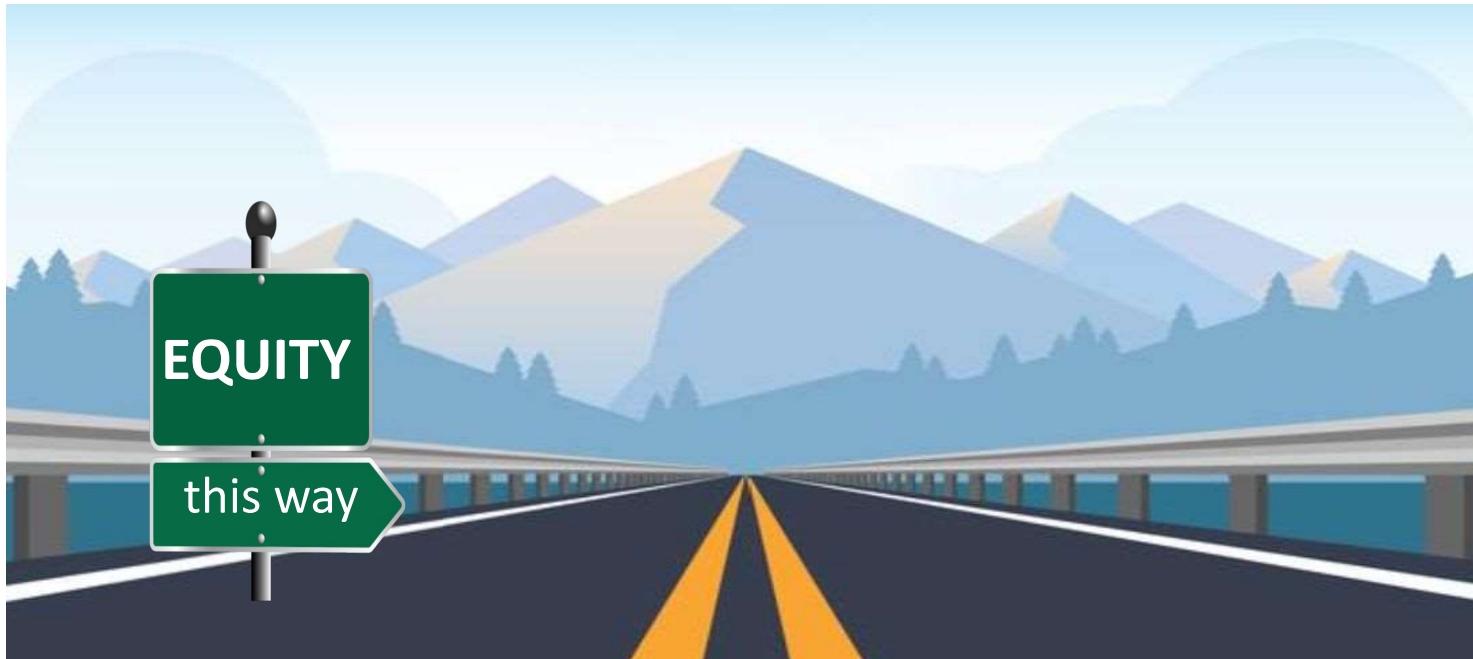


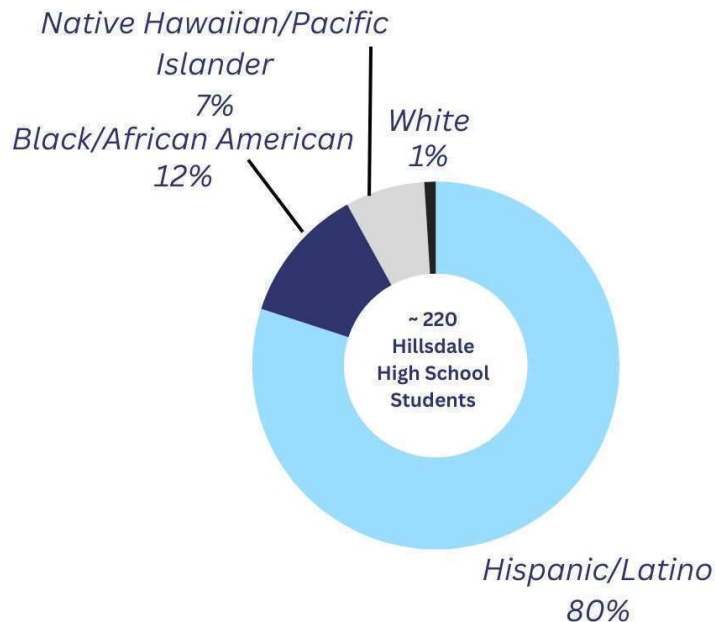


EMPOWER SAN MATEO

A 5 Year Proposal to Achieve Equity for All of Our Students



Who Are Our HHS ~ 200 ETA Students?



- 30% on-track to be **first generation high school graduates**
- 67% could be **first generation college graduates**
- ~40 students are in our Multilingual Learner Program

Over 1000 SM High School Students Live with the Daily Stresses and Burdens of Poverty & Are At Risk for Poor Outcomes.

“Empower San Mateo” could enable the most marginalized students at all of our high schools to reach the district’s goal: every student graduates and every student thrives.



The Opportunity: Every Student Graduates, Every Student Thrives

Expand the Hillsdale Empowerment Through Action program into an ***“Empower San Mateo”*** Public-Private partnership and provide wrap-around support for our most marginalized 6-12th grade students in San Mateo and Foster City.



Leverage & learn from the experience of the **Redwood City Together Public-Private partnership** & replicate their funding model. We want to partner with our neighboring schools to make this opportunity a reality

Why now?

ETA at Hillsdale High School has demonstrated success over the 6 years since initiation. It's a program that can be readily adopted by adjacent schools.

Empower San Mateo has the potential for broad based support from:

- San Mateo City Manager
- City of San Mateo
- County of San Mateo-District Two
- SAMCEDA
- San Mateo Police Chief
- San Mateo Police Activities League
- IBEW 617 and other Trades in SMC
- Large Scale Foundations
- Local Corporations and Businesses

Having a San Mateo and Foster City-wide wrap around support program will facilitate fund raising among the local corporations, developers and philanthropic organizations. **All have:**

- repeatedly indicated a preference to donate to the entire community rather than a single school.
- asked whether the plan is to expand the program to the other high schools in San Mateo.



Wrap-Around Support Improves Outcomes for At-risk Students:

The Empowerment Through Action Pilot Program @ HHS is Successful



The what....

The mission of the **Empowerment Through Action (ETA)**, launched in 2018, is to close the opportunity gap and foster belonging for ~200 of our historically underserved students.



The how...

The innovative and holistic approach consists of a series of empowering actions focused on four key pillars.

Four key pillars: after school tutoring, weekly mentoring, enrichment activities, bridge support into/out of high school, and job/internship placement. Wrap-around support also includes a Community Garden, Peace Pantry Food Bank and Community Closet.



The result...

- In 2024, **94% of ETA participants graduated** compared to 79% for socioeconomically similar peers across the district within our school district and **suspension rates have fallen by 50%.**
- Over **75%** of students reported they **“felt more confident”** and **78%** reported they **“learned positive ways to respond to stress”.**
- Hillsdale transferred only **1.5% of students to PHS** from 2018-2024

Programs & Activities



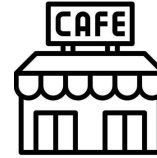
Dedicated afterschool workspace



Tutoring & mentoring



Enriching activities



Entrepreneurship



Peace Pantry Food Bank



Peer to peer mentoring



Middle school<->HHS<-> college
transition support



EMPowerment
THROUGH
Action



Resume/interview
preparation



Community Garden



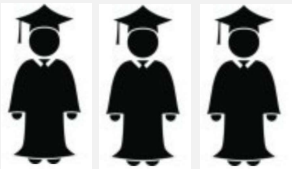
Intern/job
placement



Community Closet



Intended Outcomes



Increase in graduation rates



Increase in self confidence/inner capital



Decrease in suspensions



Decrease in expulsions



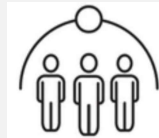
Increased
enrollment in
community & 4
year colleges



Resilient mental health



Social & emotional growth



Increased sense of belonging



Relational trust with
student & family



EMPOWER SAN MATEO

What is the potential for Empower San Mateo?
How do we implement Empower San Mateo?

PROPOSED EMPOWER SAN MATEO ORGANIZATION CHART



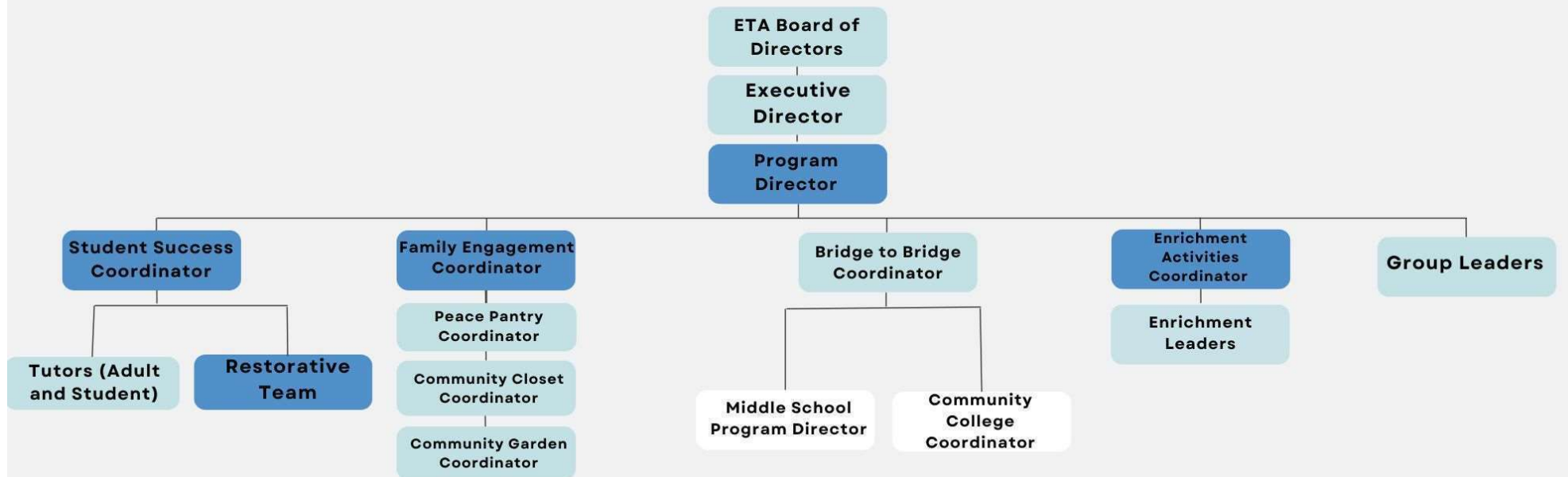
Key

District Funded

ETA Nonprofit Funded
Through Partnership

Middle School
District Funded

PROPOSED EMPOWER SAN MATEO
ORGANIZATION CHART
HIGH SCHOOL LEVEL (ARAGON, HILLSDALE, SAN MATEO)



Key



Budget and Timeline Draft Proposal

Timeline

- AHS & SMHS: Gradual phase in, by grade level, over four years starting in Spring 2026 with the incoming 9th graders
- Middle School: Gradual phase in, by grade level, over three years starting in Spring 2026 with the incoming 6th graders.
- Will scale to full capacity of approximately 1000 students by 2030

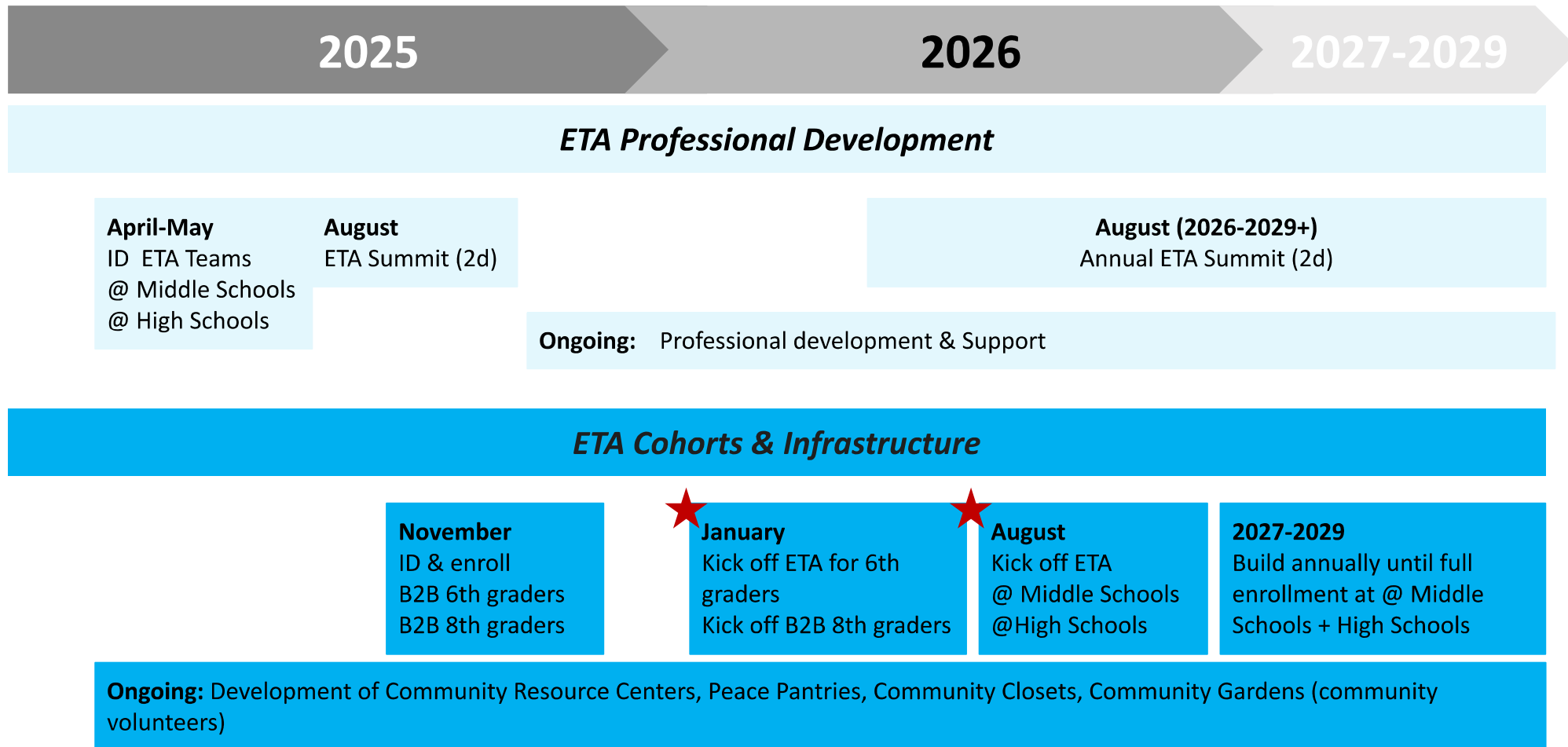
Budget and resource considerations

- Recommend leveraging existing site and district staffing (MTSS Tier Two)
- Investment in proactive and early intervention will lead to long term savings (PHS, Gateway, Support Classes, etc.)

Opportunity for a Public-Private Partnership to fund Empower San Mateo. Involved parties would be SMUHSD, SMFC, SAMCEDA, PAL, City SM , Local businesses, Corporations based in SM & FC, Foundations, Grants, Trades, Alumni, Second Harvest, Each Green Corner)

[Four Year Phase-In Budget](#)

Proposed Roadmap for SM/FC Schools

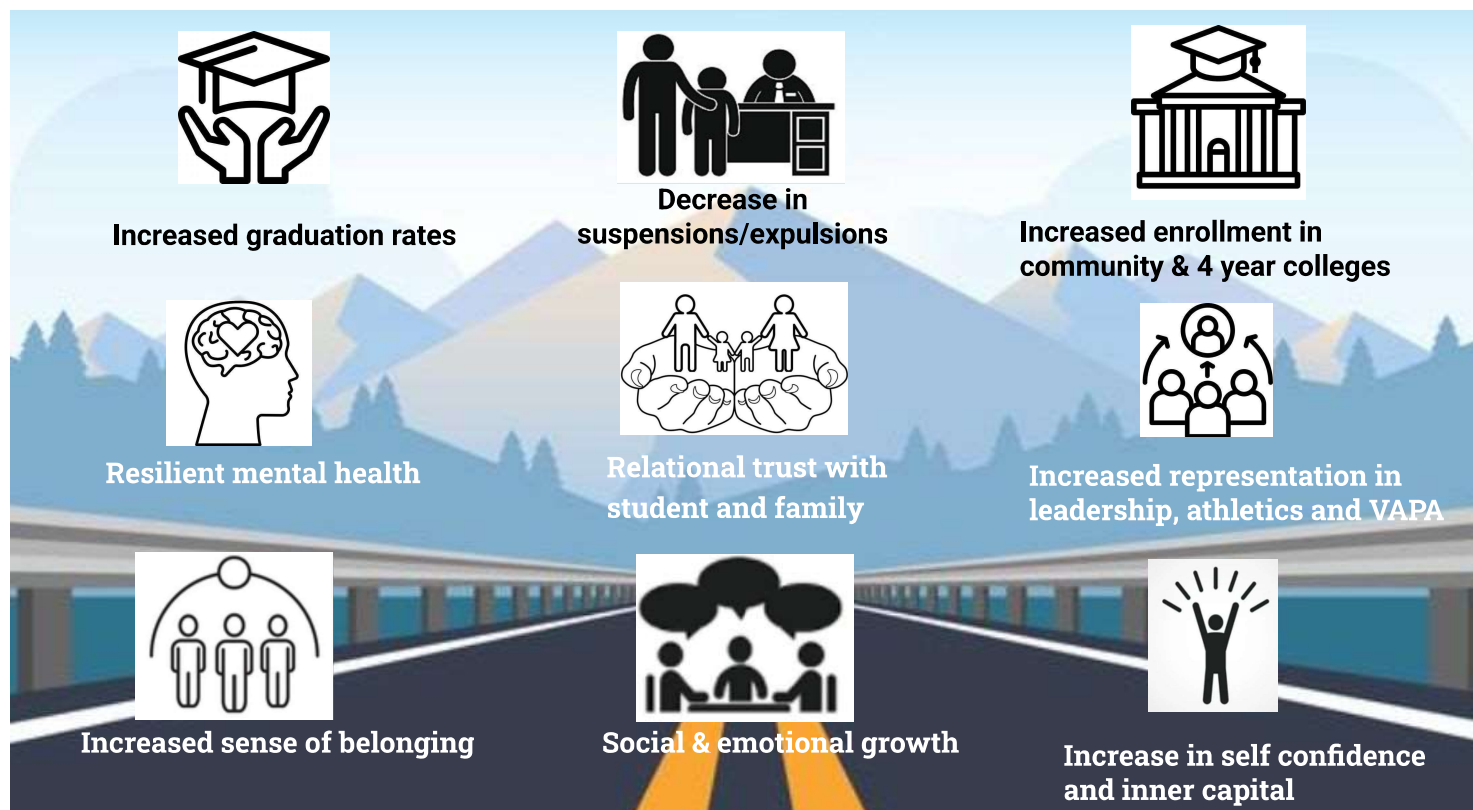


B2B=Bridge to Bridge



THE VISION OF EMPOWER SAN MATEO

Achieving Equity for All Students Through a Public/Private Partnership



What can Empowerment look like on the ground: Rodrigo



OPPORTUNITY: Will you partner with us to empower success and transform the future of ALL historically marginalized students in San Mateo and Foster City?



SAN MATEO
HIGH SCHOOL
Once a Bearcat, Always a Bearcat!



ARAGON
HIGH SCHOOL
Home of the DONS!



- Partner with us to develop a San Mateo & Foster City-wide comprehensive Tier 2.5 program at our schools
- Partner with us in our work to create a public/private partnership “Empower San Mateo” to guarantee funding
- Support the development of a 1 and a 5 year Road Map and initiate execution



Borel Middle School



We all win when we partner together.