

**Gratitude Report** 





Fiscal Year 2019-2020 runs from June 1, 2019- May 31, 2020



# At Kids in Tech, we call our annual report the Gratitude Report because we are grateful:

*Grateful* for volunteers and corporate sponsors – your time is the most valuable gift.

*Grateful* for the hundreds of donors passionate about ensuring kids get access to high quality STEM education.

*Grateful* for our community partners working together to make a difference.

*Grateful* for our experienced team, who ensures all kids see a clear pathway to the tech industry earlier in their educational trajectory.

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### **About Us**

### **Our Mission**

Kids in Tech strives to excite, educate, and empower children to acquire skills and confidence in technology through interactive after-school programs. Our programs focus on helping kids develop the necessary tech skills and aptitudes to participate in and be future leaders of the 21st Century innovation economy.

### **Our Vision**

Kids in Tech's long term vision is to unlock the untapped potential of kids and youth and equip them with the skills and drive to not only staff, but one day lead, the tech industry. This starts by developing the interest and talent of children in the communities in which we serve. We strive to make sure that all children, regardless of their economic situation or geographic location, have access to the education that will allow them to succeed in one of the most in-demand fields of our economy. Additionally, we want our work to help build the nation's educational capacity and improve our ability to meet emerging challenges.

### **Our Core Values**



### **Inclusion & Innovation**

We recognize the importance and value of bringing together individuals and their different perspectives. Real innovation comes when all voices and backgrounds are included.

### **Communication & Collaboration**

We are curious, listen well, and ask good questions to fill the gaps in computer science education. We strive to ensure our future tech leaders come from everywhere.

### **Impactful Results**

We make a difference. We can measure this by the leaders we shape and we focus on results that matter to kids, the communities we serve, and broader society.



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### **Our Programs**

Kids in Tech partners with schools and youth development organizations to provide technology education to children ages 8-14 in the afterschool setting. We recruit qualified volunteers and educators and train them in our project-based computer technology curriculum. This pair is then matched with staff liaisons at local schools or community organizations where they conduct school year length courses. These course are held once or twice a week and culminate in a final project presentation in which students showcase the skills they have learned.

### **Afterschool Tech Club**

Through our afterschool programming, Kids in Tech aims to provide high quality computer science and computer literacy education to students in the Merrimack Valley area. Computer science is driving many industries, the need for kids to be well-prepared for these career paths is stronger than ever.

At the core of our programs is the After-School Tech Club. Skilled volunteers and qualified educators guide kids ages 8-14 in fun, hands-on learning activities in technology, including computer programming, coding, audiovisual production, and more.

### **Educators and Volunteers**

Skilled volunteers and qualified instructors are the keystone of Kids in Tech programming. Our educators and volunteers teach Kids in Tech programming once or twice a week for a semester. They inspire students to continue the pursuit of technology and computer science skills.

### **Career Day**

Both Tech and community leaders have joined our afterschool career day to share their direct experience, recognizing that it is crucial to begin a STEM education path early in a child's education.

### **Field Trips**

Field trips to technology-related companies provide every student with real-world experience. They see the connections between what is happening at our after school tech club programs and in the 'real-world'.





### What Students Are Learning

Out-of-school environments like Kids in Tech' afterschool Tech Club provides more time for students to hone their computer science skills and knowledge. Providing more quality afterschool and computer science programs is part of a thriving learning ecosystem for all. That is why Kids in Tech has specifically-designed programs that pair hands-on instruction with fun learning opportunities for kids to get excited about technology and becoming tomorrow's innovators.

### **Computer Science**

Through the use of a tiny computer called a "Raspberry Pi" and a programming language called Scratch, students create, and later modify, their own video game along with a two button controller.

### Coding

Students participate in Coding Workshops where they are introduced to Python. They start by learning about coding fundamentals such as variables, loops, and if/then statements. Then, each student is given time to explore at their own pace.

### **App Development**

Students learn the process of designing their own apps by going through the motions; from sketching the idea to market research. Each group presents their mockups and explains how the final product came to be.

### Robotics

Through the use of an app, kids learn to code Root robots powered by iRobot to draw artwork, scan colors, play music, respond to touch, light, and sound, and climb whiteboard walls, all while exploring the fundamentals of robotics.

### Automation

Students trace the history, development, and influence of automation and robotics. They learn about mechanical systems, energy transfer, machine automation, and computer control systems.

### Engineering

The Computer Kit allows students to learn computer science, electronics, and coding while building and using a computer. Pairs assemble the hardware using an engineering blueprint, then learn STEAM concepts in the custom-built software.

### **Human Factors Engineering**

Through a MITRE workshop, students learned the science of physical and psychological characteristics to the design of devices and systems for human use such as their own music app.







### **Race and Ethnicity**

From left to right, students identify as: 75% Latino/Latin, 15% Black/African American, 8% Caucasian, 2% Asian



of our students would attend our afterschool tech club program if it was offered again

### **A Special Thank You**

We are grateful to our Tech Club Program Partners who help us to create after-school programming for area children:

Coalition for a Better Acre Moody Elementary School Lowell Housing Authority

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### According to the Department of Education

"Research shows that early exposure to STEM has positive impacts across the entire spectrum of learning. For example, early math knowledge not only predicts later math success, it also predicts later reading achievement." (National Research Council, 2012)

#### Feedback

What are three things you liked about the program?



Making a computer, field trips, and learning with friends. *Alyssa, age 9* 



Playing on computers, making a computer, and field trips. *Malaki, age 10*   $\star \star \star \star \star$ 

Coding, making a computer, and parts of a computer.

Francis, age 9

Coding, making a computer, and parts of a computer. *Shawn, age 10* 

What are three changes would you like to see in the afterschool tech club Program?



I'm happy with what we did there. *Ariel, age 9* 



More often, longer time, learn more. *Michael, age 10*   $\star$ 

More field trips, coding, and assignments. *Bianca, age 9* 



More field trips,more coding,more assignments. *Tatianna, age 9* 

**Did You Know?** 

STEM workers represent 17% of the total Massachusetts workforce—over 600,000 of a total 3.6 million workers—about one-third higher than the U.S. average of about 13%.

Adjusted for population, Massachusetts has more demand for STEM jobs than almost any other state.

\*Kids in Tech conducts pre-program and post-program survey evaluations of school tech club program students/participants to measure academic

performance and engagement on a yearly basis.

\*\* The survey completion was 80%. We administer our students surveys in a number of ways: electronically; in person during tech club sessions; and through calling our students.



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### **Announcements**

### In the Press

### June 1, 2019- May 31, 2020

This past year, Kids in Tech has been featured in a number of media outlets, with Olu Ibrahim reaching broad audiences through a series of appearances. Olu was featured on WGBH Under the Radar with Callie Crossley, and the STEAM Boston podcast where she showcased her expertise on the importance of STEM education. Olu also got some traction on a Computer Science Education Week Op-ed. AmericanInno sent a reporter from Boston for a sneak peak at Tech Club and a better understanding of how our programming is designed to encourage children to hold an interest in computer engineering.

### **Computer Science Education for All**

### December 11, 2019

Afterschool programs are one way to address the growing need for computer science education. Quality afterschool learning opportunities function as an important part of the computer science learning ecosystem Kids only spend 20% of their time in school and 80% of their time out of school.

### **Trahan Talks Tech**

### November 26, 2019

Trahan spoke with around 10 Kids in Tech participants at the Coalition for a Better Acre on Nov. 6, about her experience as the only female executive at a private sector tech company, then fielded questions about her job in Congress. "It makes it more real, more tangible, everything that they're learning ... It makes it more exciting," Ibrahim said of Trahan's visit.

### Top of the Class: Mass Stem Week Gets Kids Excited About Stem

### October 20, 2019

Most jobs these days require at least some skill in the fields of STEM – Science, Technology, Engineering and Math. Classes in STEM education are integrated in K-12 curriculum across the country and here in the Bay State. That's why for the second year in a row, Massachusetts has instituted a week-long initiative aiming to get kids excited about STEM with a long term goal of building a pipeline of skilled workers ready to join the ranks of its growing STEM workforce. Mass STEM Week includes a variety of special events and activities organized by participating schools and STEM outreach organizations.

### How Kids in Tech Teaches Lowell-area Children About Computer Engineering

### October 11, 2019

This girl, Frances, is one of dozens of kids who meet every two weeks at Coalition for a Better Acre in Lowell. They're all part of Kids in Tech's after-school program, designed to get the children of the Merrimack Valley interested in STEM, with a particular focus on computer science and engineering, while they're still young.





### **Diversity of Our Board of Directors**

#### Gender

From left to right, our Board of Directors identify as: 5 males, 4 females

#### **Race and Ethnicity**

From left to right, our Board of Directors identify as: 5 Black or African American, 3 White or Caucasian, 1 Asian

### **Fund for Digital Equity**

#### COVID-19

The closure of schools due to Covid-19 left 100s of our students without access to the resources required for an education that sets them up for success. Our work in underserved communities continues to address these inequities virtually, delivering mentorship and programming to students in need. Our goal is to supply students with the resources needed to continue their education from home and to participate in our after school tech club program online. A special thank you to our community members who made this possible, in addition to:



\*\*Kids in Tech launched its Fund for Digital Equity Initiative mid- May 2020. Our fiscal year also ends in May; as a result, a large surplus arose towards the end of our fiscal year due to increased in-kind donations and financial contributions towards this effort in the last two weeks of our fiscal year. Kids in Tech will continue to increase spending to support the kids and youth in our programs.

\*\*\*For any information regarding our agency's basic financial information or access to our annual 990 filing, please access the Office of the Massachusetts Attorney General Non-Profits & Charities Page or by emailing us at info@kidsintech.org or by visiting the IRS website.



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## Leadership

**Staff** Olu Ibrahim, *M.Ed., Founder & CEO* 

### **Board of Directors**

*Clerk,* Pierson Devers, *Data Strategy Senior Analyst, MassHealth Co-board Chair,* Greg Franks, *Senior Manager, Government and Regulatory Affairs, Comcast Co-board Chair,* Anthony Britt, *Associate Director of Sector Strategies, Commonwealth Corporation Treasurer,* Jared Long, *Senior Product Manager, Salesforce* Joyya Smith, *Ph.D., Vice President, Diversity, Access, and Inclusion, Suffolk University* Kishore Aradhya, *Head of Data Engineering, Global AI & Data, Bose Corporation* Freya Hurwitz, *Associate Director, Procurement & Operations, TripAdvisor* Marwa Greaves, *Director of Marketing, Global Messaging, Hubspot* Olu Ibrahim, *M.Ed., Founder & CEO, Kids in Tech* 

### **Advisory Council**

NaBeela Washington, Founder, Lucky Jefferson Literary Journal Alicia Bibbs, M.Ed, AHEC Project Coordinator, Georgetown University Dawn Grenier, Grants & Communications Consultant, Dawn Greiner Consulting Jan Hunter, President & CEO, Hunter + Co Communications Felicia Sullivan, Ph.D, Associate Research Director, Jobs for the Future

### **Community Investment**

June 1, 2019- May 31, 2020

### **Business & Organization Partners**

Amazon Smile American Online Giving Foundation Benevity Fund Bernstein Charitable Fund Black Duck Software Boston Scientific Foundation Charities Aid Foundation Coalition for a Better Acre

### **In-Kind Support**

Catchafire Comcast DLA Piper

### **Individual Donors**

Anonymous (x7) Amanda Lu Anthony Britt Antonio Iglesias Bisi Ibrahim Caroline Buzanoski Cybergrants Danette Elllis Dawn Griener Elizabeth Long Felicia Sullivan Freya Hurwitz Gregory Franks Hilary Vaught Cummings Foundation DCU for Kids Foundation Deloitte Dynamics SL Users Group Eastern Bank Charitable Foundation Faith Home, Inc. Frontstream Lenny Zakim Fund Lowell Housing Authority

EMD Sereno Goodwin Proctor HubSpot Mass High Tech Council

Jared Long Joyya Smith Judy Choi/Bergeron Karen Colon Hayes Kevin Brady Kishore Aradhya Lain Anderson Linda Barrington Lucy Leiderman Martha Ring Marwa & Tyler Greaves Maureen Franks Mauton Akron Michael Ibrahim Miriam Naggar Lowell Public Schools Network for Good Paypal Giving Fund Saab Family Foundation Salem State University Salesforce.com/Salesforce.org UK Online Giving Foundation United Way Worldwide Your Cause

Middlesex 3 Coalition Mitre MKS instruments NetScout iRobot

Mr. and Mrs. Richard Hardy Nick and Kay Shanny Nola Ibrahim Olu Ibrahim Pierson Devers Priscilla Scannell Rachel Leist Raija Vaisanen Samir Paul Sarah Williams Sharyn Hardy Suzan Weiss T Long Wendy Greaves Yinka Bakare





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