



Breakthrough Houston



STRATEGIC PLAN 2010-2015



ABOUT BREAKTHROUGH HOUSTON

Breakthrough Houston, part of the national Breakthrough Collaborative, was established in Houston in 1996. We have grown from an enrollment of 30 middle-school students in 1996 to over 200 students in 2010. Our program is generously co-hosted by Episcopal High School and St. John's School.

Breakthrough Houston makes a six year commitment to each student accepted into the program. Students are admitted to Breakthrough Houston the summer before they begin seventh grade, and we work with them through their high school career. They attend an academically rigorous six week program each summer before their seventh, eighth, and ninth grade years. During the school year, students in the seventh and eighth grades attend twelve weekend academic sessions, as well as participate in tutoring and mentoring programs. Once in high school, we help students prepare for college by providing community service opportunities, SAT prep, and guidance through the complicated application process.

Breakthrough Houston students are highly motivated, academically gifted, and committed to success in education. They are underserved students in need of challenging academic enrichment opportunities.

Breakthrough Houston teachers are high-achieving college and high school students from some of the most prestigious schools in the country. They are interested in pursuing careers in teaching after graduation, and are committed to changing lives through education.





OUR MISSION

Breakthrough Houston aims to prepare students who possess high academic potential but limited educational resources for competitive high-school programs and college admission. In addition, we encourage talented high-school and college students to consider careers in education.

OUR VISION

At Breakthrough Houston, we envision a day when all children will have equal access to quality education and teachers committed to academic success. Every child deserves the opportunity to succeed.





PROGRAM GOALS

STUDENTS

GOAL #1: To Serve Houston's underserved community by providing services to low income, academically gifted students

Benchmarks of Success

- At least 90% of BTH students qualify for free/ reduced lunch
- At least 85% of students are zoned to underperforming HISD schools
- Between 40 to 46 new rising 7th grade students are admitted each summer

Action Plan

- Continue to recruit heavily at all schools currently represented in the BTH student population, and add at least one new student from a new school each year.
- Ensure that all newly admitted students come from low income homes
- Ensure that all newly admitted students are performing at or above grade level

GOAL #2: To continue providing outstanding summer and school year programming to middle school BTH students

Benchmarks of Success

- 100% of our students are accepted into selective Tier One college preparatory high schools.
- At least 90% attendance during the school year program and 95% attendance during the summer program





- Demonstrated improvement in each student's GPA from sixth to eighth grade
- Less than 5% attrition rate from summer to summer

Action Plan

- Continually monitor and improve teacher training to ensure quality lessons and classroom management
- Annually review incoming class numbers to determine whether or not expansion is appropriate
- Create school year program car pool with willing BTH parents
- Track school year grades for each BTH middle school student
- Provide character development curriculum to better assist students with non-academic challenges
- Continually review and improve curriculum to reflect anticipated school course work

GOAL #3: Establish a strong program for BTH high school students that provides critical services to guide them on their path toward acceptance at a four year college

Benchmarks of Success

- More than 90% attendance at College Readiness classes
- More than 75% of BTH high school students apply for and receive financial aid and/or scholarships for college
- 100% of BTH high school students are accepted into four year colleges

Action Plan

- Create grade level goals for each year to ensure impressive resume building during high school





- Provide SAT prep course and college visit trips
- Provide college and career counseling
- Provide assistance to all BTH high school students with their college, scholarship, and financial aid applications

TEACHERS

GOAL #4: Continue to inspire new generations of teachers

Benchmarks of Success

- At least 80% of our summer teachers pursue careers in education after college graduation

Action Plan

- Provide professional development opportunities for summer and school year program teachers
- Encourage and provide networking opportunities for summer teachers



ALUMNI

GOAL #5: Foster a cohesive community for student and teacher alumni of BTH

Benchmarks of Success

- Be able to locate and contact at least one teacher and one student from 1996-2001; ten teachers and ten students from 2001-2006; and 100% of teachers and students from 2006-2010
- At least 15% of our summer teachers are former BTH students
- Have at least 50 people attend the annual alumni holiday party



ADMINISTRATIVE GOALS



Action Plan

- Create an internal database for tracking all current teachers and students
- Develop and distribute an alumni e-newsletter twice a year, encouraging alumni to help identify lost alumni
- Plan holiday party for teacher and student alumni early each year
- Provide current BTH students with alumni networking opportunities



FINANCES

GOAL #6: Increase and diversify our funding base to achieve financial stability and long-term prosperity

Benchmarks of success

- Our funding base draws equally from foundations, corporations, and individuals
- Double the number of our annual individual donors
- Establish an endowment

Action plan

- Implement donor giving levels that are consistent for the next five years and beyond
- Identify and target ten new foundations and ten new corporations
- Increase annual revenue by 10% each year





MEDIA RELATIONS

GOAL # 7: Increase the profile of BTH in the Greater Houston community and the host school's communities

Benchmarks of Success

- BTH is mentioned regularly in local news reports (including newspapers, magazines, TV, and radio)
- The Advisory Council includes at least one member from HISD, one from the SJS and EHS communities, the parent of a BTH teacher, and a BTH alum
- The website is routinely updated with timely information related to programming deadlines and events, as well as student/teacher success stories and relevant statistics

Action Plan

- Recruit 3-5 additional Advisory Council members to fill missing roles
- Communicate regularly with local media to ensure news coverage
- Redesign the BTH website to better reflect our goals, priorities, and successes
- Have Advisory Council members host information sessions about BTH to reach out to community leaders and contacts





STATEMENT OF PURPOSE

This Strategic Plan is the culmination of a thoughtful six month evaluation process on the eve of Breakthrough Houston's fifteenth anniversary. The Breakthrough Staff and Advisory Council gathered several times to discuss and debate the strengths and weaknesses of the program since its inception in 1996. We looked at what we had done well, and what areas needed improvement and focus. By taking a hard look at all areas of our programming, finances, and media relations, we are now well equipped to move forward into the next five years.

Breakthrough Houston will use this plan to evaluate and measure progress on an annual basis. Each year, we will compare teacher surveys, grade point averages, high school and college acceptance rates, revenues, expenditures, and budgets, as well as recent media coverage, to determine how successful we have been in reaching each of these seven goals.

Breakthrough Houston has accomplished amazing things in its first fifteen years. We are excited to build on that success, and plan to accomplish even more in the future.







WE ARE BREAKTHROUGH HOUSTON

And we commit ourselves to hard work, dedication,
respect, fun, and above all, EXCELLENCE IN LEARNING!

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