

2021-2022

ANNUAL REPORT

pebc
PUBLIC EDUCATION &
BUSINESS COALITION

PRESIDENT'S MESSAGE

We emerged from the darkest days of the pandemic last year stronger, more sustainable, and more joyful here at Public Education & Business Coalition (PEBC). We channeled that energy into our commitment to helping our beloved educators thrive in a rapidly changing educational landscape.

The result: all lines of PEBC's business are thriving. Through a combination of client revenue, federal and state funds, and more diversified grant funding, we've significantly improved our sustainability, and we are excited about the future!

In this Annual Report, you'll read about the many ways PEBC has innovated and supported teacher and leaders across the country over the past year. We provided in-person and virtual learning opportunities to educators, including on-site customized support so that districts could face some of their most pressing challenges. We piloted an urban Teacher of Record model and an innovative Pay for Success initiative to scale our excellent teacher preparation program. Our comprehensive contracts address all levels of a school system - from recruiting a diverse teacher workforce to retaining our talented principals and superintendents.

We partnered with brilliant thought leaders on solutions to increase access to the early childhood workforce and collaborated closely with our colleagues at the Capitol to increase Resident stipends to a livable wage. Our signature 2021 bill, developed in collaboration with Keystone Policy Center, as well as educators and legislators from the Joint Budget and Education Committees, brought \$133 million over 10 years to the Colorado Department of Education to support educator recruitment, preparation, development and retention - all based on strategies designed by teachers and leaders.

None of this would have been possible without the incredibly hard work of PEBC's team - some of the most brilliant, ardent education advocates I have ever had the honor of serving alongside. In the midst of the "Great Resignation," we worked hard to support our staff and make PEBC an exceptional place to work - from completing market-based salary adjustments to making significant strides in our diversity, equity and inclusion efforts. As a result, we were able to retain 93% of staff. We were even able to expand the team with an exceptional new cohort of team members who bring diverse experiences, backgrounds and perspectives to PEBC.

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 work!

With gratitude,



Sue Sava
PEBC CEO & President

PEBC impacted an estimated 102,000 students in Fiscal Year 2021-22.

ABOUT PEBC

We believe each and every student deserves an excellent education and exceptional educators.

We work 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. We are a nonprofit organization with three main areas of focus:

Professional Learning

PEBC provides professional development for P-12 educators to help them become the educators they aspire to be. Our customized professional learning opportunities include responsive on-site services, professional learning institutes, lab classroom visits, professional learning cohorts, and individual coaching. We offer workshops in Denver, nationwide at your school or district, or virtually.

Teacher Preparation

The PEBC Teacher Residency program prepares future educators for exceptional teaching careers. Our hands-on program provides two high-quality, supportive pathways to a Colorado teaching license for individuals who discover their passion for teaching after they complete their bachelor's degree. We also have developed an innovative pre-BA pathway into teaching. PEBC has a clear focus on the recruitment and retention of teachers of color.

Public Policy

PEBC works closely with practitioners, policymakers, business leaders, and other stakeholders to advise the development and implementation of sound P-12 education policy, so that good ideas translate to great outcomes – in classrooms, schools, and systems, as well as for our nation's workforce and economy.

PEBC is one of the nation's leading teacher prep and professional learning organizations.

In 2021-22, we served:

- 2411 teachers
- 135 districts
- 26 states

OUR COMMITMENT TO DEI

As PEBC continues on our journey to become a multicultural and antiracist organization, we fully embrace the need to reflect on and articulate more nuanced ways to integrate a Diversity, Equity and Inclusion (DEI) and anti-racist lens into organizational policies, practices, and cultural norms. We know this requires each and every staff member to identify how to operationalize principles of antiracism in our individual, team, and organizational work.

PEBC continued to commit time and resources to our ongoing DEI work, while also planning and prioritizing organizational initiatives that advanced staff growth and understanding of DEI and antiracism at individual, team and organizational levels.

Our annual DEI survey data demonstrated notable shifts from April 2021 to April 2022. We increased the overall perceived level of equity and inclusion -- moving from "medium" levels of equity to "high" equity on our organizational profile. Additionally, staff perception of the effectiveness of our organizational DEI initiatives increased from 67% to 78%.

Staff gathered monthly for sessions focused on deepening awareness about key DEI and antiracism concepts such as cultural humility, implicit bias, white supremacy cultural norms, and intersectionality. As a result of the inequities and uncertainties revealed by the COVID-19 pandemic, PEBC also invited Resilient Futures to facilitate quarterly sessions with staff members aimed at building a trauma-informed workplace, with a racial justice lens. Additionally, PEBC team members continued learning from talented DEI experts at Promise 54 and The Management Center.

In 2021-22, PEBC developed two staff-led internal strategic initiatives, driven by our annual DEI survey data. The anti-bias reporting policy workgroup organized a whole-staff anti-bias legal training that highlighted laws, rights, and responsibilities to prevent and address bias in the workplace. The strategic recruitment workgroup researched and consulted on best practices for recruiting and retaining staff members from historically marginalized communities.

Highlights of 2021-2022

- Utilized annual Promise54 DEI survey data to guide team and organizational initiatives
- Published an organizational statement on "Taking a Stand for Teaching History Honestly" with broad stakeholder input
- Engaged in continuous learning about key DEI and antiracism concepts
- Implemented racial affinity group structures
- Partnered with outside organizations to inform internal systems change efforts

TEACHER PREPARATION



The PEBC Teacher Residency has continued to meet its ambitious goals of recruiting more teachers into the profession. Last year, PEBC implemented programs and initiatives that have helped to mitigate some of the barriers to entering or remaining in teaching:

Increased financial support for Residents

PEBC has worked hard to secure higher funding levels for Teacher Residents. In 2019, Residents were eligible for a \$1,500 scholarship. By the end of June 2022, Residents were eligible to earn up to \$42,000 in their residency year through scholarships available through state and additional grant funding. Residents reported that this level of funding was critical to their ability to take a year out of the workforce to be highly trained to enter the teaching profession.

Pay for Success pilot

In 2021-22, we piloted a Pay for Success program with Aurora Public Schools and several rural districts to hire and train teachers who commit to staying in their districts. The pilot was extremely successful, and we launched a full Pay for Success cohort in the 2022-23 school year. PEBC will host a greater number of teachers in the Pay for Success cohort for the 2023-24 school year.

New partnerships

PEBC is proud to partner with AmeriCorps to provide an opportunity to second- or third-year Corps members to join the Residency program and earn a teaching license. These Corps members receive a very supportive compensation package, including an almost \$10,000 housing stipend.

We also developed a new partnership with AdvanceEDU, which creates a pre-BA pathway for aspiring teachers to first obtain a bachelor's degree through one of AdvanceEDU's partner universities and then, upon completion of their degree, preferential entry into the PEBC Teacher Residency.

THE PEBC TEACHER RESIDENCY TRAINED 80 NEW LICENSED TEACHERS IN 2021-22, 22% OF WHOM IDENTIFY AS TEACHERS OF COLOR.

PROFESSIONAL LEARNING

The PEBC Professional Learning team serves all members of school systems: teams, individuals, teachers, and leaders. Our work fundamentally aims to increase educator efficacy and effectiveness. When educators are confident and skilled, they stay in the profession, which leads to improved student outcomes.

Despite the ongoing impact of COVID-19, staffing shortages, teacher resignations and disruptions, the Professional Learning team was able to serve local, regional, and national clients with our full range of responsive, customized, on-site services, as well as our transformative in-person institutes and signature lab classroom visits. Our design and implementation process helps leaders identify and leverage assets, identify clear goals and success indicators, and develop targeted professional learning plans that result in increased knowledge, skills, capacity, and impact.

In 2021-22, the Professional Learning team nimbly transitioned to virtual offerings. They combined these innovations with our core content and approaches, enabling PEBC staff to continue to serve educators across the country.

Building on the success of our popular Phenomenal Teaching Framework, we developed a PEBC Leadership Framework, which we use to support site-based leaders and leadership teams in developing their capacity to cultivate shared vision, culture, instruction, and systems that result in agency, understanding, and equity for all.

The work of the Professional Learning team has long been grounded in the goals of learner agency, understanding, and equity. During 2021-2022, we researched, developed, revised, pilot-tested, and finalized a position paper focused on observable indicators of equitable teaching practice. This project included collaboration with educators who identify as Black, Indigenous or people of color (BIPOC) in diverse schools and districts, and is grounded in the writing and research of nationally respected BIPOC educators. Clients can now use the PEBC Equity Indicators Tool to set and reflect on DEI-focused goals, and capture evidence of Diversity, Equity, and Inclusion in action in teaching and learning.



ADVOCACY IN ACTION: PEBC'S POLICY TEAM

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

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

During the 2022 legislative session, PEBC participated in critical conversations and provided testimony and feedback on multiple bills. The PEBC policy team, Board of Directors, and Catalysts (see page 8) supported two successful bills in 2022. The first bill established the infrastructure for the State of Colorado's new, cabinet-level Department of Early Childhood; the second bill leveraged federal COVID-19 relief dollars to provide financial incentives for emerging educators to receive compensation during their student teaching or teacher residency experience, as a strategy to increase access to the teaching profession.

In 2021-2022, PEBC and the Keystone Policy Center convened an Early Childhood Education Workforce Coalition (ECEWC) that gathered more than 50 stakeholders across the state, including practitioners, policymakers, and advocates. The coalition focused on conversations and strategies to train, recruit, develop and retain a highly skilled and diverse workforce for early childhood education (ECE).

The ECEWC held regular meetings and panel discussions to empower coalition members to learn, explore and discuss an array of ECE workforce topics. A policy brief resulting from the ECEWC convening will be published by PEBC and Keystone in December 2022.

Legislative Spotlight: HB22-1220 - Remove Barriers to Educator Preparation

This bill creates a student educator stipend program, an educator test stipend program, and a temporary teacher loan forgiveness program. Those who take part in a 16-week residency may receive an \$11,000 stipend and those who are part of a 32-week residency may receive a \$22,000 stipend.

The purpose of the educator test stipend program is to reduce financial barriers for students who are preparing for professional competency assessments for their licensure.

CATALYSTS FOR CHANGE



PEBC's Catalysts are a select group of business leaders who are ardent advocates for the elevation of the teaching profession and equitable outcomes for all students.

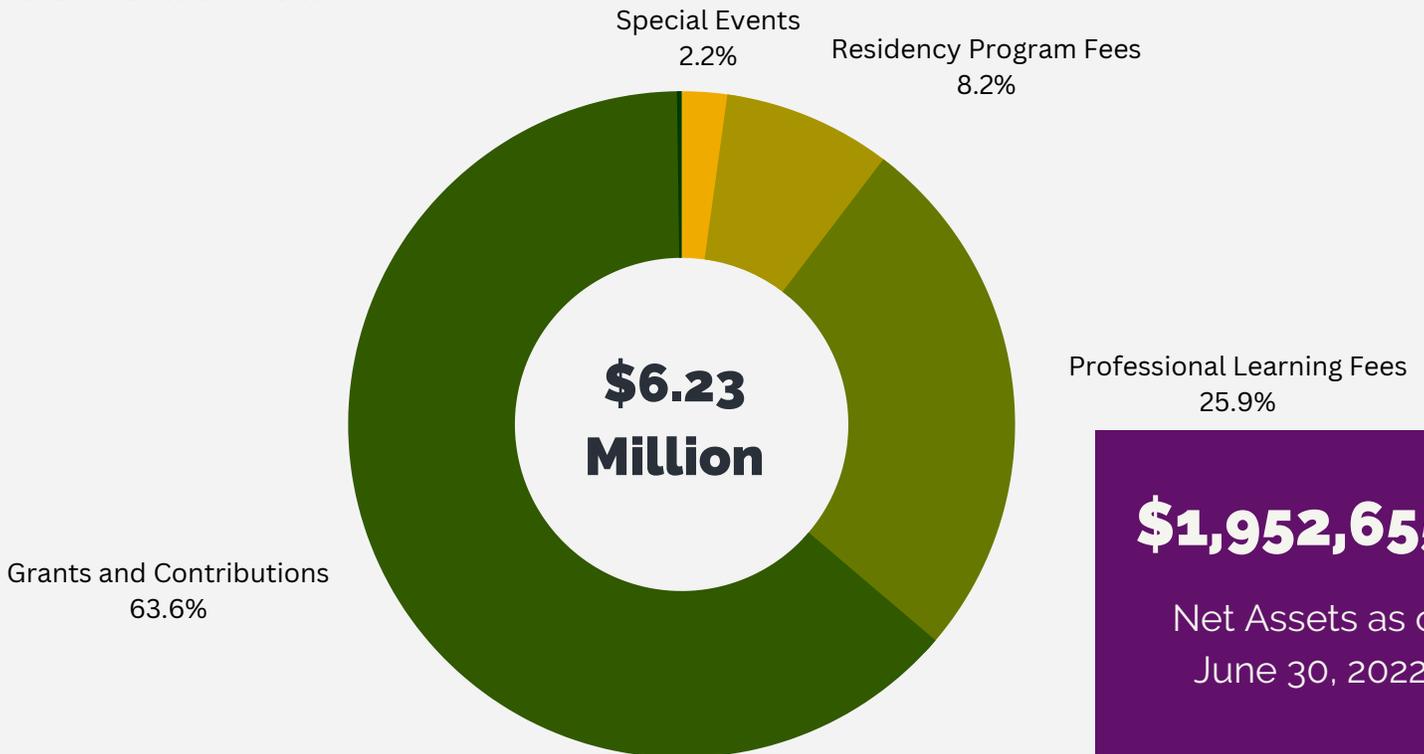
PEBC's Catalysts understand that our students and their teachers are the underpinning of the state's future workforce and of our communities' economic health and vibrancy. They also understand the urgency and consequences of the teacher shortages their communities face. In order for our schools to have the teachers our students deserve, leaders leverage the expertise of this team to sharpen their advocacy skills as catalysts for education across Colorado.

2021-2022 Catalysts

- **Tiffany Bray**, Market President, The Collective
- **Tom Brinegar**, VP & CFO, PEAK Resources, Inc.
- **Patty Fontneau**, CEO, Reach Out and Read Colorado
- **Craig May**, Partner, Wheeler Trigg O'Donnell LLP
- **Rico Munn**, Superintendent, Aurora Public Schools
- **Mark Tapy**, Apprenticeship Program Manager, Pinnacol Assurance

FINANCIALS

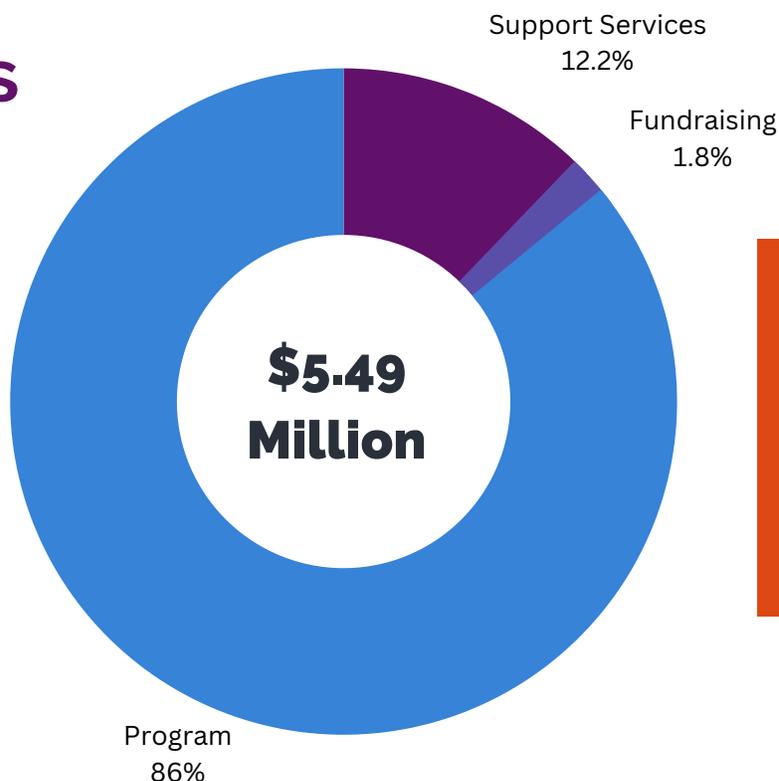
Revenue



\$1,952,655

Net Assets as of
June 30, 2022

Expenses



\$743.9K

Change in Net
Assets from
Previous Fiscal
Year

FINANCIAL SUPPORTERS

2021-2022

PEBC works to elevate the teaching profession and actively address Colorado's educator shortage. We are grateful to the individuals and organizations who helped to make this work possible through their generous support.

\$100,000+

Boettcher Foundation
Colorado Department of Education
Teach.org

\$20,000+

Buell Foundation
The Margulf Foundation
ROSE Community Foundation
Xcel Energy

\$5,000+

Colorado PERA
DaVita
Denver Public Schools
FirstBank
JP Morgan Chase
Kaiser Permanente
Kim Leversedge
Christine Morrow
Pinnacol Assurance
Rachel Romer

\$2,500+

Carol Alexander
Alpine Bank
Aurora Public Schools
Colorado Education Association
HM Bradley, Inc.
Jill Hawley
Nikola Milanovic
Jill Nelson & Thomas Bidell
Polsinelli
Westerra Credit Union

\$1,000+

Adams 12 Five Star Schools
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Joseph Blake
Tiffany Bray
Cherry Creek Schools
Jill Clark
Colorado Rural Schools Alliance
Comcast
Brooke Fleming
Patty Fontneau
Derek and Heidi George
Cameron Gray
Lenn Haffeman & Marcelina Rivera
HR Advantage Group, LLC
Jefferson County Public Schools
Nicholas Machol
Susan Morrice
Moye White LLP
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PEAK Resources, Inc.
Michael & Janie Ramseier
Edward Scholz
Social Impact Solutions
Wheeler Trigg O'Donnell LLP
Xcel Energy Foundation

\$500+

Anonymous
Tom Brinegar
Russell L Brown Jr.
Community First Fund
Laci Gettings
Mary Hacking
IT Jon, Inc
John Fleming
JP Morgan Chase Foundation
Robert J. Martin
Leslie Mitchell
Karen Onderko & Bob Doherty
Sue & JH Sava
S&P Global
Debbie Tolley
Michael Tolley
Lisa Weil
Bill Weintraub



PARTNERS

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 join 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
Colorado Center for Rural Education
Colorado Children's Campaign
Colorado Council International Reading Association
Colorado Department of Education
Colorado Department of Higher Education
Colorado Education Association
Colorado Education Initiative
Colorado League of Charter Schools
Colorado PERA

Colorado Rural Alliance
Colorado Workforce Development Council
EnCorps
Guild Education
Keystone Policy Center
Promise54
Resilient Futures
Rose Community Foundation
Rural Education Collaborative/Generation
Schools Network
Social Impact Solutions
TEACH Colorado
TEACH.org
Teach Plus
The Management Center

BOARD OF DIRECTORS

As of June 30, 2022

PEBC's Board of Directors is comprised of business, community, and education leaders who represent diverse facets of our local community. Members of PEBC's Board of Directors contribute significant amounts of time, talent, and energy to further the mission of the organization.

Amie Baca-Oehlert

President, Colorado Education Association

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Vice President, Revenue Strategy and Operations, DaVita

Loryn Okken

Sr. Director, Provider Strategy and Operations, DaVita

Tiffany Bray

Market President, The Collective

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Superintendent, Adams 12 Five Star Schools

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Deputy Superintendent, Cherry Creek Schools

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VP and CFO, PEAK Resources, Inc.

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Assistant Vice President, Alpine Bank

Patty Fontneau

Chief Executive Officer, Reach Out and Read Colorado

Bret Miles

Executive Director, Colorado Association of School Executives

Lee Wheeler-Berliner

Director, Colorado Workforce Development Council

Marcelina Rivera

Consultant, Marcelina Rivera, LLC

Thank you for supporting PEBC!



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Contact Us:

www.pebc.org

info@pebc.org