



The SEED Foundation 2019 ANNUAL REPORT



LETTER FROM THE BOARD CHAIR AND CEO

The Power of Public Boarding Schools

When The SEED School of Washington, D.C. opened in 1998, few could have imagined what the future would hold. From one school to a small, growing network of three, almost four, public boarding schools (read inside about our exciting work to open a SEED school in Los Angeles!), SEED has experienced both monumental successes and complex challenges.



While SEED's future could not have been predicted in those early years, our experiences have afforded us opportunities to learn and refine our work along the way. Last year, we took the opportunity to step back, lift up, and codify the SEED Program Model. In this year's annual report, you will read our modernized vision and values and learn more about our three programmatic pillars: college preparatory academics, social-emotional development, and college knowledge and advising. This work is our pathway to strengthening student and graduate outcomes.

In school year 2019, we remained committed to empowering SEED students to get into and through college, while recognizing that each student's path is unique. Our goal and responsibility is to provide SEED students with an education that is strongly rooted, implemented with fidelity, and delivers excellent results.

As we look to the future, we will be relentless in our pursuit of excellence. We will ensure that our instructional model is implemented by strong leaders and talented adults, that SEED students are performing well on high-stakes exams, and that SEED graduates are ready to excel in college and beyond. In addition, we will be at the forefront of conversations on college affordability, an ever-growing problem which jeopardizes students' learning trajectories and economic mobility. We will also continue to seek opportunities to serve students beyond SEED's walls by providing college knowledge and advising services to other communities.

When speaking with other school and state leaders and prospective supporters, we're excited to share what we've learned about the power and possibility of public boarding schools. We're proud to tell the SEED story because it is a great one.

We thank you for your support and look forward to the year ahead.

With gratitude,

Eileen Shields-West
Board Chair

Lesley Poole
CEO



SEED DC's Class of 2019 celebrates College Signing Day.

OUR MISSION

The SEED Foundation partners with urban communities to provide educational opportunities that prepare underserved students for success in college and beyond. SEED's innovative model integrates a rigorous academic program with a nurturing boarding program, which teaches life skills and provides a safe and secure environment.

OUR VISION

We believe that all young people, regardless of their circumstances, should be able to achieve their true potential in life. Together with students, families, educators, activists, communities, and policymakers who share this belief, SEED strives to foster a nation where:

- Students who need it most have access to a high-quality, college-preparatory, public boarding education
- Low-income, first-generation, college-bound students receive the support they need to thrive in college and beyond
- Our public education system embraces innovation to empower all students to own their educational journeys

Over the next ten years, SEED will continue to build on its expertise and proven success to deliver these outcomes to as many students as possible, becoming a nationally recognized leader in education innovation and college access and success.

OUR PROMISE

By 2028, we commit to serving 3,000 more students at SEED schools across the country, reaching 2,000 students through our support of the public boarding model, and impacting 10,000 students through our College Transition & Success expertise.

We are also committed to ensuring that SEED students earn high school diplomas and college degrees at higher rates than their peers. By 2028:

90% of all SEED students will graduate from high school

90% of all SEED high school graduates will enroll in “right-fit” colleges, using our unique approach to college matching

70% of all SEED high school graduates will earn bachelor’s degrees within six years



Left to Right:
AALIYAH VALENTINE (SEED DC '19),
DAIMYA AKUTEKHA (SEED DC '19),
SONIA WHITE, SEED DC STUDENT
LIFE AND SENIOR SUPPORTER
COORDINATOR, AND
DAKOTA BLAKNEY (SEED DC '19)

OUR PROGRAM MODEL

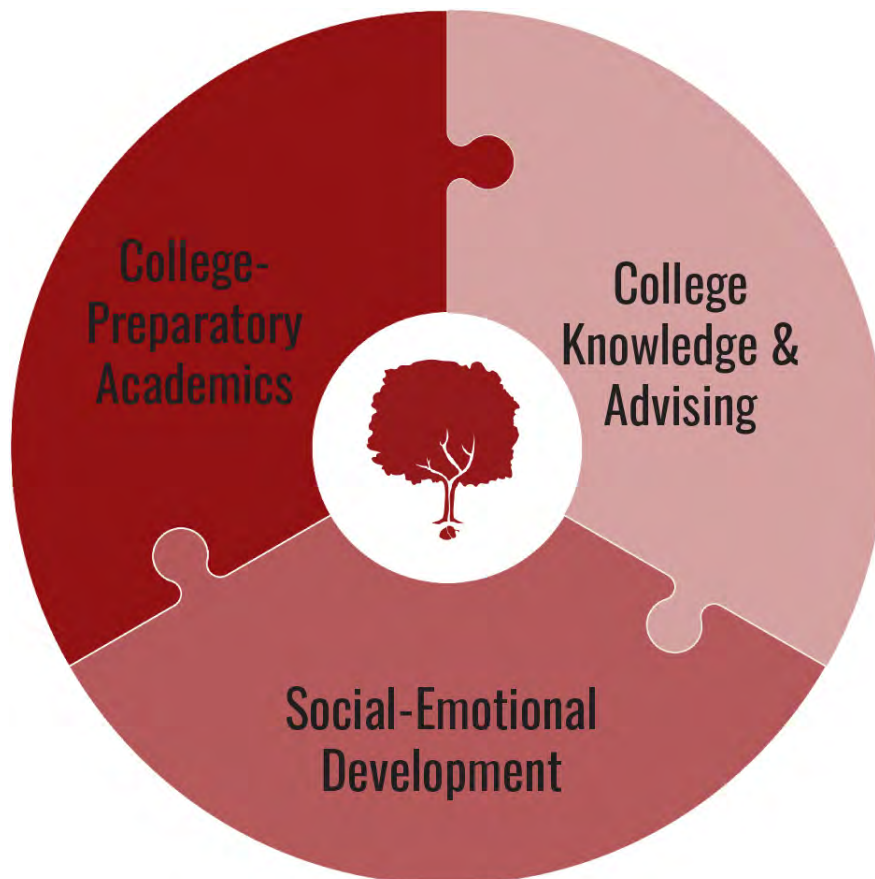
SEED schools are unique.

- We use the gift of time provided by a 24-hour, college preparatory boarding program in grades 6 - 12 to serve the students who need it most.
- We provide intrusive college advising and support to our students and graduates at every step as they obtain their high school diplomas and college degree—or degrees!

The SEED Program Model includes three elements that are critical to supporting students and graduates to get to and through college.

- **College-Preparatory Academics**
- **Social-Emotional Development**
- **College Knowledge and Advising**

We believe SEED’s model is not just one essential part of the national public education landscape; we believe a public, college-preparatory boarding education is the necessary option for some scholars. Everything we do is aimed at ensuring that our students and graduates have the tools and opportunities they need to flourish.



COLLEGE-PREPARATORY ACADEMICS

During the 2018–2019 school year, SEED began designing the College-Preparatory Academics pillar of the SEED Program Model. It has four elements:

- **Effective Instruction**, which includes the development of the SEED Instructional Model
- **Rigorous Curriculum**, which includes curriculum alignment and interventions for struggling students
- **Assessment for Learning**, which includes formative and summative assessments and rubrics
- **Professional Learning**, which includes both content-based and job-embedded learning

Research shows that instructional quality is the most important predictor of what students learn in school. Therefore, SEED network leaders collaborated this year on the Effective Instruction element of this pillar. It includes five evidence-based practices that are essential to maximize student learning:

- Clear Learning Goals
- Models of Effective Practice
- Guided Practice
- Checks for Understanding
- Effective Feedback

Taken together, we refer to these five practices as the SEED Instructional Model. Our new model:

- Ensures that all SEED students receive effective, evidence-based instruction in all content areas
- Makes it easier to improve instructional quality across the network
- Serves as a guide for teachers for how to design and deliver effective instruction

Since launching the SEED Instructional Model, we've provided training to over 100 SEED teachers and staff. During the 2019–2020 school year, SEED leaders will continue to design and implement the additional elements of our College-Preparatory Academics pillar.

“After graduating from SEED DC in 2012, I never thought I’d receive an opportunity to work for SEED, an organization I call home. It’s an honor to be able to support other students in the ways that I was supported.”

**--Eriel Holloway
SEED DC '12, Alabama State University '16
School Support Team Coordinator, The SEED Foundation**



SOCIAL-EMOTIONAL DEVELOPMENT

Because SEED students live on campus 24 hours per day, five days per week, we have an extraordinary opportunity to address their social and emotional needs. We do this primarily through our Student Life Program, which comprises three areas of focus:

Additional Academic Support

Every evening, students participate in structured independent reading time and attend study hall, where staff and volunteers provide tutoring support.

Social and Noncognitive Skills

SEED uses the Boys Town model of care, a research-based approach to serving adolescents from all backgrounds. It includes:

- Helping children and families learn new skills so they can achieve true change in their lives
- Helping children and families build healthy relationships that will last and provide them with the support and foundation to grow
- Empowering children and families to make good decisions and succeed on their own
- Caring for children in a family-style environment—after all, families are the building blocks of our lives
- Providing students with enriching community-building activities

Community-Building Activities

SEED students participate in extracurricular activities, host events, and meet to discuss key topics of interest. For example, Spirit Week is an annual community-building event at SEED DC, which includes themed days, lip sync competitions, basketball and volleyball games, a battle of the grades, a pep rally, and more. The annual SEED DC ski trip is another bonding opportunity for scholars.

The Social-Emotional Development pillar at SEED also includes mental health and wellness. Creating a culture of high academic achievement requires support for students experiencing learning, health, behavioral, or emotional challenges.



“I work at SEED because the 24-hour model puts time on my side. With this time, I can empower our scholars to learn more about and take advantage of the many opportunities that are available to them!”

**--Dr. LaMar Bagley
Director of Student Life, SEED DC**

COLLEGE KNOWLEDGE AND ADVISING

A college degree has the power to change lives and interrupt the cycle of generational poverty. According to the Bureau of Labor Statistics, compared to adults with only a high school diploma, those with a bachelor's degree earn nearly \$1 million more over their lifetime.

That's why College Knowledge and Advising is the third pillar of the SEED program model. The critical components of this pillar include:

- **College Matching and Exposure**—Exposure to right-fit colleges and universities and awareness of the specific opportunities and services available at each institution
- **College Counseling and Transition Advising**—Preparing for and navigating the college admissions process, transitioning to college, and persisting to college graduation
- **Financial Education**—Understanding financial literacy, college affordability, and the process to finance a college education

SEED's College Knowledge and Advising efforts are designed to support SEED's mission through activities and outcomes associated with college readiness, matriculation, and graduation for SEED students. From sixth to twelfth grade, we provide our students with a continuum of college access and success programming, as well as targeted wraparound supports that empower them to and through college.

3.5x 38% of SEED graduates earn their college degrees. That's 3.5 times the national average (11%) for low-income, first-generation students.

64% 64% of students who originally enroll at colleges and universities endorsed by SEED go on to graduate.



“The best part about working for SEED is seeing our graduates cross the stage to accept their college degrees. It’s a privilege to support our amazing students and lead our CTS team.”

**--Joi Baker-Jones
Director of College Transition & Success (CTS),
The SEED Foundation**




BRIANNA MERCER
SEED MD '19
FROSTBURG STATE '23

THE SEED SCHOOL OF WASHINGTON, D.C.

 **Founded**
1998

 **240 Students**
Grades 8-12

 **24 hours a day**

Tier 1
top-ranked
high school

100%
of graduates are accepted
to colleges or universities

80%
of graduates are
Pell eligible

78%
of graduates immediately
enroll in a four year college

63%
of graduates who start at a SEED-
endorsed/right-fit college earn their
bachelor's degree within 6 years

JULIUS'S STORY

“I struggled when I first got to SEED, but once I got the support I needed, I really began to excel. I am now taking five AP courses, I’m on the honor roll, and I am building leadership skills that will help me in the future.”

Julius is now sharing the lessons he has learned with his younger peers so they too can be successful.

“I’m serving as a lead mentor in Peer Group Connection again this year. As a leader in this group, I mentor our ninth-grade students and assist them with adjusting to living and studying at a boarding school. I’m really looking forward to continuing to help our new students transition smoothly.”

Julius’s future looks bright—in addition to giving back to others during his senior year, he is busy applying to colleges and researching scholarships. He has dreams of working for NASA one day.



JULIUS MOYE
SEED DC '20

To learn more about SEED DC, visit seedschooldc.org.

THE SEED SCHOOL OF MARYLAND



Founded
2008



400 Students
Grades 6-12



24 hours a day

83%

of graduates are
Pell eligible

85%

of graduates immediately
enroll in a four year college

98%

of graduates are accepted
to colleges or universities

2019

SEED MD celebrated its first class
of college graduates in 2019.



DESTINY'S STORY

In 2019, Destiny traveled to Belize with SEED MD's Experiential Learning & External Opportunities program in partnership with Girls Going Global, a nonprofit organization seeking to address the disparity of girls of color in international education and travel. For a week, Destiny was immersed in Central American culture, which is heavily influenced by the ancient Mayan civilization. She was intrigued by the Mayan holistic way of living and discovered how these traditions are still practiced in modern-day Belize. Her most memorable experience was climbing to the top of a Mayan temple constructed in 1000 BC!

"The Mayan ruins were really steep! Getting to the top was hard, but once we made it, everyone felt accomplished."

Destiny is excited to be a first-year high school student and looks forward to seeing more of the world.

DESTINY JOYNER
SEED MD '23

To learn more about SEED MD, visit www.seedschoolmd.org.

THE SEED SCHOOL OF MIAMI



Founded
2014



258 Students
Grades 6-11



24 hours a day

2021

SEED Miami's first graduating class is coming soon, in 2021!

63%

of 8th-grade students are currently reading at or above grade level, compared to only 27% when the 2018–2019 school year began

TESCHON'S STORY

Prior to his first day at SEED, Teschon received a home visit from a member of the SEED team.

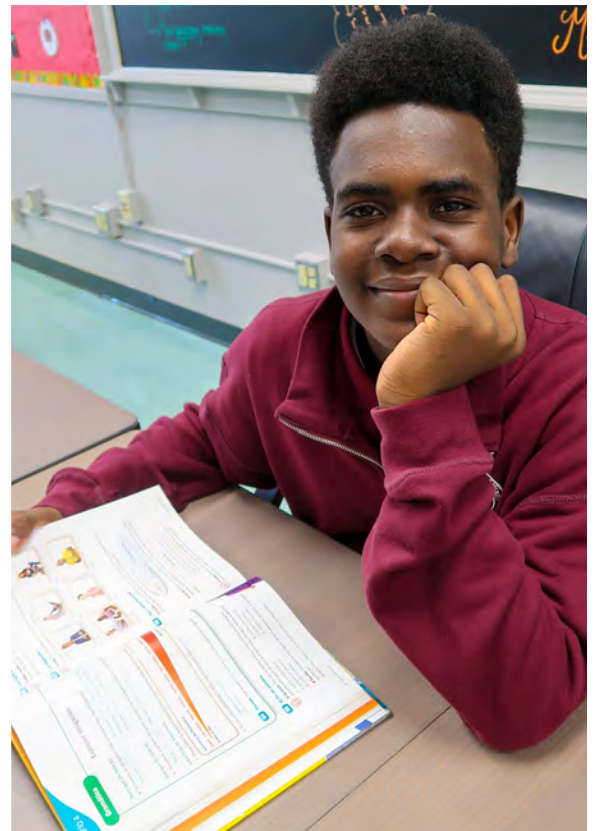
"Ms. Ortero [director of talent management] spoke with me and my dad about all the opportunities that SEED provides. Having her take the time to answer our questions really meant a lot."

Teschon also attended SEED Miami's new student orientation. The orientation provided him with a crash course on what to expect at a boarding school.

"During new student orientation, I stayed in a dorm for one week. I was only eleven years old, so this was an exciting experience. I also met my peers who would become my roommates during the school year."

Now in ninth grade, Teschon is confident that coming to SEED was the right decision.

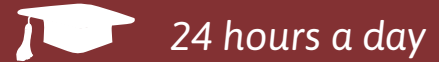
"SEED is one of a kind. The support system I have here is great. I have so many people I can talk to if I need help and so many opportunities to grow."



TESCHON DELVA
SEED MIAMI '23

To learn more about SEED Miami, visit www.miami.seedschool.org.

THE SEED SCHOOL OF LOS ANGELES COMING SOON!



147,000

square-foot state-of-the-art campus with 156 dorm rooms, 20 classrooms, an art studio, science labs, a makerspace lab, a gymnasium and outdoor recreation space, and more!

In order to accelerate our impact and serve more students, SEED LA is being developed through an unprecedented public-private partnership among Los Angeles County, Los Angeles County Metropolitan Transportation Authority (LA Metro), Los Angeles-based education nonprofit ExED, and SEED.

Under the leadership of Los Angeles County supervisor Mark Ridley-Thomas and LA Metro CEO Phil Washington, SEED LA has secured \$10 million annually for 15 years to cover boarding costs and student services. And thanks to the efforts of ExED President and CEO Anita Landecker, SEED LA has secured \$50 million in New Markets Tax Credits for development costs.

The SEED Foundation is now leading a capital campaign to raise \$30 million to construct the campus.



MODEL OF SEED LA

WITH THANKS TO OUR PARTNERS:



To learn more about SEED LA, visit www.seedschoolla.org.

BECAUSE OF YOU.



MALIK JACKSON
SEED DC '14
UNIVERSITY OF WISCONSIN STEVENS POINT '19
AND HIS SISTER BRIONA JACKSON

SEED WOULD NOT BE POSSIBLE WITHOUT THE VISIONARY LEADERS WHO HAVE GIVEN THE FOLLOWING CUMULATIVE GIFTS AND COMMITMENTS TO THE SEED NETWORK.

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We put extreme care into ensuring the accuracy of our honor roll list. If you have any questions or comments about how your generous gift appears here, please contact Alisha Huntley at ahuntley@seedfoundation.com or 202.785.4123, x58.



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FINANCIALS JULY 1, 2018 - JUNE 30, 2019

We are proud that our organization has been financially stable for more than 20 years. Our staff works hard to ensure that our supporters' donations and resources directly fuel what matters most: student outcomes.

Independent Auditor's Report



To the Board of Directors
The SEED Foundation, Inc.

RSM US LLP

Report on the Financial Statements

We have audited the accompanying consolidated financial statements of The SEED Foundation, Inc. and Subsidiaries (the Foundation), which comprise the consolidated balance sheet as of June 30, 2019, the related consolidated statements of activities and cash flows for the year then ended, and the related notes to the consolidated financial statements (collectively, the financial statements).

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Foundation as of June 30, 2019, and the changes in their net assets and their cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Emphasis of Matter

As disclosed in Note 1 to the consolidated financial statements, in 2019 the Foundation retrospectively adopted the Financial Accounting Standards Board (FASB) Accounting Standards Update (ASU) 2016-14, Not-for-Profit Entities (Topic 958): Presentation of Financial Statements of Not-for-Profit Entities. The adoption of this standard resulted in additional footnote disclosures and changes to the classification of net assets. Our opinion is not modified with respect to this matter.

Report on Summarized Comparative Information

We have previously audited the Foundation's 2018 financial statements, and we expressed an unmodified audit opinion on those audited financial statements in our report dated December 11, 2018. In our opinion, the summarized comparative information presented herein as of and for the year ended June 30, 2018, is consistent, in all material respects, with the audited financial statements from which it has been derived.

RSM US LLP

Washington, D.C.
December 23, 2019

The SEED Foundation, Inc. and Subsidiaries
Consolidated Balance Sheet
Fiscal Year-End: June 2019
(with Comparative Totals for 2018)

	2019	2018
Assets		
Cash and cash equivalents	\$ 12,613,444	\$ 10,039,183
Investments	1,121,687	1,025,130
Receivables, net	1,832,928	2,112,126
Prepaid expenses	466,798	269,701
Restricted cash	10,734	10,656
Promises to give, net	993,379	1,331,382
Property and equipment, net	56,688,614	58,519,664
Due from SEED School of Miami	2,248,749	125,427
	\$ 75,976,333	\$ 73,433,269
	\$ 75,976,333	\$ 73,433,269
 Liabilities and Net Assets		
Liabilities:		
Accounts payable and accrued expenses	\$ 2,025,831	\$ 2,171,508
Refundable advances	1,172,572	23,197
Deferred rent	5,167	6,390
Capital lease obligations	9,569	18,287
Loans payable	5,025,000	2,825,000
Bonds payable	19,792,896	20,486,712
	\$ 28,031,035	\$ 25,531,094
	\$ 28,031,035	\$ 25,531,094
 Commitments and contingencies (Notes 8 and 9)		
 Net Assets:		
Without donor restrictions		
Undesignated	40,852,910	41,381,542
Board Designations	624,281	624,281
	41,477,191	42,005,823
With donor restrictions	6,468,107	5,896,352
	\$ 47,945,298	\$ 47,902,175
	\$ 47,945,298	\$ 47,902,175
	\$ 75,976,333	\$ 73,433,269

The SEED Foundation, Inc. and Subsidiaries
Consolidated Statement of Activities
Fiscal Year-End: June 2019
(with Comparative Totals for 2018)

	2019			2018
	Without Donor Restrictions	With Donor Restrictions	Total	Total
Support and revenue:				
Per-pupil allocation	\$ 29,162,275	\$ -	\$ 29,162,275	\$ 32,067,915
Contributions	1,428,259	2,027,176	3,455,435	2,649,008
Development and other fees for services	505,068	-	505,068	441,828
Federal grants and awards	1,682,462	-	1,682,462	1,791,200
Investment income	103,855	750	104,605	104,082
Other	675,728	-	675,728	888,127
Net assets released from restrictions	1,456,171	(1,456,171)	-	-
Total support and revenue	35,013,818	571,755	35,585,573	37,942,160
Expenses:				
Salaries and benefits	22,190,047	-	22,190,047	22,625,117
Supplies and services	9,741,648	-	9,741,648	11,708,757
Depreciation	2,522,480	-	2,522,480	3,041,270
Interest and amortization	1,088,275	-	1,088,275	912,283
Total expenses	35,542,450	-	35,542,450	38,287,427
Change in net assets	(528,632)	571,755	43,123	(345,267)
Net Assets:				
Beginning	42,005,823	5,896,352	47,902,175	48,247,442
Ending	\$ 41,477,191	\$ 6,468,107	\$ 47,945,298	\$ 47,902,175

The SEED Foundation, Inc. and Subsidiaries
Consolidated Statement of Cash Flows
Fiscal Year-End: June 2019
(with Comparative Totals for 2018)

	2019	2018
Cash flows from operating activities:		
Change in net assets	\$ 43,123	\$ (345,267)
Adjustments to reconcile change in net assets to net cash provided by operating activities		
Change in allowance for uncollectible pledges	3,500	(1,750)
Change in discount on promises to give	38,485	59,689
Depreciation	2,522,480	3,041,270
Amortization of debt issuance costs	71,184	81,607
Write-off of interest rate cap	-	5,533
Realized and unrealized gain on investments	(872)	(44,545)
Change in deferred rent	(1,223)	(32,614)
Changes in assets and liabilities:		
Increase (decrease) in:		
Receivables	279,198	1,623,846
Prepaid expenses	(197,097)	(46,166)
Promises to give	296,018	69,782
Due from SEED School of Miami	76,678	(124,557)
(Decrease) increase in:		
Accounts payable and accrued expenses	(284,202)	664,917
Refundable advances	1,149,375	20,000
Net cash provided by operating activities	3,996,647	4,971,745
Cash flows from investing activities:		
Purchase of property and equipment	(552,905)	(557,642)
Purchase and reinvestments of investments	(95,685)	(42,264)
Issuance of note receivable	(2,200,000)	-
(Increase) decrease in restricted cash	(78)	996,127
Net cash (used in) provided by investing activities	(2,848,668)	396,221
Cash flows from financing activities:		
Principal payments on loan payable	(300,000)	(868,167)
Proceeds of loans payable	2,500,000	3,000,000
Principal payments on bonds payable	(765,000)	(3,983,004)
Principal payments on capital lease obligation	(8,718)	(39,352)
Net cash provided by (used in) financing activities	1,426,282	(1,890,523)
Net increase in cash and cash equivalents	2,574,261	3,477,443
Cash and cash equivalents:		
Beginning	10,039,183	6,561,740
Ending	\$ 12,613,444	\$ 10,039,183
Supplemental disclosure of cash flow information:		
Cash payments for interest	\$ 1,017,091	\$ 830,676
Supplemental disclosure of non-cash investing activities:		
Property and equipment included in accounts payable and accrued expenses	\$ 138,525	\$ -

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JAYDEN NEDER (SEED MIAMI '23)

From Left to Right:

OSENKA NORMIL (SEED MIAMI '22)

KEION JEAN (SEED MIAMI '22), AND
NASHALIE DE LA CRUZ (SEED MIAMI '23)

On Cover:

JOI BAKER JONES,

DIRECTOR OF COLLEGE
TRANSITION AND SUCCESS AND

JEREMIAH PAIGE

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