



Mission of the Eagle Academy Foundation

The Eagle Academy Foundation develops and supports a network of all male, grades 6 through 12, college-preparatory schools in challenged, urban communities that educate and mentor young men into future leaders committed to excellence in character, scholastic achievement and community service and to promote these principles nationally.

The Eagle Academies

- ✓ All-male, grades 6 through 12, college-preparatory public schools in challenged, urban communities
- ✓ Six schools: South Bronx, Ocean Hill/Brownsville (Brooklyn), Southeast Queens, Newark (New Jersey), Harlem, and Staten Island
- ✓ Traditional public schools with an Eagle model overlay at each Academy
- ✓ Follow NYC Department of Education application and selection process

The Eagle Scholars

- ✓ A growing network of over 900 Alumni
- ✓ Approximately 2,600 Scholars in the 2017-18 academic year
- ✓ 90% of enrolled scholars are Black or Latino
- ✓ 80% of enrolled scholars are eligible for free or reduced-price lunch
- ✓ 25% of enrolled scholars have a special education designation
- ✓ Up to 40% enter Eagle below their grade standards

The Eagle Academy Foundation

- ✓ Develops and supports the network of Eagle Academies
- ✓ Per pupil cost in private funding is approximately \$1,500
- ✓ 2018 annual \$3M privately funded budget

Eagle Academy Foundation Key Achievements

- **Graduation rates that best the city and nation:** Our 2017 graduation rate at 87%, as compared to city average of 53% and national average of 59% for young men of color.
- **More young men of color on college campuses:** 98% of our graduates are accepted to two- or four-year colleges and universities, and awarded over \$1.5 million in scholarships and grants.
- **The Eagle network proves that too many young men of color are mislabeled with a special needs designation:** With a quarter of our Scholars enrolled with special needs, Eagle's high graduation rate supports the research that young men of color are incorrectly marked with diminished expectations.
- **Lower suspension rates translates to a different educational experience for young men of color in the city:** Eagle Academies have a disproportionately low suspension rate against a city rate where black males in grades 6-12 receive 2X as many principal suspensions as white males.
- **Eagle is spreading nationwide to support educators in the public school systems across the country to effectively engage young men of color.** Eagle launched its Eagle Institute professional development program that trained 400 teachers, school principals and district administrators during the Spring and Summer sessions.

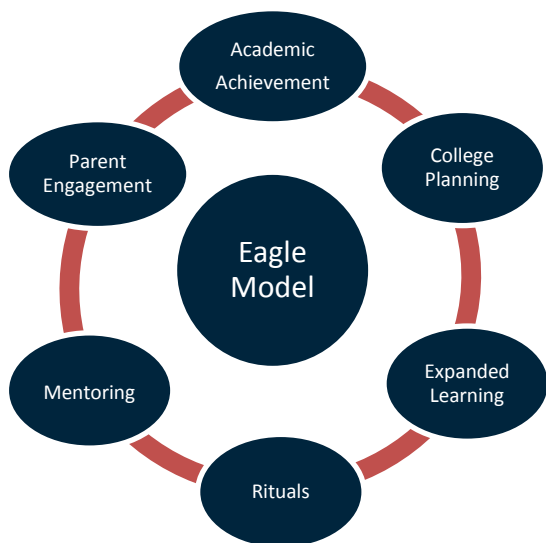
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www.eagleacademyfoundation.org

EDUCATING INNER CITY YOUNG MEN

The Eagle Model

The mission of the Eagle Academy for Young Men is to develop young men committed to the pursuit of academic excellence, strong character and responsible leadership. Eagle Academies account for the fact that boys learn differently from girls and require different supports in and out of school to meet their academic, social and emotional needs. Each Eagle Academy employs the Eagle Model, an intentional, comprehensive strategy, grounded in the results-based PACER-M components. The Eagle Model is tailored to help our boys overcome the challenges that impede their academic progress and offers extensive supports to ensure academic achievement, college readiness and career success. The result of this approach is not only academic preparation to gain acceptance to college, but emotional, social and cultural readiness to thrive in an independent, rigorous and structured college environment. The Eagle Model consists of:



- **Parent Engagement:** Eagle ensures that parents are welcomed, engaged as equal partners in their sons' development, and actively engaged in school life, with an expectation to fulfill 20 hours of service. Families see Eagle as much of a resource for themselves, as it is for their sons, with access to parenting supports, job leads, and financial counseling to name a few.
- **Academic Achievement:** With high expectations for student achievement, Eagle individualizes academic plans for scholars, including intervention and remediation as needed.
- **College Planning:** At Eagle, college planning starts early. It is embedded into the curriculum beginning at the 6th grade with visits to college campuses, through to end of 12th grade with college counseling, planning and assistance with the admissions process.
- **Expanded Learning Time:** Eagle's typically school day runs from 8 a.m. to 5 p.m. and includes Saturdays. The additional in-school hours provide rich co-curricular offerings that expand learning and access to opportunities that they might not otherwise have. Eagle facilitates a Summer Bridge program for incoming scholars and their parents, setting expectations for the Eagle culture. Other summer programming provides scholars with the opportunity to engage in enrichment, experiential learning, travel abroad, internships, and other college and career readiness activities.
- **Rituals:** Eagle fosters a strong culture of brotherhood, inclusive of a house model, uniforms, daily town hall meetings, and Eagle credo to unite scholars in a shared set of values.
- **Mentoring:** Eagle matches dedicated male professionals with Eagle scholars in group or one-to-one mentoring to support academic and personal growth, aiding in their transitions of manhood.

David C. Banks, President & CEO



David is the founding Principal of the first Eagle Academy before joining the Foundation in 2008. A graduate of Rutgers University, he also holds a J.D. from St. John's University School of Law. Prior to becoming principal of Eagle, David served as the Founding Principal of The Bronx School for Law, Government & Justice. In 2010, New York City Mayor Michael Bloomberg appointed David as co-chair of his groundbreaking Young Men's Initiative. David would go on to receive an honorary Doctorate degree from Wheelock College in May of 2014. He is a nationally-recognized expert on education. His book SOAR – How Boys Learn, Succeed, and Develop Character the Eagle Way was published by HarperCollins in 2014.

Eagle Academy Foundation Leadership

Kima V. Reed, Operations Consultant

Kima has more than 20 years' experience with non-profit organizations whose missions focus on education and youth development. Prior to joining the Foundation, she was the Chief Operations Officer for Education at the Abyssinian Development Corporation. She is a graduate of Northwestern University, the Columbia University Business School Institute for Non-Profit Management and Non-Profit program at John F. Kennedy School of Government at Harvard University.

Elizabeth Almonte, Chief Innovation Officer

Elizabeth has over 20 years of experience in management, marketing and consulting leading strategic initiatives to maximize social impact in the public, private and nonprofit sectors.

A native of New York City, Elizabeth graduated magna cum laude from Baruch College with a bachelor's in Business Administration and received her Master of Business Administration from the New York University Stern School of Business.

Jawana Johnson, Chief Achievement Officer

Jawana is a seasoned educational leader and administrator with over 20 years promoting academic excellence and college readiness. She served as Principal and Assistant Principal at Promise Academy and ACORN High School for Social Justice respectively.

Jawana received her PhD in Education at the University of Pennsylvania.

Donald Ruff, Director of College & Post-Secondary Initiatives

Donald has more than 15 years' experience in youth development and education. Prior to joining the Foundation, he managed college prep programs for minority men at several community-based organizations. He is a graduate of Oberlin College and the Columbia University Business School Executive Education Program for Non-Profit Managers.

Aaron Barnette, Director of Strategic Partnerships and Mentoring

Aaron has more than 20 years of experience working with young men of color, serving as coordinator for a variety of youth programs and initiatives. In 2004, he became a founding staff member of the Eagle Academy for Young Men in the Bronx, where he served as Director of Scholar Life and Director of Mentoring Services. Aaron received his B.A. in US History from SUNY Albany.

Schaunté M. Collins, Director of Development

Schaunté has over 20 years of experience in management, program development and grants administration, leading mission-critical strategic initiatives, and developing fundraising strategies in the private and nonprofit sectors. As Philanthropy Director at Girl Scouts of the USA, she served as the lead fundraising partner to the CEO and National Board of Directors. A native New Yorker born and raised in The Bronx, Schaunté holds a Bachelor of Business Administration from Bernard Baruch College Zicklin School of Business, and a Master of Science in Organizational Leadership from Mercy College.

Eagle Academy Principals

Mahaliel Bethea – Eagle Academy for Young Men of Harlem

Founding Principal at Eagle Harlem, he began his teaching career by way of Teach for America at the Urban Assembly Academy of History and Citizenship for Young Men (UAAHC). Mahaliel holds a M.S. in Secondary Education from Pace University and a Bachelor's of Arts in Political Science from the University at Albany.

Jermaine Cameron – Eagle Academy for Young Men of Staten Island

Founding Principal at Eagle Staten Island. Principal Cameron holds a B.A. from Hunter College and two Master's Degrees from PACE University. Prior to starting his position with Eagle, he was the Managing Program Director from DREAM-SHSI for the NYC Department of Education-Central Office.

Cedric Hall – Eagle Academy for Young Men of Southeast Queens

Principal Hall started his leadership at Eagle Queens in the Fall of 2017. Cedric is a true Eagle, previously serving a tenure as Assistant Principal at Eagle Ocean Hill. Cedric earned his B.A. from Temple University and M.S. from Seton Hall University.

Rashad Meade – Eagle Academy for Young Men of Ocean Hill

As the Founding Principal of Eagle Ocean Hill, he attended Hampton University and earned two grad school degrees from Fordham University. Through the New Leaders for New Schools program, he served as Resident Principal at Eagle Bronx. Meade and his founding team of educators opened Eagle Brooklyn in the fall of 2008.

Semone Morant – Eagle Academy for Young Men of Newark

With over a decade of experience working in Newark and Orange Public Schools as a teacher, instructional leader, and school administrator, he joined Eagle in Fall 2016. Prior to Eagle, he held the role of School Chief Innovation Officer/Director for Newark Public Schools.

Hector Velazquez – Eagle Academy for Young Men (Bronx)

Principal Velazquez joined Eagle Bronx in Fall 2016 bringing a tenure of developing professional learning communities. He joins the Eagle network having previously served as Assistant Principal at the High School for Medical Sciences. He earned his B.A. at Mercy College and M.S. in Special Education at City College.



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**Statement of Financial Activities:
Year Ended June 30, 2017**

Total Income	\$4,395,613
Total Expenses	\$4,468,347
Net Assets, Beginning	\$1,369,650
Net Assets, Ending	\$996,916

