



**THE LITERACY LAB**

*Strong Readers. Strong Futures.*

Leading Men Fellowship



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## The Literacy Lab

- Founded in 2009
- Mission is to provide children with individualized reading instruction in order to close the literacy gap.
- Creation of early literacy ‘safety nets’ in areas with large literacy gaps.
- Currently serve 4,000 children in 100 schools in Washington, DC; Richmond, VA; Baltimore, MD; and Kansas City, MO
- \$8 million operating budget
- 27 full-time staff, 16 Literacy Coaches, 230 full-time tutors



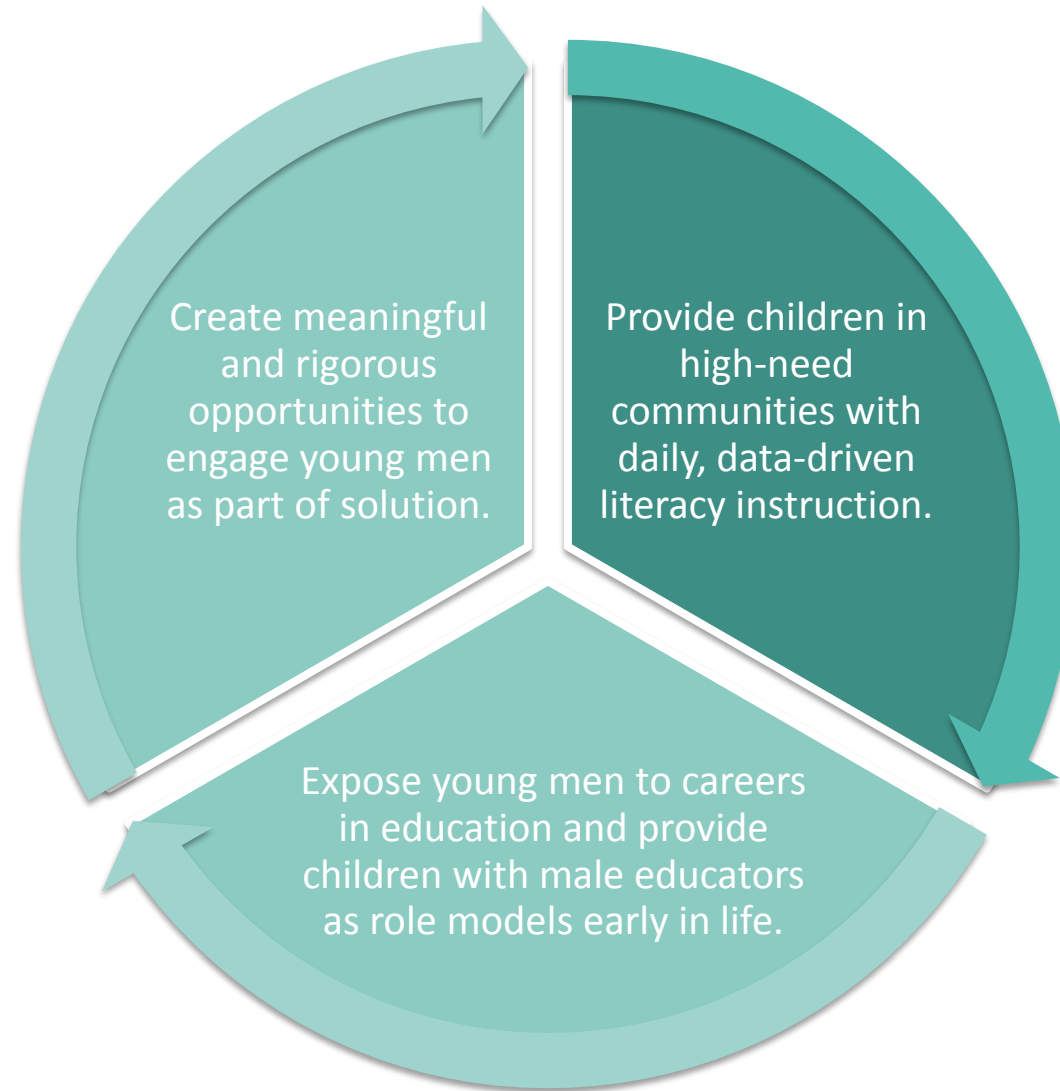
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# Leading Men: Innovative Approach to Address 3 Issues



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# Leading Men: Theory of Change



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# Leading Men Fellowship

- Program launched by The Literacy Lab and District of Columbia Public Schools (DCPS) as a part of the Empowering Males of Color Initiative
- Aims to help children be ready to read and to help young men of color ages 18-24 explore careers in education
- Rigorous training and coaching to become an early literacy tutor teaching young children how to read
- Commitment to work in a pre-K classroom for an entire school year for 25-30 hours per week paid at hourly living wage
- \$120/month transportation and communication stipend
- ~\$5,000 college scholarship upon successful completion of the program



# What is the Model?





## Pre-K Interventions

- Repeated Read Aloud: To increase vocabulary and comprehension
- Oral Language (2 levels): To increase vocabulary and expressive language
- Visual Discrimination (5 levels): To increase skills in visual discrimination and letter sounds
- Phonological Awareness (3 levels): To increase skills in auditory discrimination.
- Sign-In: To increase print awareness and letter recognition using a standardized auditory script.



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## What makes a Leading Men Fellow Successful?

- Responsible, dependable, positive role model
- A good attitude and a willingness to work hard for his students
- Enjoys being around kids but no formal experience required
- Desire to invest in his community
- Open to feedback and coaching
- Year-long commitment: August-June







# Key Milestones

- **Fall of 2015:** Program concept and design process with DCPS
- **January 2016:** \$800,000 investment from the Kellogg Foundation
- **August 2016:** Training institute launches program
- **January 2017:** Washington Post profiled LMF, Sekani Malcolm (first of a series of media hits heralding the program's innovative approach)
- **June 2017:** First cohort completes program
- **August 2017:** \$300,000 investment to seed Baltimore cohort
- **August 2017:** Early Childhood Education degree program launched in partnership with Trinity Washington University



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# Leading Men Fellow Infrastructure

## Programmatic Investments

- ~\$35,000 investment per Fellow
- Director of Innovation and Strategy
- Program Manager
- Dedicated Early Literacy Coach
- Pathway to ECE credentials

## Important Partnerships

- School District
- High Schools
- Elementary Schools
- University





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## Outcomes to Date

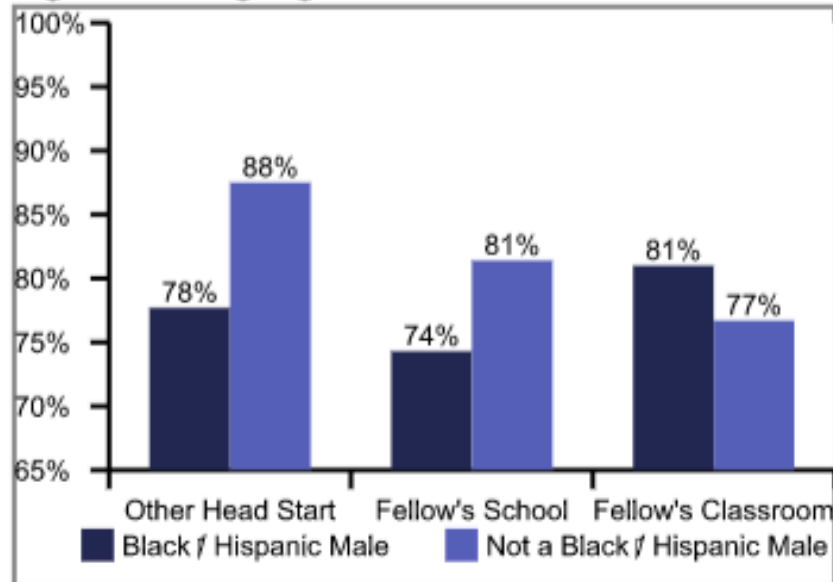
- In SY16-17, 10 Leading Men served 156 children in PK3 and PK4 classrooms at 7 schools, 63% of whom received TANF benefits
- Study found particular positive impact on Black/Hispanic male students
- All Leading Men met rigorous fidelity standards and achieved fidelity rates matching those of college-educated Literacy Lab tutors
- 4 Fellows have returned for a second year of service, 5 Fellows passed the ParaPro exam, 1 Fellow was hired by his school
- 4 Fellows enrolled in college pursuing degrees in Early Childhood Education



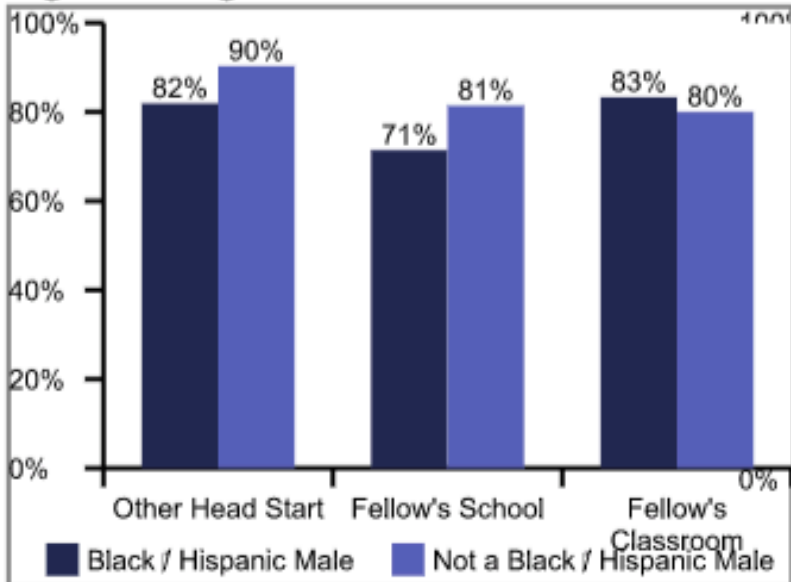
# Impact on Black/Hispanic Male Students

Study conclusion: “The Fellows Program, though limited in scope, is one strategy to meeting the needs of our PreK children at-risk due to economic and/or racial social disadvantage early, in order to lessen or eliminate the income-based achievement gap likely to already in progress.”

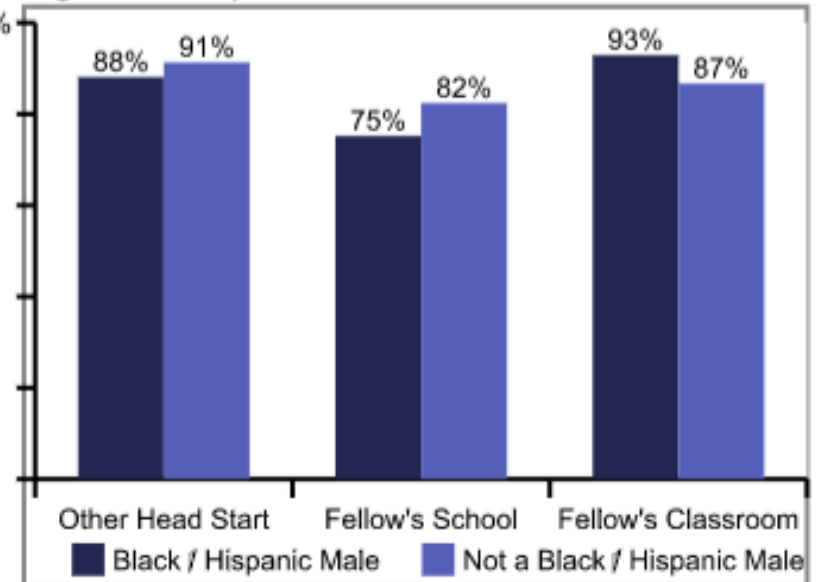
**Figure 5: Language K-Readiness Differences**



**Figure 6: Cognition K-Readiness Differences**



**Figure 7: Physical K-Readiness Differences**



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## Next steps and how to get involved!

- Min. cohort size: 10 Max. cohort size: 15
- \$385,000-\$590,000 to launch in SY18-19 (10 vs 15 men, w/ or w/o scholarship)
- Potential funding sources include: wage subsidy programs, apprenticeship funding, teacher residency funding, private philanthropy, school district
- Establish high school partnerships for recruitment
- Establish early childhood partnerships for placement of Fellows
- Establish college/university partnership
- Hire full-time Program Manager and Early Literacy Coach







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