OUR MISSION is to attract, develop, and mobilize a diverse network of high potential future leaders who will bring the capacity needed to solve education's evolving set of challenges so that education can become a lever for equity and excellence.

OUR VISION is to catalyze leaders at all levels to ensure that the students and communities we serve have equitable access to excellent educational opportunities that allow them to realize their full potential.

Dear Friends,

We are both grateful and proud to share the work and impact of Education Pioneers from its 15th year and my first as CEO.

I know first-hand how influential fellowship programs can be. My own experience as a Princeton Project 55 Fellow and a CORO Fellow developed skills and mindsets I still draw on twenty years later and oriented me to the systems that define and shape our ability to make change in important public institutions like education. I have also had the opportunity to talk to many EP Alumni across the country; they've shared with me how important EP's work of finding, developing, and connecting high-capacity leaders is — and how it has made a difference in their careers. We are fueling the education sector's leadership pipeline in a unique and critical way: 4,300+ leaders at all levels (including 180 new Pioneers recruited this year) who are doing incredible work to close the opportunity gap.

2019 was a pivotal year for EP and an inflection point to position us for an even stronger future.

We ended our fiscal year clearer than ever on the need for our work and where we can grow. Building leadership capacity in education is more important than ever. By attracting talented professionals to the sector and advancing their readiness for leadership, we’re catalyzing the collective effort required for long-term systemic change in education. We’re eager to realize our vision — and know it will be hard and rewarding work.

I believe the best days for EP are ahead of us. I’m incredibly thankful for the support of our Alumni, Partners, and champions across the country during this year of transition. We are grateful to all of our supporters for stepping up with us to build new momentum and invest in the talent to transform education on behalf of students, families, and communities.

With gratitude,

Melissa Wu
CEO
Public education could be a powerful lever for equity and excellence for all children. Yet the opportunity gap persists. Without transformative change, we will continue to undermine the potential of students, families, and communities to realize their ambitions.

Our nation spends more than $750 billion on K-12 education each year, with the largest school districts managing multi-billion dollar operating budgets. Yet the education sector struggles to compete for the exceptional talent it needs to serve organizations of this size and complexity. Transforming education requires not only visionary executive leadership and passionate teachers, but also leaders at ALL levels who can identify problems, generate appropriate solutions, and bridge ideas to implementation. Talent matters.

Education Pioneers exists to ensure that the education sector has the management talent it requires for transformation. We find, develop, and catalyze leaders and managers outside the classroom so that students and teachers can succeed inside the classroom. Since our founding in 2003, we’ve built a leadership pipeline for management talent that is unmatched in scale and scope. It is now 4,300+ Alumni strong — 1 in 2 who identify as leaders of color and 70% of whom stay in education long term.

WE FIND AND ATTRACT FUTURE LEADERS. We recruit high-potential talent from sources where the education sector struggles to compete, such as business and policy graduate schools and the private sector. We inspire our leaders (“Fellows”) to apply their skills in K-12 by matching them with hands-on work at school districts, charter schools, and other education organizations (“Partners”) who leverage Fellows’ functional skills to advance mission-critical projects. Our Fellowships build the long-term leadership pipeline in critical but often overlooked functions like operations, analytics, and strategy.

WE DEVELOP LEADERSHIP CAPACITY. Our cohort-based programming shapes Fellows’ long-term mindsets and orientations towards education leadership with an equity lens. We grow individual Fellow’s capacity for leadership and spark a lifelong interest in improving public education, serving students and families, and closing the opportunity gap.

WE MOBILIZE OUR NETWORK TOWARDS IMPACT. Our Fellows are Pioneers for life and can continue to rely on their EP network throughout their personal and professional journeys. Individually and collectively, we catalyze the effort to identify and implement systemic solutions that ultimately realize education’s potential to help close the opportunity gap.

Why EP

Our Model

Our programs
In 2019, we were proud to welcome 180 new Pioneers to the EP network across our programs. Our Pioneers hailed from diverse personal, professional, and educational backgrounds, including graduate schools and the private sector. Through their EP Fellowship, they pursued solutions and led projects outside the classroom that enabled students and teachers to succeed inside the classroom.

EP Fellows embedded in school districts, charter management organizations, nonprofits, government agencies, and other education organizations apply their skills and knowledge to mission-critical projects that help organizations advance their impact.

PROJECT BREAKDOWN BY TYPE
- 38% Data & Analytics
- 30% Program / Project Management
- 18% Strategy
- 2% Operations
- 12% Other, including Finance, Human Capital, Marketing & Communications, and more

1. This refers only to Summer, Impact, and Visiting Fellows.
2. This refers only to Summer or Impact Fellows who had at least one year of full-time work experience in the private sector.
3. This refers only to Summer or Impact Fellows.

Our Pioneers are not only exceptionally talented, but also driven and determined. We are consistently impressed by the level of dedication our Fellows bring to this work. They are equity-focused leaders looking to apply their training and expertise to a sector eager to leverage their skills.

“[The EP Fellowship has been the best transition from the private industry into education. As a Fellow, I led data analytics and management for more than 25 elementary school principals in AUSL’s network. By doing this, I created a data-driven culture in their schools and I also helped them come up with strategies to improve performance.]”

Barbara Zappala was an EP Impact Fellow at Academy for Urban School Leadership (AUSL) in Chicago.

“[During my Fellowship, I researched how teacher turnover impacted the academic, financial, and cultural goals of my Partner organization. By comparing national data with our data, I helped translate a strategic effort to improve retention into a comprehensive implementation plan. My placement and cohort helped me explore different career trajectories; I’ll certainly rely on this experience and my fellow Alums as I move forward in my career.]”

Robert Bell was an EP Summer Fellow at Alpha Public Schools in the San Francisco Bay Area.

“[I worked directly with school administrators to develop and implement strategic plans to improve attendance, reduce suspensions, and provide a safe school environment that drives overall student success. I was involved in critical discussions for district and state level systems and policy improvements with both local and regional leaders in the field.]”

Judith Aboagye was an EP Impact Fellow at Seeding Success in Memphis.

“[This summer I worked with the Boston Public Schools transportation team, specifically bus monitors who support special needs students. I worked with a tech partner to roll-out new software, engaged research and tech partners to improve school bus performance, and organized a training for 500+ bus monitors. This ultimately helps ensure special needs students have the support they need to safely get to school.]”

Jyoti Gupta was an EP Summer Fellow at Boston Public Schools in Boston.

“[The EP Fellowship reminded me why I choose to serve public school students and families. As a Fellow, I was provided the space, resources, and professional connections to accelerate change and pursue solutions to challenges in my role. The adaptive leadership techniques I learned were the most powerful tool in my quest to move my team forward and fight for equity in New York City schools.]”

Michael O’Gorman was an EP Visiting Fellow at New York City Department of Education in New York City.
OUR IMPACT: ALUMNI NETWORK

Inspired by their EP experiences, Pioneers continue their efforts to close the opportunity gap over the span of their careers. 70% of EP Alumni in the workforce continue to work in education following their Fellowship. Our Pioneers go on to become CEOs, Chiefs of Talent, Chiefs of Staff, and more; 30% hold senior leadership positions at the organizations below and more that serve students and families across the education ecosystem.

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Boston Public Schools has hosted 135 EP Fellows and 30 Alumni are currently on staff, including 2012 Alumnus Zack Scott, Deputy Chief of Operations.

Shelby County Schools has hosted 10 EP Fellows, and 2018 Alumna Miska Clay Bibbs is Chair of the School Board.

Sandwiched between Harvard Business School and being a Principal at Parthenon, my EP Fellowship helped me discover what I’m best at and where I can have the greatest impact on education in this city I care so much about.

— SHANNAN VARÓN, 2009 Alumna Executive Director, Boston Collegiate Charter School

Urban Teachers has hosted 5 EP Fellows, and 3 Alumni are currently on staff, including 2006 Alumna Jacqueline Greer, Chief Program Officer.

Founded in 2007 Alumna Alex Bernadotte, Beyond 12 works to address the college completion challenge at its root by acting as a data and service bridge between K-12 and higher education.

New York City Department of Education has hosted 200 EP Fellows and 70 Alumni are currently on staff, including 2013 Alumnus Sean Corlett, Chief of Staff, Office of the First Deputy Chancellor.

My EP Fellowship lit a fire in me. It re-asserted that I wanted a career in education, while getting me up-to-speed on the important issues.

— MELVIN FREEMAN, 2013 Alumnus DIRECTOR OF DATA STRATEGY, KIPP DC

District of Columbia Public Schools has hosted 80+ EP Fellows, and 35 Alumni are currently on staff, including 2009 Alumnus Chris Lewis, Deputy Chief of their IMPACT evaluation system.

KIPP schools across the country have hosted 140 EP Fellows, and 70 Alumni are currently on staff, including Melvin Freeman, Director of Data Strategy, KIPP DC.

Chicago Public Schools has hosted 150+ EP Fellows, and 50 Alumni are currently on staff, including 2009 Alumnus Matt Lyons, Chief Talent Officer.

Yoan Anguilet moved to Memphis for his 2017 EP Fellowship and remains working in the Memphis education sector today as the Chief Data and Strategy Officer at Slingshot Memphis.

Founded in 2017 by EP Alumni Nick Freeman, Fernando DeLeón, and AJ DeLeón, Innovare - Social Innovation Partners has hosted 3 EP Fellows, and all 5 staff members are EP Alumni.


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— SHANNAN VARÓN, 2009 Alumna Executive Director, Boston Collegiate Charter School

Oakland Unified School District has hosted 80 EP Fellows, and 15 Alumni are currently on staff including 2009 Alumna Andrea Bustamante, Executive Director, Community Schools Student Services.

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We are deeply grateful to our supporters who invested in our work, our leadership transition, and in our ongoing mission to transform education. Your contributions fueled our momentum this past year. The following list reflects supporters of our work in FY19 as well as gifts and payments made on multi-year pledges from October 1, 2018 - September 30, 2019.

**$250,000 and above**

**$100,000 - $249,999**
Anonymous  Charles and Helen Schwab Foundation  Paul & Mary Finnegan  George Kaiser Family Foundation  The Leslie Family Foundation  The Merrill Family Foundation

**$25,000 - $49,999**

**$10,000 - $9,999**

**$1,000 - $9,999**

**$25,000**
Gale Mondry & Bruce Cohen

**$50,000**
FThree Foundation

**$100,000**
Paul & Mary Finnegan  The Leslie Family Foundation  The Merrill Family Foundation

**$1,000,000**
Anonymous  Debbie & Robert Bridges  The Charlotte Foundation  The Chrysalis Fund  Gaurav Doshi & Anjali Desai  Sasha Dukhovnis  Kathy and J.W. Gibson  Charitable Fund  Jeff Kang & Victoria Tung

Pioneer Circle members are a community of philanthropic leaders devoted to bringing equitable education to all kids. Your investment helps attract and develop exceptional professionals for the education sector who are ready to lead critical work for students and communities nationwide.

**$10,000+**
Anonymous  Sarah & Spencer Robertson  Bruce Sandys  John Sassaris  Gregory & Ellen Sebsky  Michael & Nancy Silverman  Jenny Shilling Stein  Weinberg/Newton Family Foundation  The Witmer Family

**$25,000+**
Gale Mondry & Bruce Cohen

**$50,000+**
FThree Foundation

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**$1,000,000+**
Anonymous  Debbie & Robert Bridges  John Sassaris  Gregory & Ellen Sebsky  Michael & Nancy Silverman  Jenny Shilling Stein  Weinberg/Newton Family Foundation  The Witmer Family

EP’s mixed revenue model is designed to sustain our work to develop talent for the education sector. Fees earned from our Partner organizations cover a share of our operating expenses, and we rely on the philanthropic support of foundations, corporations, and individuals, as well as government grants to further propel our work.

**OUR SUPPORTERS**
Scott & Doran Morgan  Pro Bono Publico Foundation  Sarah & Spencer Robertson  The Rodell Foundation  Bruce Sandsy  John Sassars  Gregory & Ellen Sebsky  Michael & Nancy Silverman  Jenny Shilling Stein  Strategic Grant Partners  Victoria Foundation  Weinhagen/Newton Family Foundation  The Witner Family

**Acumen Solutions**  Anonymous (2)  Alexandre Bernardotter*  Jim Bildner  Richard Billings*  Tom Bredshaw  Ryan & Gianna Bruno*  Jane Bryson & Jeremy Milo*  Stephen Chan & Tim Schofield  Eugene & Edward S. Chung*  The Colorado Health Foundation  Susie & Clay Crofton  Aimee Eubanks Davis  Longfield Family Foundation  Fifth Third Bank  Katherine Finnegan*  Dan Kalilatios & Hadley Mullin  Nikhil Kumar*  The Louis and Harold Price Foundation  The Stern Family Foundation  SunTrust Foundation  Sharmah Varon & Jason Arenburg*  Ron Vogl & Elizabeth Espinosa  Matt & Kate Westerlund*  Melissa Wu & Michael Rigney  Brad & Christine Wynn  Sisi Yang*  Julie Zoonnek*  Thank you to these companies who matched gifts made to EP:  Google  IBM Corporation  KnowledgeWorks  The Kresge Foundation  Legal & General Investment Management America  Microsoft Corporation  Pitzer  State Street Corporation  Texas Instruments Foundation  In Kind Donations  Acumen Solutions  Google AdWords  Lamar Advertising  Memphis Education Fund  Motorola Solutions

**OUR FINANCIALS**
**REVENUE $4.3M**
- 74% Foundation
- 10% Earned
- 8% Individual
- 4% In-kind
- 2% Corporation
- 2% Government

**EXPENSES $3.7M**
- 74% Program
- 14% Management & General
- 12% Fundraising

I became a member of the Pioneer Circle as an investment in future education leaders passionate about creating effective strategies, programs, and policies. I’m proud to be a part of this growing community of donors committed to excellence and equity in public education.

**DEBBIE BRIDGES**
PIONEER CIRCLE MEMBER

EP is the first and best group in the education space focused on leadership and management talent for schools. Because I believe that ultimately improving opportunities for all kids will require excellent execution at the system level, I think EP is working to solve one of the highest leveraged issues our schools face. I’m proud and excited to support their work.

— SETH REYNOLDS
Managing Director, EY-Parthenon
National Board Member

*EP Alumni
For questions about supporting Education Pioneers or your listing, please contact Jennifer Chin, (510) 504-5607, jennifer.chin@educationpioneers.org

**2019 PIONEER CIRCLE MEMBERS**
Scott & Doran Morgan  Sarah & Spencer Robertson  Bruce Sandys  John Sassaris  Gregory & Ellen Sebsky  Michael & Nancy Silverman  Jenny Shilling Stein  Weinberg/Newton Family Foundation  The Witmer Family

**9** Hallmarks
**4% In-kind**
**14% Management & General**
**74% Program**
**12% Fundraising**

**10% Earned**
**8% Individual**
**4% In-kind**
**2% Corporation**
**2% Government**
We're proud to partner with organizations whose work collectively affects the lives of millions of students. Thank you to Partners who host Fellows and invest in the talent to transform education.

**SCHOOL DISTRICTS**
- Aurora Public Schools
- Baltimore City Public Schools
- Boston Public Schools
- Chicago Public Schools
- Denver Public Schools
- District of Columbia Public Schools
- Indianapolis Public Schools
- Little Rock School District
- Los Angeles Unified School District
- Metropolitan Nashville Public Schools
- New York City Department of Education
- Oakland Unified School District
- Orleans Parish School Board
- Prince George's County Public Schools
- San Antonio Independent School District
- San Francisco Unified School District
- Shelby County Schools
- The School District of Philadelphia

**CHARTER MANAGEMENT ORGANIZATIONS**
- Alpha Public Schools
- Aspire Public Schools
- Aurum Prep
- Blackstone Valley Prep
- Brooklyn Laboratory Charter School
- Capital City Public Charter School
- E.L. Haynes Public Charter School
- Friendship Public Charter Schools
- Gabriella Charter Schools
- Great Lakes Academy Charter School
- Great Oaks Charter
- Green Dot Public Schools
- Harlem Link Charter School
- Highline Public Schools
- IDEA Public Schools
- Impact Public Schools
- Independence Mission Schools
- Kingman Academy Public Charter School
- KIPP Bay Area Schools
- KIPP SoCal Public Schools
- KIPP St. Louis Public Schools
- Memphis Data Preparatory Charter School
- People’s Preparatory Charter School
- Promethean Academy
- Rocketship Education
- Soprisern Truth Montessori

**GOVERNMENT AGENCIES**
- District of Columbia Office of the Deputy Mayor for Education
- Kentucky Department of Education
- Louisiana Department of Education
- New Mexico Public Education Department
- Office of the State Superintendent for Education
- Tennessee Department of Education
- Texas Education Agency
- The U.S. Department of Education

**OTHER EDUCATION ORGANIZATIONS**
- Achievement Network
- ALLMemphis
- AppleTree Institute for Education Innovation
- Bank Street College of Education
- Bill and Melinda Gates Foundation
- Boston Educational Development Fund
- Boston Schools Fund
- Breakthrough Providence
- California Charter Schools Association
- Center for Public Research and Leadership at Columbia
- City Year, Inc.
- Clever Inc.
- College Possible
- Cooperman Scholars Program
- Dean’s List Software
- EducationSuperHighway
- Greater Cleveland Community Foundation
- Impact Yucaipa
- Innovate-Social Innovation Partners
- International Society for Technology in Education
- Jobs for the Future
- Leadership for Educational Equity
- Leading Educators
- LearnZillion
- Little Bird HR Inc.
- Mass STEM Hub
- Memphis Education Fund
- Murmuration
- Nashville Teacher Residency
- Newark Trust For Education
- Northern Illinois University
- Oakland Museum of California
- Opportunity Labs
- Owl Ventures
- Pearson Education
- Relay Graduation School of Education
- Singularity University
- Sloan Foundation
- Strong Women, Strong Girls
- Swing Education
- Take Control OK
- Teach For America
- TEACH.org
- Teaching Trust
- TenSquare
- The City Fund
- The Collective
- The Education Trust
- The New Teacher Center
- The Newark Opportunity Youth Network
- The Opportunity Project
- TLP Education
- TNTP
- University of California Berkeley, Graduate School of Education
- WestEd
- Whole Child Strategies, Inc.
- YouthUp
- Youth Guidance
- Youthforce NOLA

Chicago Public Schools is a district on the rise because of amazing partnerships like Education Pioneers working in the education ecosystem to support public education in Chicago.

While I’ll be the first to acknowledge that our teachers do the heavy lifting, one of the things that I appreciate so much about Education Pioneers is that they recognize professionals can have an impact outside of the classroom. As CEO, I’ve had the opportunity to work with several EP Fellows and Alumni who provide essential support and skills, most specifically around data analytics, to help ensure that the work we’re doing on behalf of children is not only meaningful but impactful.
Thank you to our National Board of Directors for their vision and support of our work in FY19.

Jim Bildner, Board Chair; CEO, Draper Richards Kaplan Foundation

Aimée Eubanks Davis, Founder and CEO, Braven

Jeff Kang, Board Treasurer; Executive Director, Educational Placement Center, San Francisco Unified School District, 2007 EP Alumnus

Gale Mondry, Board Secretary, Education Pioneers

Seth Reynolds, Managing Partner, EY-Parthenon

Eileen Rudden, Co-Founder, LearnLaunch

Melissa Wu, CEO, Education Pioneers