

IMPACT REPORT 2023

THE RIPPLE EFFECT OF
TRANSFORMATIONAL
RELATIONSHIPS



ELEVATE
JACKSONVILLE

GENERATIONS OF THRIVING LEADERS

“We are called to build a movement to mend the social fabric of our nation. It will take all of us—individuals and families, schools and workplaces, health care and public health systems, technology companies, governments, faith organizations, and communities ... It will require reimagining the structures, policies, and programs that shape a community to best support the development of healthy relationships.”

— U.S. Surgeon General Dr. Vivek Murthy

About This Report

This report is part of Elevate Jacksonville’s annual evaluation. It relies on findings from internal measurement methods as well as assessments collected by third-party firms, including the Thriving Youth Scorecard (Excellence in Giving) which engages students at multiple junctures in the program.

Our surveys enable us to see the transformation in students. What sets our data apart is that it measures significantly more than grades, on-track to graduate rates and educational impact. It also measures character, community and social-emotional impact – which together comprise the key indicators of thriving.

The following pages illustrate how the Elevate Jacksonville program facilitates transformational and holistic growth among its students, propelled by the transformational mentoring it delivers to underserved youth in Duval County, Florida.



A MESSAGE FROM CARLA AUSTIN



“Creating the next generation of thriving leaders is no easy feat. Service to our students is our greatest priority. Class by class, school by school, our daily mission is to empower students through character development and life skills. We support them in and outside of the classroom through life’s toughest struggles. Witnessing the transformational relationships between Teacher Mentors and students is a privilege and is what drives our team each day.

No one does what Elevate does, and we can prove that it works!

The Elevate program not only helps students thrive and rewrite their own futures but also has an incredible compounding element. Each year, we see how changing one student can change a family and a circle of friends, and that has the power to change a community and, eventually, a zip code!

We know the Elevate program works, and we know the transformation that happens when we bring long-term, positive Teacher Mentor relationships to our students. Despite our deep confidence in the program, we were profoundly moved by the positive affects our program has performed in the hearts of our students. Reading the results and seeing them in data form, we are in awe of the extent of the ripple effects. I’m thrilled to share the detail some of those “ripples” in the pages that follow.

Change is happening from the inside out in Jacksonville, and it all starts when a student steps foot into an Elevate classroom.

To ripples that bring waves of change,

Carla Austin

Executive Director
Elevate Jacksonville

THE PROBLEM: RELATIONAL INSECURITY

We serve some of the toughest schools in Jacksonville. In economically disadvantaged neighborhoods, children are negatively impacted by higher levels of trauma, violence, negative peer pressure, and relational insecurity. As a result of these economic and relational instabilities, youth in underserved communities often exhibit higher levels of social and emotional illness and struggle academically, dramatically impacting their ability to thrive as children and, ultimately, as adults.

61% of young people agree with the statement... *The adults in my life don't truly know how much I am struggling with my mental health.*

Our Students in Jacksonville...

61% don't live with their biological father | **36%** moved homes during the last 12 months | **37%** did not go to school 1+ times per month because they felt unsafe

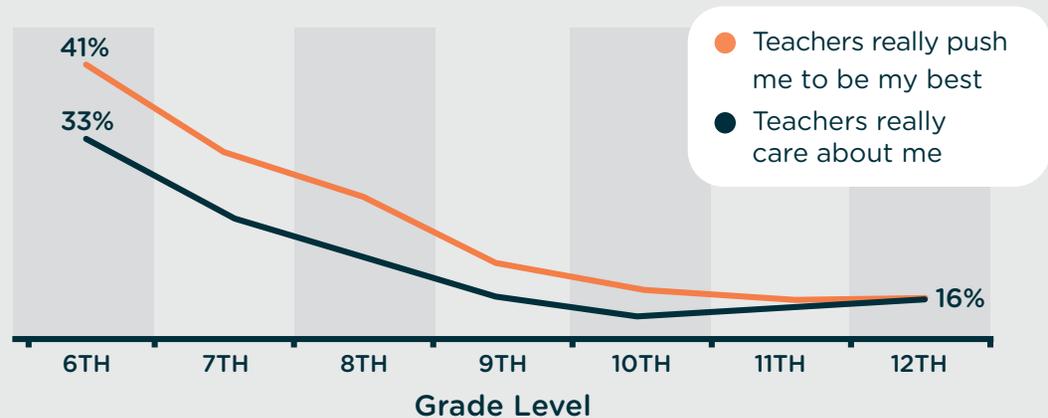
At the schools Elevate Jacksonville serves, crime rates are **2-3X** higher than the national average.

A large majority of urban youth lack even one caring adult in their life, leading directly to increased dropout rates, unemployment, crime, and other roadblocks to their success. Elevate Jacksonville has proven effective in changing these trends and transforming the lives of our nation's youth.

The Gap in Adult Support

As students progress from 6th to 12th grade, there is a significant decline in young people reporting that their teachers care about them and challenge them.

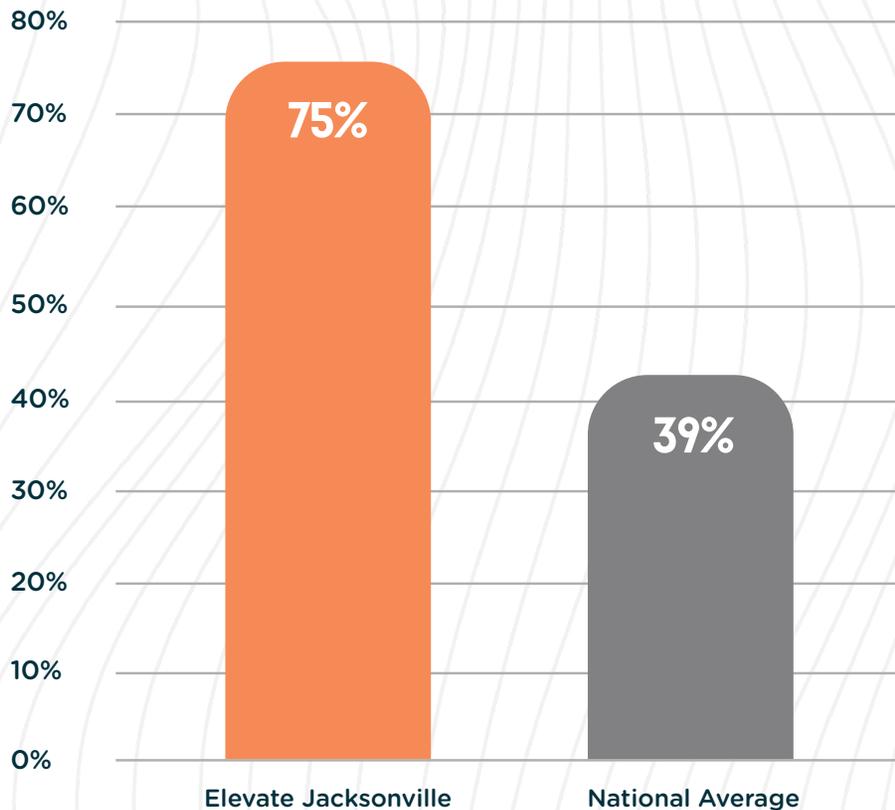
DATA SOURCE: Search Institute surveys from 2012-2015 of 122,269 U.S. youth in grades 6-12



REVERSING THE TREND

Studies consistently highlight the tremendous impact relationships can have in the lives of our students. Simply stated, the addition of one positive, long-term adult relationship can transform the lives of our country's youth. The Elevate model is centered on building these life-changing relationships to help kids overcome life obstacles and thrive - both during and after the school years.

Students Reported Having a Deep Relationship With Their Teacher-Mentor



60% report they are engaged at school because of their **TEACHER-MENTOR**



THE CATALYST: TRANSFORMATIONAL RELATIONSHIPS



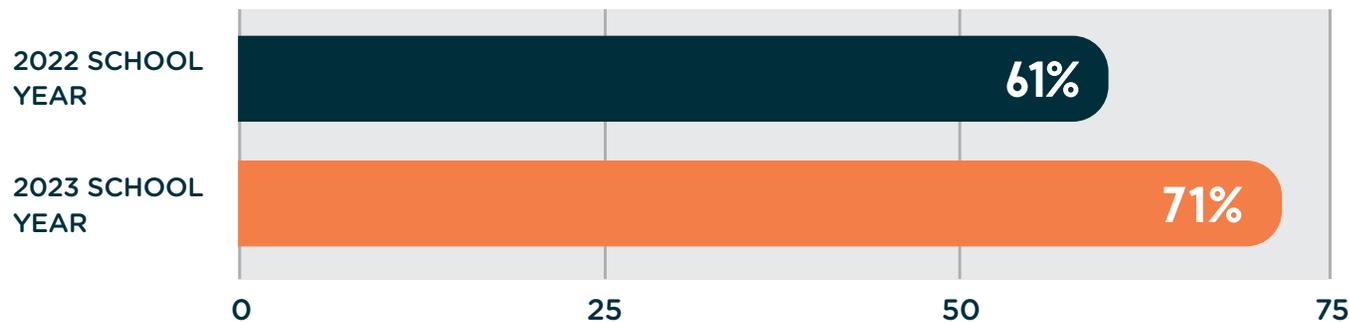
Elevate Jacksonville measures **four key outcomes** that make up thriving:

>> Education >> Community >> Character >> Social-Emotional Health

We track multiple indicators of growth across these four growth domains. Below are some of those indicators, which draw strong correlations to mental health, graduation rates, academic performance, college attendance, and career earnings.

How Students Improve After 3+ Semesters In Elevate When They Develop Close Relationships With Their Teacher Mentor

Students Who Think About Their Future When Making Decisions



16%
INCREASE

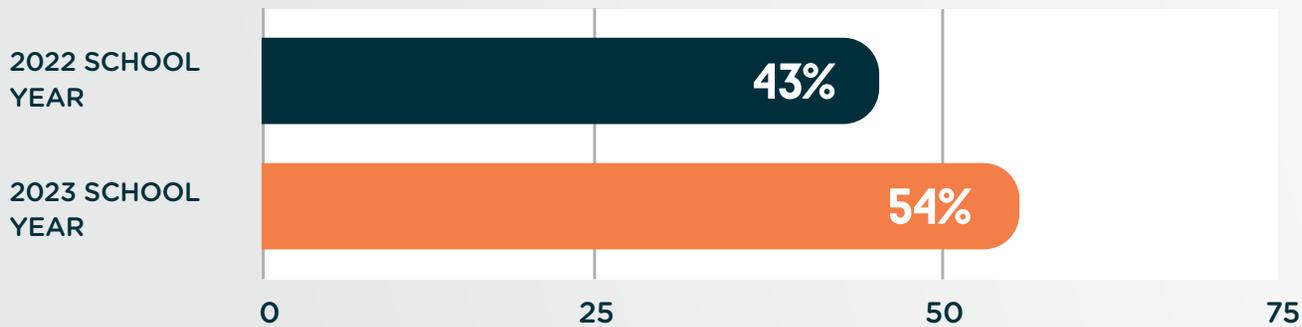
(Note: a 10-point difference between these two percentages represents a 16% change)

Why Does This Matter?

>> Research suggests that individuals who think far into the future better invest in their future, and avoid future harms.

(Thorstad R, Wolff P. A big data analysis of the relationship between future thinking and decision-making. Proc Natl Acad Sci. 2018;115:E1740-8.)

Students Who Ask Others for Forgiveness



26%
INCREASE

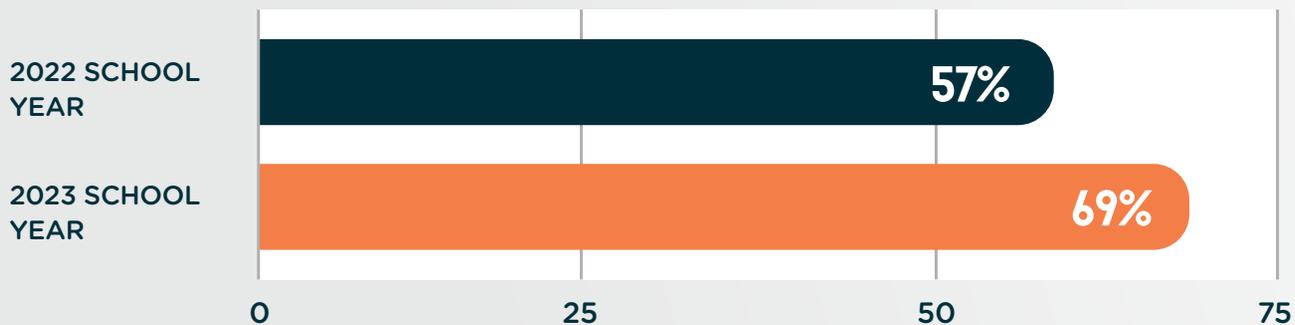
(Note: a 11-point difference between these two percentages represents a 26% change)

Why Does This Matter?

>> Studies suggest that forgiveness is associated with decreased levels of depression, anxiety, hostility and substance abuse; plus higher self-esteem and greater life satisfaction.

(VanderWeele, T.J. 2018. "Is forgiveness a public health issue?" American Journal of Public Health, 108:189-190.)

Students Who End Unhealthy Relationships



21%
INCREASE

(Note: a 12-point difference between these two percentages represents a 21% change)

Why Does This Matter?

>> Individuals in toxic relationships have a higher risk of developing anxiety, depression, suicidal ideation, PTSD and substance abuse disorders.

(Forth, A., Sezlik, S., Lee, S., Ritchie, M., Logan, J., & Ellingwood, H. (2022). Toxic relationships: The experiences and effects of psychopathy in romantic relationships.)

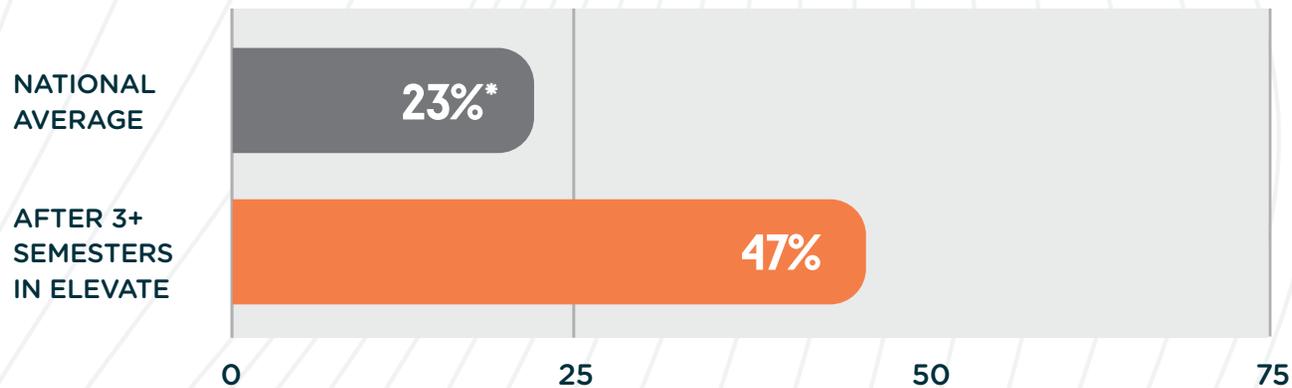
THE RIPPLE EFFECT

As a result of introducing a positive, caring, long-term relationship with a Teacher Mentor, Elevate students are not only thriving and improving their own behavior and mental health, they are turning around and leading the people around them. They are actively taking part in restoring their communities.

12=

The average number of people in the groups that Elevate students ARE LEADING

Students Who Serve Their Community Regularly Because Of Their Teacher Mentor



104% INCREASE

(Note: a 24-point difference between these two percentages represents a 104% increase)

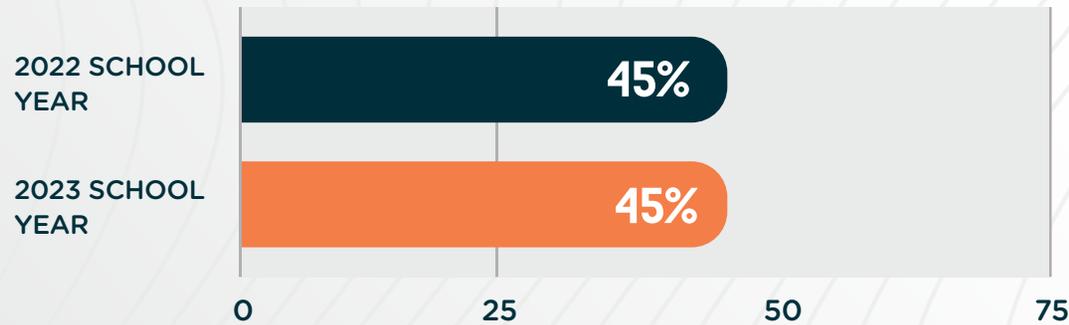
Why Does This Matter?

Because youth who volunteer...

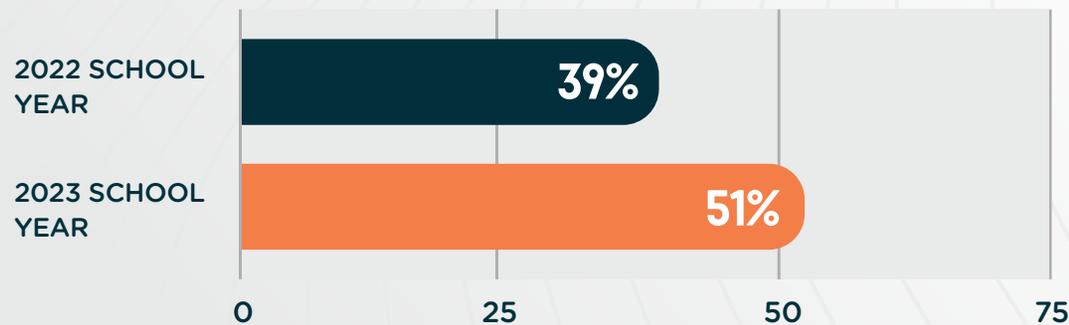
- >> Are more likely to feel connected to their communities, do better in school, and are less likely to engage in risky behavior.¹
- >> Are 19% more likely to graduate from college than those who did not volunteer.²
- >> Have 27% higher odds of employment.³

*Data Source: AmeriCorps' Volunteering and Civic Life in America report; percentage represents those 16 and older who formally volunteer.

Students Who Say Peers Select Them to Lead



Hold Leadership Positions



31%
INCREASE

(Note: a 12-point difference between these two percentages represents a 31% change)



Why Does This Matter?

Because youth who are in leadership...

- >> Exhibit increased self-esteem, teamwork and communication skills, and obtain higher pay after graduation (up to 33% more!).⁴
- >> Show increased self-efficacy, decision-making and interpersonal skills that support success in the workforce and in adulthood.⁵
- >> Have lower dropout rates than their peers.⁶
- >> Have 27% higher odds of employment.⁷

1. Americorps | 2. Davila & Mora, 2007 | 3. Troppe & Michel, 2002 | 4. 2017 Harvard Business Review | 5. National Collaborative on Workforce and Disability, 2005
6. Brockman, Tepper & MacNeil, n.d. | 7. Martin, Neal, Kielsmeier & Crossley, 2006

STUDENT TESTIMONIALS

Elevate has taught me how to speak up and do things outside of my comfort zone. When I first came to Elevate, I was really closed and stuck in this world where I'd never go out of my way to do something that made me feel weird. I always felt as though I was missing something in life, and when I joined Elevate, I was on a search to find out what it was in life that I was missing. When my mother passed, I felt as though no one in this world cared for me... I felt as though I had only one way to go in life, and that was downhill. Mrs. C and Mr. Wilcox both taught me that no matter what happens in my life if I believe in myself and in God, I can do whatever I put my mind to and accomplish it no matter what is thrown my way.

— Ahnyah M., Jean Ribault High School

Elevate has helped me by ensuring I am prepared for life after high school by encouraging me to stay focused and determined when it comes to chasing my dreams. They have made sure I have been accepted, and multiple colleges have mentored me, teaching me character qualities and life skills that I can apply day after day. They have also expressed to me the importance of mental health and why it is imperative to take care of it.

— Miyonna J., Jean Ribault High School

Elevate has helped me with a lot of my problems. For example, when I was struggling with depression and stressing because of school and negativity outside of school, like violence. There were several things my Teacher Mentors told me to do so I could get out of being depressed and stressed, but I wanted to handle things in my own way. It didn't work, it just made it worse for myself but then I looked back on to what they told me and it worked. I thank them a lot for the person I am today.

— De'Joun H., Jean Ribault High School



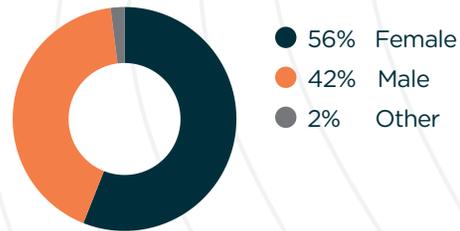
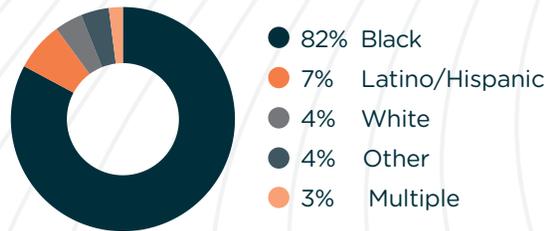
THE NUMBERS

Our Students

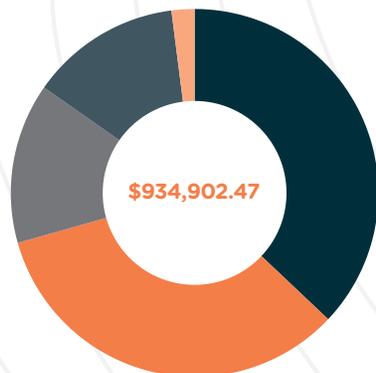
Elevate believes teacher-mentors who come from similar backgrounds as their students can have a life-altering, course-correcting influence on their lives. This impact greatly increases a child's chance of graduating high school and making successful choices. In fact, 80 percent of Elevate Jacksonville teachers attended Duval County Public Schools.

550 students enrolled

100% students are considered economically disadvantaged; qualify for free/reduced lunch



Our Financials



- **Foundations/Grants**
\$346,367.05 Total
 - » \$221,817.78 Foundations
 - » \$55,429.60 Grant
 - » \$69,119.67 Grant
- **Individuals**
\$131,783.86
- **Businesses**
\$124,030.13
- **Board**
\$313,839.25
- **Other/Investments**
\$17,500 Unrestricted Needs
\$1,382.18

Quick Facts



2 Site Coordinators and 8 Teacher Mentors



3 Duval County Schools



86.8% on track to graduate



13 character qualities and life skills



\$1,250 per student and \$75,000 per teacher annually



96% of students participate 1-on-1 with teacher-mentors

Our Sponsors



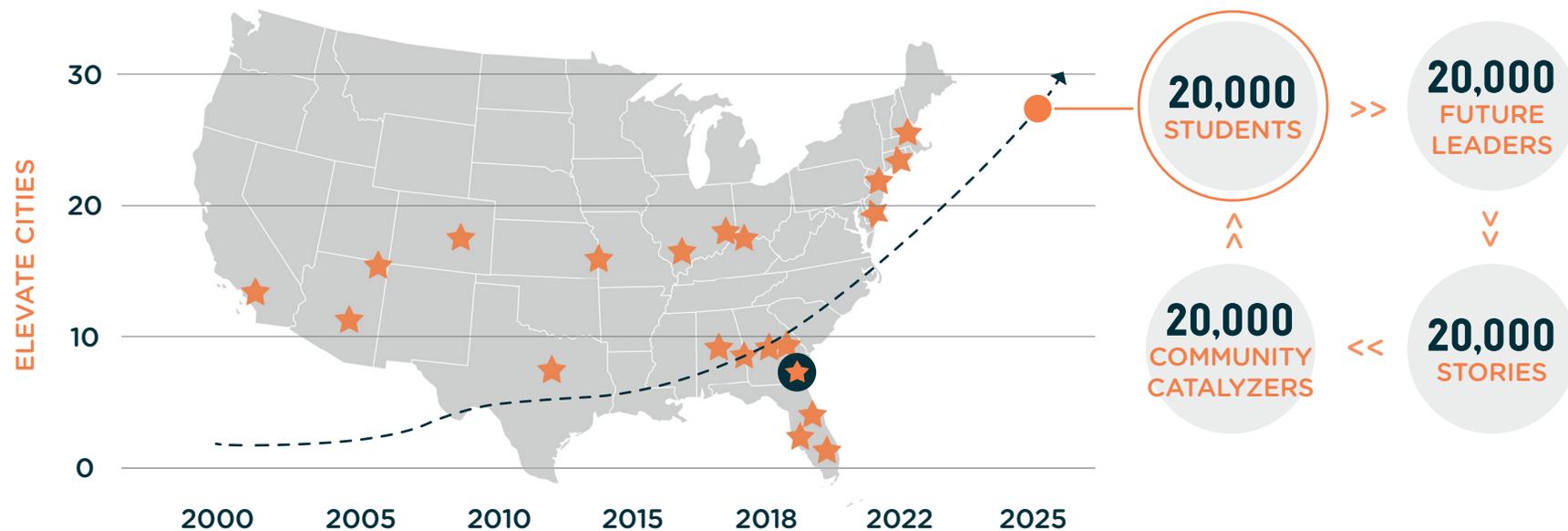
Wayne Weaver

WE ARE PART OF SOMETHING BIGGER!

WILL YOU HELP US GROW?

We at Elevate Jacksonville are part of a nationwide network of affiliates. Our success is compounding through expansion!

Elevate USA has the ambitious goal of increasing to 29 cities by 2025, creating a tipping point of social change in low opportunity communities around the country. Watch us grow!



CURRENT ELEVATE CITIES:

- | | | |
|----------------------------|--|--|
| 1982: Denver | 2016: New England | 2022: Orange County, Navajo Nation |
| 2008: Orlando | 2018: St. Louis, Jacksonville, Dallas | 2023: Tampa Bay, West Alabama, Louisville |
| 2009: Phoenix | 2019: Kansas City, Savannah | 2024: 4 New Cities |
| 2010: New York City | 2020: New Jersey | 2025: 4 New Cities |
| 2015: Indianapolis | 2021: Birmingham, Atlanta, Bridgeport | |

ANNOTATIONS

The data and insights in this report have been pulled from the following reputable organizations:



Dr. Paul Penley, Excellence in Giving Managing Director, Research Division // Dr. Penley manages the company's research division and leads projects to inform effective grantmaking strategies. He has refined methods for nonprofit due diligence and tracking post-grant impact. He has completed on-site evaluations in a dozen countries around the world. Dr. Penley specializes in creating outcome measurement systems for internal and external reporting of program effectiveness. He has presented his approach at community foundations, Philanthropy Roundtable meetings, and Yale Philanthropy Conference. He has published research insights in Alliance magazine, Planned Giving Today, and OUTCOMES magazine. Dr. Penley's ability to identify predictive indicators of mission failure or success allows those he advises to support high-performing charities making the difference they want to fund.



Search Institute // The Search Institute promotes positive youth development and advances equity through research and practical solutions. Search Institute is a nonprofit organization with a sixty-plus-year history of collaboration with partners to conduct and apply research that promotes positive youth development and advances equity. Their tools build connections that help all young people learn and grow. [searchinstitute.org](https://www.searchinstitute.org)



**BUILDING LONG-TERM, LIFE-CHANGING RELATIONSHIPS
WITH URBAN YOUTH, EQUIPPING THEM TO THRIVE AND
CONTRIBUTE TO THEIR COMMUNITY.**

Our Board Members

Skip Allcorn (Chairman), Gregory C. Burton, Pat Coleman, John Freeman, Hal Gatewood, Ben Goldsmith, Karla Newton, Will Newton, Joel Nunnery, Gregory Redmon, T-Neisha Tate, Bill Traer

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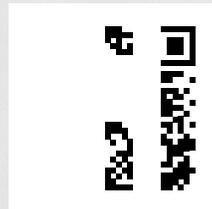
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info@elevatejacksonville.org

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