



FY22
ANNUAL REPORT

Evolving for our Future **Problem-solvers.** **Innovators.** **Leaders.**



Why We Do This Work

This year has been one of progress and evolution for Out Teach. As we all work to map out our collective future following the pandemic, Out Teach has taken bold steps to meet the changing needs of teachers and school communities, so we can inspire and prepare our students to be the future innovators our nation desperately needs.

We are often asked why we do this work. We do this work because there's a disconnect in how our students are prepared for the future that depends on them. We do this work because our students deserve every opportunity to pursue any path they choose.

We know that science has a proven track record of overcoming the impossible and creating new possibilities for the future. We also know that STEM jobs are growing faster than any other sector and earn nearly double the median salary. And we know that students' interaction with the outdoors and real-world science inspires them and instills a belief in their own abilities to solve problems, be creative, and innovate.


As an organization dedicated to science, we start with the data:

- Students' interest in STEM careers begins to solidify in 6th grade.
- Two-thirds of elementary teachers report they are not prepared to teach science.
- On average elementary students receive only 18 minutes of science instruction each day.
- Students from schools in low-income communities receive fewer hands-on learning experiences.
- Only 38% of elementary schools are equipped with science labs and facilities.

To solve tomorrow's challenges, we must start today. We must prioritize elementary science in *every* school, equip *all* teachers with the support and resources to inspire their students, and give *every* student the opportunity to see themselves in a STEM career before 6th grade. We can do it together. We see it happening but there is much work to do.

Our goal for this year's annual report is to show our community, partners, and supporters how our organization is evolving to reach more teachers and students in more ways than ever before. And, despite the pandemic, we're on track with the 5-year commitment we made in 2020 - to prepare more than 250,000 elementary students to be fearless innovators by preparing more than 10,000 teachers to make real-world science a part of every school day.

Thank you for taking the time to read about our journey over the past year. We are so thrilled about the progress made, and we are excited to share with you what we are looking forward to in the coming year.



Jeanne McCarty
Chief Executive Officer



Shally Stanley
Chair, Board of Directors





What does outdoor learning really look like in practice? Take a look at a few of our favorite lessons to find out.



VISION

We are working to ensure that all students, no matter their resources, have access to an engaging, hands-on education that transforms their lives.

MISSION

We equip teachers with the power of experiential learning outdoors to unlock student performance.



Fourth grade teacher Lucia Espinoza of Dallas, TX got to witness an outdoor learning experience transform her student Jasmin's belief in herself.

Our Year in Numbers

It was an exciting year for Out Teach, one where we both impacted teachers and students throughout our communities, and also invested in strategic initiatives that will propel forward our growth and impact in future years. We provided professional learning experiences to support teachers on their journey to becoming *that* teacher - the one students remember for the rest of their lives. We transformed outdoor spaces into real-world labs in six states and Washington, DC. And with our partners, we created new opportunities for students to step into the wonder of science and to discover that they too can be scientists.

We invite you to join us as we celebrate results from this past year:

55,725 students engaged in real-world learning outdoors across **88** communities

2,229 teachers participated in professional learning and support experiences led by Out Teach

76 teachers across **4** states and Washington, DC collaborated in our first virtual professional learning community

16 outdoor learning spaces built and **22** design plans developed for **38** school campuses

300 volunteers donated their time to build outdoor learning spaces for students

91% of teachers trained by Out Teach feel more prepared to teach science

8.4 out of **10** teachers report that incorporating real-world learning into lessons has a positive impact on job satisfaction

93% of teachers report outdoor experiential learning is having a positive impact on student knowledge and skills

Together, we're creating a world where all students - regardless of race, zip code, gender, or learning ability - can step into the wonder of science and be transformed by it. Together, we're shaping a fearless generation of dreamers, thinkers, and doers ready to change what's possible and build a better world for all.



How We Evolved

While our numbers tell the powerful story of impact, this year we also made strategic investments in Out Teach that will enable us to reach students nationwide. This year, we focused on evolving for our future problem solvers and leaders in three key ways: **we innovated**; **we invested in measuring impact**; and **we strengthened our organization**.

We Innovated

The pandemic sparked a need to do things differently. We were challenged to evolve, and today we are continuing to build on that momentum. We have spent this past year innovating to reach more teachers in new ways, deepening and broadening our impact, and positioning Out Teach to be able to scale.

Some of the ways we have evolved and innovated include:

Digital Professional Learning Experiences for Teachers:

Out Teach's teacher development programs have proven effective in transforming teaching and learning for elementary students. This year, we developed our innovation team framework and began designing and testing digital professional learning pathways, in partnership with our school and district partners, in a multi-year initiative that will ultimately enable us to reach communities across the country. We have built upon our existing bank of resources accessible to all teachers, and are developing synchronous and asynchronous digital programs that will break down barriers for teachers, meet their immediate and long-term needs, and enable them to connect their classroom to science, STEM, and outdoor learning.

A New-and-Improved Peer Network for Teachers:

The Out Teach Professional Learning Community (PLC) brings together educators across the country committed to opening up new possibilities for students through outdoor learning. Historically, this community was accessible only in places where Out Teach staff were located. This year we evolved our PLC by using technology to enable teachers from across the country to connect and collaborate throughout the year.

An Innovation School Model:

We have partnered with the Dallas Independent School District to design and launch the first-ever Out Teach Innovation School in partnership with their Office of Transformation and Innovation. The innovation school will serve as a national hub of innovation for Out Teach to pilot, test, refine, and evaluate our work and the critical importance of elementary science learning in the outdoors. With the incredible support of the District, national foundation partners, and our corporate partners, we are building this program as a model to scale our greatest opportunities for impact.

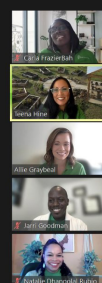
Students behave differently outdoors. I noticed students working together without being asked. It was as if I wasn't there!

— Teacher Reflection



OutTeach
Go Outside Expectations

PLC Session #1
Anchoring Instruction in Outdoor Phenomena



How We Evolved

We Invested in Measuring Impact

Measuring the progress and impact of our work is vital for two reasons. First, it enables us to evaluate our work and continuously improve. Second, impact data allows us to not only make the case for “Why Out Teach?” but also the case for outdoor science learning and teacher support. This year we took a few significant steps to evolve our data collection and evaluation practices.

Impact Report:

This year’s Impact Report shared the research and outcomes of Out Teach programs throughout our network. We evaluated the influence of our work on teacher job satisfaction, teaching practices, and students. The results were overwhelmingly positive:

- 84% of teachers report experiential learning has had a positive impact on their job satisfaction.
- 97% of teachers report they are extending experiential pedagogy beyond the outdoor classroom into their overall teaching practice.
- 96% of teachers report outdoor experiential learning is having a positive impact on student engagement.
- 93% of teachers report outdoor experiential learning is having a positive impact on student knowledge and skills.

New Measurement Tools:

We created a new evaluation tool that enables us to observe teachers with their students to measure our impact and tailor our coaching and support to meet the needs of our school partners. Through our observations, we not only look to help teachers create effective lessons anchored in outdoor phenomena, but we also seek to help them incorporate social-emotional learning and culturally relevant practices into those lessons.

This can look like:

- Encouraging student choice about their own learning
- Representing racially and ethnically diverse professionals in science
- Modeling respect and curiosity for multiple perspectives through active listening and communication
- Having students generate and share ideas

Internal Capacity Building:

We hired a new Manager of Program Evaluation & Learning and a Systems Administrator to build our capacity to make decisions based on data and to build a culture where data plays a key role in informing the work of every team member. We have also trained our team on data collection and tracking systems and instituted regular cross functional data meetings.



An Inspiring Story

Natalie Dhanoolal Rubio (center), one of our Out Teach instructional coaches, went to our Innovation School this year to model a lesson for teachers. After completing the lesson, the teachers approached Natalie in disbelief, admitting that they had purposely asked her to lead their most challenging class because they wanted to “see if the Out Teach model really works.” They said they were in awe at how focused the students were, even the children who traditionally struggle the most to stay engaged. Stories like this are common and reaffirm what we at Out Teach know: Real-world learning creates an inclusive environment and allows all students the opportunity to learn from shared experiences. Outdoor learning creates a common starting point so that all students feel invited to engage.

How We Evolved

We Strengthened Our Organization

This past year, we made a concerted effort to evolve our organization with attention to a culture focused on continued learning, shared purpose, and results. We are particularly excited about:

Our Growth

Our staff grew from 21 full-time members to 29 members, representing a nearly 40% increase. This enabled us to fill key positions, such as our new Director of Professional Learning and Director of Outdoor Spaces, that will help us realize our mission.



Our Diversity

We are committed to building a team and board that bring a diversity of backgrounds and experiences to Out Teach and that create an inclusive, cooperative culture. Our team is now more diverse than ever before. With this comes an enhanced ability to listen and adapt to the unique needs of our school communities, to problem solve, and to innovate.

Our Support

When we committed to our five-year strategic plan that aims to reach more than 250,000 elementary students and 10,000 elementary teachers, we launched a \$10 million growth capital campaign to make those goals a reality. To date we have raised \$7.6 million and are seeking additional donors who are interested in making strategic investments in Out Teach.

Our Retention

While the education sector saw turnover rates of over 42% last year, Out Teach had an 80% staff retention rate. We are proud of this result and believe it to be evidence of Out Teach's purposeful attention to organizational culture.

Our Infrastructure

We also invested in new technologies across the organization to promote efficiency, collaboration, and communication with our partners, champions, and friends.

“Some of the most valuable and long-term friendships are gained from working together, and I know that I have gained long-term friendships in my Out Teach coworkers. It makes me excited to work every day!”

— Out Teach Team Member

40% increase in staff size and an increase in racial and ethnic diversity

Our staff at Out Teach are truly inspirational people.

Learn more about their stories and their roles...



\$7.6 million raised to support our 2025 growth plan

Our Plans for the Future

Our vision is to ensure all students, no matter their resources, have access to an engaging, hands-on education that transforms their lives. If we are to achieve this vision, we need to continue to invest in our strategic initiatives. Our 2022-2023 fiscal year will be the third year of our five-year strategic plan, and we are on track to meet our goals. Next year, our goal is to equip **2,500 teachers** to bring science to life for more than **62,000 students**, including building **28 new outdoor learning spaces** on school campuses.

I am feeling so very inspired and am thinking about how wonderful it is to learn new things to implement into my classroom and school in year 28 of my career! Thank you!

— Teacher Reflection,
Professional Learning Community



To achieve these goals, we will focus on four key areas of work:

Digital Professional Learning:

We will continue to reimagine teacher professional development with the integration of digital experiences. This will also build our capacity to support teachers nationwide. Next year we will develop two new pathways to be launched as part of our new digital professional learning program. The first will be designed for educators to build their science content knowledge and connect it to outdoor learning. The second pathway will help teachers learn how to utilize outdoor learning to create real-world math experiences rooted in science.

Innovation School Model:

We will launch the model we developed in Dallas and evaluate its impact. Our goal will be to identify what is working, to improve what could be more effective, and to share learnings.

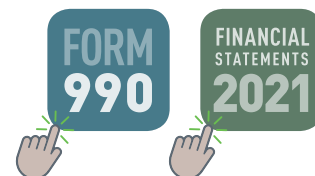
Partnerships:

We will grow our partnerships with more schools and districts to elevate the focus on science education and introduce real-world learning for more teachers and students. With many districts facing a deadline to use their Elementary & Secondary School Emergency Relief funds (ESSER), we aim to expand our reach by offering Out Teach as a high-impact partner to build teacher and school capacity and to accelerate learning.



Financials

We ended the fiscal year in an excellent position leading into the second half of our strategic plan.



We closed the 2022 fiscal year having raised \$2.4M towards our multi-year, growth capital campaign. To date, Out Teach has raised \$7.6M towards the campaign goal of \$10M. Additionally, we grew our operating revenue to expand our impact. We deployed these growth capital funds to sharpen our focus on science, innovate offerings, strengthen data capacity in our programs, grow in organizational capacity, and to build a school partnerships team to deepen our impact.

In the 2023 fiscal year, Out Teach will continue to leverage growth capital funds towards these strategic initiatives to propel forward our mission and increase our impact.

ANNUAL REVENUE & EXPENSES

Revenue

Growth Capital Campaign	\$	2,410,538
Operating Revenue	\$	3,448,705
	\$	5,859,243

Expenses

Salaries & Benefits	\$	2,515,073
Professional Fees	\$	612,657
Construction Expense	\$	223,885
General Expense	\$	310,581
Travel & Meetings	\$	80,145
Facilities & Equipment	\$	48,935
	\$	3,791,276

Net Income	\$	2,067,967
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EXPENSE BREAKDOWN

79%
Program Expenses

21%
Fundraising & Administration

\$3,003,289
\$787,987
\$3,791,276

Our Team

The impact and progress made during the past year simply would not have been possible without the dedication of our staff and boards, who share a passion for this mission.

Employed within period — 7/1/2021 through 6/30/2022

Luisa Aviles
Lead Instructional Coach

Evan Bowman
Volunteer, Data and Systems

Sarah Brown
Intern, Innovation and Research

Barbra Buoy
Grant Writer

Edna Chirico
Director, Government Relations

Sarah Compber
Instructional Coach

Evan Dintaman
Project Director, Outdoor Learning

Jessica Eisele
Manager, Corporate Partnerships

Sarah El-Zoghbi
Intern, Landscape Architecture

Scott Feille
Vice President, Programs

Carla Frazier-Bah
Program Coordinator

Jarri Goodman
Instructional Coach

Allie Graybeal
Instructional Coach

Maggie Haag
Manager, Development Operations

Alex Herron
Staff Accountant

Teena Hine
Director, Professional Learning

Joaquina Scott Kankam
Manager, Program Evaluation and Learning

Wendy Kelly
Instructional Coach

Suzannah Koilpillai
Vice President, Partnerships and Growth

Helen Li
Executive Project Associate

Jim Luft
Instructional Coach

Jeanne McCarty
Chief Executive Officer

Katie McLean
Human Resources & Operations Assistant

Claire Mooney
Vice President, Finance and Business Operations

Daniel Morgan
Director, Strategic Initiatives

Mackenzie Pelaez
Director, Corporate Partnerships

Katrina Reed
Manager, Education Partnerships

Alison Rizzo
Senior Director, Marketing & Communications

Natalie Dhanoolal Rubio
Instructional Coach

Brandon Starling
Director, Education Partnerships

Michael Smith
Director, Landscape Architecture, Outdoor Learning

Christie Washington
Systems Administrator

Kalle Butler Waterhouse
Senior Project Manager, Outdoor Learning

Heather White
Senior Regional Manager, Education Partnerships

Jamie Wildgoose
Coordinator, Partnerships and Growth

Marjorie Woodbury
Senior Project Manager, Outdoor Learning

Sammy Wren
Senior Project Associate, Outdoor Learning

Board of Directors within period — 7/1/2021 through 6/30/2022

Board of Directors

Shally Stanley
Board Chair

Nicole Levine
Board Vice Chair

Ernie Smith
Finance Committee Chair

Dale Stewart
Secretary, Governance Committee Chair

Tom Fry
Revenue Committee Chair

Danielle Scaturro
Program Committee Chair

Peggy Brookins
Board Member

James Ferri
Board Member

Kelly Garrett
Board Member

Angela Hart-Edwards
Board Member

John Kovac
Board Member

Jeanne McCarty
Board Member

Merianne Roth
Board Member

Regional Board within period — 7/1/2021 through 6/30/2022

North Carolina Board

John Hoke, Chair
Alicia DePalma
Helen Kimbrough
Bert Lynn
Vanessa Naik
Roger Sarow
Sam Smith
Dale Stewart

Texas Board

Gabriela Norton, Chair
Justin Thompson
Dexter Josh Freeman
Dr. Olga Martinez Hickman
Catherine Corrigan
Jeff Carter
Robert Cardone
Luis Herrera
Ruth Kinler
Kathryn L. McGill
Amber Sims
Dr. Molly Weinburgh

We want to thank the following volunteers who serve on our committees:

Beth Boulay, Program
Vanessa Ford, Program
Dr. Molly Weinburgh, Program
Leigh Cleaver, Revenue
Nan Street, Revenue

Our Invitation to You

The careers of the future will demand a diverse and highly skilled workforce, and elementary students in historically underserved communities need early access to inclusive STEM opportunities that will inspire them to become the scientists, innovators, and leaders of the future.

We're making that happen.

We would like to invite you to join us in this mission. There are multiple ways for you to help:

I encourage all of you to consider supporting the Out Teach model and expanding it, for all students, to have the opportunity to be outside with great teachers...

— Dr. Morcease Beasley,
Superintendent,
Clayton County Public Schools



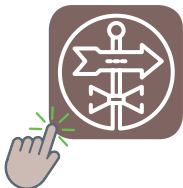
Support Our Work:

By making a gift to Out Teach, you make it possible for us to support teachers as they create more outdoor learning opportunities for students.



Sign Up for Our Newsletter:

Sign up for our mailing list to receive news about Out Teach, to learn teaching tips for outdoor learning, and to hear about any new opportunities.



Partner with Us:

Our corporate partnerships help transform physical outdoor spaces into real-world labs for students. Contact us to explore how we can work together.



Recommend Us:

If you know a principal, district leader or teacher, tell them about our work and invite them to contact us to learn more about our school partnerships.

Follow Us:

The first step to reaching every student is to ensure everyone knows how Out Teach transforms learning for students. Please follow us on Facebook, Instagram, Twitter, LinkedIn, and YouTube to help us expand our reach.



There's a seat in our outdoor classroom for you. Join us and help us empower young students to ask questions, expand their learning, and prepare to solve the challenges of our ever-changing world.



"Kids don't get enough time to think for themselves. If we want our students to become 21st Century problem-solvers, they need opportunities to start building those skills early. Taking them outside for hands-on real-world lessons, asking them hard questions, and letting them puzzle through it gets students engaged and focused, and trains them how to learn on their own."

— Teacher Reflection



This work is possible because of support from people like you.

Help us inspire the next generation of **problem-solvers**, **innovators**, and **leaders**.



out-teach.org