

THE EAGLE ACADEMY FOUNDATION'S EAGLE INSTITUTE

Our Mission

The Eagle Academy Foundation (EAF) develops and provides critical programming for a network of college preparatory traditional public schools, grade 6 through 12, in New York City and Newark. Since our inception in 2005, EAF has transformed the lives of nearly 3,000 boys by achieving annual graduation rates for young men of color that average 87% versus the 59% of the national average, and a 100% college acceptance rate in 2019. EAF recognizes that the nationwide crisis in achievement among young men of color must be addressed at a pace that exceeds that of a brick and mortar replication model. As a proven leader in reversing this trend, EAF launched the Eagle Institute in 2016 to increase the capability of educators and schools with training and hands-on implementation support in the best practices developed through the Eagle

Model.

THE NEED

- Our nation has lost nearly \$700 billion dollars due to the dropout crisis for Black males.¹
- Black and Latino boys have the lowest high school graduation rates by race and gender.²
- Nationally, only 17% of Black men have a Bachelor's Degree or higher as compared to 51% of Asian men and 30% of white men.³
- Black male high school dropouts are 115 times more likely to be incarcerated than the average male college graduate.⁴

THE OPPORTUNITY TO IMPROVE LIVES

- Cutting the number of dropouts in half nationwide would generate \$45 billion annually in new tax revenue and decreased incarceration costs.⁵
- In 2019, the network graduation Eagle Academy was 87% as compared to the nationwide average of 59%.⁶
- 100% of the 2019 graduating senior class of Eagle Bronx, Eagle Brooklyn, and Eagle Queens were accepted to college.
- Countless school systems and communities around the country are interested in adapting the Eagle model to better educate young men of color.



DAVID BANKS, PRESIDENT & CEO

David Banks' life mission is to get boys of color off the sidelines and into the game. In 2004, he worked with One Hundred Black Men (OHBM) to develop the first Eagle Academy and led this pioneering public school for underserved boys of color as its Founding Principal. In 2005, the Eagle Academy Foundation was founded in order to create a new national paradigm of positive, young Black men committed to success and strong moral character. As Co-Chair of Mayor Michael Bloomberg's Young Men's Initiative, he lent his expertise to public policy solutions.



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INVESTMENT OPPORTUNITY

EAF intends to work with local public schools to share effective practices to educate and support young men of color. Through the Eagle Institute, the investment in training and support for educators will improve the outcomes for young men of color in their schools. The Eagle Institute seeks to increase the number of schools with positive cultures and interventions intended to support the academic achievement and socio-emotional flourishing of Black and Latino male students with a robust technology platform that will increase and accelerate our reach to serve more educators and schools nationwide.

STANDOUT RESULTS

Although nearly 50% of students come to the Eagle schools performing below grade level and 30% arrive with special needs, Eagle creates a community where high expectations and unconditional love allow Black and Latino boys to thrive:

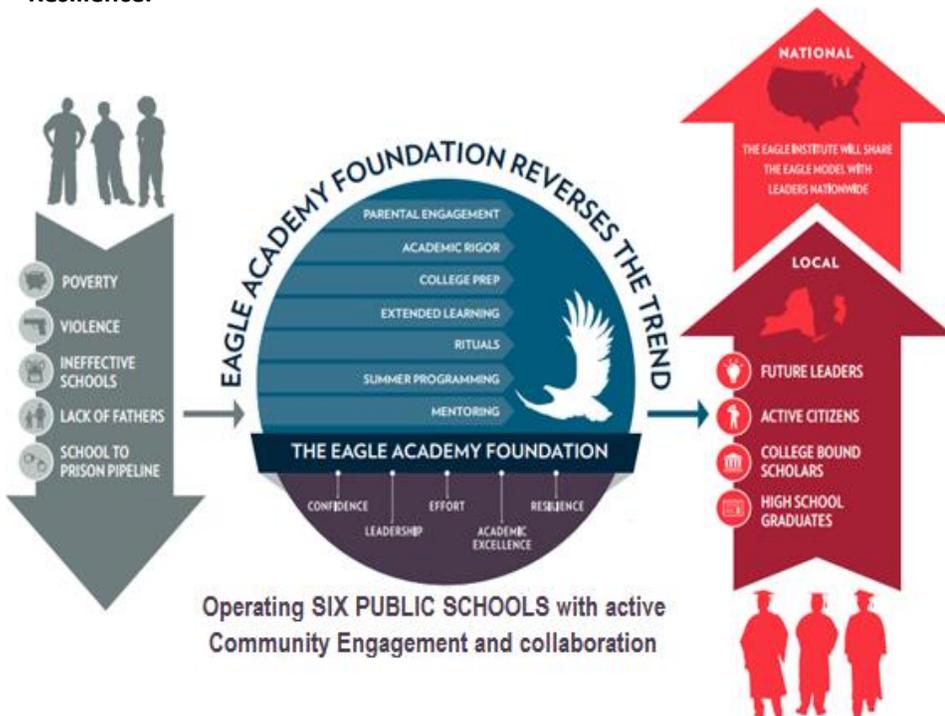
- At Eagle 73% of special needs Eagle scholars graduate high school, as compared to 13% of special needs students in New York City.⁷

THE EAGLE MODEL – PACER-M

EAF designed and implemented the PACER-M model in its six existing Eagle Academies throughout New York and Newark, New Jersey with academic outcomes that far surpass national averages for young men of color.

EAF’s outcomes-oriented approach to educating inner-city young men of color is comprised of the PACER-M components: **Parental Engagement, Academic Rigor, College Planning, Extended Day, Rituals, and Mentoring.**

The Eagle Model counters the barriers facing boys in challenged, urban communities, including absent fathers, a lack of positive role models, gang violence, idle time, drug use and incarceration. The Eagle Model also instills a core set of values in scholars to foster their development into young men with strong characters driven toward academic success. These values are best represented by **CLEAR: Confidence, Leadership, Effort, Academic Excellence and Resilience.**



SUCCESS STORY: EAGLE SCHOLAR

Prior to enrolling at Eagle, Eric had been shuffled between seven different public schools in six years. He started as a 6th grader at Eagle Brooklyn with a Special Education designation and anger management issues. Eagle Brooklyn, however, recognized and nurtured Eric’s specific needs and talents.

Due to Eagle’s support and services, Eric thrived socially and academically. In his senior year, Eric passed seven Regents exams and earned all of his required credits for graduation. At Eagle, he took advantage of a host of opportunities including earning college credits, traveling abroad and competing in archery, placing as the 3rd ranked archer for his age group.

Now, Eric is currently enrolled in a four year college.



SOCIAL IMPACT: TARGET OUTCOMES

By 2021, the Eagle Institute will scale improvements in the academic and life outcomes of 150,000 young men of color by empowering over 3,000 educators nationwide with proven Eagle Model practices in-person and virtually.

	PHASE I: LAUNCH	PHASE II: ACCELERATION I	PHASE III: ACCELERATION II	PHASE IV: GROWTH
IMPACT	2016	2017-2018	2018-2019	2019-2021
# of Teachers	400	600	800	3,000
# of Male Students of Color	8,500	12,000	19,000	150,000
Scale	NYC Public Schools	NYC & Tri-State Area – Schools and School Districts	NYC, Tri-State Area, Mid-Atlantic Region – Schools and School Districts	Nationwide School Districts and Schools via e-Learning Portal



Eagle Academy is a wonderful place.

We have shown that it works.

We have shown that it’s good for society and well worth the investment.

MICHAEL BLOOMBERG
FORMER MAYOR OF NEW YORK CITY



THE EAGLE INSTITUTE

The crisis for young men of color is immense and urgent. Educators and school leaders across the country have approached EAF to learn about and adapt its proven model. Eagle has the experience to build the capacity of educators and school leaders. Over the past four years, EAF led annual professional development conferences serving up to 600 educators and school leaders.

The Eagle Institute will support the development of school leaders and educators to improve the life outcomes of boys of color by:

- **Training** school leaders, educators and student teachers on the Eagle model, which will better equip them to work with male students of color
- Providing in-depth **strategic consultation and implementation** support to schools nationwide in order to deliver the Eagle model

OUR GOALS

Eagle Academy Foundation seeks to improve the academic and life trajectories of young men of color by broadening the reach of its proven model.

- The Eagle Institute will increase the number of schools with positive cultures and interventions intended to support the academic achievement and socio-emotional flourishing of Black and Latino male students.
- The Eagle Institute will enhance the capability of school educators to effectively meet the needs of male students of color.
- The Eagle Institute will be an active lab for producing much needed research and development of effective tactics and programs for engaging and developing high achieving young men of color.



LEADERSHIP & GOVERNANCE

EAF leadership will manage the Eagle Institute working with its own Eagle educators to provide training and technical support to other educators in public schools to improve the education outcomes of young men of color in those schools.



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EAF is a beacon and a blueprint. A beacon through our Eagle Academies where we have shining examples of the boys we can help. A blueprint in the opportunity to share with and support communities on how to do it. The Eagle Institute is that blueprint.

DAVID C. BANKS

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Citations:

1. US Census Bureau “Educational Attainment in the United States: 2012” <<http://www.census.gov/hhes/socdemo/education/data/cps/2012/tables.html>> & Sum, Andrew “The Consequences of Dropping Out of High School”, Center for Labor Market Studies, (October 2009)
2. Schott Foundation for Public Education, “The Urgency of Now: The Schott 50 State Report on Black Males and Public Education” (2012)
3. US Census Bureau “Educational Attainment in the United States: 2012” <<http://www.census.gov/hhes/socdemo/education/data/cps/2012/tables.html>>
4. Sum, Andrew “The Consequences of Dropping Out of High School”, Center for Labor Market Studies, (October 2009)
5. National Center for Educational Statistics, “Trends in High School Dropout and Completion Rate in the US 1972-2009”, U.S. Department of Education
6. Schott Foundation for Public Education, “The Urgency of Now: The Schott 50 State Report on Black Males and Public Education” (2013)
7. Saulny, Susan “Study on Special Education Finds Low Graduation Rate” *The New York Times* <http://www.nytimes.com/2005/06/03/education/03dropout.html?_r=1&> (June 3, 2005)
8. Schott Foundation for Public Education, “The Urgency of Now: The Schott 50 State Report on Black Males and Public Education” (2013)

PHASE I: LAUNCH (2016)

- Marketing
- Training
- Evaluation

PHASE II: ACCELERATION (2017 – 2019)

- Training
- Coaching
- Technical Assistance
- Evaluation
- Technology

PHASE III: GROWTH (2019 – 2021)

- Training
- Coaching
- Technical Assistance
- School Design Consultation
- School Replication Consultation
- Evaluation
- Technology
- Innovation Lab/ Think Tank

THE EAGLE INSTITUTE – SOME PROFESSIONAL DEVELOPMENT OFFERINGS

Topic	Eagle Model Lever	Rationale	Focus Area	Workshop Description
Workshop: Are you Ready?	Education Practice & Development Foundation	Adults who work with of young men of color require a mindset that is focused on building strong school and classroom environments.	Adult Mindset/ Adaptive Leadership	Help adults shift their mindset to appreciate what it means and takes to work with young men of color.
Workshop: Getting and Keeping the Right People on the Bus	Administrator Practice & Development	Systems and school leaders must understand key characteristics of and take careful consideration of staff who will work with young men of color and contribute to an effective school culture.	Recruitment & Retention	Explore strategies that can be useful in selecting, supporting, and retaining staff members that are best suited to support male students.
Workshop: Creating a Culture of Achievement Through Rituals	Rituals (R)	Rituals and routines are fundamental to Eagle Academies. When our rituals and routines are intentionally executed, they inspire brotherhood and unite the school community.	School level systems and structures	Share the range of Eagle Rituals and routines and their importance in creating a culture of engagement and accountability for young men as well as improving the overall staff culture in schools.
Workshop: Parents as Partners	Parental Engagement (P)	It takes a combined effort to assure that our scholars succeed. When Eagle educators collaborate with Eagle parents, our scholars soar.	Parents and Families	Share practices on how to engage families in the school.
Workshop: Boys in College Flight	College Readiness (C)	Post-secondary success is an ultimate end goal for our scholars. From the moment our scholars arrive at our doors, we immerse them in a college- going culture.	College & Career Readiness	Provide strategies that create a college going culture for young men.
Workshop: Expanded Learning Time & Strategic Partnerships	Extended Learning (E)	Eagle provides alternative learning opportunities because we know that they are crucial to helping young men of color feel successful in school.	Alternative strategies to transition, focus, and engage young men in your lessons	Share strategies that inform the development and operations of extended day and summer bridge programming for young men including voice and choice, sports and competition.
Workshop: Mentoring Matters	Mentoring (M)	Our scholars are only as strong as their support networks. Eagle implements strong mentoring programs to provide young men the necessary guidance they need to overcome obstacles and thrive.	Male Development	Utilize tools to develop a strong mentoring programming to meet the needs of young men.
Workshop: The Power of Brotherhood	Academic Excellence (A)	It is critical for young men of color to feel that they are a part of something bigger than themselves. The feeling of brotherhood that permeates the school building helps our scholars stay connected to our schools, educators, and their own goals.	School wide systems, house model, Incentives and consequences	Explore school wide systems and structures for supporting the social-emotional development of young men of color.
Workshop: The Power of Connection	Academic Excellence (A)	Relationships are at the core of academic and behavioral success in school. Strong relationships between scholars and educators lay the foundations for the feeling of trust that our scholars need to succeed in school.	Male Development	Designed to identify effective and practices used when working with young men of color.
Workshop: Cultivating Positive Discipline	Discipline (A)	To maintain a positive school environment, we need to teach our young men to view their mistakes as opportunities for growth. Our scholars must feel that they are evolving as they progress through school.	Classroom Management & Culture	Methods and techniques as positive behavior intervention services and alternatives to suspension and expulsion for young men of color.



PARTICIPANT REFLECTIONS & FEEDBACK

"This PD should be made available city-wide."

Walked away with useful tools and resources for all students especially males."

"Everything was timely, refreshing and done with genuine love."

"Very helpful. Will take a lot back to my home school."

"The best workshop I have taken in quite some time."

I'd be willing to sit through that again."

"Incredible... should present to all the parent coordinators / PA presidents in our district and beyond."

"Wow, engaging, thought-provoking, genuine, great delivery."

"...deepened dare I say shifted my understanding..."

"Best PD I've ever attended."

"Cause for pause and reflection. Enlightening!"

"Extremely resourceful. Thank you!"

"Enjoyed the experience because it pushed my thinking to be successful."

"Made me reflect and think about the outcomes I need to get from the boys."

"Ideas on how to engage all groups of boys (top, bottom and middle)."

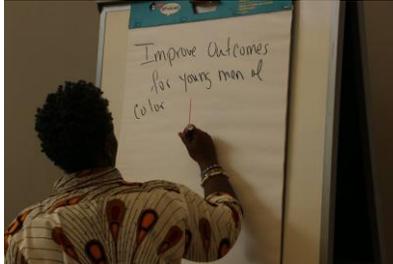
"Enjoyed working with my group to create a mission statement."

"It was important to leave with a work product and we did."

What was most impactful about the Professional Development Institute was being here with my team and developing the work that we have begun, but really doing that in a community of like-minded people and also facilitators who have done this work on the ground, who actually are grounded in practice, who have worked in schools and who have been doing this work with boys of color for years.

- Middle School Principal, Brooklyn, NY

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EDUCATING INNER-CITY YOUNG MEN