



Esperanza Academy is a tuition-free, all-girls, middle school, built on justice and centered in joy. We celebrate, challenge, and inspire each student to embrace their brilliance.

Our model answers the call to reimagine what urban education can be.



Transformative Justice actively disrupts the school-to-prison pipeline through restorative justice techniques.



Culture of STEM integrates math and science learning across the school to change the narrative of “who’s good” at these subjects.



Music Therapy counters the negative neurological and emotional effects of Adverse Childhood Experiences.



Community Wealth centers the values, beliefs, and traditions of the local community in the everyday experiences of our students.



Graduate Support is a 12+ year commitment to place each student in high school and support them as first-generation college students.

Our Graduate Support Program Helps Students Build a Roadmap to Their Dream Lives



From the moment they enter our middle school, we uplift our students in a culturally-responsive, comprehensive, and compassionate way.

Our long-term commitment and individualized attention address the barriers alumni face as first-generation, young women of color. As they move through the complicated high school and college application process, without the same social or economic capital of many of their peers, we help close opportunity gaps with psychological, academic, and financial support.

We walk alongside our graduates and positively impact the trajectory of their lives in Lawrence, MA and beyond.




Are you looking to improve your capacity to support students of color?

Together we can advance equity and justice through education.


We Want to Show the World What's Possible When You Invest in a Girl

64 + 224
STUDENTS ALUMNI

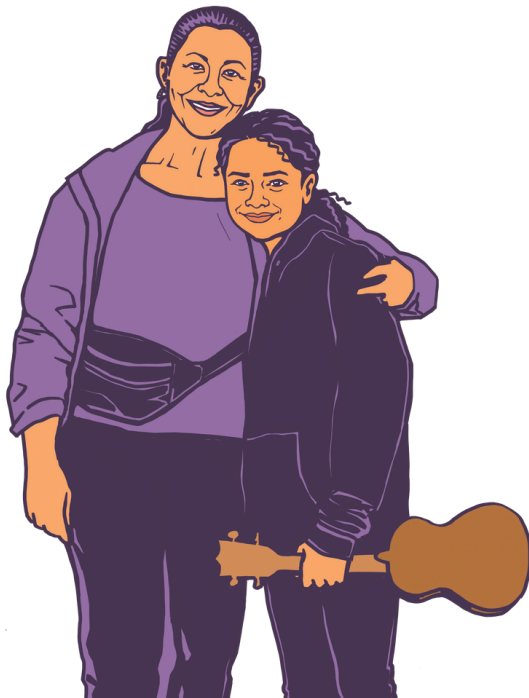
100% **GIRLS**
OF COLOR

100%
GRADUATE

HIGH SCHOOL
39 schools attended


speak a second language
90%

ENROLL IN
77%
COLLEGE

50 colleges attended


70% live with a single parent



Our students bring unique value and perspectives to the world and the world needs them now more than ever. As part of our 12+ year commitment, we provide mentoring and targeted academic, social-emotional, financial, and career-readiness support to our alumni. But we can't do it without the support of partners that believe in the power of uplifting Black and Brown girls.



Education is Our Catalyst

Lasting solutions for multi-generational, persistent poverty require a clear vision and commitment. **Our time-tested model is now proven with 224 alumni thriving in school, work, and life.**

We spend four years developing the social, emotional, and academic well-being of our middle school students. A comprehensive understanding of their interests and talents, along with the unique challenges they face, helps us support graduates in the years after they leave our school.

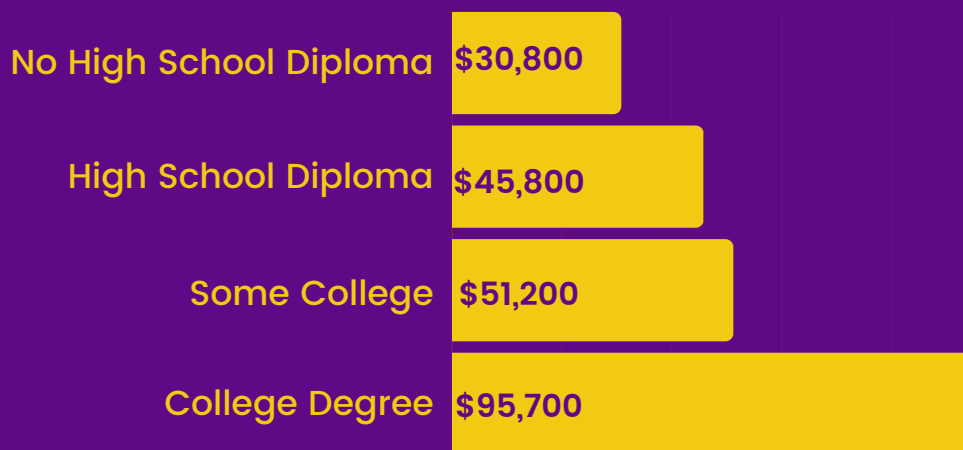
All of our work is grounded in empowerment, self-advocacy, and justice, encouraging graduates to persist, grow, and be prepared for life transitions. Our Graduate Support program works with students and their families to explore their values, identities, and strengths. We help them find the best secondary and post-secondary schools, guide them through admissions processes, provide interview practice, conduct essay-writing workshops, and offer extensive financial aid counseling. **100% of our alumni graduate high school.**

Over 75% of our alumni go on to college. They are first-generation, young women of color from low-income families, who, statistically speaking, should be significantly less likely to complete a post-secondary degree. Our support and intervention help prevent them from leaving early due to financial reasons, inadequate access to resources, or cultural differences.



FACT: Our graduates earn college degrees at a rate 20% greater than those with similar backgrounds.

Education and economic outcomes are highly correlated. Median Family Income varies significantly* whether someone has completed high school, started college, or completed college.



*2020 triennial Survey of Consumer Finances by the Federal Reserve Board



**UNLIMITED
POTENTIAL**



As young women of color and first-generation students, Esperanza Academy graduates are statistically less likely to pursue STEM careers, obtain leadership positions, and receive equitable pay.

We are unapologetically disrupting these statistics with a comprehensive set of strategies that include:

- **coaching**
- **guiding**
- **mentorship**
- **application support**
- **college readiness**
- **paid internships**
- **financial literacy**
- **wellness workshops**



HIGH SCHOOL PARTNERS INCLUDE



FACT: Our 15 eighth-graders received 38 admissions offers on Decision Day last year! Schools offered over \$1.5M in financial aid for the next four years.

At Kimball Union, we have a long history of Esperanza students quickly transitioning to life in our community, contributing substantively to campus life and transitioning on to successful college experiences. Without question, providing the opportunity for students to enroll at our school is primarily based on the merits of the candidates, but it is significantly enhanced by our knowledge that Esperanza's Graduate Support Program ensures a sustained commitment to partnering for success.

Tyler Lewis
KIMBALL UNION ACADEMY

12⁺ YEARS OF GRADUATE SUPPORT

MIDDLE SCHOOL (4 YEARS)

- Help all students explore their values, strengths, and interests and assist all students in finding the best fit secondary schools.
- Place all rising eighth-graders in summer academic enrichment programs.
- Provide interview practice, essay-writing workshops, and extensive financial aid counseling for parents.
- Facilitate the application process from start to finish and provide financial aid assistance to families for successful enrollment.

HIGH SCHOOL (4 YEARS)

- Serve as a liaison and interpreter between secondary school staff and students and their families, and work closely with school staff to generate supplemental support.
- Deliver financial literacy training to graduates and their families, especially related to student loans, scholarship programs, and college acceptance letters.

COLLEGE (4⁺ YEARS)

- Provide academic support, professional mentoring, financial workshops, and access to internship and employment opportunities through our partnerships.
- Connect graduates with local resources and critical support networks that offer comprehensive guidance for first-generation low-income students such as student diversity groups, multicultural associations, and leadership opportunities.
- Develop and deliver programming grounded in empowerment, self-advocacy, and justice, encouraging graduates to persist, grow, and be prepared for life transitions.



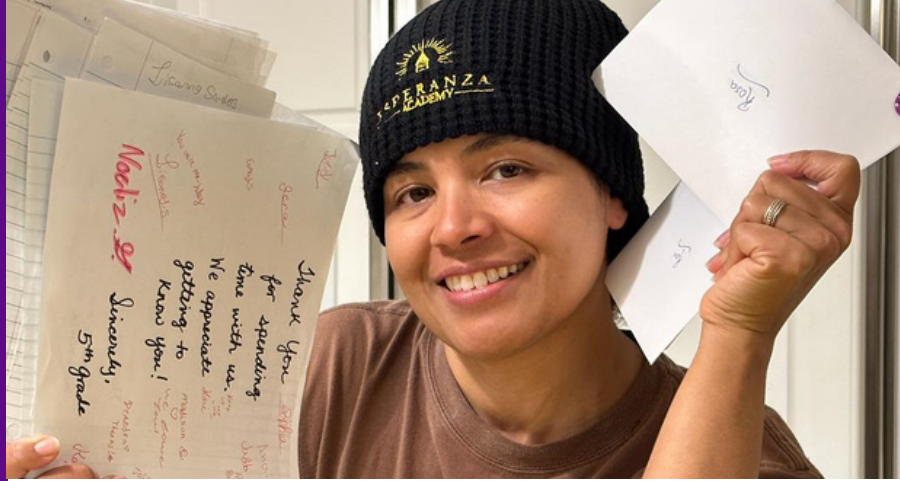
FACT: We maintain a Graduate Support Lounge at Esperanza as a safe and brave space for students to process their experiences and stay connected to the Esperanza Academy community.



Career Readiness

In addition to our 12+ years of graduate support, these three-year goals have been formally adopted by the Esperanza Board of Trustees as part of our Strategic Plan:

-  Partner with corporations and community organizations to help alumni learn about different careers.
-  Support alumni in all work-related application processes.
-  Help alumni build interview and salary negotiation skills.
-  Develop a mentorship program that will connect alumni to leaders in the workforce.




CASE STUDY

Liliana started at Esperanza Academy as a shy fifth grader. She had some catching up to do academically, but by the time she entered sixth grade, she was reading at grade level and exceeding her expected growth in math. She discovered a passion for engineering as a seventh grader on the Destination Imagination team that placed first at a regional competition. In the eighth grade when she set her sights on a boarding school known for its emphasis on STEM, the graduate success team at Esperanza rallied to help her prepare her high school application. Being a first-generation college student meant that even though Liliana was academically ready, her family didn't have experience navigating the complex financial aid process. Esperanza worked closely with Liliana's family to complete her FAFSA form and connect with the school about scholarship opportunities. When her award letter arrived with a comprehensive aid package, our bilingual staff walked her parents through every line and every financial implication of the decision. In her first two years of high school, we connected with Liliana each semester and offered guidance on everything from relating to professors and peers to balancing the multiple responsibilities of academics and part-time work-study. Now that she's a junior we are working collaboratively with her high school advisor to help her think about college majors and find the best fit school to stay on track for her dream job as a civil engineer building bridges and tunnels back home in Lawrence.



FACT: Esperanza has a dedicated Board Committee and three full-time Graduate Success staff that support our alumni in pursuing their educational and professional goals.

Generational Wealth



For our younger alumni, financial literacy usually means understanding award letters, searching for scholarships, and planning repayment options. But we go beyond helping them plan a future without insurmountable educational debt. We proactively help them understand the importance of building generational wealth. In an annual workshop targeted to our college and career-aged graduates, we share strategies to build long-term wealth that will empower the next generation of their families.