

2023

LITERATIONS

ANNUAL REPORT



CORE VALUES

**OUR CORE VALUES ARE THE SOUL
OF OUR WORK.**

They help us to focus on what is important, make the best decisions, hire the right people, fulfill our purpose, and hold ourselves accountable.

At Literations, we like to say, “Our values are EPIC.”

EQUITY

- ★ We foster welcoming environments and value diverse contributions.
- ★ We actively confront educational inequity.
- ★ We create a fighting chance for all kids.

POTENTIAL

- ★ We unleash potential.
- ★ We believe the sky's the limit for all children.
- ★ We challenge ourselves to be and do our best.

INSPIRATION

- ★ We lift up our community.
- ★ We motivate kids to be bold and find their voices.
- ★ We help children build the foundation for a brighter future.

COMMUNITY

- ★ We put people first.
- ★ We build meaningful, authentic relationships.
- ★ We generate trust by acting with integrity and grace.

A NOTE FROM LEADERSHIP

Student academic assessment scores continue to show an alarming literacy crisis and stark opportunity gap within communities already grappling with numerous academic and economic barriers.

Many recent studies have shown that the type of intergenerational tutoring support that Literations provides is one of the best available tools for closing this gap and setting students on a path for future success.

During our 2023 fiscal year, Literations continued to increase our efforts to create impact for the children and communities we serve. The 2022-2023 school year was our first full year of service in Framingham Public Schools, while also deepening our programming within partner locations in Boston Public Schools and Boys & Girls Clubs of Boston.

Focused on our vision of ensuring that all students, regardless of zip code, enter the 5th grade as proficient readers poised for academic success, Literations' new Strategic Plan aims to expand our impact, serve more communities in need, and strategically build our organizational capacity. With an eye toward the future, this strategic plan is intended to guide our actions, direct our resources, and ultimately, fulfill our mission to meet the needs of students, volunteers, and communities. Through this plan, we are deeply committed to narrowing the literacy achievement gap that exists for the students we serve. We hope you will join us in our vision of serving our collective youth.



A handwritten signature in black ink that reads "Wes Enicks".

WES ENICKS

Executive Director



A handwritten signature in black ink that reads "Amy Danforth".

AMY DANFORTH

Chair, Board of Directors

2022-2023

SCHOOL YEAR BY THE NUMBERS



16

**PARTNER
SITES**



184

**VOLUNTEER
LITERACY COACHES**



513

**STUDENTS
SERVED**



13,954

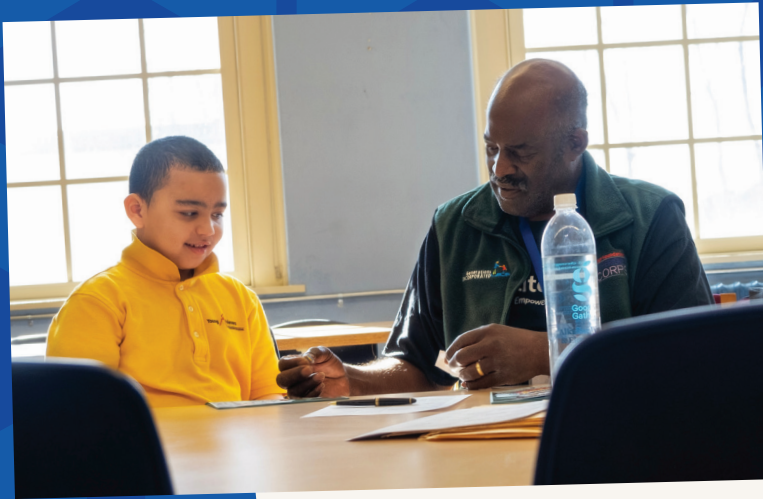
**COACHING
HOURS**



6,977

**STRUCTURED COACHING
SESSIONS**





“As a classroom teacher for 19 years, I see the need more than ever for excellent, explicit (and fun!) reading instruction. Yesterday I passed by 5 or 6 Literations volunteers working diligently with our Blackstone students. It was such a joy to see! All of the kiddos were happy and engaged, and I could see the range of learning activities taking place: pre-reading, vocabulary development, trick-word work, comprehension discussions, et cetera. This is incredible! This support is SO needed and so much appreciated.”

- TRISHA SSENTONGO

*Reading Interventionist at
Boston's Blackstone Elementary School*



30 YEARS

SERVING BOSTON'S YOUTH

As we grow to serve more communities, we remain deeply committed to serving Boston's youngest readers.

Since 1994, Literations has provided literacy and mentoring support in Boston Public Schools and afterschool programming at the Boys & Girls Clubs of Boston. In 2023 we had 141 Literacy Coaches serving almost 400 students in Boston alone. Almost 40% of our Boston volunteers have served for 5 years or more.

OUR PROVEN APPROACH, HONED FOR MAXIMUM IMPACT

Literations works closely with our partners as well as experts in the education field to stay current with literacy best practices. Our current program aligns with state and national standards as well as the Science of Reading findings and recommendations, which show that the best instruction incorporates explicit instructions in five areas: phonemic awareness, phonics, fluency, vocabulary, and comprehension (National Reading Panel, 2000).

Literations' Sustained Tutoring Program

focuses on fluency, vocabulary, and comprehension, giving students in Grades Two through Four valuable one-on-one time to practice the oral reading skills they learn in the classroom to become more fluent readers. In the 2022-23 year, our students showed significant improvement towards achieving fluency and comprehension.

Literations' Emergent Reader Program (ERP)

is geared towards building the foundations of reading for our earliest Grade One and some Grade Two readers, and focuses on phonological and phonemic awareness, phonics practice, and automaticity. The ERP helps students master the first 100 high-frequency sight words that make up approximately half of all written material. Of the 148 students enrolled in the Emergent Reader Program, 54% of the students mastered the top 100 high frequency words and transitioned into the Fluency Program. The remaining 46% of students showed strong growth towards mastery of the 100 high-frequency sight words.

FRAMINGHAM EXPANSION



74% of students in Framingham Public Schools are not reading at grade level by the end of 4th grade. Literations is helping more students reach their literacy benchmarks and beyond.

In the 2022-23 school year, Literations' partnership with Framingham Public Schools has continued to expand:

- * **We added a third school:** We launched our program at the Harmony Grove Elementary School in early 2023, and increased the number of students we served at the McCarthy and Stapleton Schools.
- * **We more than doubled the number of students served** to 115, up from 52 students in the 2021-22 school year.
- * **We recruited new volunteers** to include a total of 43 literacy coaches in Framingham, up from 22 in the prior year.
- * Our literacy coaches held **2,910 individual tutoring sessions** for a total of **1,442 hours of coaching** with students struggling to read.
- * We saw results: At mid-year, the **average reading growth for all students at Stapleton was 87%** (expected growth for students at mid-year is 50% based on iReady diagnostic tests). After just half the school year, 11 of our 27 students met or exceeded expected reading growth for the entire school year.



Literations continues to deepen our partnership in Framingham in the current school year, now with a total of five school program sites and expectation of serving 200 students by June 2024.



ACTIVE-ATION PROGRAM

Providing meaningful opportunities for older adults to stay active, engaged, healthy, and independent within their communities has been at the heart of Literations' mission since our founding. Through our Act!ve-ation Program, we offer a variety of free recreational, social, and lifelong learning activities for our volunteers and other older adults. Our volunteers report that Literations helps them stay mentally and physically active, interact with their peers, and give back to their community.

OUR STRATEGIC PLAN OVERVIEW

OUR VISION FOR THE FUTURE

Building upon the success of our recently completed Read to Grow initiative in which we honed our program model for maximum impact and scalability, Literations has embarked on an ambitious new strategic plan to increase student literacy outcomes through strategic organizational growth.

Our goal is to impact a greater number of students, families, and communities by delivering high-quality and effective programming to more students at our current program sites and by expanding to new under-resourced communities facing literacy crises.

THE ROAD AHEAD

Our growth and expansion over the next three years will provide the data and roadmap necessary to support our long-term vision of statewide impact for Literations.

Program Growth

- ★ Increase the number of students served through existing programs.
- ★ Adapt staff and coaching model to increase service levels and reach.
- ★ Customize offerings to align with individual program partner culture and capacity.

Program Expansion

- ★ Planned growth in Metro Framingham.
- ★ Expansion to new communities with a need for literacy support, performance gaps, diverse populations, volunteer pool potential, and strategic partners.

BUILDING BETTER

Like any significant expansion by successful organizations, our growth plan requires a corresponding and strategic investment in building organizational capacity. We are focused on the resources and investments needed to fulfill our growth plans and to leverage opportunities as they present themselves in the future.

Capacity building focus areas

★ Workforce Development

Attract, retain, and leverage staff talent to maximize impact throughout the organization and the communities served.

★ Volunteer Corps

Invest in our front-line volunteer corps to ensure programming is delivered in a consistent and highly effective manner and student outcomes are achieved.

★ Systems & Technology

Deploy technical solutions to improve operational effectiveness and create the greatest community impact.

★ Institutional Distinction

Strengthen organizational capacity and program excellence by diversifying and increasing funding sources and building institutional advancement infrastructure.



ORGANIZATIONAL GROWTH TIMELINE

Literations' three-year strategic plan focuses on increasing our impact to reach more students across a greater area.

FY2023

3

DISTRICTS /
PARTNERS

16

PROGRAM
LOCATIONS

513

STUDENTS SERVED

184

VOLUNTEERS

\$1.5M*

BUDGET

FY2024

3

DISTRICTS /
PARTNERS

16

PROGRAM
LOCATIONS

600

STUDENTS SERVED

200

VOLUNTEERS

\$1.8M

BUDGET

FY2025

4

DISTRICTS /
PARTNERS

19

PROGRAM
LOCATIONS

700

STUDENTS SERVED

250

VOLUNTEERS

\$2.3M

BUDGET



FY2026

4

**DISTRICTS /
PARTNERS**

22

**PROGRAM
LOCATIONS**

950

STUDENTS SERVED

320

VOLUNTEERS

\$2.6M

BUDGET

FY2027

NEW

**DISTRICT
IDENTIFIED**

FOR FY2027 PILOT LAUNCH

NEW

**STRATEGIC
PLAN**

IMPLEMENTED IN JULY, 2026



FY23 VOLUNTEERS

Our team of volunteer literacy coaches is at the heart of our work at Literations. They continue to make lifetime impressions on our students and nurture a love of learning and reading.

We are so grateful for the dedication of everyone on the list below who served during the 2022-2023 school year (September 2022- May 2023).

Boys and Girls Clubs of Boston

Berkshire Partners Blue Hill Boys & Girls Club, Dorchester

Virginia Bridgeman
Michelle Cherry
Katherine Howard
Jacqueline McClain
Shirley Monroe
Yvonne Quinama
Pamela Rogers
Lionel Silberman

Edgerley Family South Boston Boys & Girls Club

Linda Chiaramonte
Elizabeth Kraft
Marilyn Sferrazza
Eleanor Sullivan

Yawkey Boys & Girls Club, Roxbury

Virginia Bridgeman
Yvonne Desmond
Kenneth Gordon
Elayne Grossbard
Mcleod Hite
Ann Hunt
Deborah Reid

Boston Public Schools and Charter Schools

William Blackstone Innovation School, South End

Emily Bagley
Eric Bradlee
Andrea Case
Ellen Demers
Marsha Depoo
Patricia Harris
Ruby Hill-Porter

Gregory Mailloux
Joanne Mathis
Chris Mcdaniel
Jean McTighe
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Donald Steinberg
Nancy Sullivan
William Wolff

David A. Ellis Elementary School, Roxbury

Marcia Brown
Lisa Bynoe
Joan Dolamore
Martin Fishkin
Edythe Harkins
Dorothea Keeling
Eileen MacDougall
Valerie Martin
Peri Levin McKenna

Shirley Monroe
Gwendolyn Porter
Shirley Royster

**Martin Luther King, Jr.
K-8 School, Dorchester**

Rahiel Bernard
Salvatore Cammarata
Deborah Carrow
Arthur Comegno
Martha Curtis

Gretchen Dietz

Jane Driscoll

Vicki Glenn

Karen Jones

Madeline Levine

Debbie Lubarr

Linda Mahdee

Gweneth Mitchell

Ruth Moss

Tjendrawani Ong Dahl

Joyce Rene

Steven Siegel

Norma Steinberg

Natalie Stoller

Rosemary Walton

**Lyndon K-8 School,
Roxbury**

Joan Berk

Lisa Besen

Steven Blum
Marguerite Collins

Martha Curtis

Jennifer Eaglesham

Vicki Glenn

Robert Kauffman

Carrie Carrizosa

Karen May

Barbara Menard

Mary-ellen Thurm

**Mildred Avenue K-8 School,
Mattapan**

Susan Aquino

Rosetta Burns

Dorice Dionne

Gloria Green

Stacey Isles-Brako

Beth Rubenstein

Sheila Stewart

Diane Suda

Joseph Zapata

**Boston Renaissance Charter
Public School, Hyde Park**

Charmaine Barrett

Susan Bisailon

Martha Curtis

Charlene Drayton

Valerie Evette Jerome

Priscilla Johnson

Joyce Lawrence

Eileen Orscheln

Mary Louise Ross

Marynel Sanchez

Joyce Smith

Donna Tilles

Nina Vansuch

Philistine Waters

Lisa Williams

Steven Yakutis

**Charles H. Taylor
Elementary School,
Mattapan**

Charlene Drayton

Yvonne Jones

Carol Lammers

Elaine Randolph-Jones

Janet Stewart

Maureen Trainor

Mary Walker

Josephine Watson

Donna Weaver

**Trotter Innovation School,
Dorchester**

Lisa Bynoe

Rosemarie DeRosa

John Fachy

Karen Henry

Patricia Larts
Judy Lauch
Susan Maltz
Cynthia McManus
Leslie Ann Middleton
Patricia Smith
Cardicia Welcome

**Winship Elementary
School, Brighton**

John Aram
Gail Bolte
Alison Clapp
Karen Dale
Betty Davidson
Suzanne Federspiel
Tanya Gurian
Kathleen Haschak
Dorothy Hurley
Peggy Lopata
Susan Maltz
Charles Sandmel
Barbara Simonetti
William Trabilcy
Sally Tso

**Young Achievers
K-8 School, Mattapan**

Ruth Andrews
Kathleen Ball
David Binder



Salvatore Cammarata
Sandra Cramer
Mary Ellen Eagan
Nancy Gilson
Vicki Glenn
Alice Hecht
Louise Lipsitz
Valerie Miller-Wesley
Barbara Moschella
Tjendrawani Ong Dahl
Eileen Orscheln
Runal Patil
Deborah Shapiro
Burnell Singleton
Christine Spencer
Bernard Spencer
Diane Suda

Dianne Thompson
Maureen Trainor
Lee Williams
Karen Wontan
Stephen Wright

**Framingham Public
Schools**

**Harmony Grove
Elementary School**

Nancy Anderson
Sheila Buckley
Janet Dreger
Mimi Ferrell
Reuben Fisher
John Grace
Sharon Harper
Margaret "Peg" Kinsman

Barbara McMahon
Karen Nolte
Kathleen O'Dea-Kelly
Cindy Ostrowski
Stacy Provencher
Susan Shapiro

**Miriam F. McCarthy
Elementary School**

Michelle Christensen
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Elementary School**

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Sarah Hofschire
Joan Kraft
Peter Martin
Janice Miller
Henry Simons
Kelly Sprague
Danila Terpanjian
Diane Vida Vabulas
Nancy Wallace

**Program Data
Support Team**

Marissa Clark
Sheila Ercolini
Nakennia Reddrick



Left Page: Mildred Avenue
K-8 School

Right Page: Boston
Renaissance Charter School

INDIVIDUAL DONORS

These individual donations represent more than dollars. They reflect the passionate commitment of all our friends, volunteers, parents, and staff members as they work with us to make an impact on students throughout Greater Boston and MetroWest. Along with our 2 anonymous donors, we share their names alphabetically below, to celebrate their passion and fully capture the strength of our donor community.

Anonymous (2)	Libby Blank	Joanne & Charles Clark
Joyce Adger	Gail Bolte	Marjorie & Adam Cohan
Kevin & Wendy Alexander	Jen & Doug Bowen Flynn	Cathy Cohen
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Lighting the Spark May 2023 Event

Wendy Perlman	Ann Seligsohn	Theresa Tucci & John Saxe
Nancy Pierce	Marilyn Sferrazza	Kathleen Ann Tucker
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Sally & Toby Reiley	Silvia Silverstein	Nina Vansuch
Lindsay Robinson	Bobbie Lou Sims	Donna Vello
Michelle Roman & Chris Stix	Burnell Singleton	Regina Ventre
Sharryn Ross	Kenneth Sipe	Rachel Vingsness
Amy Roth	Eric & Denise Smith Graye	Janice Walker
Janet Roth	Steven & Terri Snyder	Kate Walsh & Erik Garpestad
Patricia Roth	Gonca Sonmez-Poole	Karen Wareing-Welch
Richard & Winnie Rubino	Alanna & Marc Spada	Martha Wheeler
Ryan Rubino	Janet Stewart	Tonya Wiley-Robinson
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Eric Sadler	Cynthia Strauss	Lynne Willets
Dan Salera	Glenda Stringer	Martha & William Willis
Tom & Laura Sander	Eleanor Sullivan	Caroline Willis
Robin Sanders	Nancy Sullivan	Linda Willis
David Sargent	Marjorie & Donald Swift	William & Jane Wolff
Austin Schofield	Julieann Tamayo	Jonathan Wolff
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Christopher & Kathleen Schweitzer	Jane Thompson	Kathleen Woodward
Pamela Scully	Alissa Tofias	Emily Woolfrey
Deborah Segal	Lydia Townsend	Richard Wulf
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	Priscilla Troupe	Toby Young

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Merrimack Valley
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Department of Justice,
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Delinquency Prevention
Mass Mentoring Partnership



The pond is a small world where birds and fish,
and turtles and many plants all live together.

STAFF

Dr. Sandras Barnes
Program Coordinator

Virginia Bridgeman
*Boys & Girls Clubs
Co-Coordinator*

Amelia Cass
Volunteer Coordinator

Alyssa Chesney Garza
Operations Coordinator

CynthiAnn Cornelius
Office Team Leader

Wes Enicks
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Jen Bowen Flynn
Deputy Director

Wendy Giblin
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Coordinator*

Lisa Higgins
Program & Field Manager

Leah Hoang
*Director of Human Resources
& Operations*

Teddy Holloway
Marketing Coordinator

Estella Mabrey
*Boys & Girls Clubs
Co-Coordinator*

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Venecia Mumford
Program Manager

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Jennifer Shepherd
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*Recruitment & Training
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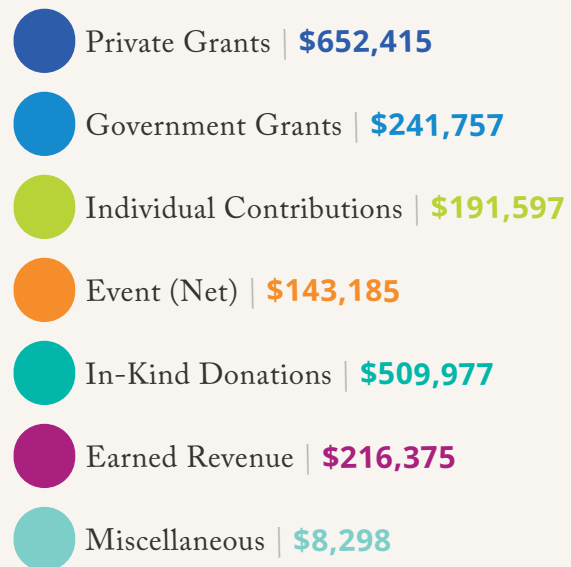
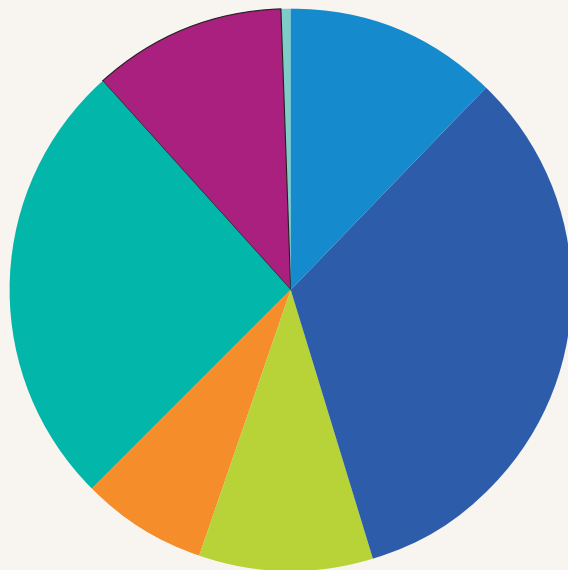
Mariann Youniss

FINANCES FOR FISCAL YEAR 2023

July 1, 2022- June 30, 2023

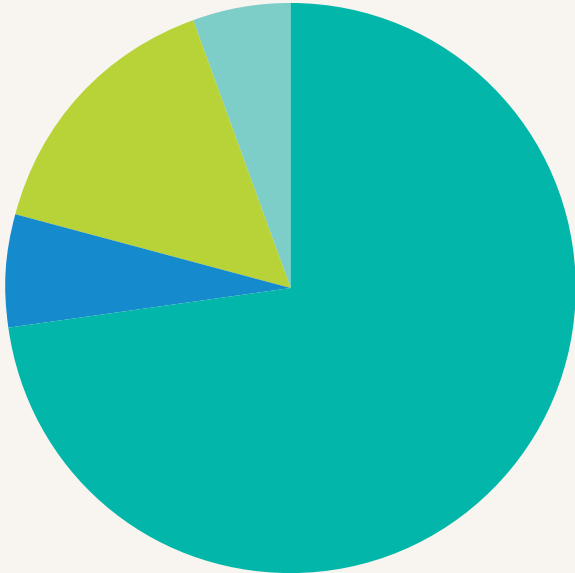
INCOME

\$1,963,604



EXPENSES

\$1,855,158



- Literacy Program | **\$1,347,229**
- Active-ation Program | **\$122,393**
- Administrative | **\$284,845**
- Fundraising | **\$100,691**

SURPLUS

\$108,446

Literations continues to maintain a strong financial position and a clean audit. For further details, use the QR Code or visit our website to view our audited financial statements.





On behalf of our staff, Board of Directors, volunteers, and the students we serve, Literations extends its heartfelt gratitude to all of our partners and supporters who have contributed to our impact over the past year. Your support and financial contributions have helped make a positive difference in the lives of over 500 young readers.

Thank you for making this work possible.



Literations

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