section of the After-School Program, making the elementary After-School program run from September to May. Adding this program now makes it possible for St. Paul's students to volunteer in Bridges all four seasons of the year (100+ high school volunteers/year).

Increased One-on-One Support for Bridges Students in grades 4 - 12

In August, we created two new staff positions, increasing full-time program staff from 2 to 4 people. Our larger staff allows us to be more pro-active with struggling students, responsive to parent requests, and to add depth to our school year programming.

Support through the Transition to College

Last spring, Bridges recognized its first-ever Bridges College Scholarship Award Winners. The six honorees received a total of \$45,000 in educational scholarships. We are now supporting them, as well as their classmates, through the transition to college, which is part of an initiative to help students maximize success after high school. From August-December, Bridges helped freshmen with needs including switching roommates, emergency book purchases, and obtaining on-campus tutoring.

Established Great Partnerships

Grants from Under Armour WIN Program & The Weinberg Foundation

Bridges received first-time grants from Under Armour's WIN Program and from The Harry and Jeanette Weinberg Foundation. These grants helped to fuel programs, growth, and staffing. We are grateful for their partnership and hope to grow these relationships over time.

Data Sharing Agreement with the Baltimore City Public School System

Our students attend 30+ schools in Baltimore. This has presented an on-going challenge to obtaining grades in a timely manner and providing quick help to struggling students. We recently entered into a data sharing agreement with the Baltimore City Public School System that provides us with quick and easy access to quarterly student grades.

New Job Partnerships

In the summer of 2014, we added five new summer job partners: Atwater's Bakery, The Charmery, Point Breeze Credit Union, University of Maryland Medical Center, and The Walden School (summer music scholarship). In the fall we confirmed three new partnerships for summer of 2015 - Silverman, Thompson, Slutkin & White, Mouth Party Caramel, and Outward Bound.

Bridges at a Glance: Key Statistics 7/1-12/31/14

Bridges at Gilman School – 24 students ages 9,10

Elementary School Programs / Support

Summer Institute for Elementary School Students (June-July 2014)

- **Students:** 24 total; 97% attendance rate; 45% male, 55% female
- **Volunteers:** 11 from Gilman School & Bryn Mawr School (1,080 hrs; 99% attendance)

After-School Program for Elementary School Students (Nov 2014-May 2015)

- **Winter Program (Nov-Feb):** 22 of 24 students participated; 98% attendance rate; 11 volunteers from Gilman School & Bryn Mawr School (594 hrs; 97% attendance)
- **Spring Program (Feb-May):** Begins late February 2015

Middle School Guidance (October-December 2014)

- **Middle School Guidance:** 12 of 12 (100%) of fifth grade families opted in for guidance

Bridges at St. Paul's School – 160 students ages 9-18

Elementary and Middle School Programs / Support

Summer Institute for Elementary and Middle School Students (June-July 2014)

- **Students:** 112 total; 94% attendance rate; 40% male, 60% female
- **Volunteers:** 32 from the St. Paul's Schools (2,652 hrs; 99% attendance)
- **Staff Retention:** 20 of 32 admin / teachers / staff returned from prior summer

After-School Program for Elementary School Students (September 2014-May 2015)

- **Fall (Sept-Nov):** 33 of 38 students participated; 90% attendance; 6 volunteers from the St. Paul's Schools (102 hours; 91% attendance)
- **Winter (Nov-Feb):** 33 of 38 students participated; 91% attendance; 32 volunteers from the St. Paul's Schools volunteered (402 hours; 93% attendance)
- **Spring (Feb-May):** Program begins in late February 2015

Personal Development Program for Middle School Students (September 2014-May 2015)

- **Gr 6 (Sept-Dec):** 2 programs- Transition to Sixth Grade, Intro to PDP
- **Gr 7 (Sept-Dec):** 3 programs- Back to School Dinner, Arts Workshop, Teacher Communication Workshop
- **Gr 8 (Sept-Dec):** 2 programs- Back to School Dinner; Q1 Grade Review

Middle and High School Guidance (October-December 2014)

- **Middle School Guidance:** 18 of 21 (85%) of fifth grade families opted in for guidance
- **High School Guidance:** 15 of 18 (83%) of eighth grade families opted in for guidance

High School & Post High School Programs / Support

Summer Jobs & College Prep Mondays for Rising Grades 10-12 (June-July 2014)

- **Students:** 44 high students participated (38 students in 2013)
- **Partners:** 19 employers including five new partners; YouthWorks remains our major partner for jobs in the non-profit sector; Capital Educators provided in-kind SAT Prep for students.

School-Year Tutoring Support for Grades 9-12 (September 2014-May 2015)

- **Students (Sept-Dec):** 24 of 59 high school students (40%) received tutoring
- **Partners:** Most tutoring occurred through a partnership with the Loyola University Writing Center; the Junior League of Baltimore also provides a location in the City for tutoring

School Year Social Support for Grades 9-12 (September 2014-May 2015)

- **Students (Sept-Dec):** 56 of 59 (95%) high school students received a one-on-one meeting. 32 students (54%) were met with more than once (vs. 20 students same time prior year)
- **Increased Capacity:** The high school program director was assisted by a new program associate as well as a social work intern, which increased capacity for one-on-one meetings.

Personal Development Program for High School Students (September 2014-May 2015)

- **Gr 9 (Sept-Dec):** 5 programs- Back to School Dinner, Transition to High School Workshop, Q1 Goal Setting, Summer Job Interview Prep, Small Dinners
- **Gr 10 (Sept-Dec):** 3 programs – Back to School Dinner, Visit to Sagamore Farm/Q1 Goal Setting, Resume Writing Workshop
- **Gr 11 (Sept-Dec):** 3 programs- Back to School Dinner, Career Speed Dating, Small Dinners
- **Gr 12 (Sept-Dec):** 2 programs- SAT Practice, College Essay Writing Workshop

Post-High School Programs / Support (August 2014-May 2015)

- **Gatherings:** Bridges hosted 2 lunches for its 11 college freshmen in August and in January.
- **Other Support:** Between events, the program sent care packages in September and stayed in touch via group emails and personalized texts and calls on an as needed basis.
- **Scholarships:** 6 of the 11 students entered college this Fall with scholarships from Bridges

Student Metrics

High School Matriculations & Retention

- **Total Matriculations:** 14 students completed middle school & entered high school in the fall
- **Retention:** 12 entered Bridges in fourth or fifth grade; 2 entered in sixth or seventh grade
- **Selective matriculations:** City (4), Poly (4), Seed School (1), McDonogh, (1) Cristo Rey (1)

High School Graduation & College Matriculations

- **High School Graduates:** 13 of 13 students graduated high school in the spring
- **College Matriculations:** 11 of 13 students matriculated into college in the fall
- **Retention:** 11 entered Bridges in fourth or fifth grade; 2 entered in sixth or seventh grade
- **Matriculations:** American University (1), Bowie State (1), Morgan State (3), Mount Saint Mary's (1), UMD College Park (2), UMES (2), Virginia Wesleyan (1).

Organization Report

Staffing (July 2014-Dec 2014)

- **Gilman Staffing:** Ned Harris, a senior faculty member at Gilman School, launched Bridges at Gilman over the summer. He is responsible for all site programs and operations.
- **St. Paul's Staffing:** Bridges at St. Paul's added 2 full-time staff positions in August. Jonathan Lindsay was hired as full-time Elementary and Middle School Program Director. Brianna Hollimon was hired as Bridges' first-ever High School Public Service Fellow.
- **Looking Ahead:** There are plans to add two additional part time staff members in the upcoming months including an assistant to the director and a college intern.

Advisory Board (July 2014-Dec 2014)

- **Friend-Raisers:** Advisory Board member and Gilman alum, Josh Levinson, hosted a dinner in June to introduce Gilman friends to Bridges.
- **Membership:** Bridges added three new members to the Advisory Board in late spring of 2014. In October, Scott David, Stephon Jackson, and Paul McBride started their first year on the Advisory Board.

Marketing (July 2014-Dec 2014)

- **5K Race:** Bridges had its first-ever "Climb the Hill for Bridges" 5k and 1 mile fun run in July. The race drew 150+ runners.
- **Kickball Tournament:** The Bridges Kickball Class was postponed from the fall due to weather. It will be rescheduled for the spring of 2015.
- **Brochure:** Bridges completed a comprehensive brochure to better market its work.
- **Social Media:** Facebook following grew to 900 people (up from 795 in Feb 2014).

Partnerships (July 2014-Dec 2014)

- **New Partners (July-Dec):** Bridges added 7 new organizational partners including 3 foundation/corporate supporters, 3 job partners, and 1 feeder school.
- **Lost Partners (July-Dec):** Bridges lost one partnership – the Loyola University math-tutoring program that was started in 2013.

Expansion (July 2014-June 2015)

- **Program Processes (July-Dec):** Bridges at St. Paul's and Bridges at Gilman have created shared admissions and coordinated program planning processes between sites.
- **Cross-Program Relationships (July-Dec):** Students from the two programs were brought together on summer field trips and all-program activities in an effort to facilitate cross-program relationships. Community building efforts were aided by the decision to have students from the same elementary schools divided and sent to both programs.
- **Marketing:** The sites share a Facebook channel, a brochure, and a website.
 - **Facebook:** www.facebook.com/bridgesbaltimore
 - **Website:** www.bridgesbaltimore.org