

# pebc

PUBLIC EDUCATION &  
BUSINESS COALITION

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## 2020-21 ANNUAL REPORT



# PRESIDENT'S MESSAGE

The team of dedicated educators who came together to do right by children and honor their thinking by founding this organization are my heroes. They dug into research. They read and discussed and test drove new approaches, shared their results, and continued to grow their own understanding of effective pedagogy. Their work was so powerful that their legacy continues.

Today, PEBC is a thriving nonprofit with a national impact. We start with inspiration: inviting aspiring teachers, educators, and leaders to develop greater vision for our children's potential. Then, we provide the tools and strategies needed to draw forth each learners' best. With coaching and support, we see students, teachers, schools, and systems achieve great results.

Over the 2020/21 school year, we all experienced or witnessed the drastic changes in our school landscape. Leaders, teachers, and families were forced to make shifts that revealed and amplified social, economic, and educational inequities.

So, it's no surprise that the team at PEBC responded by taking accelerated and bold action. In 2020/21:

- The Professional Learning team worked with clients and delivered an impressive suite of online institutes, events, and workshops that address teachers' concerns including social emotional learning support, and culturally and linguistically diverse education.
- Our Teacher Residency team shifted to 100 percent virtual coaching and instruction; launched a new pathway into the profession; and is very successfully recruiting for future school years.
- On the policy side, we led a state-wide convening in Colorado to study innovative teachers and their best practices. This resulted in SB21-185, which appropriated \$13.3 million to reduce the teacher shortage, develop a more diverse teacher workforce, and expand pathways into the teaching profession.
- Through Promise54, PEBC learned alongside other education organizations to cultivate and maintain a healthy, equitable, and inclusive environment where we can thrive to achieve transformational student outcomes. Promise54 is grounded in the work of realizing the promise explicit in Brown vs. Board of Education from 1954.

These are just a few of the many accomplishments that you will read about in this report. As our schools grapple with issues surrounding diversity, equity, inclusion, and racial justice, the entire PEBC team is committed to representing the diversity of voices, cultures, and experiences of all teachers and students.

THANK YOU for your continued support of our important work!

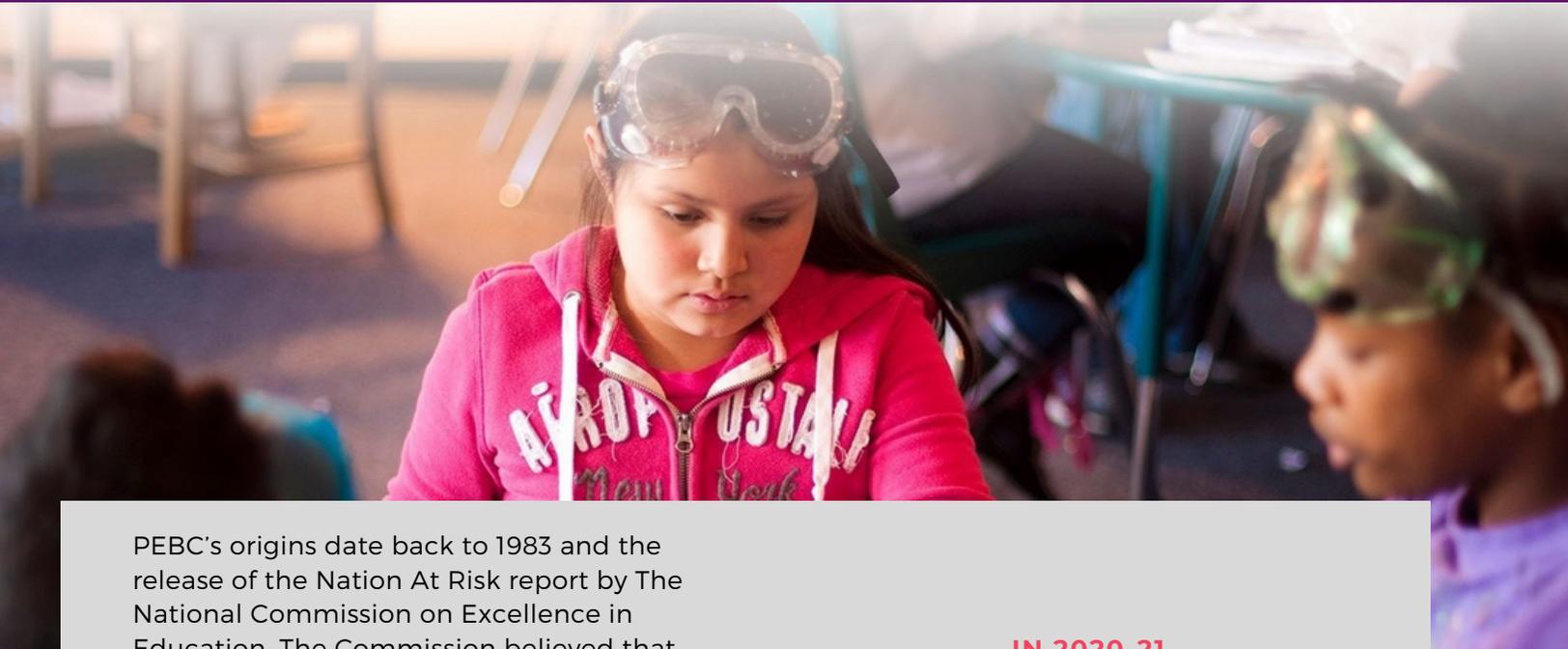
With gratitude,



Sue Sava  
President & CEO

# ABOUT US

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PEBC's origins date back to 1983 and the release of the Nation At Risk report by The National Commission on Excellence in Education. The Commission believed that the public education system was failing to meet the national need for a competitive workforce. With funding from the Ford Foundation, several communities created local education funds to concentrate efforts on quality teaching initiatives.

Initially PEBC's focus was on supporting teachers with literacy and reading comprehension instructional practices. In 1997 PEBC staff published the groundbreaking book *Mosaic of Thought: Teaching Comprehension in a Reader's Workshop* which drew thousands of teachers to Denver wanting to work with and observe PEBC staff applying literacy best practices in their own classrooms. The organization expanded its efforts to coach teachers nationally, and created its highly respected PEBC Lab Classrooms. In 2004 PEBC expanded its focus to include professional learning in STEM instructional best practices and launched the teacher preparation program Boettcher Teacher Residency, now called the PEBC Teacher Residency

## IN 2020-21

STATES SERVED: 47

DISTRICTS SERVED: 162

TEACHERS SERVED: 2579

ESTIMATED STUDENTS IMPACTED: 117,705

Today, PEBC has grown into an organization with an unrivaled reputation for its professional development model, its publications, and the expertise of its staff. PEBC is headquartered in Denver, and works both locally and nationally. Its Board is comprised of both business executives and school superintendents.

PEBC works in Colorado and across the nation to prepare outstanding new teachers; help practicing educators become exceptional; and shape policies that foster vibrant growth and lasting student success.

# WHY WE DO WHAT WE DO

We believe each and every child deserves an excellent education and exceptional educators, and we have dedicated our careers to making that happen. We work in schools, classrooms, legislative chambers, and the community to do everything we can to contribute to professional recruiting, training, development and support of teachers, principals, superintendents and – most of all – students to help them achieve all they are capable of!

Our staff is dedicated to elevating the teaching profession, improving student growth, developing great educators, and influencing and empowering system change. To this end, we worked hard this year to sustain a financially viable business model and establish our leadership role in the education field.

PEBC's Professional Learning staff work extensively in individual schools, supporting educators as they implement research-based best practices in their classrooms. We also coach principals and school-based leadership teams to guide the professional development of their educators and develop their schools or districts into "learning organizations." PEBC's professional learning work is characterized as asset-based, customized, site-based, and demonstration-based.

The PEBC Residency team trains talented and successful teachers all across Colorado. This team consists of mentors and coaches who facilitate teacher licensure in our unique and highly effective residency program; which is now entering its 16th year and boasts 81 percent retention rates over five years. The program has trained multiple award-winning teachers, including several teachers of the year.

We also have a collaborative team that works with local education, business, and community leaders to inform education policy. PEBC has developed decades of direct experience in schools, deep knowledge of theory and practice, and a network for thousands of exceptional educators and passionate business and community leaders. Policymakers and advocates count on PEBC to advise the development and implementation of policy so that good ideas translate to great outcomes – in classrooms, schools, and systems as well as for our nation's workforce and economy.



# TEACHER PREPARATION

The COVID-19 pandemic required PEBC to reimagine its in-person residency program during the 2020/21 school year. The Residency team successfully and rapidly shifted instruction and coaching to a virtual setting. Because PEBC already ran a hybrid program, with some coaching and instruction occurring virtually over the past two years, the shift to 100 percent virtual was nearly seamless. Utilizing existing technology infrastructure, the team was able to provide a high level of support to our Teacher Residents. Alongside virtual coaching, Residents received targeted feedback on their practice, and the Residency team was able to gauge the effectiveness of theory to practice.

In addition to its existing pathways into the teaching profession, PEBC launched a Teacher of Record program in the Metro Denver area. This pathway, which was previously only offered in our rural regions, is for people who have significant experience working with students in an educational setting. Teachers of Record are supported by PEBC mentors and coaches as they serve as the sole teacher in the classroom.

PEBC partnered with Social Impact Solutions to explore the possibility of using a Pay for Success structure to support the long-term financial sustainability of the program. During the 2020/21 school year, PEBC and Social Impact Solutions partnered to conduct a feasibility study, funded by the Boettcher Foundation, to define successful outcomes related to retention and diversification of the teacher pipeline. The project was tremendously successful and a pilot Pay for Success 2021/22 cohort will launch in five Colorado districts.

To support the growing diversity of our cohorts, PEBC Teacher Residents had the opportunity to engage in a statewide Teachers of Color Affinity Group. Additionally, three Residents were selected to participate in a pilot year launch of a new partnership with Profound Gentlemen and Profound Ladies. These organizations support teachers of color with specific professional development, communities of practice, and coaching.

An area of particular focus for the Residency team is culturally responsive teaching. The foundational text for this work is *Culturally Responsive Teaching and the Brain* by Zaretta Hammond. Residents fully embrace the culturally responsive model as they engage in classroom practices.

**93% OF 2019/20 PEBC  
RESIDENTS WERE HIRED AS  
TEACHERS IN 2020/21**

**81% OF PEBC RESIDENCY  
ALUMNI IN THEIR FIRST FIVE  
YEARS OF THEIR CAREER  
REMAIN IN THE CLASSROOM,  
COMPARED TO AN AVERAGE  
NATIONAL RETENTION RATE OF  
ONLY 55% FOR TEACHERS IN  
THEIR FIRST FIVE YEARS OF  
THEIR CAREER**

# PROFESSIONAL LEARNING



In response to school closures, the Professional Learning team expanded their work and provided new avenues to meet the changing needs of educators.

The team's first priority was to provide free professional development support to teachers across Colorado and around the nation. A webinar series, book study group, and an evolving resource list were quickly developed and launched to help teachers adapt or adjust their instructional practices for distance learning. Other ways PEBC stayed connected and provided free support to teachers was through its blog and podcast. The Phenomenal Teaching Podcast features the expertise and experiences of teachers, leaders, and authors. In its first year, the 43 podcast episodes were listened to more than 13,563 times.

In 2020, Wendy Ward Hoffer published her fifth book, *Phenomenal Teaching* (Heinemann). This book details the PEBC Teaching Framework, providing a wide range of examples and ideas to foster phenomenal thinking and learning in classrooms at all levels. Four asynchronous online courses, based on strands on the PEBC Teaching Framework, were also developed and launched.

In partnership with the Literacy Consultants Coalition, PEBC hosted the Teaching Literacy in Times of Change and Uncertainty conference. It was the most attended PEBC professional learning event of all time, bringing hundreds of educators from around the world to interact with today's leading voices in literacy education, educational equity, and anti-bias/anti-racist teaching. Participants engaged in discussions about ways which we can rethink literacy, teaching learning with an eye toward true equity and social justice.

To support teachers of English Language Learners, PEBC developed a new 45-hour Culturally and Linguistically Diverse Education (CLDE) course that meets the Colorado teacher licensure renewal requirement. This course was one of 17 learning opportunities launched in 2020/21 that are inclusive of Diversity, Equity, and Inclusion (DEI).

PEBC's national reach has enhanced our work and grown our partner network. New relationships were formed with districts in California, Kentucky, Oregon, and Texas. This growth is attributed to PEBC's focus on what works and our ability to be nimble in thinking about what is best for students in different environments.

*"The most impactful thing for me was trying to get the students to own their learning, rather than me forcing them to learn in the way that I think would benefit them. PEBC has taught me to let go of my comforts and try new things, and I've seen it be very beneficial to my students, as well as myself."* – **Andrew Jones, Berry Creek Middle School teacher**

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## 2020-21 CATALYSTS FOR CHANGE

PEBC has uniquely served Colorado by bringing together leaders across the education, civic, policy and business sectors who support and advocate for Colorado's schools and educators. The PEBC Catalysts understand that our students and their teachers are the underpinning of the state's future workforce and of our communities' economic health and vibrancy. They also understand the urgency and consequences of the teacher shortages their communities face.

In this forum, educators have the opportunity to voice insights about the successes and needs of their local education contexts. Business, civic, and policy leaders have the opportunity to discuss how all stakeholders might frame, support, and advocate for education in their communities. In order for our schools to have the teachers our students deserve, leaders leverage the expertise of all groups to sharpen their advocacy skills as catalysts for education across Colorado.



*THE CATALYSTS ARE A GROUP OF SUCCESSFUL AND MOTIVATED BUSINESS LEADERS WORKING WITH PEBC TO IMPROVE EDUCATION POLICY.*

**Tiffany Bray**

Clinical Innovation and Care Delivery | DaVita

**Tom Brinegar**

VP & CFO | PEAK Resources, Inc.

**Becky Crowe**

Executive Director | Clayton Early Learning

**Brooke Fleming**

Chief Lending Officer | Westerra Credit Union

**Patty Fontneau**

President, Benefit Exchange & Technology Solutions Business | Cigna

**Craig May**

Partner | Wheeler Trigg O'Donnell LLP

**Rico Munn**

Superintendent | Aurora Public Schools

**Jenna Oliver**

Director | Ocean First Institute

**Mark Tapy**

Apprenticeship Program Manager | Pinnacle Assurance

**Christina Walker**

Director of Policy & Advocacy | Clayton Early Learning

**Tammy Westerberg**

Partner | Wheeler Trig O'Donnell LLP

# Advocacy in Action: PEBC Policy



Local, state, and national leaders trust PEBC to inform the development of sound education policy that profoundly impacts success for students and teachers alike.

PEBC has developed decades of direct experience in schools, deep knowledge of theory and practice, and a network for thousands of exceptional educators and passionate business and community leaders.

Policymakers and advocates count on PEBC to advise the development and implementation of policy so that good ideas translate to great outcomes – in classrooms, schools and systems as well as for our nation's workforce and economy.

During the 2021 legislative session, PEBC participated in critical conversations and provided testimony on bills. The PEBC policy team, Board of Directors, and Catalysts supported six successful bills in 2021. Among other things, this new legislation increases the relevancy of high school learning, enables more career-connected learning opportunities for students, and establishes a working group to make recommendations for how the state can continue to diversify its educator workforce.

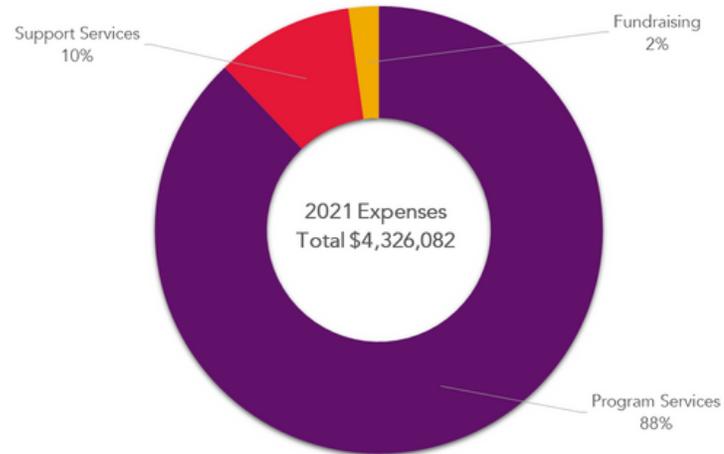
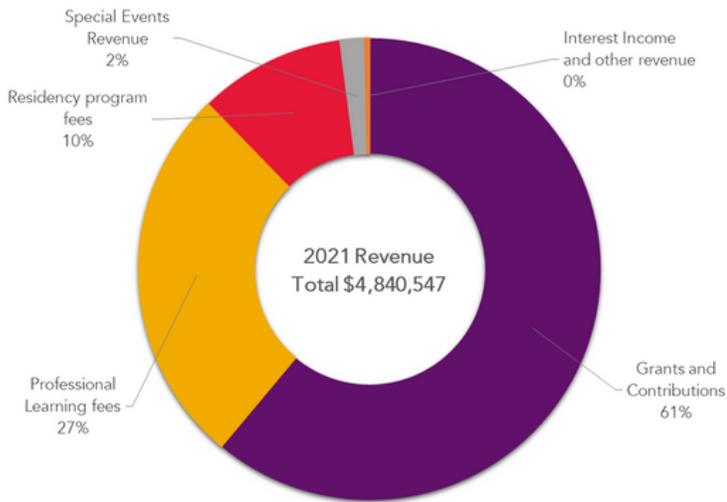
In 2020, PEBC and the Keystone Policy Center convened an Education System Resiliency and Innovation Initiative (ESRII), gathering more than 80 teachers, leaders, legislators, and stakeholders from across the state to use the time of challenge to catalyze learning. The coalition's specific recommendations for state and local action were published on February 9, 2021 in the Rebuilding Stronger report.

Senate Bill B21-185 - Supporting the Educator Workforce in Colorado - draws on several recommendations from the ESRII coalition, as well as the previous work of the legislature, the Colorado Department of Education (CDE), and the state's broad education ecosystem. Signed on June 16, 2021, SB21-185 dedicates \$13.3 million to elevate the teaching profession, increase pathways into the teaching profession, and improve teacher support and retention incentives.

PEBC is proud of the policy work we do to support educators and impact education throughout the state.

**SIX PEBC-SUPPORTED BILLS WERE SIGNED BY THE  
COLORADO GOVERNOR IN 2021**

# 2020-21 Financials



|                          | 2020               | 2021               |
|--------------------------|--------------------|--------------------|
| Net Assets End of Year   | <b>\$869,244</b>   | <b>\$1,383,709</b> |
| +Increase/<br>(Decrease) | <b>(\$647,907)</b> | <b>\$514,465</b>   |

# 2020-21 Financial Supporters

Supporting PEBC helps us to elevate the teaching profession and actively address Colorado's educator shortage through a program that recruits, trains and retains high-quality educators.

## **\$20,000+**

Boettcher Foundation  
Buell Foundation  
Gates Family Foundation  
Margulf Foundation  
Rose Community Foundation  
XCEL Energy

## **\$10,000+**

Kaiser Permanente

## **\$5,000+**

DaVita  
Denver Foundation  
FirstBank  
JP Morgan  
Clark Shaw

## **\$2,500+**

Cigna  
Colorado PERA  
Jill Nelson & Thomas Bidell  
PEAK Resource, Inc.  
Pinnacol Assurance  
Romer Carlson  
Wheeler Trigg O'Donnell

## **\$1,000+**

Alpine Bank  
Tiffany Bray  
Comcast  
Ramon Montoya  
Christine Morrow  
New Media  
Polsinelli  
Saira Rahman  
Michael Ramseier  
Marcelina Rivera  
Ed Scholz  
Bill Weintraub

## **\$500+**

Adobe  
Joe Blake  
EY  
Mary Hacking  
Stephanie Harvey  
Lenn Haffeman  
Paula Konoske  
David Lockhart  
Craig May  
Sue Sava  
Lydia Woodward

# 2020-21 Financial Supporters

## \$100+

|                                |                     |                       |
|--------------------------------|---------------------|-----------------------|
| Carol Alexander                | Joyce Joyce         | Candy Roberts         |
| John Bell Jr.                  | Ellin Keene         | Klaus Samuel          |
| Tammy Berberick                | Nick Kent           | Christine Scanlan     |
| Tom Brinegar                   | Charles Kercheval   | Paula Shapiro         |
| Sarah S. Brown                 | Moker Klaus-Quinlan | Mike Sheets           |
| Linda Buckley                  | Katie Kramer        | Gina Sheh             |
| Colorado Rural School Alliance | Jon Lehmann         | Julia Shepherd        |
| Community First Foundation     | Amy Lieberman       | Jon Sisk              |
| Rebecca Crowe                  | Katrina Litzau      | Gail Sonnesyn         |
| Craig DeLeone                  | Mike & Mary Litzau  | Dana Sorensen         |
| Todd Engdahl                   | Nick Machol         | Mark Tapy             |
| Brad Fischer                   | Pamela Machol       | Deborah Tolley        |
| Patty Fontneau                 | Robert Martin       | Ken Weil              |
| Steve Foreman                  | Bob McClure         | Lisa Weil             |
| Lynne & Lance Forstot          | Matt & Kim McGrigg  | Wendy Wempe           |
| Kristi Franko                  | Dan McMinimee       | Lee Wheeler- Berliner |
| Todd Gander                    | Alison Monaghan     | Evelyn & Eric Wilska  |
| Stacy Ganzer                   | Gretchen Morgan     | Marilyn Winter-Tamkin |
| Fran & Chris Gorka             | Laura Morsch-Babu   | Matt Yabor            |
| Cameron Gray                   | Darren Nadel        |                       |
| Craig Hagood                   | Amie Oehlert        |                       |
| Julie Hagood                   | Karen Onderko       |                       |
| Alan & Jane Higbie             | Annie Patterson     |                       |
| Philip Hudgens                 | Marla Petrini       |                       |
| Chrissy Jones                  | Carla Randall       |                       |
| Elizabeth Jones                | Jill Rennert        |                       |

# 2020-21 PARTNERS

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PEBC has unprecedented support from partners who believe in a bright future for brilliant educators.

We would like to recognize those partners, friends, and sponsors who support our work and joined us to assure that brilliant educators can have bright futures so that every child has access to an excellent educator and exceptional education.

Boettcher Foundation

Charter School Institute

City Year Denver

Clayton Early Learning

Colorado Association of School Executives (CASE)

Colorado Center for Rural Education

Colorado Children's Campaign

Colorado Council International Reading Association (CCIRA)

Colorado Department of Education (CDE)

Colorado Department of Higher Education (CDHE)

Colorado Education Association (CEA)

Colorado Education Initiative (CEI)

Colorado League of Charter Schools

Colorado PERA

Colorado Rural Alliance

Colorado Workforce Development Council

EnCorps

Guild Education

Keystone Policy Center

Profound Gentlemen

Profound Ladies

Promise54

Rose Community Foundation

Rural Education Collaborative/  
Generation Schools Network

Social Impact Solutions

TEACH Colorado

TEACH.org

Teach Plus

# 2020-21 Board of Directors

PEBC's Board of Directors is comprised of business, community, and education leaders who represent diverse facets of our local community.

**Amie Baca-Oehlert**

President | Colorado Education Association

**Tiffany Bray**

Head of Provider and Patient Engagement | Evio

**Thomas D. Brinegar - Director Emeritus**

Vice President and Chief Financial Officer | Peak Resources, Inc.

**Stacy Carpenter**

Shareholder, Commercial Litigation Practice Co-Chair | Polsinelli

**Tracy Dorland**

Superintendent | JeffCo Public Schools

**Nadia El Mallakh**

Area Vice President, Strategic Partnerships and Ventures | Xcel Energy

**Brian Ewert**

Superintendent | Littleton Public Schools

**Brooke Fleming - Vice Chair/Secretary**

Chief Lending Officer | Westerra Credit Union

**Patty Fontneau**

President, Private Exchange Business | Cigna

**Chris Gdowski**

Superintendent | Adams 12 Five Star Schools

**Jill Hawley**

Senior Program Officer | Bill & Melinda Gates Foundation

**Nick Job**

Vice President | FirstBank - Cherry Creek

**Jon Lehmann -Director Emeritus**

Senior Director, Government & Regulatory Affairs | Comcast Cable

**Alex Marrero**

Superintendent | Denver Public Schools

**Dan McMinimee**

Superintendent | New America Schools Colorado

**Bret Miles**

Executive Director | CASE

**John Nelson - Director Emeritus**

**Rick O'Connell, PhD - Director Emeritus**

Superintendent (Retired) | Douglas County Schools

**Jennifer Perry**

Deputy Superintendent | Cherry Creek Schools

**Saira Rahman - Treasurer**

Vice President, Finance | HMBradley

**Mike Ramseier**

President | Kaiser Permanente Colorado

**Marcelina Rivera - Chair**

Consultant | Marcelina Rivera, LLC

**Ashlee Saddler**

Director, Culturally and Linguistically Diverse Education | Aurora Public Schools

**Ed Scholz**

Vice President of Finance and Business Operations | Denver Museum of Nature & Science

**Angelika Schroeder**

2nd Congressional District, Chairwoman | Colorado State Board of Education

**Alissa Skinner**

Assistant Vice President | Alpine Bank

**George Sparks - Director Emeritus**

President | Denver Museum of Nature & Science

**Debbie Tolley**

Relationship Executive/Executive Director | JPMorgan Chase

**Lee Wheeler-Berliner**

Director | Colorado Workforce Development Council



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