

**Buncombe County FY2020 Strategic Partnership Grants
Application Summary Sheet**

Project	Read To Succeed Asheville/Buncombe
Organization	Read to Succeed

Amount Requested	\$30,000	Strategic Priority or Sustainability Goal	Education/Youth Support
New or Renewal Request	Renewal	Commissioner Districts Served	All

Organization Description	<ul style="list-style-type: none"> Read To Succeed Asheville/Buncombe (R2S) was founded in 2010 by local citizens concerned with the alarmingly high achievement gap in public schools. Mission is to- inspire and teach children to read. Vision is for all children in community to be skillful and engaged readers. Believe that literacy is critical to academic and life success. Recruit, train, place and supervise volunteer reading tutors in city and county schools who work one-to-one with K - 3rd grade students (some Pre-K and some 4th grade) from low wealth households to achieve reading proficiency by the end of third grade. The students worked with have limited access to additional educational resources.
Project Description	<ul style="list-style-type: none"> Read To Succeed (R2S) will provide a volunteer reading tutor program for less wealth students (grades K through 4th) in city/county elementary schools and expand students served. Tutors will work with students once/twice a week depending on the student's needs. R2S will recruit/train/place and supervise tutors who will work with at least 200 city/county students. Tutors will take 25 hours of training, attend monthly in-service trainings and have access as needed to specific training. R2S will continue to work with principals, teachers and literacy specialists to identify students as early as possible in grades K-3rd who are not on grade level reading. Goals for FY 20 are: recruit at least 50 new volunteers, 220 total volunteers will donate 9500 volunteer hours, 42% of students will reach grade level reading and on average students will gain 4.25 reading levels. Will work with the city elementary schools as well as Johnston, Candler, Estes, Woodfin, Haw Creek and Oakley Elementary.
People Served	<ul style="list-style-type: none"> R2S serves students in K-3 (also some pre-K and some 4th) who are referred to program by schools principals or by his/her designees.
Outcomes	<ul style="list-style-type: none"> With parental permission, schools share students' teacher-administered standardized test results. R2S tutors administer assessments with students twice a year to measure students' progress in specific reading skills - understanding of ABCs, phonemes, phonemic segmentation, sight words, and comprehension. Both data sets are analyzed by program evaluator and success is determined by the number of students who reach grade level in reading. The impact of the R2S program is assessed by two methods. R2S staff meet with school principals several times a year to obtain their views on the effectiveness of the program. In addition, classroom teachers are surveyed each year for ideas on improvements and the overall impact of program. The analysis of both data sets are included in annual report.

Budget			
Amount Funded FY2019	\$30,000	Increase Request	\$0
Project Budget	\$176,000	Total Organization Budget	\$176,000
Other Funding Sources: Private, corporate and government sources, grants, fundraisers			

Additional Information
<ul style="list-style-type: none"> Newly funded in FY2019 Meeting/exceeding performance targets for FY2019 grant

Read To Succeed Asheville/Buncombe

FY2020 Strategic Partnership Grants

Read to Succeed

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Application Form

Question Group

Please complete the form below and upload the required files for your application. Organizations submitting more than one project must complete one submission form for each project. Incomplete applications will not be considered.

Priority is given to nonprofit organizations with projects that contribute to Buncombe County's strategic priorities or sustainability goals.

For FY2020, no Strategic Partnership Grant applications will be considered for the strategic priorities "Affordable Housing" or "Early Childhood Education." Funding for affordable housing projects is managed through Buncombe County's Affordable Housing Services Program. Funding for early childhood projects will be managed through the newly forming Early Childhood Education and Development Fund.

Project Name*

Name of Project.

Read To Succeed Asheville/Buncombe

Amount Requested*

\$30,000.00

Strategic Priority*

Which of the following priorities best reflects the primary goal of your project?

Buncombe County Commissioners are dedicated to strengthening the quality of life for everyone by setting new fiscally, socially and environmentally responsible goals that will guide decisions and improve our community for future generations. The Board has committed to strategic priorities as a guide to shape partnerships and investments of resources to insure a healthy, safe, well-educated, thriving and sustainable community.

Details about the Strategic Priorities are available at [THIS LINK](#).

Other Sustainability Goal

Strategic Priority - Other Sustainability Goal

If you selected "Other Sustainability Goal" from the list of Strategic Priorities, please list it here.

Details about the Sustainability Goals are available at [THIS LINK](#).

Quality education - Increase the percentage of children reading at grade level by the end of 3rd grade.

Organization Description*

Tell us about your organization. What is your mission? Highlight two or three key facts and accomplishments that best define your organization.

Read To Succeed Asheville/Buncombe (R2S) was founded in 2010 by local citizens concerned with the alarmingly high achievement gap in public schools. Our mission is to- inspire and teach children to read. Our vision is for all children in our community to be skillful and engaged readers. We believe that literacy is critical to academic and life success . We recruit, train, place and supervise volunteer reading tutors in city and county schools who work one-to-one with K - 3rd grade students (some Pre-K and some 4th grade) from low wealth households to achieve reading proficiency by the end of third grade. The students we work with have limited access to additional educational resources. In 2017-18 we served 145 students, on average students gained 4.25 reading levels, 42% reached grade level reading, 156 volunteers donated 7,643 hours, and the annual teacher survey showed that local classroom teachers believe one-to-one intervention boosts students' confidence and motivation to read.

Project Description

What do you propose to do? What is your plan? What are your goals?

Read To Succeed (R2S) will provide a volunteer reading tutor program for less wealth students (grades K through 4th) in city/county elementary schools and expand students served. Tutors will work with students once/twice a week depending on the student's needs. R2S will recruit/train/place and supervise tutors who will work with at least 200 city/county students. Tutors will take 25 hours of training, attend monthly in-service trainings and have access as needed to specific training. R2S will continue to work with principals, teachers and literacy specialists to identify students as early as possible in grades K-3rd who are not on grade level reading. Our goals for FY 20 are: recruit at least 50 new volunteers, 220 total volunteers will donate 9500 volunteer hours, 42% of students will reach grade level reading and on average students will gain 4.25 reading levels. We will work with the city elementary schools as well as Johnston, Candler, Estes, Woodfin, Haw Creek and Oakley Elementary.

Key Steps*

How will the project work? What are specific activities and milestones that your project entails?

R2S will recruit, train, place, and supervise reading tutors who will work with K-3rd students (and a few 4th). We will also work with some students in city pre-schools. R2S maintains a very high fidelity program and our volunteer tutors go through a rigorous training program to learn best practice techniques for teaching children to improve their reading, comprehension and writing skills. Volunteers attend at least 25 hours of training using Orton Gillingham and Wilson Methods and must pass the end of course test and practicum. We provide ongoing continuing education and supervision for tutors and tutors attend monthly in-services to further their skills. We will have planning meetings with individual principals/school staff to answer any questions they have and to ascertain their preferred method of how the R2S tutor accesses the students, i.e. the push-in, pull-out or afterschool. We will meet at least yearly with school administration to plan and evaluate our work together.

Area Served*

Which areas of the County will be served by this project? Which Commissioner District(s) will be served?

A Buncombe County Commissioner district map is available at [THIS LINK](#).

This project will serve Buncombe County Commissioner Districts 1, 2, and 3. Read To Succeed Asheville/Buncombe will serve students in the Asheville City Elementary Schools and 6 Buncombe County Schools which includes Oakley, Estes, Candler, Woodfin, Haw Creek and Johnston.

People Served*

Who are the members of our community this project will serve? How many people will be served? Include demographics, including age, area median income, race, neighborhood and/or school.

R2S serves students in K-3 (also some pre-K and some 4th) who are referred to our program by schools principals or by his/her designees. In 2017-18 we served 145 students from less wealth families. All R2S students are on free/reduced lunch and approximately 40% live in public housing. We are projecting that we will serve 200 students in FY 19/20. We will also have a summer program for students who living in the Pisgah View Apartment Community and provide programming for residents/parents in the Deaverview Community.

Student Demographics for 17/18:

Gender	Race	Grade
		10% Pre-K
43% male	45% Black	15% K
57% female	32% White	40% 1st
	13% Hispanic	12% 2nd
	10% Multi-Racial	17% 3rd
		6% 4th

Partners*

Which other organizations are you working with to reach your goals? What other local organizations provide similar services or serve similar beneficiaries, and how do you work together?

R2S has collaborative relationships with many organizations: Asheville Housing Authority (HACA) provides us with office/meeting/training space as well as opportunities to provide summer programs for HACA children. We have cross referral arrangements with the Literacy Council, Big Brothers/Big Sisters, and OpenDoors We have collaborative relationships with Children First, public libraries, Smart Start, YWCA, and UNCA Women's basketball team (whose players serve as reading buddies in the Pre-K program at Isaac Dickson). Several other programs work with students in K-12th by providing homework help in after-school hours. However, R2S is the only organization that matches tutors who (1) are highly trained in a research-based multisensory phonics approach, (Orton Gillingham and Wilson Methods) (2) work in-school with only K-3rd graders (and some PreK/4th graders). In many cases tutors commit to continue working with their students until they reach grade level in reading or they complete 3rd grade.

Personnel*

Who is responsible for the project? Briefly describe project leaders and the role each will play in the project. How do these leaders reflect the population or community that you serve?

Ann Flynn is the Exec. Dir. of R2S and, along with the 11 member working board, is responsible for successful operations of the organization. The ED has 30+ years in successful nonprofit leadership and development. Julie Thomas, Program/Training Dir., Michele Luther, Program Coordinator, and Amanda

Shiver, Part-time Trainer all have strong backgrounds in tutor training and elementary education. Julie and Amanda have trained in the Orton-Gillingham Reading System and Julie has 30 years of working with children who have educational delays in reading. The 2.5 FTE staff focus full time on tutor training, supervision, support of our volunteer tutors, and curricula development. Board receives program/financial reports monthly and reviews staff performance once a year. R2S's has a committed volunteer who functions as the Volunteer Recruiter. 4% of our board/staff/ volunteers are people of color and we are exploring all avenues within our ability to bring more diversity into our organization.

Success*

How will you measure results? What will success look like? How will you document the impact of your project? Include whether there is a model that serves as basis for project design.

R2S has a rigorous system of measuring results. With parental permission, schools share students' teacher-administered standardized test results (mClass 3 times a year- beginning, middle and end of year). R2S tutors administer assessments with students twice a year to measure students' progress in specific reading skills -understanding of ABCs, phonemes, phonemic segmentation, sight words, and comprehension. Both data sets are analyzed by our program evaluator and success is determined by the number of our students who reach grade level in reading. The impact of the R2S program is assessed by two methods. R2S staff meet with school principals several times a year to obtain their views on the effectiveness of the program. In addition, classroom teachers are surveyed each year for ideas on improvements and the overall impact of our program. The analysis of both data sets are included in our annual report. We meet with school administration at least yearly to review the program.

Funding*

What is your plan for finding the balance of the project budget? What is your funding timeline and what are your other sources of support?

The R2S board and staff work hard at finding financial support for our organization. We fund our budget with a well balanced group of funds from private, corporate and government sources. Currently, a partial list of funding sources includes, but is not limited to, foundation grants such as the Glass Foundation, The Ramble Charitable Fund, the Biltmore Lake Charitable Fund, Asheville City Strategic Partnership grant, United Way, Community Foundation of WNC, Rotary, area churches and 3rd party fundraisers held on our behalf. Our budget's overall income breakdown last fiscal year was individual donor contributions (61%), grants (7%), corporate (23%), government (7%) and other/misc. ((2%). We are on budget for our FY19 income goal of \$153,000. Our fund development committee is working on increasing corporate donations, grant funding and individuals donation over the next 3 years.

Sustainability*

How will this project be maintained? Please describe funding sources and how you plan to sustain the project in future years.

R2S board/staff are working hard to increase all funding streams but, in particular, grants, corporate sponsorships and individual donors. As of 12/31/18 R2S was 10% ahead of projected individual donations and 11% above total revenue projections. We have an active Fund Development Committee. 100% of board

members donate to R2S and we are provided free office space in the Pisgah View housing community. As of 12/1/18 we developed/adopted a long term strategic plan that addresses: best practice and high quality programs, expansion, improved communication/marketing, human resources and sustainable funding. We have over 180 highly trained/motivated volunteers who are committed to decreasing the literacy achievement gap. R2S has a strong working board, diverse funding streams, committed experienced staff and internal systems in place to support smooth operations. The Board and staff are dedicated to ensuring the long term financial health of the organization.

ATTACHMENTS

Project Budget*

Download the budget form at **THIS LINK**.

Complete the budget form for this project and the overall organization.

Save it to your computer, then upload it.

BC strategic-partnership-grants-FY2020-budget-template (1).xlsx

Financial Statements

Upload a copy of the most recently completed financial statements.

All financial statements must be audited, reviewed or compiled by a certified public accountant and include a full balance sheet, income statement, and cash flow statement.

If your organization does not have financial statements, briefly state the reason.

1.31.2019 Financial Report .pdf

FY 19 was the first year that R2S's budget went over \$100,000. To date, United Way has not required a CPA prepared audit. Our Treasurer, Rick Hebert has a BS in accounting and he prepares monthly, quarterly and annual financial statements including income, expense and balance sheets. All financial records are on file in the R2S office and available for review.

IRS Form 990

Upload a copy of the 990 nonprofit tax reporting form that you most recently completed.

If your organization does not have a 990, briefly state the reason.

2017 Form 990-EZ Schedule A.pdf

Board of Directors List

Upload a current list of your organization's Board of Directors.

If your organization does not have a board of directors, briefly state the reason.

Common Board List form revised 2019.doc

Authorized Signatory

By typing in below the name of the authorized signatory and date of submittal, you acknowledge that your governing body has authorized this application, that it is true and current to your knowledge. As a condition of any grant awarded, this organization will provide all information in the manner described in the contract to be executed between the organization and Buncombe County or its designee, including program and financial reporting.

Name & Date

Ann Flynn, Executive Director February 6, 2019

Other attachments or supplemental information may be submitted to Rachael Nygaard at rachael.nygaard@buncombecounty.org

File Attachment Summary

Applicant File Uploads

- BC strategic-partnership-grants-FY2020-budget-template (1).xlsx
- 1.31.2019 Financial Report .pdf
- 2017 Form 990-EZ Schedule A.pdf
- Common Board List form revised 2019.doc