

Shoulder **to** Shoulder

FALL 2016

Inside



- 3 ... Leadership Development Program Provides Pipeline for Schools' Future
- 4 ... Big Shoulders Fund Welcomes Dan Bennett
- 5 ... Community, Excellence, Leadership: Teacher Development Program Debuts
- 6 ... In the Community

Foundations for the Future: A Legacy of Support

Big Shoulders Fund schools prepare students to become Chicago's future leaders.

"The best way to eliminate the root cause of violence and unemployment among our inner-city youth is ensuring they have access to a quality education. Without it, these young adults are unemployable."

So said Big Shoulders Fund Co-Chairman John A. Canning, Jr. during remarks before the Civic Federation. He understands thoroughly that this is an ongoing challenge—one that, sadly, will not be solved during our lifetimes. So he and his wife, Rita, have taken the first step to help ensure that as many inner-city families as possible can provide their children with a quality education, today and tomorrow, by planning a \$5 million leadership gift from their estate to launch Big Shoulders Fund's new campaign, Foundations for the Future. The goal is to attract \$50 million in commitments by 2019.

Donors who arrange for a planned gift to the campaign leave an enduring legacy to Big Shoulders, becoming members of its Joseph Society, named for the late Cardinal Joseph Bernardin. These planned gifts enable Big Shoulders to continue preparing children to compete in a global

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Rita and John Canning.

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Foundations for the Future: A Legacy of Support

economy by assisting them in obtaining the attention and instruction they need during crucial years of their lives.

Canning recognizes the critical role Big Shoulders plays in Chicago communities. “I realized about 25 years ago that Big Shoulders Fund schools, often located in the city’s most violent and poorest neighborhoods, provide the only hope for the children living there to obtain a high-quality, values-based education in a safe and structured environment.” Through his gift to Foundations for the Future, he hopes to make an impact on students in decades to come.

“The best way to eliminate the root cause of violence and unemployment among our inner-city youth is ensuring they have access to a quality education.”

—John A. Canning, Jr., *Big Shoulders Fund co-chairman*

Christine and Glenn Kelly’s involvement with Big Shoulders stretches back to the organization’s early years, with Christine serving on the Board of Directors and chairing the board’s Patrons Program. “What I liked about Cardinal Bernardin’s thinking at the inception, and what Big Shoulders has carried on since then, is the idea that the schools are open to anybody, whether they’re Catholic or not,” noted Christine, who retired as a principal with William Blair & Co. The couple began contributing because they felt strongly that education was a necessary door to opportunity for children in poverty.

Glenn Kelly, a retired R.R. Donnelley executive, said the couple joined Big Shoulders Fund because its impressive results, evidenced by strong statistics, “don’t lie.” Christine added, “When you walk into these schools and you feel the safety, care, and love these children get, it’s incredibly compelling. This is a great investment for the future of Chicago.”

Brian Richards, partner at Paul Hastings, and Kristine Richards are also campaign donors. Early in his career, Brian was already committed to giving back, serving on the boards of two Big Shoulders Fund high schools. Having seen firsthand the needs of schools and their impact, Brian and Kristine made a commitment to Foundations for the Future relatively early in life. He explained, “In planning for our future, we wanted to take care of our family, but also leave our legacy by ensuring Big Shoulders Fund would continue its work for years to come. Big Shoulders Fund’s mission is integral to our society, but also to the way we are raising our family. We want our children to understand that, to build a strong society, we must help each other and work together.”

“Forward-thinking people who have vision are essential to Chicago’s future,” said Big Shoulders Fund President and CEO Josh Hale. “They recognize that such skills as leadership and community building begin in the classroom, and they have chosen to commit their resources to this campaign with that in mind. They understand that building toward this future is a long-term challenge, which their support can begin to address.”

To support the Foundations for the Future campaign, contact Amy Drozda at 312.751.3850 or adrozda@bigshouldersfund.org. ■



Leadership Development Program Provides Pipeline for Schools' Future

Principal Nicole Nolzco of St. Barbara School welcomes students on the first day of school in the Bridgeport community.

Strong, dynamic leadership is essential to any well-run institution. At schools, leadership ensures vision, stewardship, and stability for faculty, staff, and families.

Big Shoulders Fund schools have benefitted from some of the most committed principals in Chicago, a number of whom retired this past year. Beyond their incredible impact on the thousands of children and families they served, many also became familiar names to Big Shoulders Fund supporters. Among those who retired last year were Geraldine Maratea, Santa Lucia School; Marty Graham-McHugh, St. Bartholomew School; and Candace Sheidt, St. Thomas the Apostle School. Many have commented that the work of Big Shoulders is possible only with school leaders like these.

Recognizing the need to build a pipeline of future school leaders who can follow in their footsteps and address the unique challenges facing educators now and in the future, Big Shoulders Fund has invested more than \$1.5 million in its Leadership Development Program (LDP) during the last five years to recruit, prepare, support, and retain leadership candidates. The first step is recruiting highly qualified teachers and other individuals from around the country who represent diverse communities and are committed to inner-city Catholic education. The program then prepares these individuals for leadership by facilitating their academic work toward master's degrees, credentialing, supporting their acquisition of core skills—financial management, marketing, fundraising, and facilities management—and creating an “esprit de corps” to build excitement, trust, and commitment.

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Shoulder to Shoulder

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Leadership Development Program Provides Pipeline for Schools' Future

As candidates develop skills and confidence, Big Shoulders provides opportunities for apprenticeships (as assistant principals or curriculum leaders), best practice sharing, networking, and ongoing coaching from experienced leaders. Once they assume leadership positions, the program continues to support them through accelerated instructional leadership, school and network support, and opportunities to mentor young leaders themselves.

To date, the LDP has trained more than 30 leaders. And the program has grown and developed to encompass the entire school talent pipeline, including pre-service teachers, teachers, teacher leaders, assistant principals, and principals.

LDP participants impact the education of more than 5,500 students. During the last three years, schools with LDP participants grew enrollment by 4.5 percent, and student performance on the TerraNova standardized test at these schools has grown significantly (more than 10 points) from third to seventh grade.

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“The Leadership Development Program has provided me with the external supports I needed to prepare me to be a school leader. They connected me with experienced principals who gave me advice and feedback, and they supplied me with a network of other school leaders to contact.”

—Tim Gallo, *St. Thomas the Apostle School principal*

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Among the new school leaders who have been through the LDP are Carla Sever, assistant principal at St. Agnes School; Nicole Nolaczo, principal at St. Barbara School; and Tim Gallo, principal at St. Thomas the Apostle School.

“The Leadership Development Program has provided me with the external supports I needed to prepare me to be a school leader,” said Gallo. “They connected me with experienced principals who gave me advice and feedback, and they supplied me with a network of other school leaders to contact.”

Gallo continued, “I think programs like the LDP are essential for establishing high-quality school leadership. The transition from classroom teacher to school leader is a major challenge, and I believe it is difficult today without support and training. The LDP develops leaders so they are ready to lead schools rather than having to learn on the job.” ■



Dan Bennett joined the Big Shoulders Fund team in July as director, leadership and scholarship support.

Big Shoulders Fund Welcomes Dan Bennett

Continuing his own leadership development path, Dan Bennett has joined Big Shoulders Fund as director, leadership and scholarship support.

Bennett was a teacher at St. Sylvester School before becoming principal for nine years. Enrollment at St. Sylvester, which the Archdiocese of Chicago had announced for closure in 2006, more than doubled during his tenure. He launched a profitable summer program, a scalable afterschool program, increased sports offerings, advanced technology integration, and a unique middle school reading program. While expanding the school's diversity, Bennett ensured St. Sylvester remained committed to serving a significant proportion of students with limited financial means, working with the school's Big Shoulders Fund Patrons Board, led by William Devers. He built a supportive, progressive, and responsive atmosphere received well by prospective parents, students, and teachers. Big Shoulders honored him multiple times with the Polk Bros. Leadership Incentive Award, as well as the coveted Croghan Teacher's Award, which recognizes schools that show the greatest improvement in students' academic performance based on standardized test scores. St. Sylvester graduates attend Chicago's top high schools, with 86 percent of the class of 2016 attending Catholic, selective enrollment, or quality charter schools.

In his new role, Bennett is working with Big Shoulders Fund's academic team, led by Rebecca Lindsay-Ryan, senior director, academic programs and external relations, to recruit and support Leadership Development Program candidates and emerging leaders, as well as provide support across all Big Shoulders Fund schools. In addition, he will work with Senior Director, Scholarship Programs and School Relations Thomas Zbierski and his team on scholarship receptions and enrichment and support needs for scholars.

Bennett said, “I am honored to be a part of such a tremendous organization, and I am excited for the opportunity to support more schools and widen the scope of my work.” ■

COMMUNITY, EXCELLENCE, LEADERSHIP: Teacher Development Program Debuts



Participants collaborate in the mentor teacher program at St. Nicholas of Tolentine School.

New teachers enter Big Shoulders Fund schools motivated to make a difference in a child's life. Inspired by mission, their exuberance seems boundless. During their first few years, however, inner-city students' needs and the challenges ahead become clear. Research shows low rates of teacher retention, especially in low-income or disadvantaged communities. The national average for attrition at urban Catholic schools is nearly 20 percent. Research shows that 51 percent of Chicago Public School elementary school teachers had left their school four years later.

Results from programs addressing this challenge are promising. University of Chicago's Urban Teacher Education Program has retained 92 percent of its graduates in Chicago Public Schools or similar urban school districts after five years, far exceeding local averages. While some programs focus on public schools, there is no similar program to help inner-city Catholic schools.

Big Shoulders Fund's new Teacher Development Program (TDP), with three years of funding from the Opus Foundation, concentrates on recruitment and retention. Starting at the earliest stages in teachers' development and continuing through their first, most challenging years, Big Shoulders hopes to build a pipeline of quality teachers who may become quality leaders. Senior Director, Academic Programs and External Affairs Rebecca Lindsay-Ryan commented, "We are grateful the Opus Foundation is partnering with us on this important initiative."

In partnership with DePaul University, Dominican University, Loyola University at Chicago, National Louis University, and Saint Xavier University, Big Shoulders seeks interested pre-service individuals, still completing their degrees or licenses, who are committed to three pillars that will drive their work: community, excellence, and leadership. Tuition assistance, tutoring and clinical placement opportunities, and job selection guidance will ease a TDP Fellow's way. After graduation, TDP Fellows continue to receive support from Big Shoulders, with up

By its third year, the Teacher Development Program will impact 65 new teachers, striving to achieve lasting changes at Big Shoulders Fund schools.

to three years of customized coaching and professional development from expert instructional coaches.

"We work with school administrators to establish routines and structures to support the development of new teachers and create a professional atmosphere to retain quality teachers for a longer time," said Eliza Bryant, director, academic programs and enrichment. "Every participating school identifies a mentor teacher to act as an extension of the instructional coaches while staying firmly rooted in the fabric of the school's culture."

In its first year, the TDP supported 10 teachers from four schools that serve almost entirely high-poverty African-American and Latino students: Holy Angels Catholic School, St. Malachy School, St. Margaret of Scotland School, and St. Nicholas of Tolentine School. Participating teachers attended three in-person professional development sessions and engaged in monthly classroom coaching and mentor meetings. During the program's second year at full speed, the program welcomes a second cohort of 10 in-service Fellows and its first cohort of pre-service Fellows. By its third year, the program will impact 65 new teachers, striving to achieve lasting changes at Big Shoulders Fund schools.

"The Foundation is excited and proud to work with Big Shoulders Fund on this impactful program addressing a complex issue that universally affects urban Catholic schools," said Kristin Ridley, senior advisor with the Opus Foundation. "Big Shoulders has been a highly effective partner, and we look forward to the continued development and success of the Teacher Development Program." ■



In the Community





- 1: It was a beautiful day at Olympia Fields for the 16th Annual Big Shoulders Fund Golf Classic. More than 300 golfers helped raise \$500,000 that will support the Friends of Big Shoulders Fund Scholarship. Thanks to event chairs Bill Lagoni and Giancarlo Turano for their incredible leadership. Among the golfers were (standing, L-R) Golf Classic Junior Chair Giancarlo Turano II, Jason Eiseman, Troy Ellis, and Ken Cotuno.
 - 2: The Auxiliary Board hosted its annual career shadow day for students from Our Lady of Tepeyac High School and Leo High School. The group visited the headquarters of United, where they learned the steps to build a successful career, then toured PepsiCo's offices (pictured), where they learned how major brands work with athletes.
 - 3: PwC has generously provided in-kind support to help the scholarship team digitize Big Shoulders Fund's scholarship process, including a new cloud-based database and program tracking system. Working with the program are (L-R) Assistant Director of Scholarships Khyla Jackson, Stephen Ladner and Mireya Manigault from PwC, and Scholarship System Coordinator Kate LaMantia, as well as Senior Director, Scholarship Programs and School Relations Thomas Zbierski.
 - 4: Students from St. Malachy School appeared on the WGN-TV Morning News Around Town segment when they planted a brand new garden at the school. Thanks to Dave Hinman and Fifth Third Bank for sponsoring a Designs for Dignity garden at St. Malachy School!
 - 5: Big Shoulders Fund was proud to be part of Chicago Community Trust's annual On the Table event. Resident Teacher and Learning Innovation Specialist Kristin Ziemke shared a presentation on how Big Shoulders Fund schools are using innovative instructional practices to reach all students.
 - 6: The Chairmen's Advisory Council hosted a Networking Breakfast on May 5, 2016 at C Chicago Steakhouse. The event focused on the importance of Early Math, featuring members of Erikson Institute, Robert R. McCormick Foundation, and the CME Group Foundation. In attendance were (L-R) Senior Director, Academic Programs and External Affairs Rebecca Lindsay-Ryan, Dr. Jennifer McGray, James Oliff, Kassie Davis, Director Dennis FitzSimons, Cornelia Grumman, Dr. Jie-Qi Chen, and President and CEO Josh Hale.
 - 7: The Big Shoulders Fund Teen Board, led by Grace Swanson, officially launched last May with more than 25 high school students from across the city meeting at the Big Shoulders offices to learn about the program. These students will volunteer in a variety of service projects at Big Shoulders Fund schools.
 - 8: The Fellows Program brings in talented college students from the nation's top universities to increase marketing and enrollment at Big Shoulders Fund schools. This year, 12 Fellows participated in this paid internship program, providing support to 15 schools
 - 9: Big Shoulders Fund Director Leigh-Anne Kazma (second from left) celebrates with her bowling team at the 9th Annual Bowl for Big Shoulders on March 15, 2016. The event, graciously hosted by 10pin bowling lounge, raised more than \$18,000 for the Auxiliary Board Scholarship.
- On the cover:** President and CEO Josh Hale meets Benjamin from Marist High School, one of four new Junior Counselors at Staddle Camp at Brush Creek Ranch in Wyoming, which welcomed 211 students this summer.

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FROM THE ARCHIVES



Big Shoulders Fund supporter Kimberly Querrey spent time with students at St. Helen School on the 9th Annual Big Shoulders Fund Lend A Shoulder Day in 2008.

Lend A Shoulder Day, 2008

SAVE THE DATE!

Go back to school this fall on **November 3, 2016** at the 17th Annual Lend a Shoulder Day, hosted by the Chairmen's Advisory Council. Spend a fun morning seeing how your support is helping to frame the future for Big Shoulders Fund schools and students. An invitation will follow.

For more information, contact Assistant Director of Next Generation and Events Colleen Sprague at 312.544.8693 or csprague@bigshouldersfund.org.