

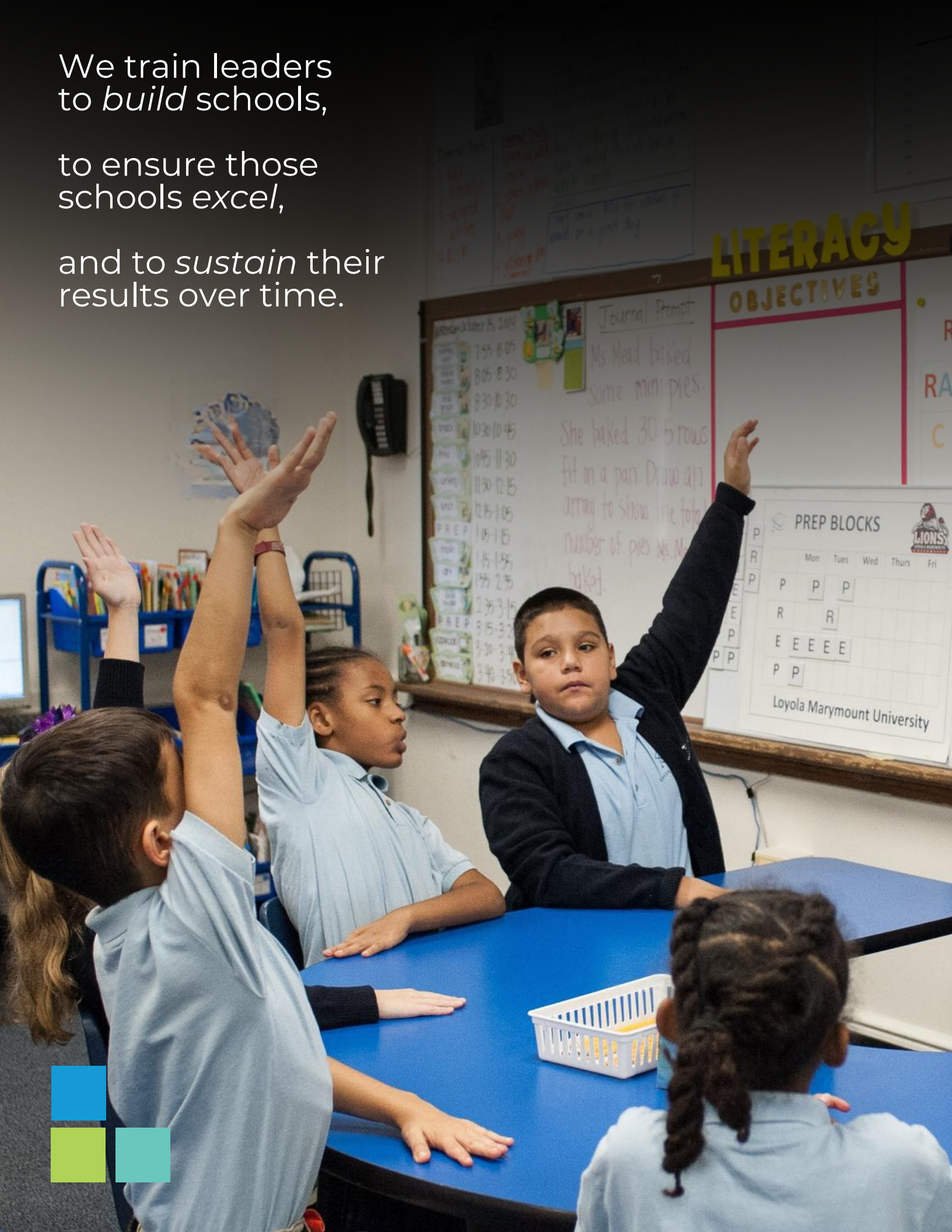


2024 ANNUAL REPORT

We train leaders  
to *build* schools,

to ensure those  
schools *excel*,

and to *sustain* their  
results over time.



## OUR MISSION

*BES identifies and prepares excellent leaders to transform education in their communities.*

### ACE Model

- Restate and Answer the Question
  - Remove the question word(s)
  - After reading, (title)
  - I learned
- Cite Text Evidence to Support Your Answer
  - Always go back to the text to find your best evidence!
  - The author writes
  - I know because on page 3,
  - in paragraph 8
  - in the narrative,
  - in the story.
- Why Your Evidence Supports Your Answer
  - Make an inference using your evidence
  - This tells me that
  - This tells me why
  - This tells me how
  - This reveals
  - This explains
  - This proves

### Comprehension Prompts

- |   |   |
|---|---|
| Repeat the question                     | Change your answer; you're on the wrong track!                                      |
| Tell me more.                           | Add more to your answer; you're on the right track!                                 |
| What in the story makes you think that? | Go back to your text and find text evidence.<br>Stem: <i>In the text it says...</i> |
| Why is that important?                  | Explain why your evidence supports your answer.<br>Stem: <i>This tells me...</i>    |
| What makes you think that?              | Explain your thought process of how you figured out your answer.                    |

When retelling a story, always

- Synthesize** important events in your own words
- Describe all important **character personalities** throughout the story
  - Traits:** Explain what they are like
  - Motives:** Explain why they do/say/think in the story and what they really want
  - Mental State:** Explain their thoughts and feelings (\*problem and solution\*)
  - Perspectives:** Explain what they think of other characters/situations
- Include all **STORY** elements throughout the story, especially the **problem, attempts to resolve/important events** and solution



# *Letter from the CEO*

As we reflect on the past year, I am immensely grateful and proud of what we continue to achieve. Through our collective efforts, we remain steadfast and focused in our work to train leaders to build schools, ensure their schools excel, and to sustain their results over time.

In 2024, more than 73,000 students were enrolled in over 220 BES Fellow-founded schools spanning 54 cities across 22 states and Washington, D.C. We celebrated Fellow-founded schools who opened their doors in Beaufort, Chattanooga, Memphis, and Woonsocket—two of which were expansions through the Growth Track of our BES Fellowship. A new cohort of nine passionate leaders also started their journey to design, found, and lead schools in Alabama, Arizona, Georgia, Louisiana, Ohio, Tennessee, and Texas.

Nearly 3,000 school leaders have engaged in BES programming to date. The education landscape is ever-evolving, and we are excited to provide even more impactful and tailored supports this next year that will equip them with the right skills and resources to navigate even the most complex challenges.

Collaboration also remains at the heart of our work. We worked with 14 education champion organizations and charter associations across the country, strengthening our presence in 10 states. These partnerships are essential and help us expand opportunities to support leaders in their mission to create lasting change.

2025 brings a stronger sense of purpose, and we know that our work is more important now than ever. Our staff, leaders, and partners are united in our shared vision to ensure that every child has access to a high-quality education. Together, we will continue to fight for an even brighter future for the next generation.

Thank you for your commitment and support.

With gratitude,

**Aasimah Navlakh**  
*Chief Executive Officer*



# Our Strategic Plan

2024 marked the second year into BES's five-year strategic plan, which centers on three primary goals that we believe best meet the needs of our community partners and the broader education system.



## Incubation

Fuel the creation of 50 new, high-quality, locally responsive charter schools in regions across the country



## Leadership Development

Train at least 500 public school leaders through high-quality leadership development programming



## Sustainability

Operate a thriving, sustainable, and equitable organization that contributes to a healthy national education sector

[View our Strategic Plan >>](#)



# *BES Believes...*



## **An excellent leader**

- Believes that all students can, must, and will achieve at high levels.
- Builds, equips, and inspires a mission-driven team.
- Demonstrates an ongoing commitment to diversity, equity, and inclusion.
- Studies and implements practices that reflect and respond to community need.
- Actively seeks out and incorporates community input into the school's design and operation.
- Ensures equitable and robust supports for learners of all backgrounds, needs, and abilities.
- Holds themselves and their team accountable for results for all students.
- Identifies and takes full advantage of leadership coaching and support.
- Invests in the growth and development of a leadership bench.
- Advocates on behalf of the school in the community at large.

# An excellent school

- Serves as an anti-racist space for students.
- Prepares all students for success in college and careers.
- Fosters an inclusive, joyful culture that celebrates academic and personal achievement and growth.
- Is organized around core values that deconstruct systems of oppression and respect students' cultures.
- Employs a diverse teaching staff that is knowledgeable, engaging, and reflects the demographics of the student body.
- Uses rigorous, culturally relevant curriculum that leads students to master critical habits, skills, and content.
- Leverages data from frequent assessments to propel student growth.
- Maximizes learning time through detailed planning and efficient operations.
- Communicates clearly and regularly with, and seeks feedback from, families about student progress and experience.
- Has an engaged, mission-driven board focused on academic and fiscal accountability.



# build.

## 220+ Schools

**founded by BES  
Fellows in 54 cities  
across 22 states and  
Washington, D.C.**

## 73K Students

**currently served by  
BES Fellow-founded  
schools**



### *The BES Fellowship*

Now more than ever, BES is working alongside local partners and identifying diverse leaders with a strong vision for schooling who place community input at the center of their work.

**Students served by BES Fellow-founded Schools**







BES Fellows design school models that serve students across the K-12 continuum and focus on rigorous academics and areas such as:

- **Project-based learning**
- **Entrepreneurship**
- **Leadership**
- **STEAM**
- **Student wellness**
- **Fostering community**
- **The arts**
- **Serving students with diverse learning needs**
- **A variety of CTE specializations**



## *Our Students*

**82% qualify for free or reduced lunch**  
**17% English language learners**  
**14% students with special needs**

In public schools nationwide, 53% of students qualify for free or reduced lunch; 11% are English language learners; 15% have special needs

**41% Black**  
**47% Hispanic**

**6% White**  
**3% Other**

**2% Asian**

On average, public schools across the country enroll 15% Black and 29% Latinx/Hispanic students

*Source: National Center for Education Statistics*

Nine BES Fellows in the 2024 cohort are hard at work engaging families in Alabama, Arizona, Georgia, Louisiana, Ohio, Tennessee, and Texas. Through the BES Fellowship, they are designing unique and community-responsive school models or leading the replication of schools that are committed to academic rigor, career pathways, character formation, and student well-being.



**New BES Fellow-founded schools launched in 2024**

**Schools expanded in 2024 through the BES Fellowship Growth Track**



**ChattAcademy  
Community School**

Chattanooga, TN

*Founded by 2021 BES  
Fellow Nolan McDaniel*



**Sea Islands  
Heritage Academy**

Beaufort, SC

*Founded by 2021 BES  
Fellow Alana Jenkins*



**Libertas School of  
Memphis (Middle School)**

Memphis, TN

*Led by Middle School  
Director Samantha Durant*



**RISE Prep Upper  
Academy (High School)**

Woonsocket, RI

*Led by Principal Josh Falk.  
Founded by Executive  
Director & 2012 BES Fellow  
Rosalind DaCruz*

**87% of charter applications submitted by BES Fellows have been authorized nationwide since our organization was founded. According to NACSA, the average application approval rate was 36% in 2022-2023.**



**100% of BES Fellows agree or strongly agree that they feel ready to lead their school.**

**90% of BES Fellows agree or strongly agree that the Fellowship is effective in growing them as a leader.**

**90% of BES Fellows agree or strongly agree that they are satisfied with the BES Fellowship.**

TESTIMONIAL



# *Calandra Sales*

Fairfield, AL

2022 BES Fellow

*Build Track, Character & Equity Fellow*

*Proposed Founder & Executive Director,  
Independence Preparatory Academy*



This Fellow was also supported by New Schools for Alabama & the Kern Family Foundation.

I was motivated to participate in the BES program because of its focus on creating high-quality public charter schools that meet the unique needs of their communities. Starting one comes with unique challenges, from navigating uncharted regulatory landscapes to building awareness and trust within the community. I wanted to gain the skills and knowledge necessary to design and lead a school that fosters lifelong independence in scholars while addressing these hurdles.

Through its legacy of experience and success, BES provided me with invaluable guidance to overcome these challenges. I was eager to learn from their proven strategies for developing a strong and compelling charter application, assembling a diverse and mission-aligned founding team, and preparing a governing board capable of driving the school's vision forward. The year of intensive training and support offered by BES was essential for equipping me to navigate the complexities of launching a charter school in Alabama, ensuring the school's operations and curriculum will meet the highest standards while remaining responsive to community needs.

BES guided me through the complex process of writing a high-quality charter application, helping me refine every detail to ensure it met rigorous standards. In addition to technical guidance, BES offered invaluable support in leadership development. I learned how to build and manage a diverse, mission-aligned founding team and governing board, as well as how to engage the community effectively and cultivate trust. The financial training, particularly around budgeting and fundraising, was another key area of support that prepared me to navigate the financial complexities of launching a school.

My coaches at BES were exceptional. Their expertise, commitment, and genuine investment in my success made a significant difference. They provided thoughtful feedback, encouraged innovative problem-solving, and consistently pushed me to grow as a leader. What stood out most was their accessibility and willingness to go above and beyond to ensure I had the tools and confidence to succeed. The relationships I built with my coaches transcends beyond the Fellowship year or even when I complete the [Follow On Support](#) program. I am sure I have lifelong support in both of them.

## TESTIMONIAL

# *Christina Aldrich*

Buckeye, AZ

2024 BES Fellow

*Build Track, Character & Equity Fellow*

*Proposed Founder,*

*Mosaic Learning Academy*



This Fellow is also supported by AZ Leads & the Kern Family Foundation.

I chose to join the BES Fellowship program because of its proven success in empowering leaders to create high-performing charter schools that meet the unique needs of their communities. For me, this opportunity aligned perfectly with my vision for Mosaic Learning Academy—a school that fosters academic excellence, personal growth, and a deep connection with the Buckeye community. I wanted to ensure that Mosaic would be a place where every child is encouraged to reach their fullest potential, and I knew BES would provide the training and support necessary to make this vision a reality.



BES has been an invaluable partner in my journey to design and launch Mosaic Learning Academy, offering comprehensive support tailored to every stage of the process. The training provided by BES was both rigorous and practical, equipping me with the skills needed to develop a high-performing school model. From strategic school design to operational planning, the workshops and resources were instrumental in bringing my vision to life. One of the most impactful aspects was the one-on-one coaching. Experienced mentors worked closely with me, providing personalized guidance and constructive feedback to ensure that my school would meet the highest standards of academic and operational excellence. Their expertise helped me navigate the complexities of founding a school while staying true to my mission.

BES also connected me with a vast network of education leaders and practitioners. This community offered invaluable insights, advice, and support, creating a collaborative environment where I could learn from others' experiences. These relationships have not only strengthened my leadership but have also provided a foundation of ongoing support as I move forward.

The combination of robust training, personalized mentorship, access to a professional network, and detailed operational guidance has been transformative. Thanks to BES, I feel confident in my ability to lead Mosaic Learning Academy and ensure it becomes a cornerstone of opportunity and excellence.

TESTIMONIAL

# *Nolan McDaniel*

Chattanooga, TN

2021 BES Fellow

*Build Track, Character & Equity Fellow*

*Founder & Executive Director,  
ChattAcademy Community School*



This Fellow was also supported by the Kern Family Foundation.

I saw firsthand the impact a BES-founded school could have 10 - 15 years after being founded. As a native East Tennessean, I was always drawn to the communities that I had grown up in and believed in. I knew BES could support me in becoming an educational leader in the part of my state I cared deeply about.

The BES Fellowship provides a cohort of other passionate, dynamic leaders that make founding less lonely. The process is daunting and asks all of yourself, and it gives you a group of people to lean on that understand the demands.

BES taught me a great deal about adaptive leadership and how to prioritize when there were competing demands vying for my time and attention. As a school founder, the to-do lists can be daunting, but the support BES offered me gave me a clear path to walk in the very uncertain process of founding a school from the ground up. They helped me fill content gaps I had as a school leader becoming the head of an organization.

The one-on-one coaching I got through BES, in both the Fellowship and now Follow On Support, has been a game changer in ChattAcademy's success. While I am leading an organization in its inaugural year and balancing all that comes with that, I can lean on my coach to support me in the ways I need to grow to show up as the best leader I can be day in and day out for our kids, teachers, and families.



## TESTIMONIAL

# *Kenisha Skaggs*

Augusta, GA  
2024 BES Fellow  
*Build Track*

*Proposed Founder,  
Soar Discovery Charter Academy*



This Fellow is also supported by Charter School Growth Fund.

I was motivated to participate in the BES program to advance equitable access to innovative public schools, particularly for underserved and neurodivergent students. I am deeply committed to helping every child discover their unique learning style and purpose.



Through the BES Fellowship, I gained invaluable insights that have shaped my journey as a school founder and leader. I learned how to innovate within the boundaries of public school systems, ensuring creativity and adaptability while navigating complex regulations. BES taught me to center equity in every aspect of creating a school model, ensuring all students, especially those underserved, have access to opportunities that empower their success. Additionally, I deepened my understanding of charter school operations, mastering the strategies to build a sustainable and impactful program designed to thrive for decades. This foundation has allowed me to dream big, plan strategically, and create a school model that transforms lives.

BES provided me with comprehensive support that was instrumental in advancing my vision for equitable and innovative education. The program offered structured guidance on key aspects like school design, operational sustainability, and community engagement, ensuring that my ideas could transform into a practical and scalable model. The staff, particularly my coach, is exceptional—knowledgeable, approachable, and deeply invested in my success. The culture of BES is one that welcomes all individuals, and they provide personalized feedback, challenge me to think critically, and celebrate milestones along the way of submitting my charter petition. Their dedication created an empowering and collaborative environment, making my experience with BES both transformative and inspiring. The camaraderie and culture of the BES team is truly top-tier.

Without the support of organizations like BES, underserved students may not have the opportunity to participate in school options that may be better suited to their interests and needs. It's changing the trajectory of their lives and I cannot think of a more important initiative for our country.

TESTIMONIAL

# *Kiara Proctor*

Stockbridge, GA  
2024 BES Fellow  
*Community Co-Design Track*

*Proposed Founder,  
The School of Curious Minds*



This Fellow is also supported by redefinED Atlanta.

I was genuinely hoping to gain insight and perspective on the mental shifts necessary to think as a CEO would versus a school principal. I wanted to overcome the fear of initially doing this work solo or insolation and really lean into the idea that I am more than capable of making this happen for students because they are deserving of everything great that I have to offer in an educational space.

My coach is incredible. The staff both gives and is receptive to feedback. There is definitely a wealth of knowledge among them and I'm grateful to have access to them as resources. I also love and appreciate my coach more than I can say. She's transparent, pushes me, and affirms me all at once. I value her input and trust that she wants the best for me and believes in both me and my dream enough to show up weekly with support and pride. That's something that I would never receive without this Fellowship and for that I'm grateful.

The most valuable thing I've learned is that there is indeed light at the end of the tunnel- that having the absolute moonshot idea to start your own school is attainable, real, and necessary. Not only can this happen, but when it does happen, it will be because I put in the work to involve the community and provide them access to real unequivocal change.

Students and families will reap the benefits of this hard work, and it will all be worth it. This is something I gained from school visits in New York. The school founder's perspective was everything.





# *Interested in the BES Fellowship?*

Each year, BES looks for even more leaders who are committed to bringing high-quality education options to their communities. If you or someone you know has an idea for an innovative school, visit our website to learn more about priority regions, deadlines, benefits, and more:

**[bes.org/fellowship](https://bes.org/fellowship)**

## **REPLICATE OR EXPAND AN EXISTING SCHOOL**

If you are a school founder who is interested in support to replicate or expand an existing school, reach out to us at **[partners@bes.org](mailto:partners@bes.org)** to learn more about the BES Fellowship Growth Track. While candidates cannot directly apply to this track, BES develops partnerships with schools or networks planning to grow and then works with them to lead these efforts, which may include working with an identified leader or recruiting a new Fellow to lead this work.

## **PARTNER WITH US ON THE BES FELLOWSHIP**

We partner with local and national education champion organizations (ECOs) and funders to build out supports that will make an immediate and sustained impact in communities. If you are a funder or ECO that wants to grow the number of high-quality new charter schools in your region, contact us at **[partners@bes.org](mailto:partners@bes.org)** to discuss the ways we can collaborate. We would welcome the opportunity to partner with you to:

- 1) Identify and support a Fellow to design and launch a new fresh-start school or replicate or expand an existing, high-performing school
- 2) Provide custom training support for new school incubation
- 3) Provide coaching and training for newly-authorized schools in their planning year and first two years of operation



# excel.



BES provides training and services tailored for leaders and schools at every level of growth. From year-long, cohort-based programming, to two-day intensives and structured 1:1 coaching, our offerings are designed to support and challenge public school leaders in the right way, at the right time.

Our cohorts are intentionally diverse and reflective of the communities we serve because we know - and research increasingly shows - that better life outcomes are linked to shared identity and culture between students, teachers, and leaders.

## **81% of BES Fellows**

in our last four cohorts self-identify as people of color.

## **58% of leaders**

in our leadership development programs self-identify as people of color.



## How we support schools to excel

- Upon the approval of their schools, BES Fellows continue on with Follow On Support featuring customized coaching and support during their planning year and through year two of operation.
- In 2024, leaders from across the country gathered together for 2-3 day Leadership Intensives in Atlanta and Nashville to participate in training workshops, study exemplary schools, and build their professional networks.
- Our yearlong, cohort-based leadership development program LENS has successfully trained over 370 leaders since 2012.



In-person school visits have been crucial to our efforts to build community, study effective practices, and gain insights on the ground from those who are doing the challenging and rewarding work of running excellent and equitable schools. We sustained our partnerships with many school partners, while also welcoming new additions that provided leaders across our programs with diverse perspectives and various models for achievement.



**Thank you to all the schools across the country that opened their doors to us this past year!**

- Amana Academy
- Avenues: The World School
- BakerRipley Community Schools
- Beatrice Mayes Institute
- Brilla Public Charter Schools
- Brooklyn Prospect Clinton Hill Middle School
- Brooklyn RISE Charter School
- Brooklyn STEAM Center
- Charles R. Drew Charter School
- Creo College Prep
- Dekalb Brilliance Academy
- East End Prep
- Elevate Collegiate Charter School
- Ethos Classical Charter School
- Etoile Academy
- Houston Academy For International Studies
- Intrepid College Prep
- Nashville Classical Charter School
- The American Dream School
- The Anchor School
- The Dalton School
- Young Women's Leadership Schools

TESTIMONIAL



# *Steven Carney*

Vancouver, WA

2023-24 School Leadership Coaching

*Executive Director,  
Rooted School Vancouver*



As a leadership coach myself, I understand the transformative impact that expert guidance and reflective practices can have on leaders at any stage of their journey. I was motivated to join the BES program to gain fresh insights, strengthen my operational and leadership strategies, and prepare myself to navigate the complexities of opening and sustaining a new school. My primary goals were to build a strong foundation for Rooted School Vancouver, grow as a leader, and develop systems that would ensure long-term success. I also saw this as an opportunity to push myself outside of my comfort zone and learn from a community of passionate, equity-driven leaders.

BES reinforced the importance of disciplined execution, thoughtful planning, and the role of data-driven decision-making in ensuring a school's success. I learned how to approach challenges with a solutions-focused mindset and how to create sustainable systems that prioritize equity and inclusion. As a coach, I already valued reflection, but BES deepened my ability to apply reflective practices to my own leadership and build them into the culture of our school. Most importantly, I gained a greater understanding of how to align my vision with actionable steps that lead to measurable results, ensuring that every decision ultimately benefits our students and community.

The BES team provided unparalleled support tailored to my unique needs as both a leader and a coach. Their approach was collaborative, empathetic, and always grounded in the realities of running a school. They asked the tough questions that pushed me to grow while offering actionable strategies that I could implement immediately. The BES staff were professional, knowledgeable, and genuinely invested in my success, which made the experience not only impactful but also deeply meaningful. I felt fully supported at every step of the process, and their guidance has had a lasting impact on both my leadership and our school.

I am incredibly grateful for the role BES played in my leadership journey. As someone with experience as a coach, it was humbling and inspiring to be on the other side of the coaching relationship and to learn from such a dedicated, equity-focused team. BES gave me the tools, confidence, and community I needed to take Rooted School Vancouver from vision to reality. Thank you for your unwavering commitment to developing leaders and building schools that truly serve students and communities. Your work has made a lasting difference, and I am proud to have been part of the BES family.

TESTIMONIAL

# *Faith Pegues*

Durham, NC

2021-22 LENS Cohort

*Teacher, The Institute for  
the Development of Young  
Leaders Charter School*



When presented with the opportunity to participate in the LENS program, I was thrilled to be learning from such an established education community. I am always looking for ways to grow as an educator and school leader and LENS did just that. The amount of resources, both material and personnel are outstanding. I wanted to walk away with a better sense of leadership as a whole.

I learned so much through the LENS program. My biggest takeaways have been proper preparations and crucial conversations. Being prepared brings not only teacher success but student success as well. Crucial conversations allow for growth and mutual respect. Both have grown me to be better in my role and effective in my school.

I really enjoyed engaging with my mentor and other educators around the country. It allows you to see things through a different lens and know that you are not alone- always an email or zoom away. Easily one of the BEST programs I have been a part of. I highly recommend!



TESTIMONIAL

# *Summer Graves*

Clarksdale, MS  
2023-24 LENS Cohort

*Middle and High School  
Principal, Clarksdale Collegiate  
Public Charter Schools*



As a new principal at a newly created school, I felt that being involved with BES would give me the exposure I needed to witness other high performing schools. Witnessing programs and systems at schools that were making an impact in their respective areas was important to me. The main challenges I wanted to overcome were the primary hurdles for being a founding principal, and I wanted to work with others who were in the same or similar positions.

I was provided with a lot of resources for school administrators like scheduling and classes offered to older students. The training and school visits were beneficial to see first-hand how other charter schools maintain their high-performing status.

BES has excellent programming that equips school leaders to be productive leaders.





TESTIMONIAL

# *Sam Brotman*

Bronx, NY  
2022-23 LENS Cohort

*Assistant Principal,  
Creo College Prep*



I participated in the LENS program because I wanted to have the opportunity to study from other schools and learn from other educators. I wanted to meet a group of educators who I could brainstorm and problem solve with, who had different perspectives and experiences. I also was looking for a coach, outside of just my school, to be able to practice and guide me as I took on a new role.

Through BES I was able to learn from what other schools are doing well and bring new ideas and perspectives back to our school. I had a great experience working with my coach in LENS. I was able to set goals and work with my coach to reflect on what is working and why.





# *Abigail O'Neal*

Seattle, WA

2023-24 School Leadership Coaching

*Chief Executive Officer,  
Why Not You Academy*



I was motivated to receive School Leader Coaching because I knew that stepping into the role of CEO at Why Not You Academy, a small independent charter high school in Washington, would come with significant challenges. This was my first year leading a school, and I lacked a formal onboarding process to help me transition smoothly. I wanted a coach who could provide guidance, push my thinking, and help me develop my leadership style.

Through BES, I learned that clarity, focus, and coaching are essential to strong leadership. As a first-year CEO, I faced a steep learning curve, but BES helped me develop the skills to prioritize effectively, communicate a clear vision, and build strong systems that drive school improvement. One of the most valuable lessons was the importance of developing my team. I realized that my impact as a leader isn't just about what I do but about how I empower others to lead. By focusing on coaching, accountability, and creating sustainable structures, I was able to shift from reactive leadership to proactively building a strong school culture. BES provided me with the coaching, structure, and accountability I needed to navigate my first year as a CEO.

One of the most impactful aspects of my experience was working with my coach, who provided unwavering support and guidance. He always listened calmly and patiently, no matter how complex or overwhelming the situation felt. His approach wasn't about giving me quick fixes—it was about pushing my thinking and helping me see that the answers were already within me. He reminded me that leadership is about practicing, executing, and refining my approach over time, rather than expecting perfection from day one. He challenged me to step back, reflect, and approach problems with clarity and confidence. Whether we were discussing team dynamics, school operations, or my own leadership growth, he consistently pushed me to trust my instincts, make intentional decisions, and follow through with action. Because of his support, I not only grew as a leader but also gained the tools to coach and develop my team more effectively.

My experience with BES—and my coach in particular—was transformative, and I continue to apply what I've learned every day. BES provided me with a space to learn, grow, and reflect, and I carry those lessons with me every day. I leave this experience more self-assured, more strategic, and more committed to continuous growth as a leader. Thank you to the entire BES team for investing in me, my school, and the future of our students.

# BES Programs & Services



BES offers a suite of supports tailored for leaders at every level.

If you are interested in providing or sponsoring leadership development support to school leaders through custom trainings, we can help! You can also take advantage of multiple programs or even sponsor bulk seats. **Email us at [partners@bes.org](mailto:partners@bes.org).**



# sustain.

At BES, we ensure that schools don't just start strong, but stay strong. Our work is meant to create transformative, generational change in communities nationwide. From incubating new school founders to developing a strong bench of leaders, BES's programs and services are designed to support leaders at every stage and at every level of the school building.



BES has trained nearly  
**3,000 leaders**  
across 36 states and  
Washington, D.C.



# 94%

of LENS leaders from  
2021-2023 are still leading  
in K-12 education roles  
as of June 2024.

**When our leaders complete our trainings, they are poised to make**



**Nearly 1 out of 4**

BES Fellows have expanded or replicated their original school.



**81%**

of BES Fellows who founded schools **in the last five years** are still leading (or hold leadership positions) at those schools.



**68%**

of leaders who founded schools **in the last 10 years** are still leading (or still hold leadership positions) at those schools.



**Make a lasting and positive impact on students across the country.**

## Massachusetts

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### 20 YEARS OF EXCELLENCE

Congratulations to BES Fellow-founded schools who celebrated 20 years of providing high-quality education to students in their communities. The following schools opened their doors in 2004:



**Berkshire Arts & Technology Charter Public School**

North Adams, MA

*Founded by 2002 BES Fellow Simeon Stolzberg and currently led by Executive Director Jonathan Igoe.*



**Boston Prep Charter Public School**

Boston, MA

*Founded by 2002 BES Fellow Scott McCue and currently led by Executive Director Meekerley Sanon.*



**Salem Academy Charter School**

Salem, MA

*Founded by 2002 BES Fellow Rachel Hunt and currently led by Executive Director Stephanie Callahan.*

### DID YOU KNOW?

More than half of BES Fellow-founded schools **outperformed their peer districts by double digits in math and English Language Arts** in the 2023-2024 school year.

Approximately **4 out of every 5** schools saw higher growth on state assessments than peer districts.



*Source: Massachusetts Department of Elementary & Secondary Education, 2024*

# Tennessee

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**1 out of 5** charter school students attend a school founded by a BES Fellow.

**7 out of 10** students in BES Fellow-founded schools attend a school with a Tennessee Value-Added Assessment System (TVAAS) growth score of 4 or 5 in the 2023-2024 academic year.

*Source: Tennessee Department of Education, 2024*



# Texas

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BES Fellow-founded schools that opened in the last 5 years see **higher rates of financial and operational success** on the Charter School Performance Framework (CSPF) than other charter schools.

These schools also serve a significantly higher percentage of economically disadvantaged students in comparison to other charter schools—while **outperforming their peers in English Language Arts**.

*Source: Texas Education Agency, 2022 (most recent data)*

# Our Partners

BES partnered with **14 local education champion organizations and charter associations** in 2024, strengthening our work in 10 states across the U.S.

These partners supported BES programs ranging from multiple tracks of the BES Fellowship to LENS, School Leader Coaching, and Follow On Support.



To explore partnership opportunities email [partners@bes.org](mailto:partners@bes.org).



**We at the American Federation for Children (AFC) are glad to partner with BES because we understand the critical need for more high-quality educational options, especially in communities that have historically lacked such options.**

**By growing school founders' advocacy skills, they can continue to support students regardless of where the political winds blow.**

- Shaka Mitchell, AFC, Senior Fellow





# Our Team

BES aims to operate a thriving, sustainable, and equitable organization that contributes to a healthy national education sector. Our team is composed of experienced, mission-driven individuals on staff and board members who are committed to creating and sustaining transformational change through education in communities nationwide. The diversity of our team also aims to best reflect the diverse identities and cultures of the leaders and students we serve.

## Board of Directors

**Martin West**, Board Chair - *Harvard Graduate School of Education*

**Ed Chang**, Board Vice Chair - *redefinED Atlanta*

**Amanda Sanchez**, Board Secretary - *Raza Development Fund*

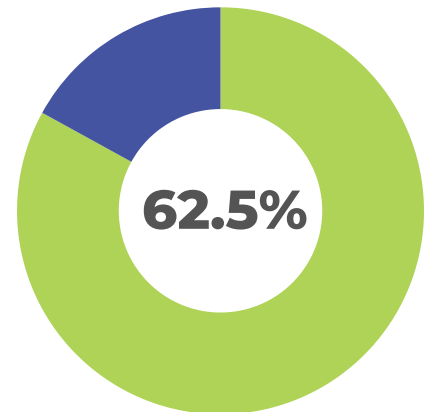
**Elise Balboni**, Board Treasurer - *Finance Professional*

**Jonathan Chaparro** - *Braven*

**Hrag Hamalian** - *TGR Foundation*

**Ebony Lee** - *Charter School Growth Fund*

**Charles Mitchell** - *All About People*



**62.5%**  
of BES board members self-identify as people of color.

## Leadership Team

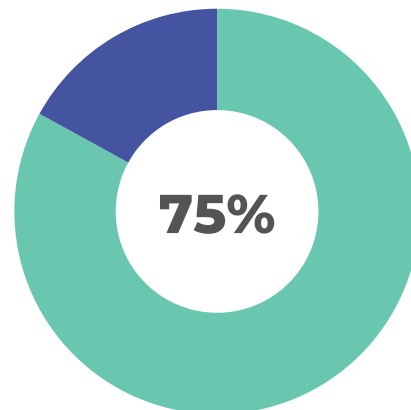
**Aasimah Navlakhi**, Chief Executive Officer

**Jasmine Fryer**, Chief External Affairs Officer

**Rebecca Feiden**, Chief of New Schools

**Jabari Peddie**, Chief of Leadership Development

**Sara Bokhari**, Chief Operating Officer



**75%**  
of BES staff, including 80% of leadership, self-identify as people of color.

2024 BES Annual Survey

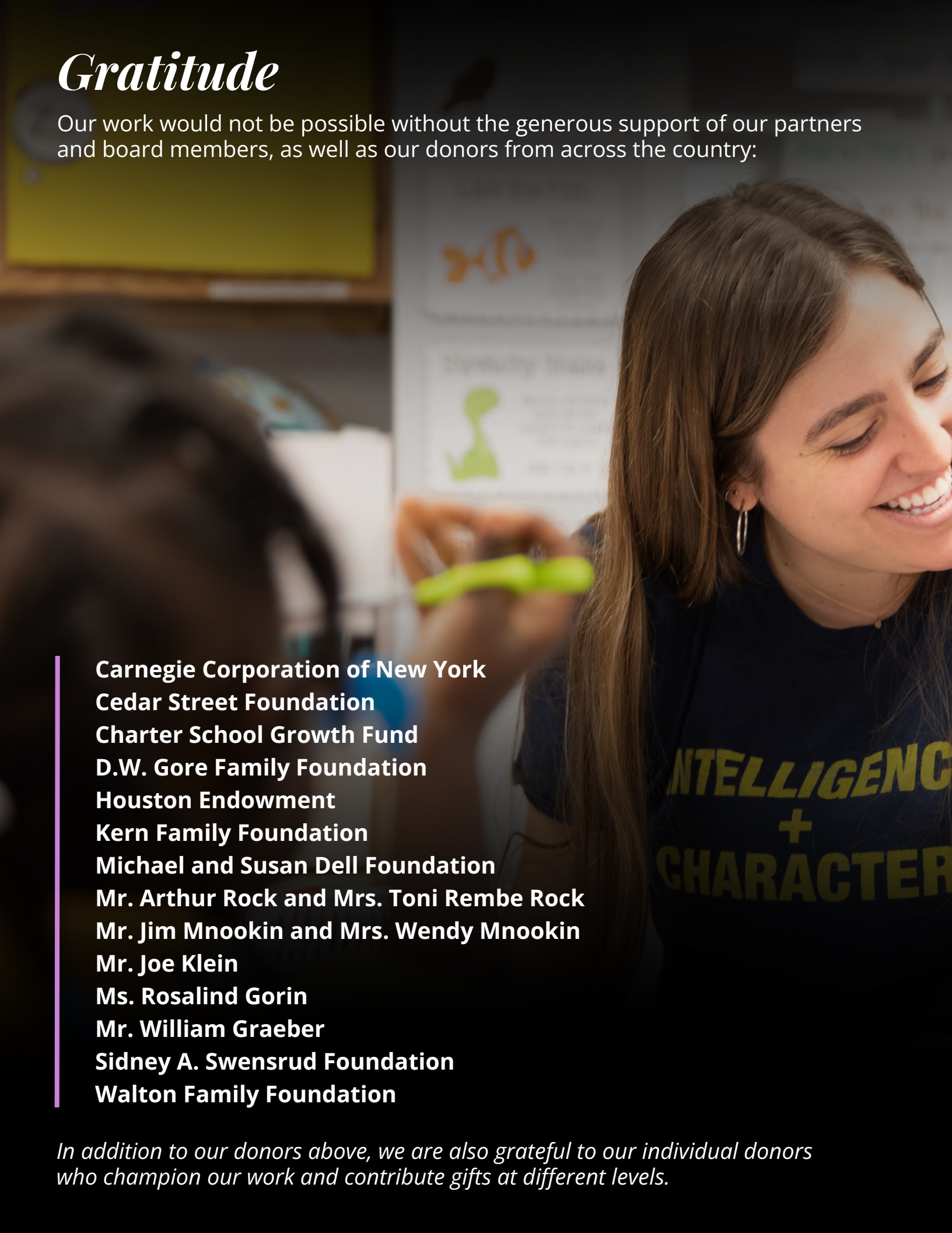
## 100% of BES staff

have a clear understanding of how the work they do on a daily basis contributes to the success of BES.



# *Gratitude*

Our work would not be possible without the generous support of our partners and board members, as well as our donors from across the country:



**Carnegie Corporation of New York  
Cedar Street Foundation  
Charter School Growth Fund  
D.W. Gore Family Foundation  
Houston Endowment  
Kern Family Foundation  
Michael and Susan Dell Foundation  
Mr. Arthur Rock and Mrs. Toni Rembe Rock  
Mr. Jim Mnookin and Mrs. Wendy Mnookin  
Mr. Joe Klein  
Ms. Rosalind Gorin  
Mr. William Graeber  
Sidney A. Swensrud Foundation  
Walton Family Foundation**

*In addition to our donors above, we are also grateful to our individual donors who champion our work and contribute gifts at different levels.*



## *Donate*

When you give to BES, you help to ensure that all children have access to quality education and a future filled with opportunity.

With your generous donation, we can:

- Sustain a robust pipeline of talented, committed school leaders.
- Support schools founded by BES leaders to grow and replicate.
- Change the lives of more and more students, year after year.

Make a donation to BES today: [bes.org/donate](https://bes.org/donate)



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