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 significant 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

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CSV: 1966 TO 2016

Presidential letter Spring 2017
Elementary Schools 14%
Middle ("Upper") Schools 31%
High School 56%

Our Impact

2,501 students were served by a CSV Volunteer
With volunteers at every public school and grade level in the city, Cambridge School Volunteers, Inc. brings the power of caring relationships to schoolchildren.

39,519 hours were donated by volunteers
We train, match, and supervise volunteers carefully, create consistent relationships, and meet the needs of volunteers, teachers, and students.

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.

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.

26,915 hours during the school day
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.

12,604 hours during out-of-school time
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.
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.

“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.”
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.

“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 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.

“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.”

5,328 hours were donated by NetPals
11 Corporate partners
242 volunteer/student pairs
47% high-needs students
3 schools
100% of seventh-graders taking science had a NetPal

This year, 54% of students were low-income.
HIGH SCHOOL PROGRAMS

“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.”

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.
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.

SPOTLIGHT ON THE INTERGENERATIONAL MATH PROGRAM

Now in 10 of 12 Cambridge elementary schools, CSV’s Intergenerational Math Program—familiarly 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.

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.

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.
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 Tschampl, heated up the dance floor to the beat of DJ iPartyRight (aka current CSV board member Alvin Benjamin Carter III).

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.

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.

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.

Heartfelt Thanks for Kindness & Caring Presence
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).

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.
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.

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.
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
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