

The background of the entire page is a photograph of a graduation ceremony. In the foreground, several graduates are visible, wearing blue caps and gowns. One graduate in the center-right is wearing a red sash with 'CLASS OF 2024' and a graduation cap icon printed on it. Other graduates in the background are also wearing similar attire, some with different colored stoles. The scene is set in a large hall with many other graduates and spectators visible in the background.

Annual Report

2024

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VISION AND MISSION

Vision

All people are empowered with the education, purpose, and character to transform their community, their country, and their world.

Mission

To prepare scholars to succeed in college, solve real-world problems, and maximize their impact in the world.



THE FOUR HALLMARKS



① **RIGOR**

② **GIFTS & INTERESTS**

③ **REAL-WORLD APPLICATION**

④ **CORE VALUES**

CORE VALUES

» RESPECT & HUMILITY

» INTEGRITY

» COMPASSION & EMPATHY

» OPTIMISM & HOPE

» STEWARDSHIP & RESTORATION

» WISDOM & TRUTH

» PERSEVERANCE & EXCELLENCE



LEADERSHIP TEAM



BRIAN HOLMAN

Founder, Executive
Director & High School
Principal



ANGELA EICH

Director of Strategy



DAVID DILLMAN

Director of Operations



ANGELA ORTEGA

Director of Finance



JENNIFER LANE

Director of Curriculum,
Instruction and
Assessment



BECKY JONES

Elementary School
Principal

GOVERNING BOARD

KEVIN ERICKSON - CHAIR

BRANDI ADAMS BRESSLER

PAT WELBORN - VICE CHAIR

STEVEN INMAN

ESLY MONTENEGRO

BRIAN HOLMAN - EX OFFICIO



LETTER FROM THE DIRECTOR



According to an article published in *The Journal* this past July, the gap increased this year between students' pre-COVID and post-COVID performance. The report focused on a study from NWEA, a company specializing in education assessments and data that serves 16.2 million students in over 50,000 schools and 149 countries. The study compared nearly 8 million students' scores from this past year to the scores of about 10 million students who took the same tests during the three years leading up to COVID. Not only did the gap grow to 36 percent in Reading and 18 percent in Math, **"achievement disparities that predate the pandemic have been starkly exacerbated over the last four years, and marginalized students are still the furthest from recovery."**

Empower College Prep, which serves some of the most vulnerable children in one of the largest cities in America, has not been immune from these realities. Our proficiency on state tests last year was about 15 points below where it was in 2019. But the teachers and staff who work most closely with the students see a story behind the numbers, and the story reveals a silver lining.

"As is true with any disease, we see lasting side effects," said Natalina Mariscal, the Director of Student Social Services at Empower College Prep. "Yes, the pandemic led many students who were already behind academically to miss school. Missing school more negatively impacts students who then spend more time in communities with lower levels of education, lower English proficiency, less reliable access to food, and higher rates of violence. When they returned, they remained masked, socially distant, and isolated for a year. Following the period of avoidance was a period of anxiety – more than 100 students had crisis plans for acute depression and suicidal ideation. After the avoidance and anxiety came aggression and an increase in fights. Finally, this year students seem to be acclimated back into the values-based, college prep culture we almost took for granted five years ago. And we anticipate that this social and emotional acclimation will lead to increased academic achievement."

Amidst these challenges, **Empower College Prep has led its students to exceed 80th percentile growth each year since state testing resumed in 2021.** The school's university acceptance rate has surpassed 80% the past two years. The percentage of Empower College Prep students who enroll in post high school education immediately following graduation, which returned to 90% in 2024, continues to dramatically exceed the national percentage of 62% and Arizona's percentage of 46%.

The school has also continued to innovate. With extraordinary support from a devoted donor, **Weezy's Place** finished construction last Fall and hosts preschool children who began feeding into Empower College Prep's Kindergarten program this August.

"They have strong foundational skills with numbers and letters, helping them be the leaders in their Kindergarten classrooms," said Elementary Principal Becky Jones. Preventing the achievement gap is certainly preferred to having to close it.

This year also brings new challenges resulting from cuts in federal funds intended for our most vulnerable students and a dramatic increase in the number of refugees we serve. At the same time, as Arizona's 2030 goal of increasing the number of students with post high school degrees looms closer, we seek to amplify and enhance the educational experiences we provide to inspire, prepare, and empower our scholars.

We have leveraged partnerships with Grand Canyon University and Maricopa Community Colleges to provide ten certification programs students can complete before graduating high school and use this income to support paying for their Bachelor's Degree.

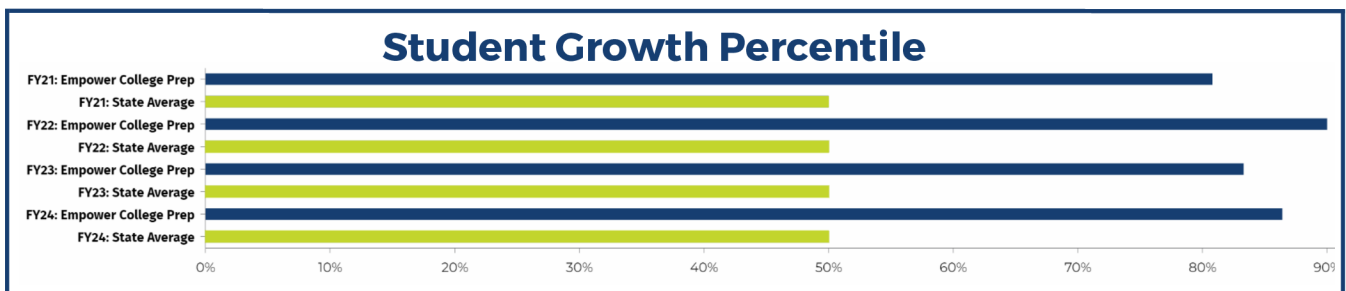
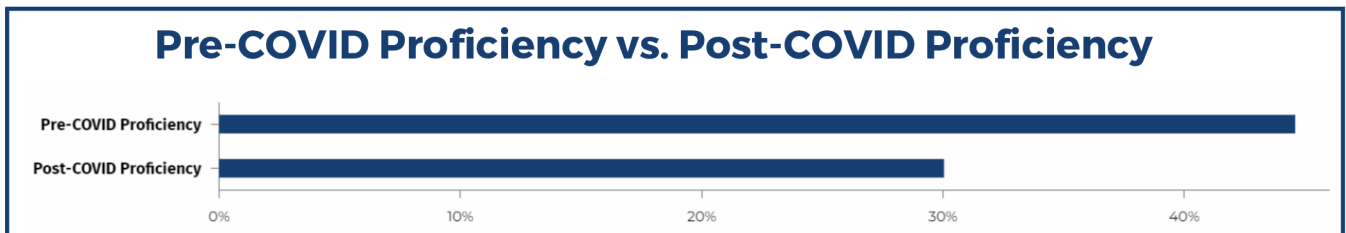
We remain inspired and confident that together, we can provide a transformational educational experience that empowers Phoenix's most vulnerable children to go to college and change the world!

Brian Holman
Founder/Executive Director

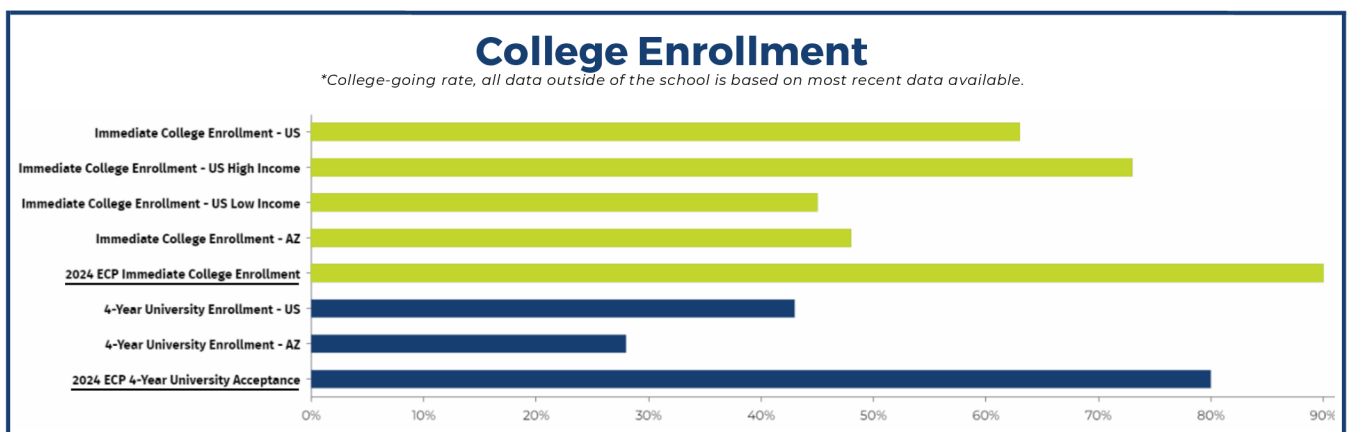
EDUCATION BY THE NUMBERS



Although learning gaps that widened during the pandemic persist, Empower College Prep has maintained an accelerated learning pace above the 80th percentile for four consecutive years since testing resumed in 2021. Its Student Growth Percentile exceeded the 86th percentile this past year, indicating that the average ECP student out-performs more than 85% of their peers who begin at the same point at schools across the state each year.



Empower College Prep continues to send students to college at dramatically higher rates than the state and national average, almost entirely as first-generation college students.



Demographics & Statistics

Empower College Prep's student learning is especially remarkable given nearly 90% of its students qualify for free or reduced lunch, more than 10% have special needs, and nearly 50% are English Learners, including many refugees.

Free/Reduced Lunch: 89%

English Learners: 50%

Special Needs: 10%

TRIPS, CLUBS & EXPLORATION

Providing our students with opportunities to expand their horizons through real-world experiences.

HERO DAY

For the last two years, Empower College Prep has hosted a Hero Day spearheaded by the School Resource Officer (SRO), Officer Shane Connell. Local heroes - police officers, a police dog, firefighters, police, EMT, and other first responders - meet Empower scholars. Empower scholars get to climb in the vehicles, complete activities, try on uniforms, and talk with the heroes about their careers.



UNIVERSITY OF ARIZONA TUCSON

In May 2024, fifth graders, parents, and Empower staff members journeyed to the University of Arizona in Tucson. They toured the campus, learning its history and seeing tech-integrated classrooms and buildings, imagining themselves as college students studying for their future career. They explored the science exhibits at the Flandrau Science Center and enjoyed a show at the Planetarium. They even got to eat and shop like a college student in the Student Union and bookstore!



BOYS SOCCER

Along with leading his team to 3 championship games the past 3 years, Head Boys Soccer Coach Jose Martinez is teaching his players more than just the game. He's mentoring them and shaping them into young men. By investing time and energy in their growth, both on and off the field, he instills values like hard work, discipline, and respect. His constant presence and dedication shows them the importance of perseverance and character in all aspects of life.



TRIPS, CLUBS & EXPLORATION

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STEM TRIP

In March of 2024 ECP took our first STEM trip with 5 seniors to San Diego for 4 days. As we explored the city, both land and sea, we learned about the natural landscape, technologies and culture that California has to offer. Many of the students swam in the ocean for the first time and tried a food they've never experienced. This was not only a reward for hard work, but also an inspiration for their future. We look forward to our next adventure in 2025!



TOY DRIVE

Empower College Prep's 3rd annual Toy Drive provided an opportunity for our students to experience the value of giving back and supporting those in need, which is a valuable lesson in empathy and compassion. Families and staff came together to donate toys, creating a collaborative spirit that strengthened our connections. The drive brought joy to children who may not have had gifts during the holiday season. It was heartwarming to see everyone working toward a common goal, and it truly highlighted the caring nature of our school community.



MUSIC WILL PARTNERSHIP

Through partnership with the Music Will association, Music Teacher Ms. Hale received a large donation of musical instruments from a local branch of the Niagara Bottling company. Our 7th grade musicians performed "Rockin' Around the Christmas Tree" for the donors and a representative from Music Will. Then, ECP students were able to open the gifts that included keyboards, guitars, and accessories. The event was covered by local news! It was meaningful for our students because they were able to demonstrate their talents, receive support from the local community, and see themselves on TV!



TRIPS, CLUBS & EXPLORATION

Providing our students with opportunities to expand their horizons through real-world experiences.



6TH GRADE UNIVERSITY TRIP

Our 6th Grade University Trip to Northern Arizona University and the Grand Canyon marked the first time many of our students had been in snow or seen this natural wonder of the world. The guided reflections provided opportunities for children to cast vision for the impact they can make in the world.



7TH GRADE UNIVERSITY TRIP

Our 7th Grade University Trip to UCLA included the Griffith Observatory, Museum of Tolerance, the beach and La Brea Tar Pits. The reflections provided opportunities for students to begin to craft plans of how to lay the groundwork to pursue the dreams inspired by their university trips and other experiences at Empower College Prep.



MUSICAL THEATER CLUB

The after-school Musical Theater Club continued for its second year and performed "Gnome for the Holidays" and "The High Seas." The students have not only grown their musical and acting talents, but many staff and families remarked on their increased confidence in performance.



Finance & Development

Revenue

Local Income	\$ 1,574,780
State Income	\$ 10,807,824
Federal Income	\$ 2,473,614
Other Income	\$ 140,624

Total Revenue **\$ 14,996,843**

Expenses

Regular Education Personnel (Salaries & Benefits)	\$ 5,684,257
Regular Education Supplies & Purchased Services	\$ 1,243,604
Special Education Personnel (Salaries & Benefits)	\$ 687,919
Special Education Supplies & Purchased Services	\$ 397,156
Before- and After-School Program	\$ 243,521
Central Office and Operations (Salaries & Benefits)	\$ 1,480,300
Central Office and Operations Supplies and Purchased Services (Non-Facilities)	\$ 1,340,583
Governing Board	\$ 5,390
Facilities	\$ 1,615,367
Food Service	\$ 604,738
Transportation	\$ 479,200
Depreciation/Amortization	\$ 701,571
Contingency/Reserves	\$ -

Total Expenses **\$ 14,483,604**

Net Income **\$ 513,239**

Debt Service Coverage Ratio **1.79**

Days Cash on Hand **63.48**



INVEST IN EDUCATION,
EMPOWER THE FUTURE.
GIVE TODAY!
BIT.LY/ECPDONATE



ARIZONA
COMMUNITY
FOUNDATION



Thank you!



Ziegler

CAPITAL :: INVESTMENTS :: ADVICE



Changing lives, together.



Ambassadors

Allison & Robert Bertrand
Drew Brown
Don Budinger
Christine & Daryl Burton
John & Charlotte Christian
Marty De Rito
Phil & Nita Francis
Frank & Betsy Goodyear

Anita Gupta
Michael Hudak
Amy Thurston
Gregg & Sally Tryhus
Fred & Mary Tucker
Mike & Cindy Watts
David Wright
Anonymous

Champions

David & Weezie Reese
Kevin & Angie Erickson
Fred Pakis
Michael & Patricia Welborn
Steve Wheeler

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