



**CAMBRIDGE SCHOOL VOLUNTEERS
ANNUAL REPORT 2016**

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CSV: 1966 TO 2016



Last year as Cambridge School Volunteers (CSV) celebrated our 50th anniversary, we took the opportunity to reflect on our past, recognize our achievements and reconnect with our roots. CSV was started in 1966 by a group of local mothers who gathered to create libraries in elementary schools. I was joined at our CSV 50! dance party in April by two of CSV's founders, Mary Samp and Lee Robbins, in offering a toast to CSV's next 50 years. We were delighted that the crowd was filled with current Cambridge public school parents who continue to support our mission as donors and volunteers.

This year CSV's staff and board members will partner with the Cambridge Public Schools, 12 corporate partners, and a multitude of generous donors to bring over 1,000 volunteers to tutor and mentor students throughout the district. Every school day, these volunteers, who together give some 40,000 hours, are making a genuine difference in the lives of 3,000 of the city's most vulnerable children—improving their academic outcomes and opportunities.

The secret of our success, the same as it was five decades ago, can be found in one powerful word: relationship. CSV's staff do the behind-the-scenes work to create and nurture relationships between our caring, competent adult volunteers and individual K-12 students. Whether they build elementary students' confidence in their math skills; introduce middle schoolers to new professional STEM fields; or guide high school seniors through the college process, CSV volunteers provide a sig-

nificant learning experience whose impact can be felt in far-reaching ways. As an early literacy volunteer myself, I have personally witnessed students learn and grow within this supportive relationship.

CSV continues to develop our mutually beneficial relationship with the administration, faculty, and staff of all the Cambridge schools and to respond to the district's evolving priorities. This year, we deepened our collaborations in the upper school Learning Centers, where volunteers offer focused, one-to-one after-school tutoring, and we expanded our NetPals mentoring program, which matches seventh graders with working scientists and engineers from some of the leading Cambridge biotech firms and research institutions.

Every year, Cambridge School Volunteers fortifies our relationships within the community—from corporate Reading Buddies sharing picture books in elementary classrooms each week to expert coaches prepping CRLS teams for the annual Massachusetts Science Olympiad. And as we meet our exceptional volunteers, we are frequently reminded that this great organization might not be possible anywhere else. We are so grateful for the contributions, in-kind donations, and whole-hearted support of our community members and corporate partners, and, especially, for our dedicated Cambridge School Volunteers. May the many relationships that we foster and the wonderful results these relationships yield continue to grow over the next 50 years.

~ SALLY PETERSON, PRESIDENT

OUR IMPACT

39,519

**HOURS
WERE DONATED BY
VOLUNTEERS**

With volunteers at every public school and grade level in the city, Cambridge School Volunteers, Inc. brings the power of caring relationships to schoolchildren.



28,305

**HOURS
WERE SPENT ONE-TO-ONE
WITH A STUDENT**

For highest impact, we concentrate on 1:1 tutoring and mentoring relationships with students—72% of all hours donated by CSV volunteers were 1:1 this year.



2,501

**STUDENTS
WERE SERVED BY A CSV
VOLUNTEER**

We train, match, and supervise volunteers carefully, create consistent relationships, and meet the needs of volunteers, teachers, and students.

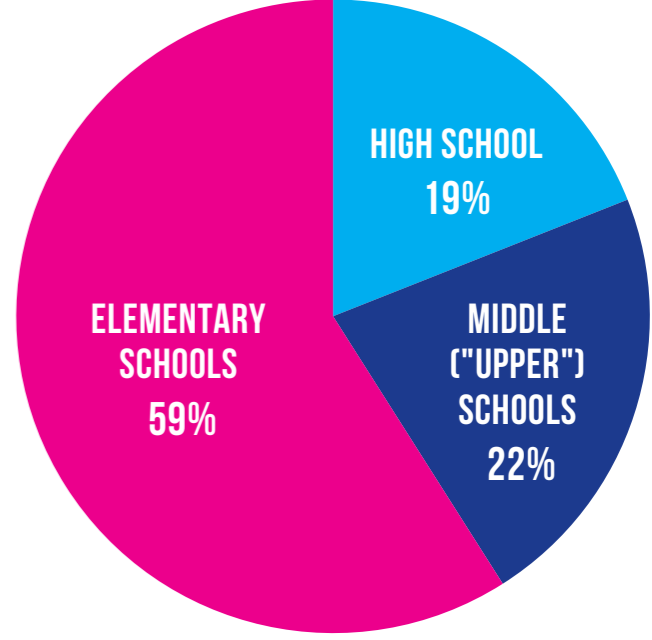


Almost half (47%) of Cambridge Public School students in the 2015-16 school year met the definition of "high needs" students set by the Massachusetts Department of Elementary and Secondary Education. Cambridge School Volunteers contributes to the district's success in educating students with diverse learning styles and educational needs.

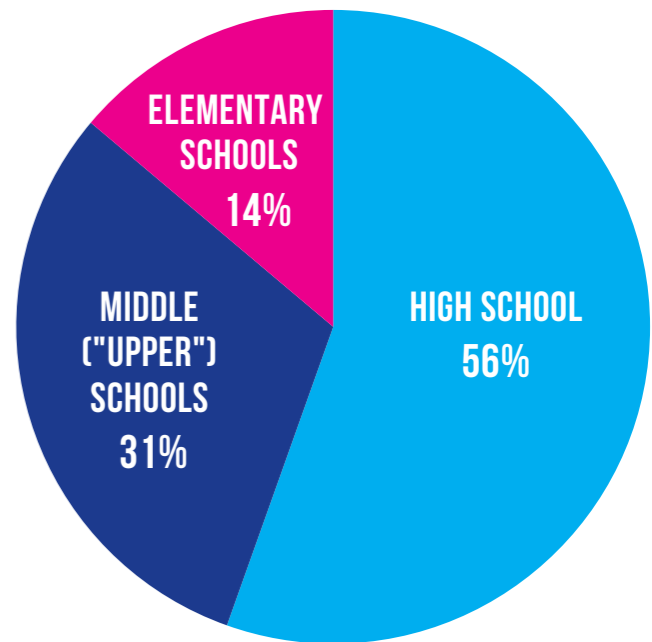
Our school-day programs help students access CPS curricula through volunteer support. CSV's NetPals STEM mentoring program provided a mentor for 68% of seventh-graders in the district this year. CSV Reading Buddies, who pair with kids at the two highest-poverty elementary schools, read to their student buddies for 3,583 hours in FY16. Our Intergenerational Math Program tutors donated 2,100 hours, and Early Literacy Program volunteers in Grades K through 3 donated 2,238 hours this year. At Cambridge Rindge and Latin School, the city's one comprehensive high school, our Tutoring Center served students from 7:30 a.m. before school until 4:30 after school, five days a week.

Our OST programming enables students to get one-to-one help with homework, write college essays, deepen hands-on STEM skills through the Science Olympiad, and prepare for SATs. After-school Learning Centers in the upper schools and our high school Tutoring Center use the proven effective model of pairing primarily high-needs students with a consistent, individual tutor.

**VOLUNTEERS GAVE
26,915
HOURS DURING THE SCHOOL DAY**



**VOLUNTEERS GAVE
12,604
HOURS DURING OUT-OF-SCHOOL TIME**



K-5 PROGRAMS

425

volunteers
donated their
time in K-5

15,859

hours were
donated
by K-5
volunteers

12

elementary
schools had
CSV volunteers

4

corporate
partners provided
volunteers

39%

of K-5 volunteers
have been
volunteering
3+ years

249

K-5 students had a
CSV tutor, mentor, or
Reading Buddy



“I LIKE THAT I GOT THE SAME READING BUDDY AS LAST YEAR,”

says a third-grade student at the Kennedy Longfellow School in East Cambridge. “And thank you for what you have done, it helped me learn new things.”

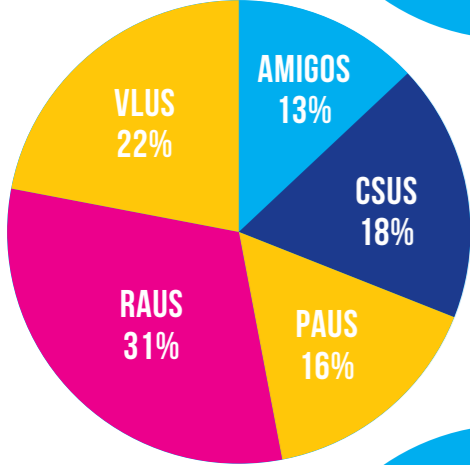
K-5 PROGRAMS

Our programs in Cambridge’s elementary schools rely on the power of relationship to raise a student’s engagement with the curriculum and with learning. Volunteer efforts are concentrated in literacy and math. Three-quarters of all hours donated by volunteers in Kindergarten through fifth grade are hours spent one-to-one with a student. Our major K-5 programs are Reading Buddies, Early Literacy Programs, Elementary Literacy Tutors, the Intergenerational Math Program, KeyPals, and classroom volunteers.

UPPER SCHOOL LEARNING CENTERS

82
students received
one-to-one
tutoring

78%
of students
qualified for free
or reduced-price
lunch



< LEARNING CENTER
TUTOR HOURS
ACROSS SCHOOLS

58%
of students served in
Learning Centers had a
learning disability

77%
of referring teachers
reported students'
schoolwork
improved

94%
of students said
tutoring at Learning
Center improved
their schoolwork



“THANK YOU FOR WELCOMING ME INTO TUTORING,”
says a sixth-grader at Rindge Avenue Upper School, “to get help
with my work at school and make me feel like I can work on my
homework.”

UPPER SCHOOL LEARNING CENTERS
During the 2015–16 school year, CSV Learning Centers served 82
students in all five upper schools with one-to-one after-school tutoring
through weekly sessions with their own tutor. We identified one-to-one
matches, which last for at least one full semester (in many cases, two
semesters), as a key quality indicator. The number of 6th-, 7th-, and
8th-grade students receiving this high-quality individual tutoring has
increased 53% since 2014. Limited English proficient (LEP) students
were 11% of students in the program; 34% were former LEP students.

UPPER SCHOOL NETPALS PROGRAM

5,328

hours were
donated by
NetPals

11

Corporate
partners

47%

high-needs
students

242

volunteer/
student pairs

3

schools

100%

of seventh-graders
taking science had
a NetPal



“I PROVIDED REAL WORLD EXAMPLES FOR MY STUDENT ABOUT MY JOB AND STEM,”

says Mani Subramanian of GCP Technologies. “I talk about how I learn through mistakes and that science is trying something and seeing if it does or does not work. This is the scientific method.”

UPPER SCHOOL NETPALS PROGRAM

Collaborating closely with upper school science teachers, CSV connects students with NetPal mentors who bring firsthand knowledge of rewarding career paths in STEM. NetPals are volunteers who work in tech, biotech, research, or engineering organizations that partner with CSV. The NetPals program provided every seventh-grader at Rindge Ave., Putnam Ave., and Cambridge St. Upper Schools with a mentor. Pairs met three times, at events organized and supervised by CSV staff, at school and in a STEM workplace, and exchanged approximately eight emails. This year, 54% of students were low-income.

HIGH SCHOOL PROGRAMS

12,247

volunteer hours at CRLS

174

volunteers at CRLS

6,272

volunteer hours in one-to-one services

58

seniors were helped with college applications

46%

of the students at CRLS qualified for free or reduced-price lunch

41%

of the students at CRLS had "high needs"



“ONCE I STARTED THE COLLEGE APPLICATION PROCESS I SAW HOW DIFFICULT IT WAS...I COULDN'T EVEN IMAGINE IT DOING IT ALONE,”

says Ahmed Maruf, CRLS Class of 2016. “I had a lot of homework and a job at the time. My mentor helped me put together a good essay and find the right scholarships that would fit me.”

HIGH SCHOOL PROGRAMS

CSV has served CRLS students since 1966, when our founders began helping seniors write college essays. Fifty years later, we launched the 2015–16 school year by welcoming a new director of high school volunteers, Deandra Williams, to the CSV team. We expanded SAT/ACT preparation services; matched 88 volunteers one-to-one with students in the CRLS Tutoring Center, provided 14 volunteer advisors to the Science Olympiad team, and met teacher requests for assistants. One-third of our CRLS volunteers this year have volunteered for three or more years.

LITERACY, K–12



- LEARNING CENTERS AT 5 UPPER SCHOOLS
- EARLY LITERACY PROGRAMS
- ELEMENTARY LITERACY TUTORS
- LIBRARY AND CLASSROOM VOLUNTEERS
- CRLS TUTORING CENTER
- COLLEGE READINESS PROGRAM
- READING BUDDIES
- KEYPALS

SPOTLIGHT ON THE CSV COLLEGE READINESS PROGRAM

Many students at Cambridge Rindge and Latin School (CRLS), the city's one comprehensive public high school, will become the first members of their family to attend college. The CSV College Readiness program is designed to give these students, along with any interested juniors and seniors, help throughout the college process—from learning how to take standardized tests and identifying “their” list of schools, to filling out applications, writing essays, and applying for scholarships.

In early fall, mentor-student pairs are matched, and work one-to-one once a week to research, develop, and achieve their college admissions goals. Says Deandra Williams, CSV's director of high school volunteers, “Our program encourages students to be thoughtful and realistic about themselves throughout the process, to find schools that will be a good fit for them, and to think more about the entire college package—including the financial piece.” CSV actively collaborates with uAspire and the Cambridge College Success Initiative to support students throughout the process. In FY16, our College Readiness Program served 54 juniors with SAT prep and 58 seniors who worked with individual mentors. Of the seniors, all gained college admission, and 20 received financial aid, ranging from \$2,000–\$6,000. ●

EARLY LITERACY

Our 213 volunteers in CSV's Early Literacy Program, encompassing Reading Buddies, one-to-one Elementary Literacy Tutors, classroom literacy volunteers, and library and school publishing center volunteers, contributed 5,999 hours in Cambridge's elementary schools in FY16.



SCIENCE, TECH, ENGINEERING & MATH (STEM)



- INTERGENERATIONAL MATH PROGRAM
- KEYPALS
- ART & SCIENCE IN ONE
- LEARNING CENTERS AT 5 UPPER SCHOOLS
- NETPALS STEM MENTORING PROGRAM
- CRLS TUTORING CENTER
- CRLS MORNING DROP-IN MATH
- CRLS SCIENCE OLYMPIAD

SPOTLIGHT ON THE INTERGENERATIONAL MATH PROGRAM

Now in 10 of 12 Cambridge elementary schools, CSV's Intergenerational Math Program—familarly known as IMP—grew significantly during the 2015–16 school year. Offering one-to-one and small group mathematics assistance to K–5th-grade students who are recommended for the program by their classroom teachers, IMP provides skill-building and enrichment activities for a diverse range of young learners.

The IMP's 42 volunteers logged 2,100 hours in 2015–16, up from just over 1,000 hours the previous year. About one-fifth met with “their students” more than one day each week. IMP Director Julie Loh says: “Perhaps the biggest change for IMP students is in their attitude toward math. IMP builds confidence and understanding. It's not about how fast a student can solve a problem or how many formulas are memorized but helping students to grasp why math works the way it does.” And, adds Loh, who has focused on building CSV's relationship with the schools' math coaches, IMP gives invaluable support to teachers, enabling them to differentiate instruction and better meet the learning needs of all the children in their classrooms. ●



NETPALS

CSV's NetPals Program provides every seventh-grader in three schools with a mentor who is a STEM professional (See pp. 10–11). Over half of students in our NetPals program qualified for free or reduced-price lunch, and 47% meet state criteria for “high needs” students this school year.

2016 WAS CAMBRIDGE SCHOOL VOLUNTEERS' FIFTIETH YEAR

Hundreds of community members—parents, teachers, a wonderful diversity of volunteers, and many enthusiastic supporters—gathered joyfully at Lesley University's Lunder Arts Center to celebrate CSV's storied half-century of making a difference for all Cambridge schoolchildren. And though **CSV50!** was held on April 1st, this fabulous anniversary celebration—featuring a

silent auction, mouth-watering hors d'oeuvres, a fun photo booth, the premiere of the new CSV film, and a full evening of dancing—was no April Fools Day joke. All party proceeds and the evening's great, shared spirit of community involvement will continue to contribute directly to CSV's ongoing work.



< AT THE HELM

As the party got underway, members of CSV's dedicated and passionate Board of Directors paused to mark the organization's many decades of success and to anticipate its bright future.



RIGHT WHERE WE NEED TO BE, ALWAYS >

Former CSV board member Kimball Halsey and his wife, Cynthia Tschapl, heated up the dance floor to the beat of DJ iPartyRight (aka current CSV board member Alvin Benjamin Carter III)



< COMMUNITY SUPPORTERS

Alice Jarrard and Alice Bredin joined Board President Sally Peterson and Executive Director Jennifer Fries at the auction, showcasing more than 100 items, including dinner at Cambridge's famed Harvest restaurant, a month's membership to Healthworks, and an outdoor experience on the Charles River.



AT THE HEART >

Khadija Barre, Rose Billeci and Holly Browning were among the guests witnessing the premiere of "At the Heart of the Community." This ten-minute video takes viewers inside classrooms, learning centers and the student experience to show how volunteers and students alike benefit from Cambridge School Volunteers' programs.

GRATITUDE: THE CSV "MINGLE"

CSV's commitment to help all Cambridge students achieve academic and personal success has remained constant since the organization was founded 50 years ago. Today, as always, the one-to-one relationships that we forge between individual K-12 students and the caring, competent adults who serve as their tutors,

coaches, and mentors still stand at the heart of our mission. In May, at the **Warm Spring Thank-You and Mingle**, held in the Fitzgerald Theater at Cambridge Rindge and Latin School, we recognized nearly 1,000 CSV volunteers who realize this vital commitment every school day, throughout the academic year.



< A LEGACY OF MENTORING

Acknowledging CSV's strong and resilient half-century of partnership with the Cambridge Public Schools, Cambridge Mayor Denise Simmons (center) helped us to thank our volunteers. Rick Flanagan of Draper Laboratory (left) marked 20 years, and his colleague Drew Crete 10 years, in the KeyPals one-to-one mentoring program.



CONSISTENT LEADERSHIP >

CSV Director of Corporate Volunteer Programs Lisa Van Vleck, over 29 years, has developed and run our NetPals, KeyPals, and Reading Buddies programs—she has also long been a community member of the Fletcher Maynard Academy Leadership Team.



HEARTFELT THANKS FOR KINDNESS & CARING PRESENCE v

Among attendees we thanked at the event were Leon Cantor and Susan Halliday, who donate their time as classroom volunteers at Vassal Lane Upper School, in Cambridge Public Schools' Sheltered English Immersion Program.

^ DRIVING FORCES

IBM's Tony Pinto (foreground), marked 10 years as a KeyPal at Kennedy-Longfellow School. CSV collaborators involved in the program's 1994 launch include former teacher and administrator Kenneth Neal (far left), teacher Kathleen Walsh Malone (second from left), and IBM's Cathleen Finn (far right).



CORPORATE PARTNERS

DRAPER

SANOFI GENZYME

ORACLE

BROAD INSTITUTE

MIT ChemE



NOVARTIS

gcp applied technologies
GRACE CONSTRUCTION & PACKAGING



CAMBRIDGE SYSTEMATICS

EducationFirst

IBM

VECNA
Better Technology. Better World.

Volpe
The National Transportation Systems Center

Facing Page: One of our corporate partners, Cambridge Systematics, gets its chief executive officer and president, Brad Wright, right, to roll up his sleeves as a NetPal.



CORPORATE VOLUNTEERS

“WE ARE ALL PART OF ONE COMMUNITY HERE IN CAMBRIDGE. MANY OF US ARE FROM ELSEWHERE AND CAME HERE FOR THE NEXUS OF SCIENCE, MEDICINE, AND TECHNOLOGY THAT IS SO UNIQUE IN THE WORLD.” So says Robert Magovski, a lead scientific advisor at the Broad Institute of MIT and Harvard. He has volunteered as a NetPal for four years, mentoring a different seventh-grader every year: “The NetPals program gives us an opportunity to meet young members of our community and discuss their interests and ours—and simply just get to know each other. As neighbors in Cambridge, this is incredibly important.” CSV’s partnerships with local businesses and universities also fuel Reading Buddies (at two schools), a read-aloud program that connects kids with their own adult buddy for a year of exploring books together.

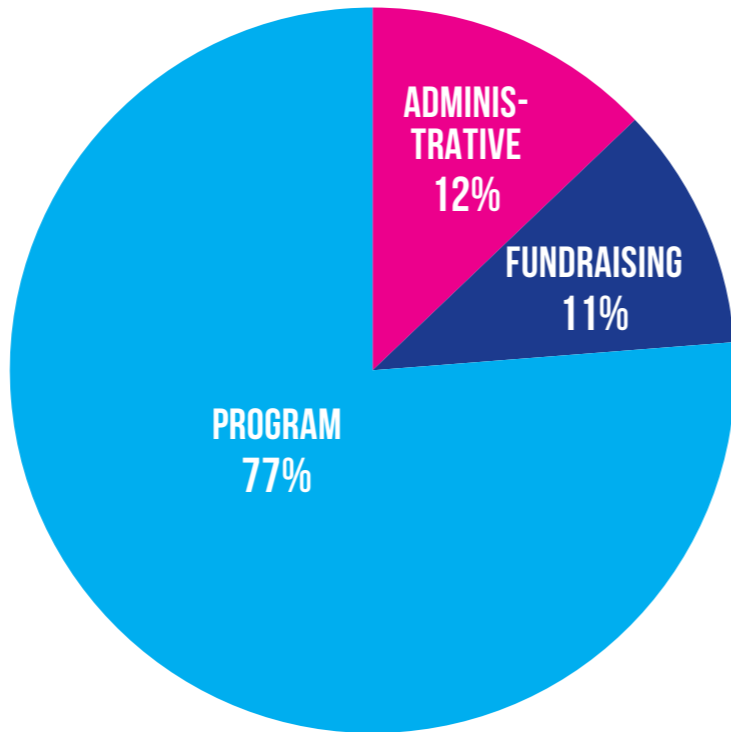
FINANCIAL STATEMENTS



EXPENSES

\$510,999

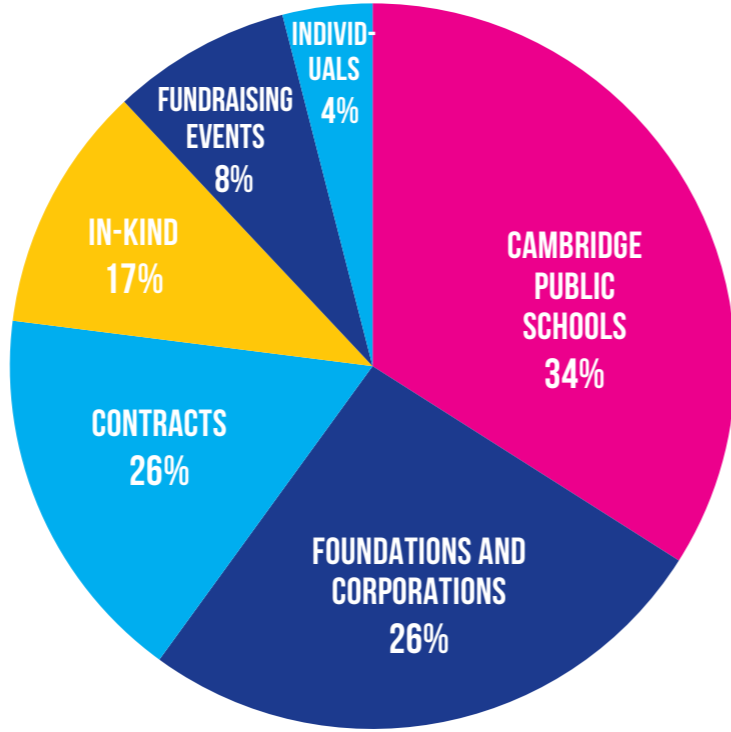
Administrative	\$61,820
Fundraising	\$57,064
Program	\$392,110



REVENUE

\$521,785

Cambridge Public Schools	\$176,365
Foundations & Corporations	\$138,946
In-Kind	\$90,547
Contracts	\$55,804
Fundraising Events	\$39,875
Individuals	\$20,241
Interest	\$7



BOARD

- Sally Peterson (President)
- Dan Dineen, Sanofi Genzyme (Vice President)
- Ricardo Maldonado, Harvard University, retired (Treasurer)
- Anya Alexandra Bear, MIT (Secretary)
- Emily Axelrod, retired
- Kristen Brown, Sanofi Genzyme
- Alvin Benjamin Carter III, law student, Northeastern University
- Holly Donaldson, Realtor, Coldwell Banker
- Rachel Gesserman, the Broad Institute
- Denise Mytko, MIT
- Linda Pursley, Lesley University
- Naveed Rahman, Fidelity Investments
- Sumbul Siddiqui, Esquire, Northeast Legal Aid
- Bill Zamparelli, Eversource

STAFF AS OF 12/16

- Jennifer Fries, Executive Director
- Kasey Appleman, Director of K-8 Volunteers
- Julie Croston, Development Associate
- James Duche, CRLS Tutoring Center Teacher
- Kimberly Green Goldstein, Upper School Program Coordinator
- Analia Ivanier, Upper School Program Coordinator
- Julie Loh, Director of Intergenerational Math Program
- Meg Ramsdell, Upper School Program Coordinator
- Diane Sherlock, Director of Recruitment and Communications
- Daisy Rodriguez, Office Manager and Program Assistant
- Lisa Van Vleck, Director of Corporate Programs
- Deandra Williams, Director of High School Volunteers

DONORS AND SUPPORTERS 2016

HONOR ROLL UP TO \$99

Ariane Agnew
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Jill Bent
Rose Billeci
Siobhan Bredin
Holly Browning
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Amy Carlin
Virginia Carter
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Yih-hsien Shen and Paul Cannistraro
Sumbul Siddiqui

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Seymour and Zoya S. Slive
Shiona Sommerville
Anne Hewitt Suslovic
Christopher Tipper
Lisa Ulrich and Seth Warren
Minka vanBeuzekom
Jean H. White
Dana Yalin

DEAN'S LIST UP TO \$249

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Sarah Alvord
Anya Alexandra Bear and Robert Bear
Dudley F. Blodget
William and Barbara Boger
Francis X. Bolger
Kristen Brown
Anne Carney
Catherine Cuddihee
Adel Daghmouri
Charles Dattola and Holly Harris
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Peter and Jana Dublin
Abby & Paul Farnell
Paula and Jonathan Fazli
Jerry Flannelly and Dorrie King
Debra Foster
Jennifer Fries
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Brian Grindall
Michael Grusby
Natalie Haar
Kimball Halsey and Cynthia Tschampl
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Patricia M. Nolan
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Sam Seidel
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Nancy Sizer
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Edwin and Katharine Smith
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Peter Sturges and Sasha Lauterbach
Marcus Thompson
Ellen T. Watson
Sue Wellington
Gail Lemily Wiggins
Diane Jin and Doug Wigginton
Robert and Alice Wolf
Fred and Nancy B. Woods

CUM LAUDE \$250 TO \$499

Sarah Alvord
Colin Dean
Donald and Diane Fries

Brian Grindall
Robert and Nancy S. Hurlbut
John Koch
Ricardo Maldonado
Denise M. Mytko
Lisa Peterson
Stu Richards and Alice Bredin
Mary A. Samp
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Ellen Smith
Robert and Gail Stein
Daniel and Lucy B. Stroock
Steven Tobias
Howard and Lisa P. Van Vleck
William and Kate Zamparelli

SUMMA CUM LAUDE \$500 TO \$1500

Anonymous
Emily and Ronald Axelrod
Julie Bowden and Richard Grudzinski
Beth Chiquoine and Joe Moore
Dorothy Crawford
Amy L. Domini and Michael Thornton
Holly Donaldson
Francis Duehay and Jane H. Lewis
Linda Sanger
Katherine Watkins
Charles and Louise Weed
Sue Wellington

VALEDICTORIAN'S CIRCLE \$1800+

Naveed Rahman and Caroline Butler-Rahman
John Stone and Sally Peterson

** Please let us know if we have inadvertently left your name off this list, if you would prefer to be listed differently, or if you would prefer not to be listed. We apologize for any errors.*

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Kathryn and Charles Avison-Miriam Avison Charitable Fund
Cambridge Community Foundation
Cambridge Public Schools
Cambridge Systematics
Cambridge Trust
Cambridgeside Galleria

Bushrod H. Campbell and Adah F. Hall Charity Fund
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Holly Donaldson, Realtor, Coldwell Banker Residential Brokerage, Mass. Avenue
Charles Stark Draper Laboratory
East Cambridge Savings Bank
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Friends of Tobin School, Inc.
Harvard Graduate School of Education
Harvard University
HMFH Architects, Inc.
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Lars Foundation
Lesley University
Elizabeth Cabot Lyman Charitable Fund

Martin Fund at The Boston Foundation
The Mathworks
Mass. Dept. Elementary and Secondary Education - ASOST
Arnie Miller
MIT
Novartis Institute of Biomedical Research
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Volpe National Transportation Systems Center
Ed Walsh Foundation
Whole Foods Market
William E. and Bertha E. Schrafft Charitable Trust

IN-KIND SPONSORS

Aeronaut Brewing Company

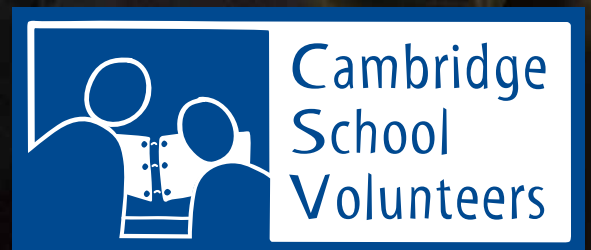
Anna's Taqueria
Cambridge Public Schools
Cambridge Systematics
DJ iParty Right (Alvin Benjamin Carter III)
Commonwealth Restaurant
Shaw's/Star Market
Christina Van Vleck, Graphic Designer
Whole Foods Market

CRLS graduate and College
Readiness Program
participant, June 2016
photo by Larry Aaronson



Cambridge School Volunteers

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Cambridge, MA
(617) 349-6794
www.csvinc.org



@csv02138



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