



Overdeck Family Foundation's 2022 Strategy Update

February 17, 2022

Welcome! Please introduce yourself in the Chat to “All Panelists and Attendees.”

Type your:

- Name
- Organization

Funding Approach

Evolutions to Our Work

	Chapter 1 (2013-20)	Chapter 2 (2021+)
Funding Approach	Strategic philanthropy	Venture-inspired philanthropy
Grant Composition	60%+ ecosystem, 40% direct impact	75% direct impact / 25% ecosystem
GOS	<30%	>75%; Multi-year GOS funding commitments after pilot grants
Grant Term	Only one-year grants; fund with mindset of perpetuity	>40% of direct impact are multi-year; fund with mindset of catalytic impact
Grant Goals	Many goals, limited focus	Dependent on org stage; focused on innovation, evidence, and growth
Grantee Support	4x / year; limited support / engagement	Deeper, more personalized support outside of funding dollars

Funding Approach

Funding Model Composition

Goal: Accelerated improvement in academic and socioemotional outcomes for all children

Direct Impact (75% of total giving)

Find, fund, support leaders / teams to build cost effective models

- Early Stage: Encourage innovation by funding early-stage organizations or initiatives that align with portfolio strategies.
- Growth Stage: Fund growth of cost-effective programs with measurable impact, helping them reach more beneficiaries.
- Late Stage: Support field leaders in sustaining their work and improving their impact.

Ecosystem (25% of total giving)

Build favorable conditions to clear the pathway for scale of cost-effective models

- Validation: Fund evaluations that help organizations strengthen their evidence base and unlock growth and funding opportunities.
- Knowledge Generation: Support research that generates new knowledge designed to enhance field understanding and the adoption of evidence-based practices.
- Policy/Field Building: Support the development of ecosystems that allow cost-effective, evidence-informed, and impactful programs and practices to scale

Funding Approach

Core Elements of Our Funding Model

Multi-year grants

- Increased transparency for grant size, grant duration, and renewal expectations
- Bigger investments over longer periods of time (2-3 years) after pilot grant
- Built-in decision points with regards to funding size and duration

More early stage orgs

- Increased risk tolerance and updated diligence process to attract more early stage grantees
- Partnerships and/or open calls to expand pipeline to early stage organizations we may not have previously funded

Increased non-monetary support

- Support delivered through combination of team expertise and third-party consultants
- Majority of third-party support focused on evidence, data, and rigor
- Training and upskilling opportunities for program team to better support grantees

2021 Grantmaking Composition

Key Data Points

\$45M disbursed

98 organizations supported

31 new grants

60/32/8% Direct Impact / Ecosystem / Other

10/64/26% Early / Growth / Late Stage

29 grants over >\$500K

79% GOS Funding

Headlines

- Fewer, bigger grants
- Increased GOS for direct impact orgs
- More multi-year grants for high confidence partnerships
- Funding at catalytic moments in an organization's growth trajectory
- Deeper, more targeted support from our team or third-party

Featured Panelists

2022 Strategy Update



Melanie Dukes

Senior Program Officer
Innovative Schools



Gemma Lenowitz

Program Officer
Inspired Minds



Stephanie Sharp

Program Officer
Early Impact



Laurie Szejnberg

**Director of Research and
Senior Program Officer,**
Exceptional Educators

Landscape Analysis

2022 Strategy Update

- Covid learning loss
- Staffing shortages in schools
- Reimagined assessments
- Family engagement
- Widespread effects of the pandemic
- Role of technology



Our Focus Areas for Maximum Impact

2022 Strategy Update

- Spurring innovation by funding the development of program models
- Evaluating virtual or hybrid learning models
- Providing support for evidence-based decision-making in education
- Cross-cutting themes:
 - Expanded role of families in children's learning
 - Staffing challenges and solutions



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Exceptional Educators

2022 Portfolio Goal

Exceptional Educators



Increase **retention of effective educators** through leader and teacher implementation of **high-quality instructional materials (HQIM)**, **innovative data tools**, and **differentiated roles** to increase the likelihood that all students can learn and all teachers can thrive in a changing K-12 environment.

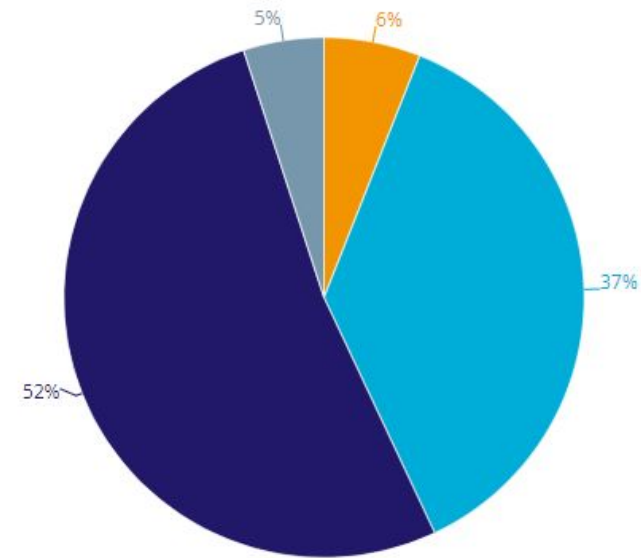
What We Know: Economic Landscape

Exceptional Educators

89% of school and district leaders report that staffing shortages are the same or worse now (end of 2021) than at the beginning of the SY 2021-22.

Sources: [EdWeek](#), [EdWeek](#)

Compared to the beginning of the school year, staffing shortages in my district are:



Less severe The same More severe

N/A—my district has not experienced any staffing shortages since the start of the school year

**Results show responses from principals and district leaders.*

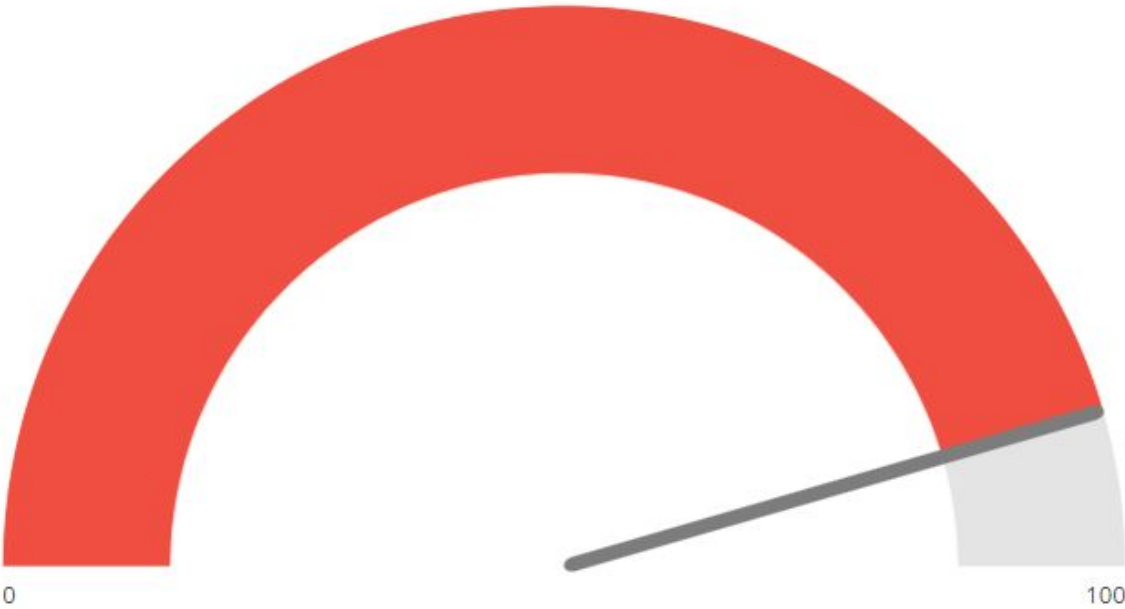
SOURCE: EdWeek Research Center survey, November 2021

What We Know: Staffing Exceptional Educators

EDUCATOR STRESS

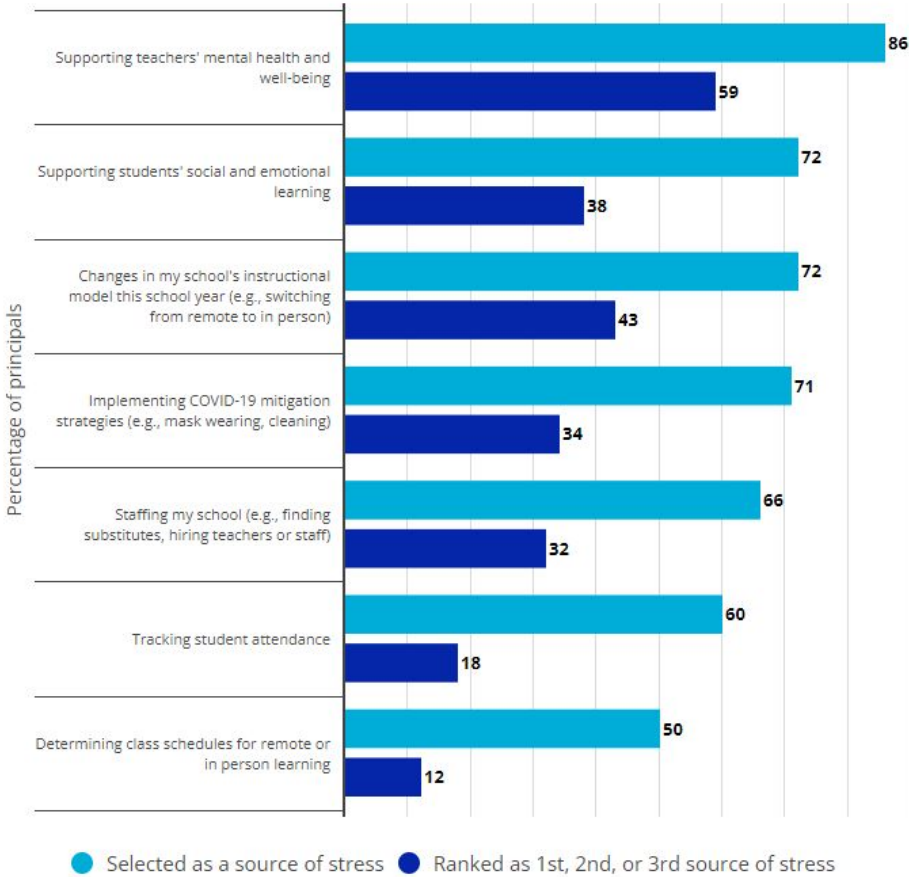
91%

● educators experience job-related stress sometimes, frequently, or always.



Sources: [EdWeek](#), [EdWeek](#)

Secondary Principals' Top Sources of Job-Related Stress



SOURCE: RAND Corporation

What We Know: Technology

Exceptional Educators

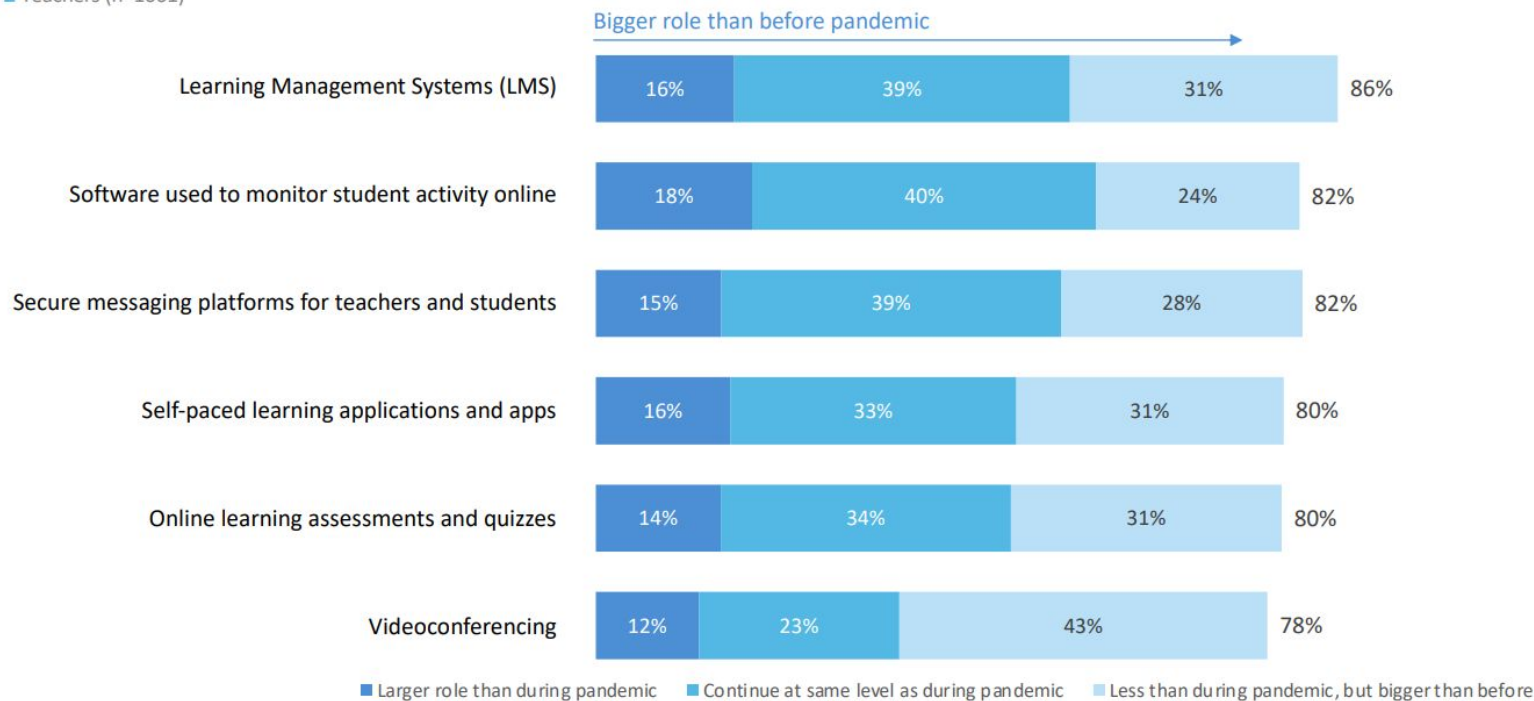
Teachers envision a continuing role for many online learning and education technology tools going forward



- Majorities of teachers expect learning management systems, monitoring software, and secure messaging platforms will play as much of a role or more so than during the pandemic.
- Fewer teachers expect videoconferencing to be used at the same level it was used during the pandemic.

Continued Use of Online Learning Platforms and Applications Going Forward

■ Teachers (n=1001)



Teachers: Q14G: From your perspective, at what level do you anticipate each of the following are likely to continue at your school in the 2021-2022 school year?

Source: [CDT](#)

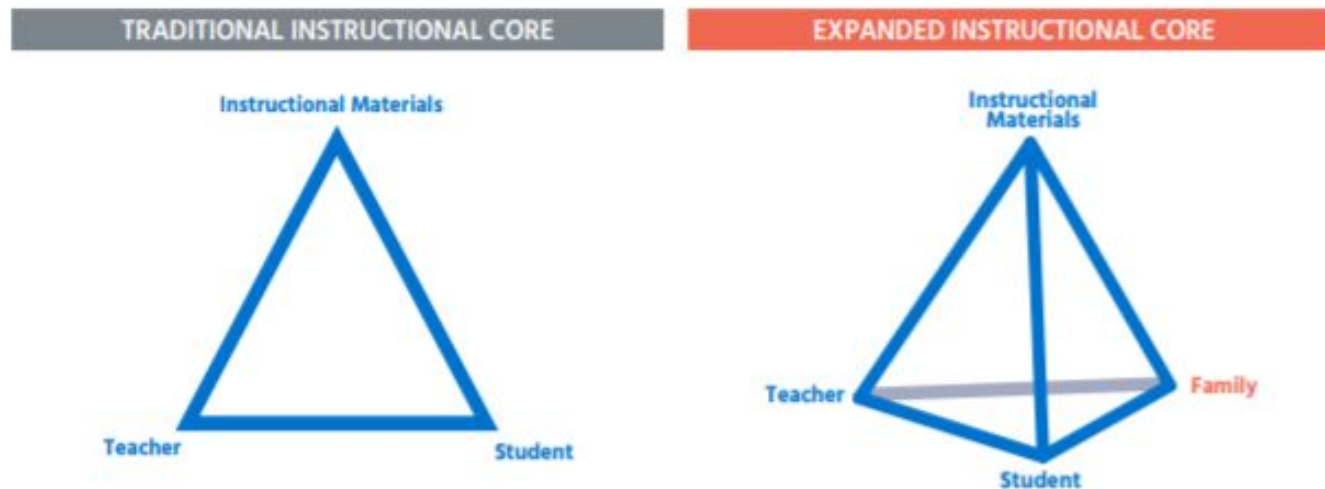
More than **80%** of teachers report that they will need to continue to use different technologies in their work.

What We Know: Families

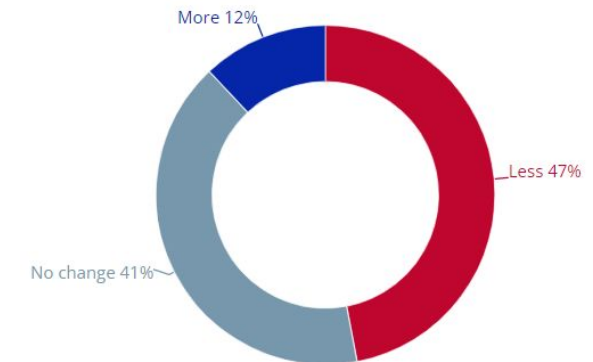
Exceptional Educators

- Experts say that schools' relationships with families was critical to student academic recovery during the pandemic...
- But 47% of teachers said insufficient support from parents this year was making it much more difficult than usual to help their students reach grade level.

Figure 1
Expansion of the Instructional Core



Compared to prior to the pandemic, how much are students' parents supporting your efforts to help your students learn?



SOURCE: EdWeek Research Center

2022 Strategies

Exceptional Educators



Strategy 1: Professional Learning + HQIM

Ensure all students have high-quality instructional materials (HQIM) and teachers who are trained in their use.

- Leaders for HQIM
- High Quality Teacher Professional Learning
- Ecosystem Supports



Strategy 2: Data Tools

Develop and scale data tools that allow leaders and teachers to use real-time information and early-warning indicators to differentiate their time, practices, and efforts.

- Leader Data Tools
- Teacher Data Tools
- Ecosystem Supports



Strategy 3: Differentiated Staffing Models

Identify and scale models of school-based staffing that retains most effective teachers, promotes diversity, and differentiates teacher roles.

- Leader Support for Innovative Staffing
- Teacher Role Differentiation & Supports
- Ecosystem Supports

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Innovative Schools

2022 Portfolio Goal

Innovative Schools



Expand access for K-9 children to tech-enabled, student-centered learning environments, intentionally designed for any student to thrive.

More specifically, these environments will allow children to master core academic content, develop skills and dispositions that promote lifelong learning and success, and participate in engaging learning experiences.

Six signs of a student-centered classroom

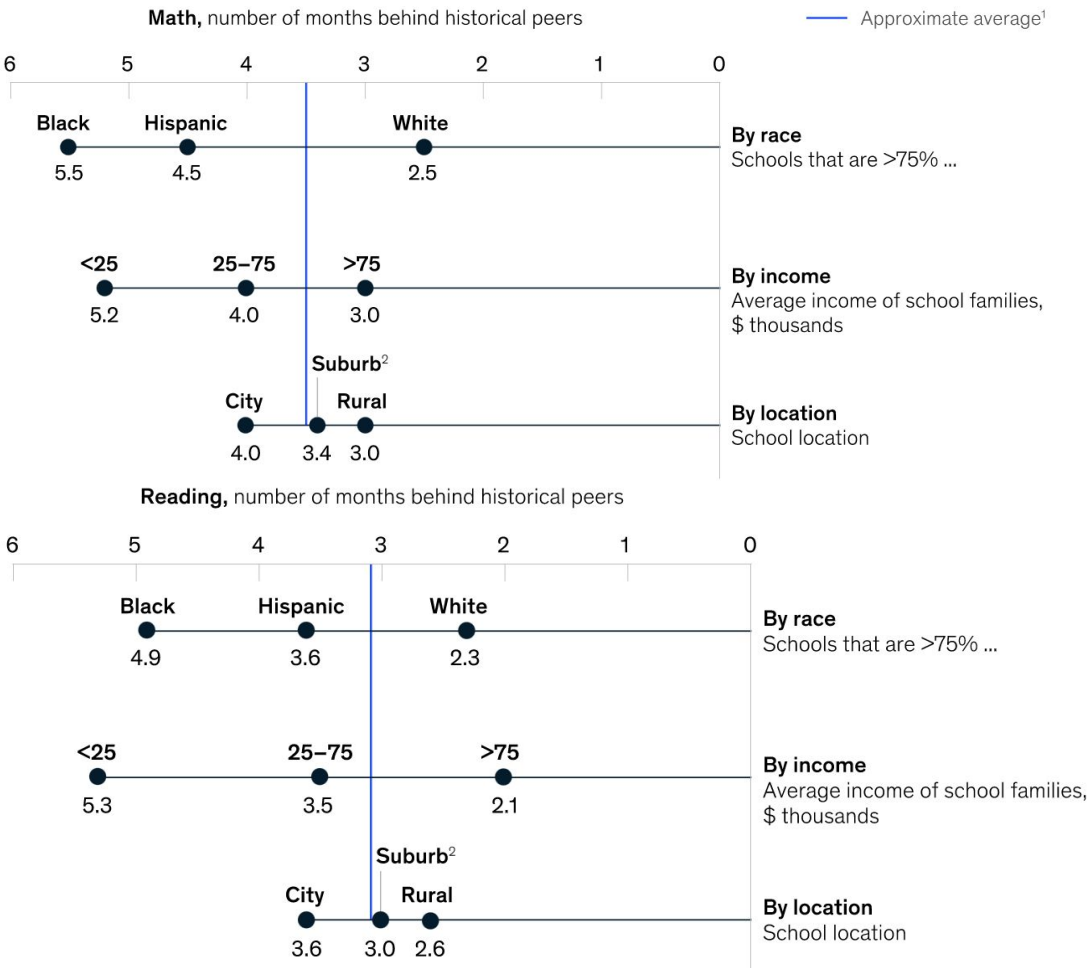


What We Know: Academic Performance

Innovative Schools

By the start of the 2021–22 school year, students were on average four months behind in math and three months behind in reading.

Cumulative months of unfinished learning due to the pandemic, grades 1 through 6

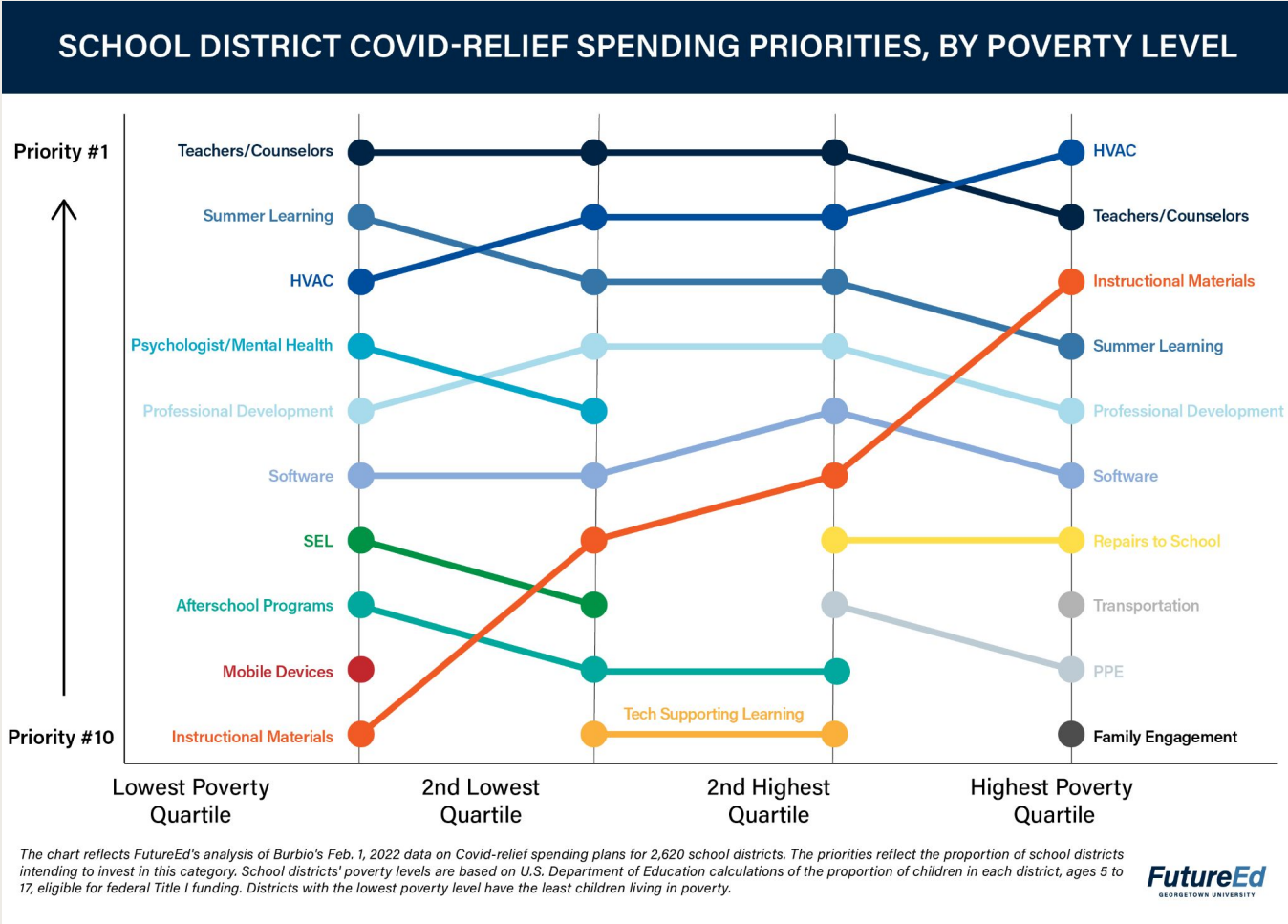


Pre-pandemic, a classroom likely contained students who achieved at **7 different grade levels**; post-pandemic, the range was predicted to span up to 9 grade levels.

Source: [McKinsey](#)

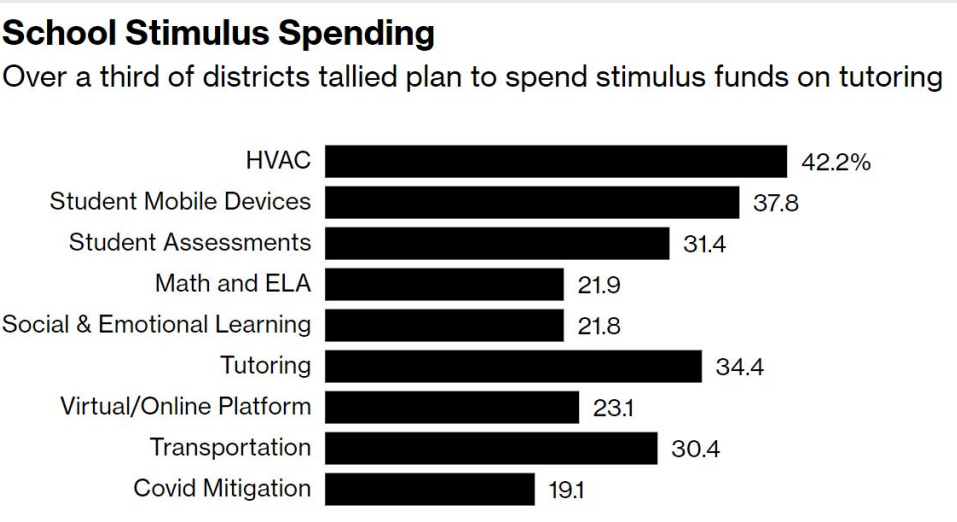
What We Know: COVID Spending & Priorities

Innovative Schools



Source: [FutureED](#)

\$122 billion in ESSER federal funds allocated to support and address the impact of COVID-19 shows nearly a third plan to spend their funds on **tutoring, technology, and assessments**



Source: [Bloomberg](#)

What We Know: Education Technology

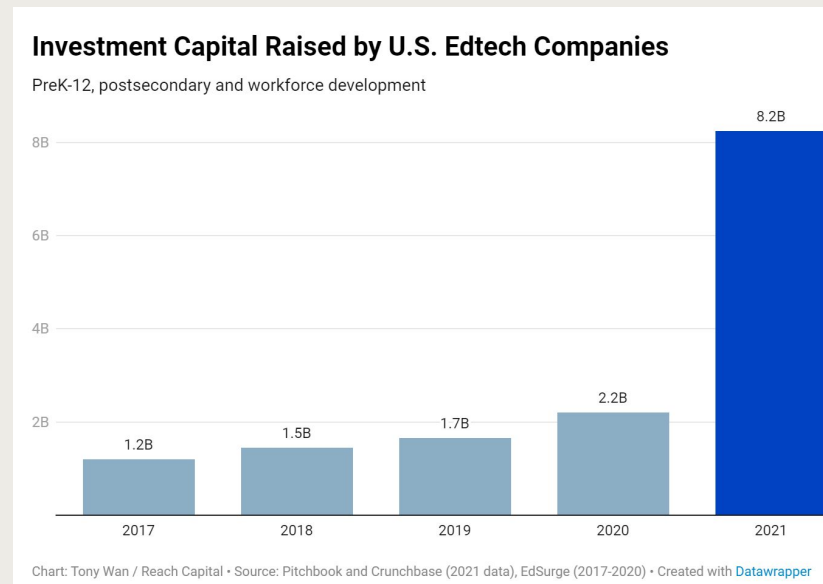
Innovative Schools

Schools doubled their use of edtech tools over the past 2 academic years; using an average of **1,449** edtech tools during SY 2020-21, compared to **703** edtech tools during SY 2018-19

Edtech investment and spending is at **record levels** and only expected to increase

U.S. EdTech Funding (Supply)

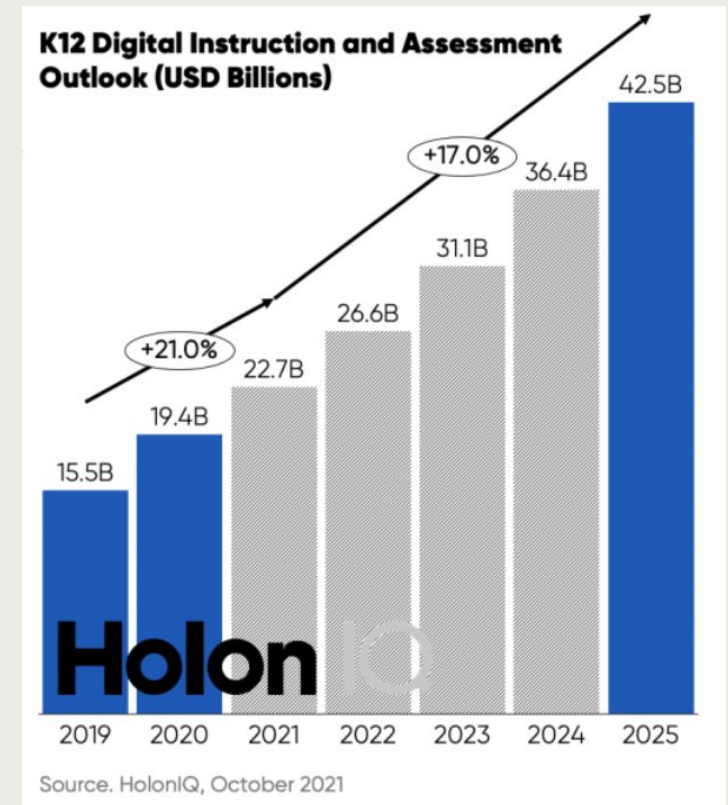
Includes spending beyond K-12 digital instruction and assessment



Source: [Reach Capital](#)

Global EdTech Spending (Demand)

U.S. is ~ 40% of global market



Source: [HolonIQ](#)

2022 Strategies

Innovative Schools



Strategy 1: Scale Personalized Interventions

Develop and scale tech-enabled interventions to accelerate students' mastery of foundational academic and socioemotional skills in math and literacy

- Curricula (core & supplemental)
- Tutoring



Strategy 2: Increase Active Learning Experiences

Develop tech-enabled active learning experiences that enhance student engagement, and allow students to apply their learning to improve mastery of academic and socioemotional outcomes

- PBL / experiential / small-group learning
- Formative assessments (voice tech, AI/ML)



Strategy 3: Improve Evidence-Based Decision Making

Increase evidence-based decision making in edtech purchasing and innovation through ongoing validation, field building, and knowledge generation



Early Impact

2022 Portfolio Goal

Early Impact

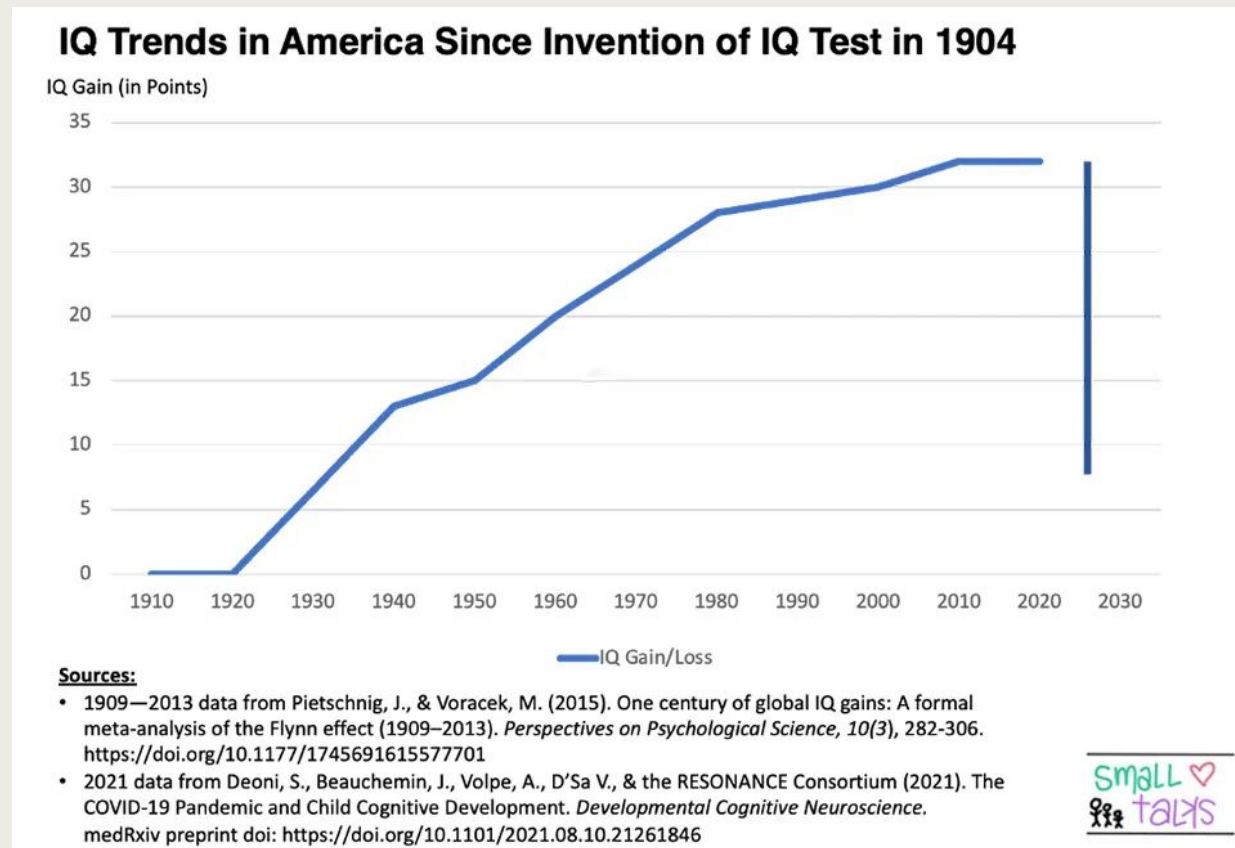


Measurably increase the likelihood that all children enter kindergarten “ready to learn” and experience early school success.

What We Know: Babies

Early Impact

Babies born during the pandemic have lost 22 points in IQ, or the equivalent of *70 years of IQ gains*. The impact is more pronounced for boys and children of lower socioeconomic background. ([Early Learning Nation](#))

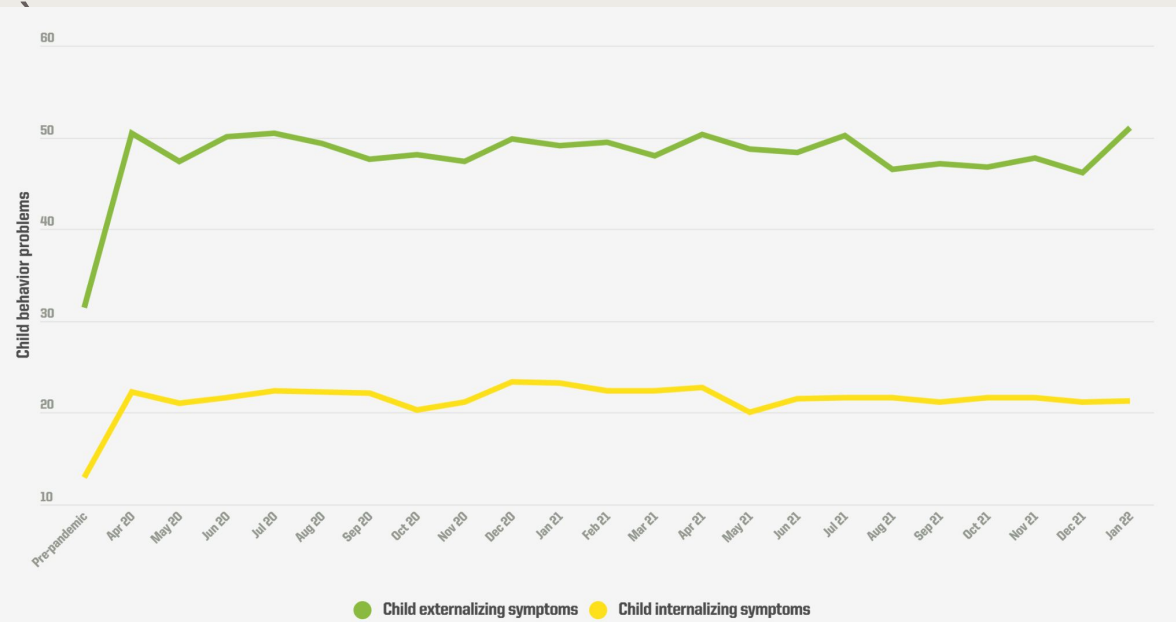


What We Know: Kids

Early Impact

68% of kindergarteners in Mississippi were not kindergarten ready in fall of 2021, compared to 63% in fall of 2019.

73% of kindergarteners in South Carolina were not kindergarten ready in fall of 2020.



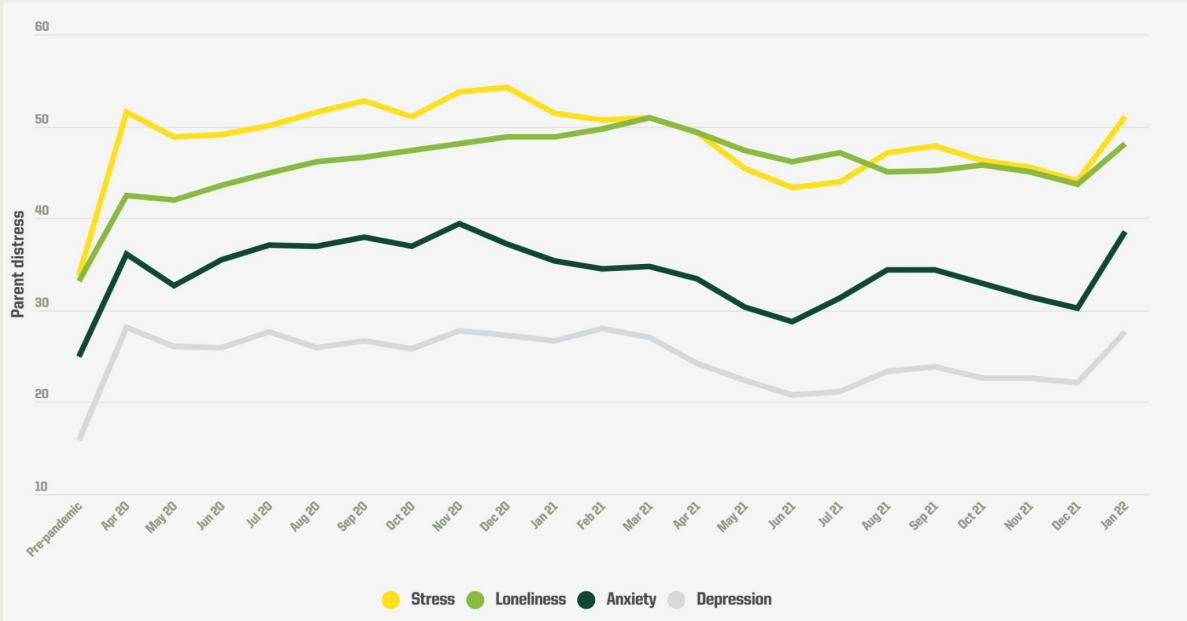
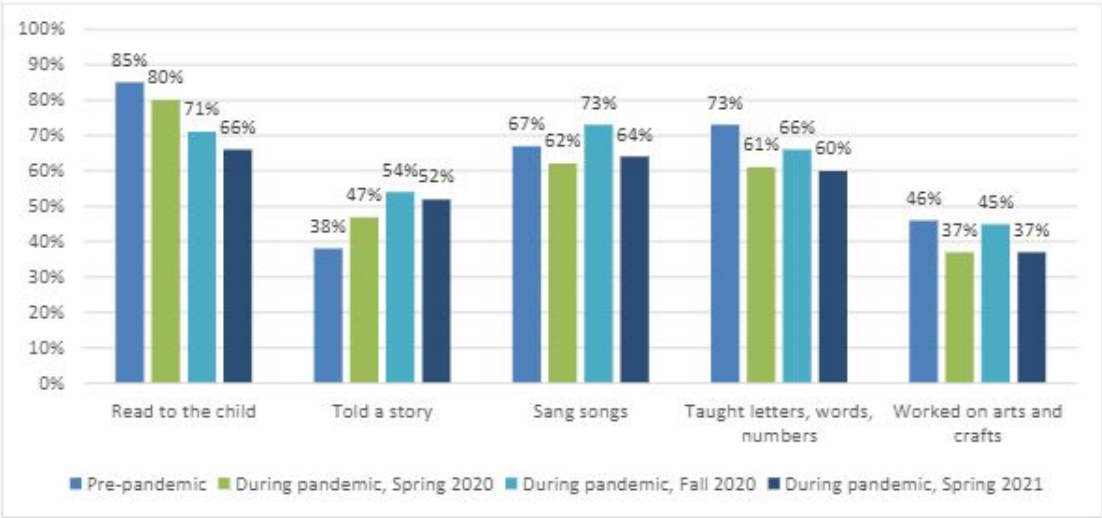
Parents report a significant increase in child behavior problems compared to pre-pandemic.

What We Know: Parents

Early Impact

Measures of parental distress (stress, loneliness, anxiety, and depression) have all significantly increased since pre-COVID.

Figure 1. Percentage of children ages 3-5 and not yet in kindergarten whose parents reported participating in home activities with child three or more times in the past week (N=954)



Parents are engaging less in behaviors that support school readiness.

What We Know: Child Care Early Impact

Between December 2019 And March 2021



8,889

CHILD CARE
CENTERS



6,957

LICENSED FAMILY
CHILD CARE (FCC)
PROGRAMS

\$12.24 per hour

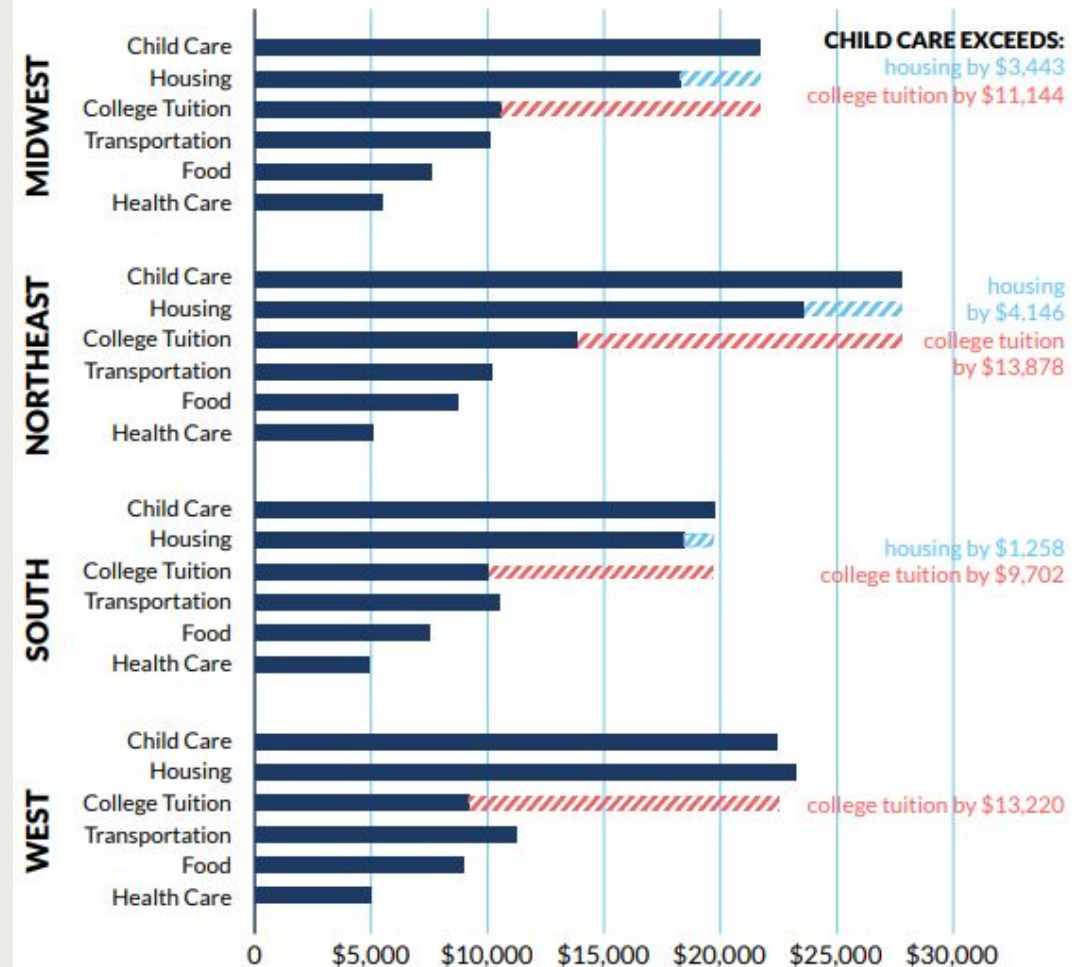
Average wage of a center-based child care professional as of May 2020

565K → 494K

According to the Bureau of Labor Statistics (BLS), the number of child care professionals in centers dropped from 564,630 to 494,360.21

Source: [Child Care Aware of America](#)

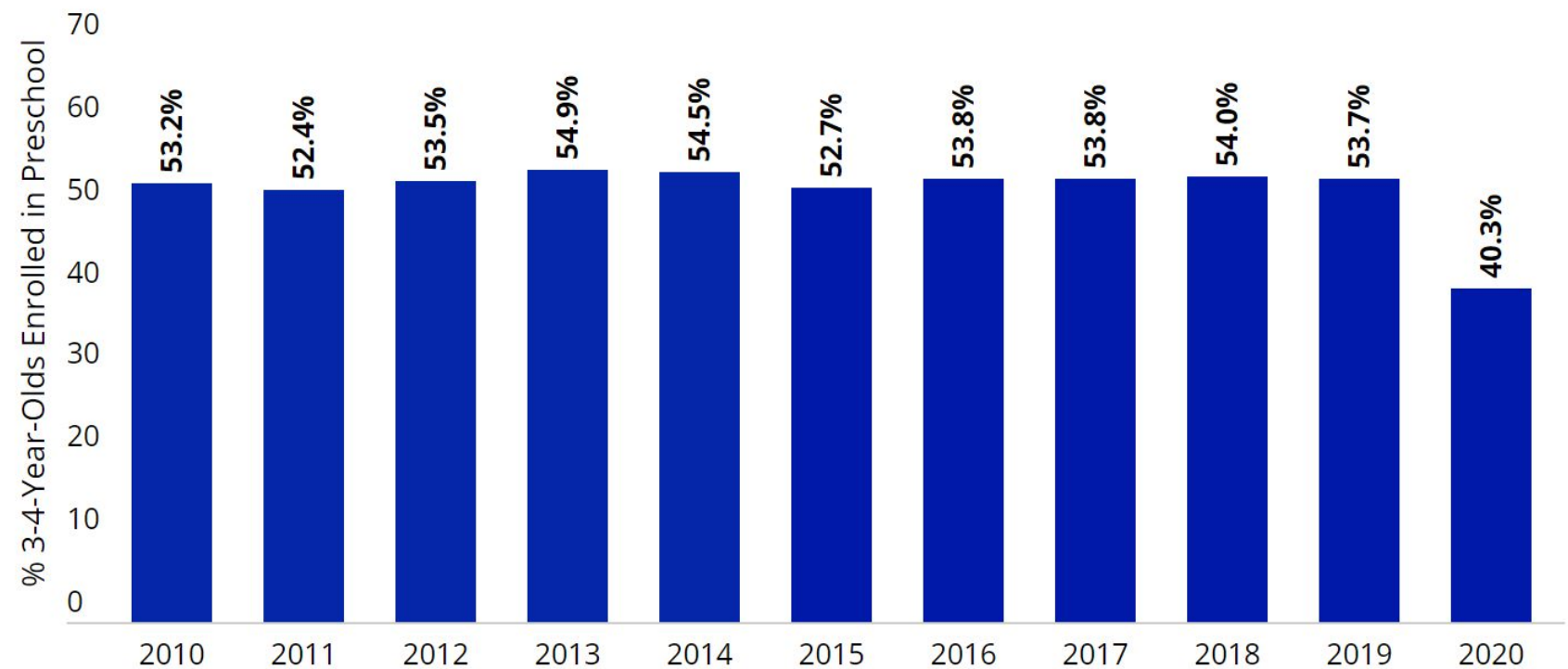
FIGURE 5: AVERAGE ANNUAL HOUSEHOLD EXPENSES BY REGION



What We Know: Preschool

Early Impact

New Census data show preschool enrollment crashed during the 2020-21 school year.



Source: [EdWeek](#)



Scenario Planning Around BBB

Early Impact

If **BBB does not pass**, we will...

- temporarily focus direct impact funding on kids 0-5, narrowing in on **healthy birth outcomes** and **K-readiness**,
- and significantly **increase ecosystem funding for care and school supports** to build capacity at the state level for evidence-based decision making

If **BBB passes** (or new bill with Pre-K and child care access) we will...

- resume funding for kids 0-8, targeting **healthy birth outcomes**, **K-readiness**, and **early school success**,
- and significantly **increase direct impact funding for care and school supports** to ensure the feds are opening access to *quality* seats.

What We are Funding Without BBB

Early Impact



Strategy 1: Parent Supports

Develop and scale sustainable parent supports that improve family readiness to increase healthy birth outcomes and kindergarten readiness

- Home visiting
- Group-based prenatal and pediatric care
- Parenting programs
- Evidence-based decision making



Strategy 2: Care and School Supports

Develop and scale sustainable child care and school supports that improve early learning environment quality to increase kindergarten readiness

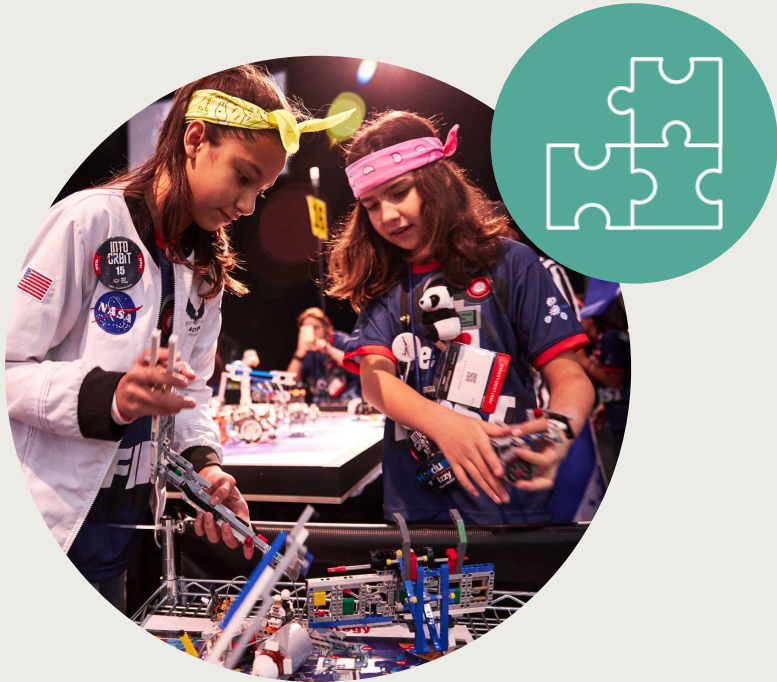
- HQ curricula + PD
- Family engagement (teacher - family communication)
- Business and licensing supports
- Evidence-based decision making

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Inspired Minds

2022 Portfolio Goal

Inspired Minds



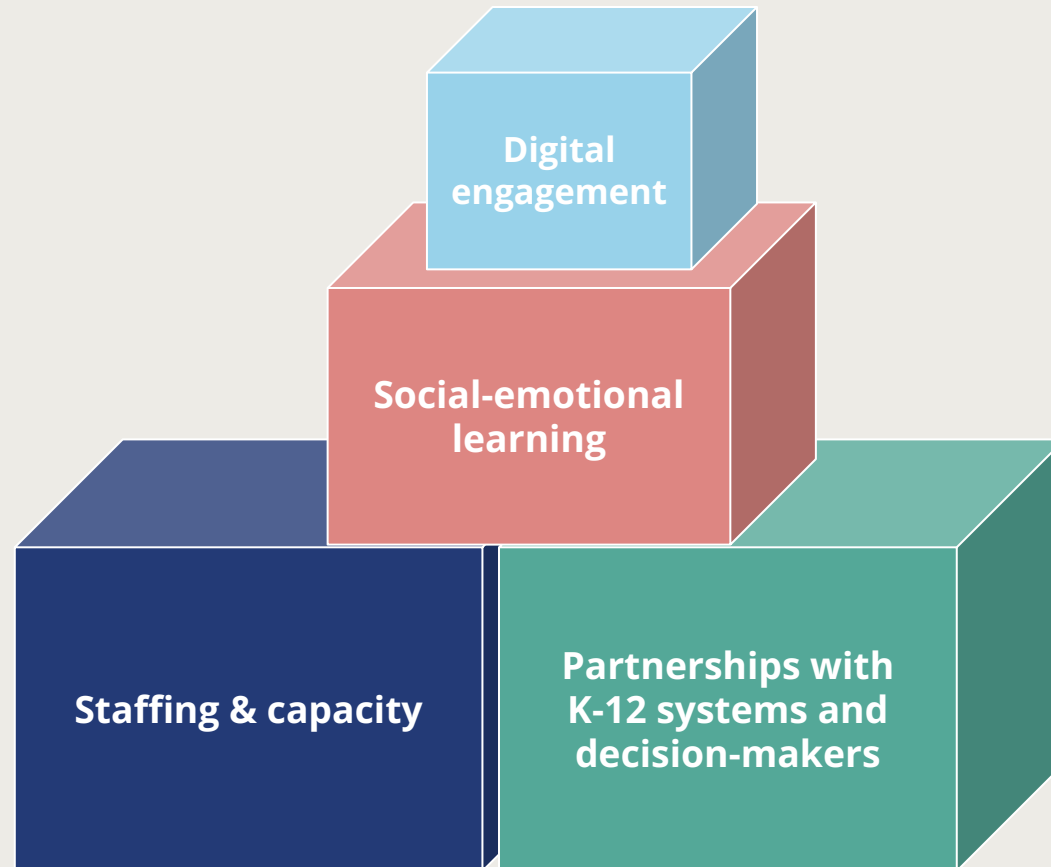
Build the next generation of **creative problem-solvers** by expanding access to **engaging and challenging** STEM learning experiences that deepen family engagement, build STEM mindsets, and inspire students with **joyful and rigorous** learning.

Priority outcomes:

- Science and math achievement
- Academic engagement
- STEM identity and self-efficacy

OST STEM Landscape

Inspired Minds

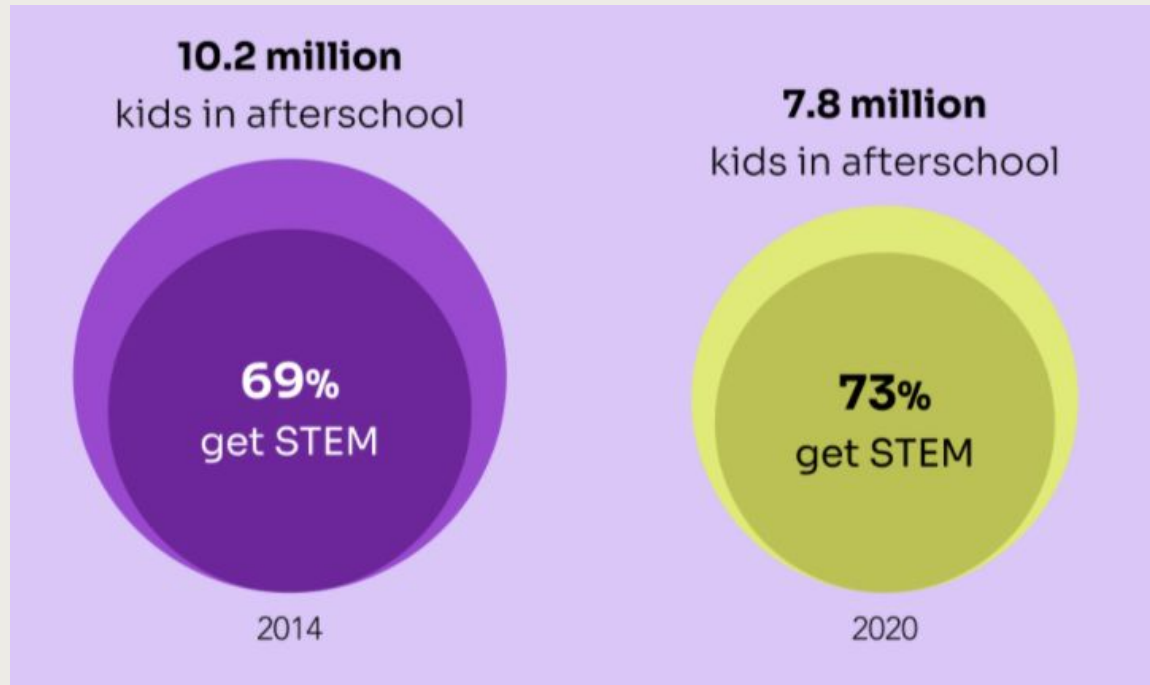


2022 is a year to rebuild, reopen, and recover

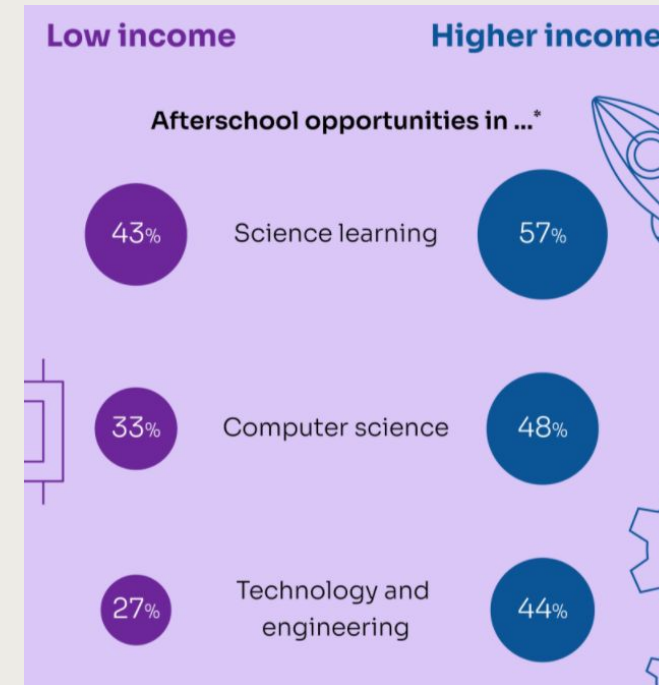
America After 3PM STEM

Inspired Minds

Decline in after school enrollment
but boost in STEM activities offered



Unequal access



Source: [Afterschool Alliance representative survey over >30K families](#)

2022 Strategies

Inspired Minds



Strategy 1: OST STEM access

Increase the quality, supply, and positive perception of joyful and rigorous out of school STEM programs

- Afterschool STEM programs
- Summer camps and acceleration
- Museum STEM exploration programs
- Ecosystem-wide efforts to shift mindsets and increase funding



Strategy 2: Family STEM

Elevate the role of families in supporting children's learning

- At-home and community learning
- Resources linked to school-based instruction
- National Center for Family Math to build capacity



Strategy 3: Student self-directed STEM learning

Give students agency to explore on their own and with peers

- Supplemental curriculum and games
- Project platforms

Featured Panelists

Portfolio Contact Information

Innovative Schools and Exceptional Educators

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Thank you!

Visit us at: www.overdeck.org

A link to a recording of this webinar will be sent to everyone who registered.