

**Mass insight**  
education & research

# Equity in Action

2021 Annual Report



# Partnership

During our fiscal year 2021, Mass Insight Education & Research (Mi) proudly partnered with courageous and dedicated leaders, educators, and students across the country. Our work together resulted in changes to K-12 systems, supported teachers and students, and instilled hope in a better future by putting equity-based strategies into action.

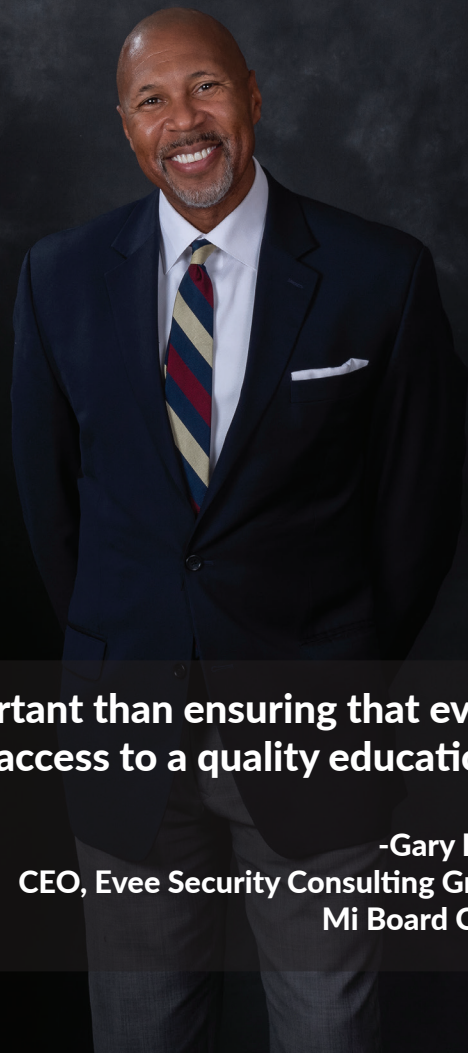
We collaborated with communities and districts to holistically assess and customize strategies to improve educational equity. We worked with teachers and high school leaders to diversify and expand equitable access to advanced coursework. We partnered with leaders in cybersecurity and life sciences to create opportunities for marginalized students to build their knowledge and skills in subjects crucial to the workforce. We advocated for policies to ensure more students receive credit for college courses completed in high school and to recruit and retain teachers of color to our classrooms. In this annual report, you'll learn more about our impact.

As our 2021 fiscal year ended, we celebrated over five years of leadership of our outgoing Board Chair, State Street Executive Dick Taggart. Dick's confident, innovative, and passionate leadership was critical through a transformative time for

Mass Insight. Under Dick's leadership, we secured financial resources to ensure sustainability of our programs, grew and diversified our Board, and provided urgent virtual supports for our districts, schools, teachers and students during the pandemic. Our tremendous appreciation goes to Dick and State Street for their commitment, dedication, and generous contributions.

Last school year, over 5 million students and nearly 9 thousand schools were impacted because of the dedication of our talented staff and partners – states, districts, schools, communities and funders – who share our vision and believe in our mission. In 2022, we'll celebrate Mi's 25th anniversary! We hope you'll celebrate with us by investing in our work to further equity in education and build opportunity for systemically marginalized students, so they are prepared to achieve their academic and personal potential.

Sincerely,  
Susan F. Lusi, Ph.D., President & CEO  
Gary Eevee, Board Chair



**“There is nothing more important than ensuring that every child has access to a quality education.”**

**-Gary Eevee  
CEO, Eevee Security Consulting Group  
Mi Board Chair**



# Equity in Action

We believe that educational equity requires equal opportunities and differentiated supports so that each and every student can thrive. As gaps in educational outcomes widened during the 2020-2021 school year, our programs and services helped address the underlying causes and challenges.

When district and school leaders turned to Mass Insight for help with confronting educational inequities, we were ready to offer support with our equity audits. Our equity audits helped leaders plan and initiate individual and collective action necessary to meet the diverse needs of students, staff, and families and to dismantle inequitable systems and practices. Using data and engaging directly with community members as well as school and district stakeholders, we facilitated school improvement through evidence-based recommendations.

Creative solutions were needed to provide accessible and engaging learning opportunities during another disruptive year of remote and hybrid learning. Our innovative “Science from Home” program provided curriculum-aligned lab equipment directly into the homes of Advanced Placement (AP) biology students – ensuring valuable experiential learning. The program was piloted in Boston and

has expanded to other Massachusetts districts, including Worcester and Springfield.

We also provided subsidies to ensure that AP exams, and corresponding opportunities to earn college credit, were available to students. Our subsidies funded nearly 6000 exams for low-income students.

Because of compelling evidence that teachers of color enhance the learning experience for students of color, we increased our efforts to diversify the teaching workforce by establishing an advisory council of teachers of color. We also launched a grant program to help school districts fund strategies to attract and retain more teachers of color to the classroom.

These are just a few of the ways in which equity intersected with our work in 2021.

**“If every state had a Mass Insight, the diversity of the college-going students in our nation would be entirely different.”**

**-Trevor Packer,  
SVP AP and Instruction, College Board**



**“Mass Insight...from my point of view, is a leader in the movement for educational equity. And I’m proud of what we’ve done together.”**

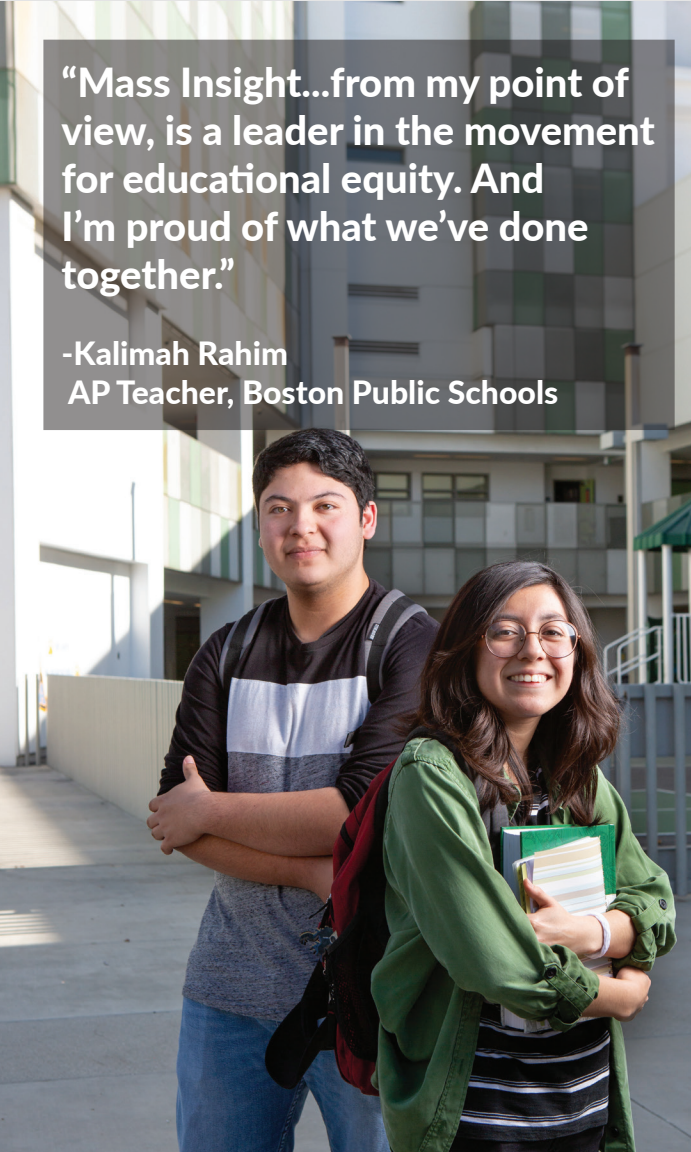
**-Kalimah Rahim  
AP Teacher, Boston Public Schools**

## **Advanced Placement® STEM & English**

For thirteen years, our AP STEM & English program has worked with high schools to increase the participation and performance of Black, Latinx, and low-income students in Advanced Placement (AP) mathematics, science, computer science, and English courses. By supporting AP in partner high schools, Mi is encouraging students, and providing them with the support they need, to take college level courses in high school and earn college credit. Mi worked with nearly 90 high schools in Massachusetts, Connecticut, and Rhode Island, reaching nearly 600 teachers and 10,000 students, making the program one of the most effective public-private education partnerships in Massachusetts.

The shift to remote learning required us to rethink the delivery of services to teachers and students. We organized virtual study sessions to provide students with additional learning time. Mock AP exams were conducted virtually, providing students and teachers with timely feedback on strengths and weaknesses.

Our renowned professional development programs were delivered virtually to over 500 teachers this year. Surveys indicate that even in a virtual format, the vast majority of participants say Mi’s workshops improved their content knowledge and ability to teach AP content.



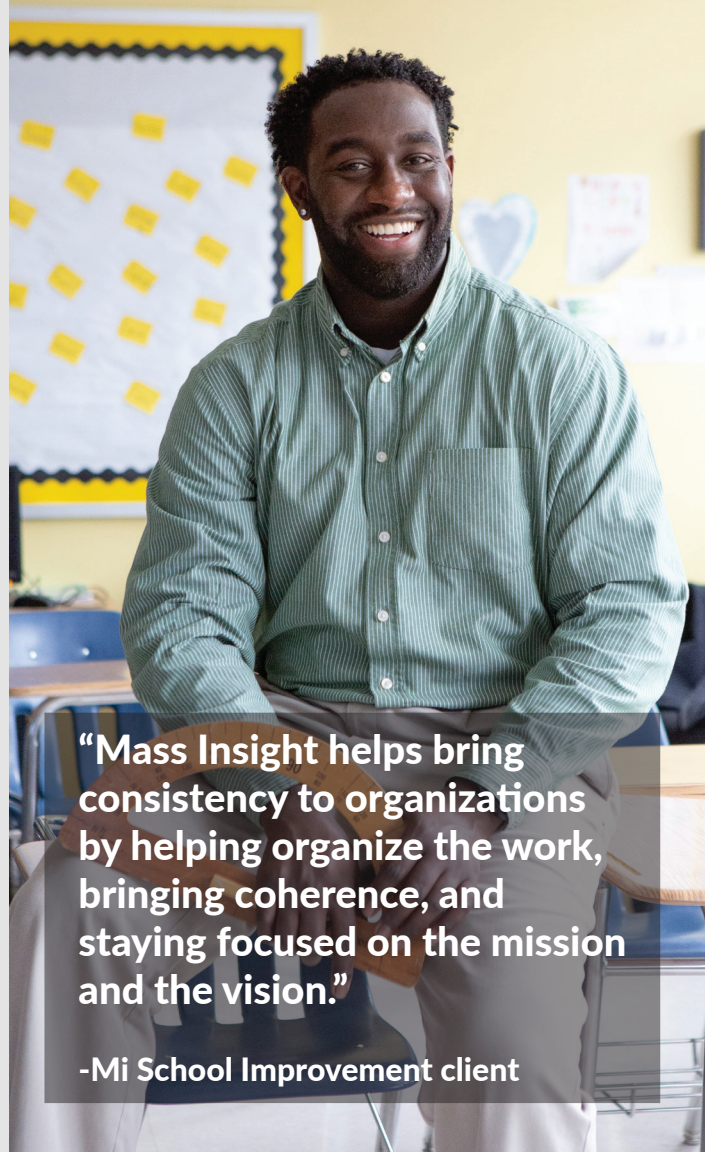


# School Improvement

Partnering with schools, districts, and state education agencies from Massachusetts to Texas, our School Improvement team's approach starts with understanding the local context and conditions affecting educators, students, families, and the community. This year, we worked with school and district leadership teams to build the capacity to implement sustainable change and improve educational outcomes for all students, and particularly those who have been systemically marginalized.

Our equity audits helped districts expand equitable access to quality educational opportunities. Mi's School Improvement efforts reached a diverse student body. The racial/ethnic and socioeconomic composition of the average Mi partner was 74% low-income, 48% Latino, 30% Black, 17% White, and 3% Asian.

By providing diagnostic, planning, and implementation support, our diverse team of former teachers and school and district leaders worked alongside our partners to build on existing strengths and achieve better outcomes for students.



**“Mass Insight helps bring consistency to organizations by helping organize the work, bringing coherence, and staying focused on the mission and the vision.”**

**-Mi School Improvement client**

# By the numbers

Mi in school year  
2020-2021



Our School Improvement team partnered with districts across the country impacting over 8,900 K-12 schools. 100% of partners surveyed responded that they would recommend our team.



Our AP STEM & English Program partnered with nearly 90 high schools in Massachusetts, Connecticut and Rhode Island and provided more than 110,000 hours of additional instruction for students.



Our district equity audits impacted over 16,000 students, with a growing demand for equity audits in the 2021-22 school year.

## Program highlight

Mi's *Science from Home: Lab Kits for Distance Learning* program was made possible thanks to support from the Massachusetts Life Sciences Center and the PTC Foundation and was featured on WBZ Boston's Eye on Education and in Forbes.com as an effective strategy to help advance educational equity.

**769**

Lab Kits  
Provided

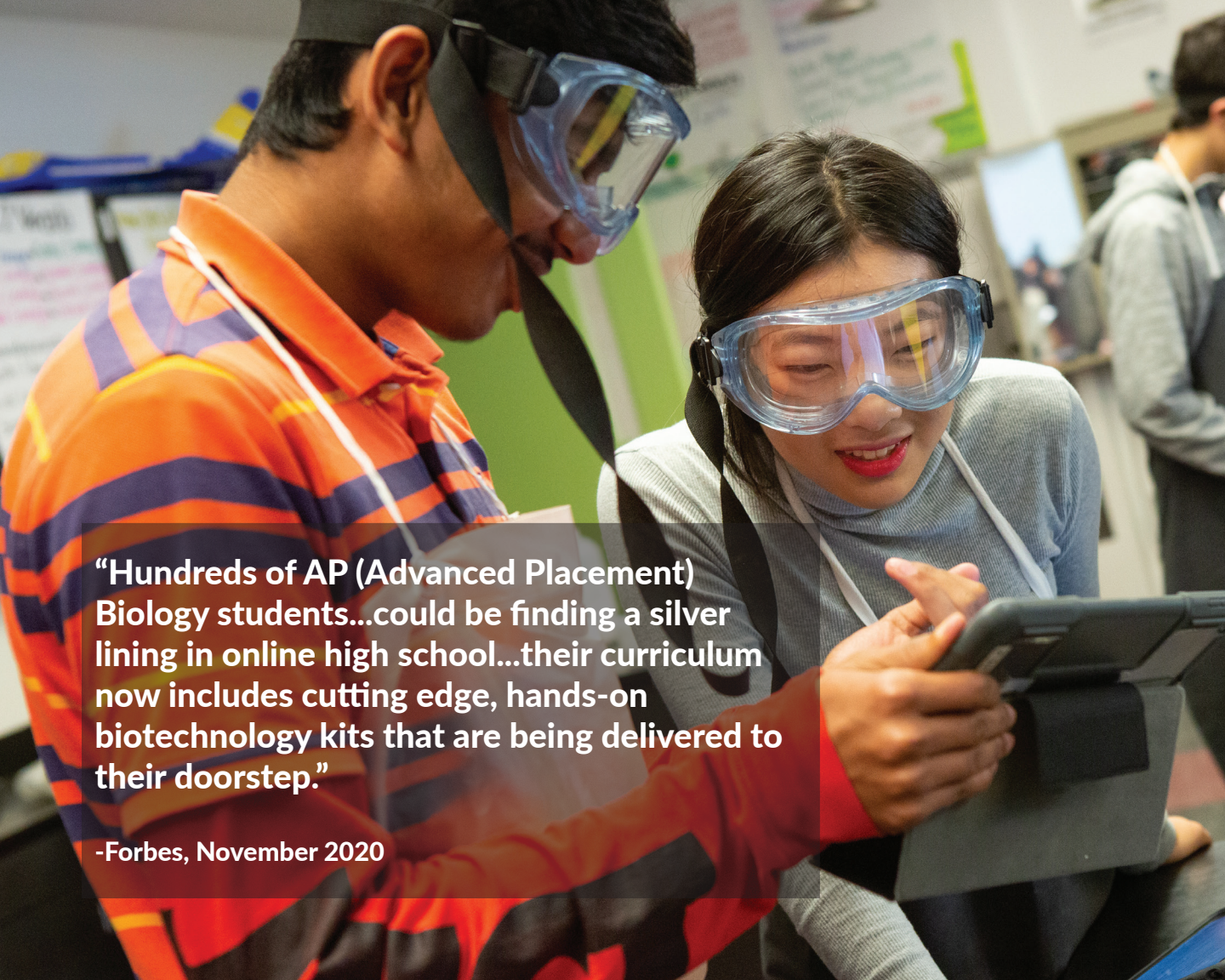
**337**

Students  
Supported

**2,025**

Hours of  
Student  
Lab Work

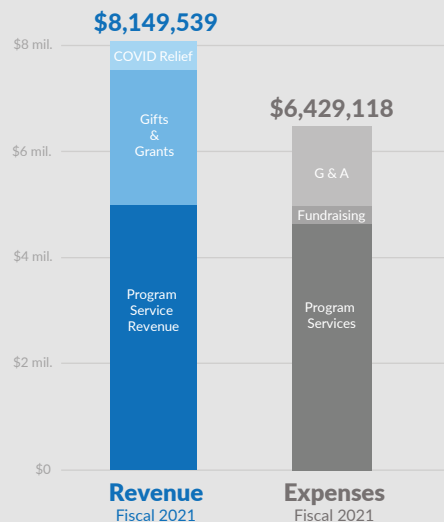
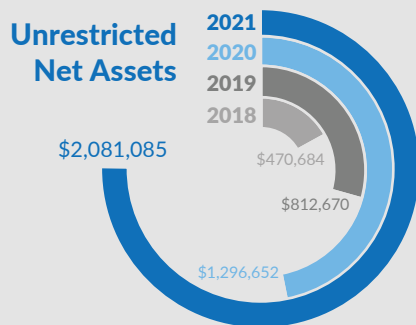


A photograph of two students in a laboratory or classroom setting. On the left, a male student wearing an orange and purple striped polo shirt and blue safety goggles is looking down at a tablet. On the right, a female student wearing a grey turtleneck sweater and blue safety goggles is also looking at the tablet, pointing at the screen with her right hand. The background is slightly blurred, showing other people and lab equipment. A semi-transparent text box is overlaid on the lower left of the image.

**“Hundreds of AP (Advanced Placement) Biology students...could be finding a silver lining in online high school...their curriculum now includes cutting edge, hands-on biotechnology kits that are being delivered to their doorstep.”**

**-Forbes, November 2020**

# Financials



In fiscal 2021, Mi continued to strengthen our financial foundation and risk management reserves to ensure sustainability of our programs. Unrestricted net assets grew by 60%, driven primarily by federal COVID relief. In addition to the growth in unrestricted net assets, \$936,000 of the difference between revenue and expenses represents restricted program funding for fiscal 2022.

Pervasive challenges and uncertainties experienced by our school and district partners resulted in a reduction in program service revenue in fiscal 2021 of approximately \$600,000. However, capitalizing on federal COVID relief allowed Mi to continue to achieve programmatic impact. It also positioned us to invest in staffing expansion in early fiscal 2022 in response to increased demand for our services. As a result, 50% program service revenue growth is already secured as the new fiscal year is underway.

# Our Board of Directors

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# Our funders

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The Bill & Melinda Gates Foundation

## **\$100,000 - \$249,999:**

State Street Foundation

## **\$50,000 - \$99,999:**

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Richard Tutin  
Julie Wright  
Michael Young

\*Michael G. Contompasis  
Giving Society

We are grateful to our  
2021 partners for making  
our work possible.



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