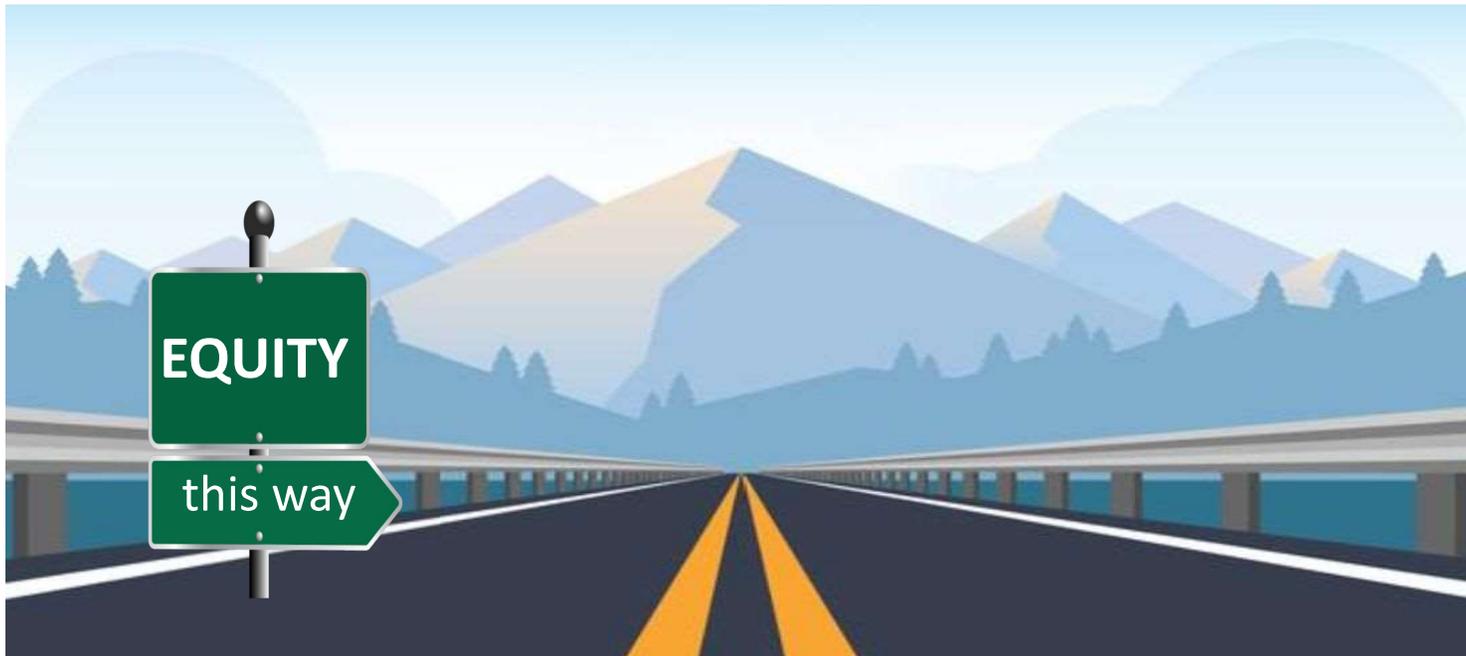


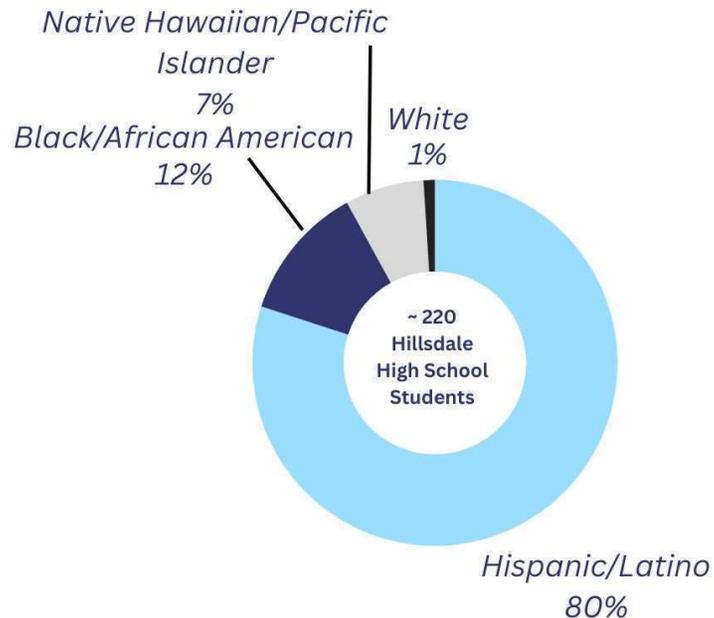


# EMPOWER SAN MATEO

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



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



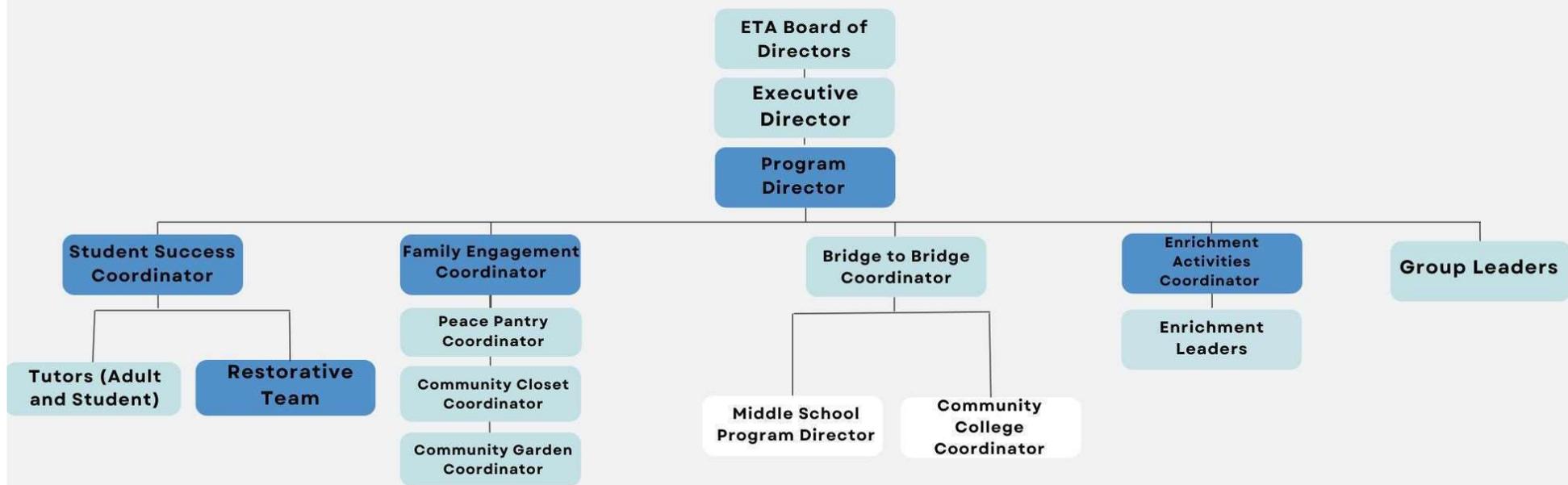
## Key

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**

- District Funded
- ETA Nonprofit Funded Through Public/Private Partnerships
- Middle Schol District Funded

# 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

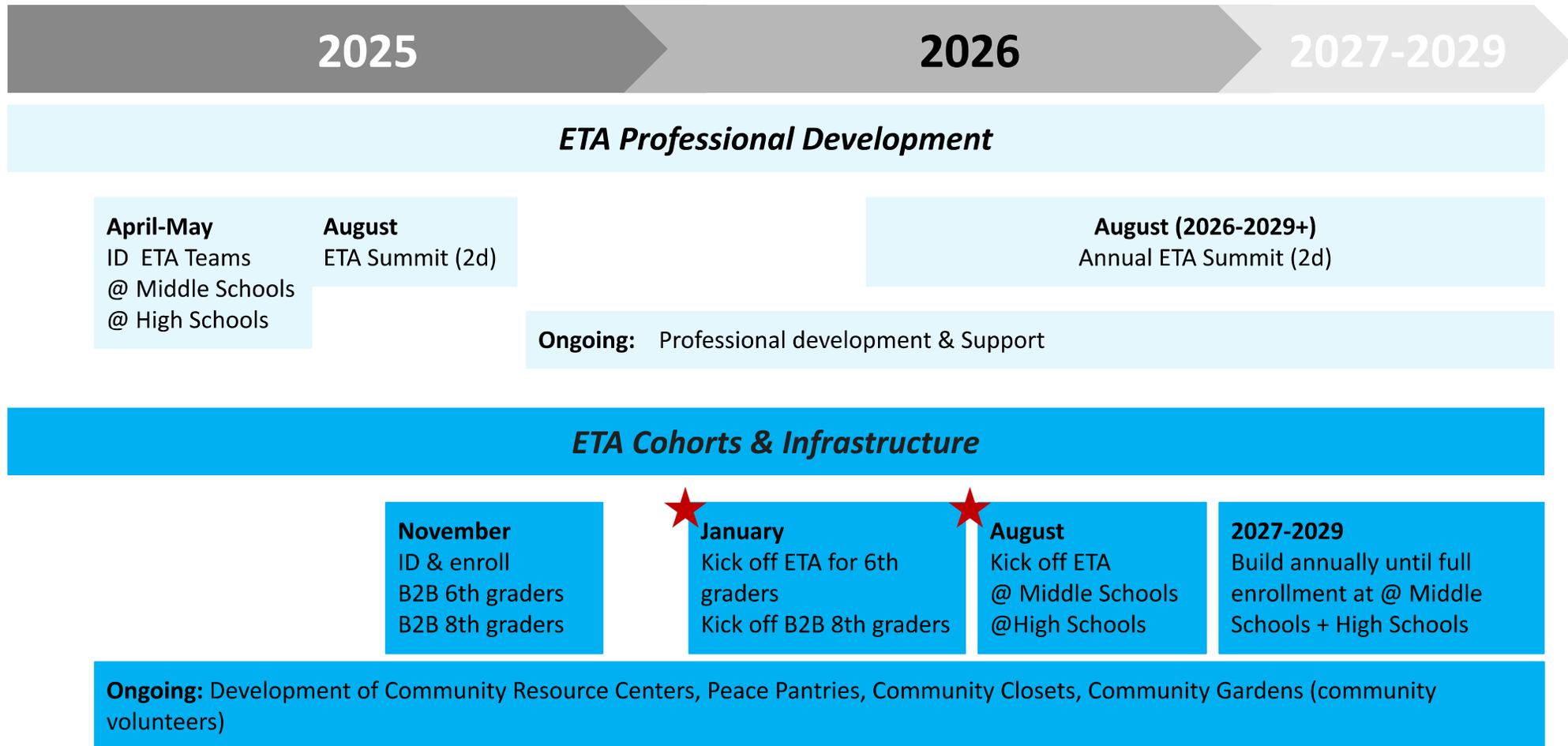
## Budget and resource considerations

- 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

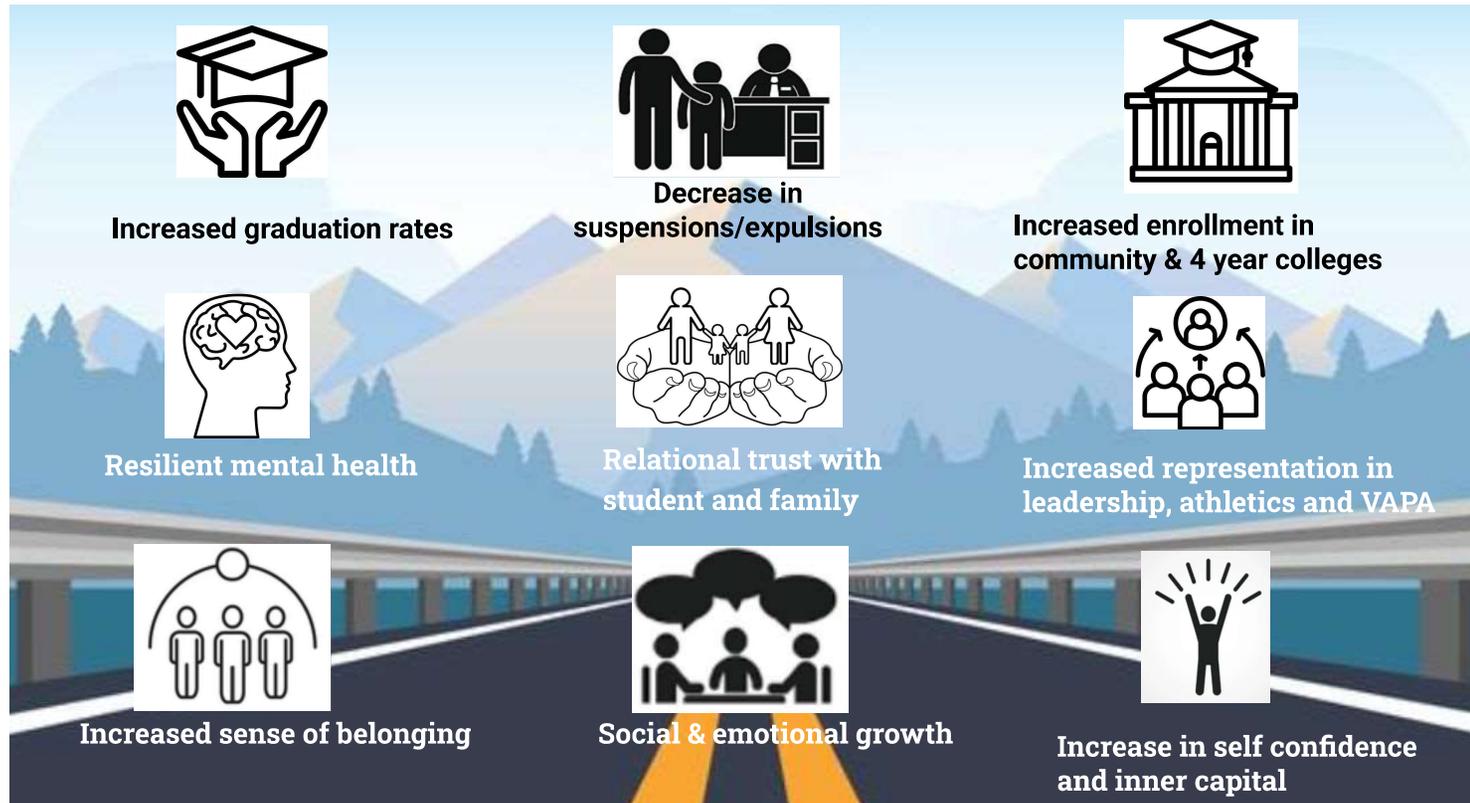


B2B=Bridge to Bridge



# THE VISION OF EMPOWER SAN MATEO

Achieving Equity for All Students Through a Public/Private Partnership



Increased graduation rates



Decrease in suspensions/expulsions



Increased enrollment in community & 4 year colleges



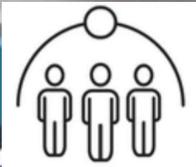
Resilient mental health



Relational trust with student and family



Increased representation in leadership, athletics and VAPA



Increased sense of belonging



Social & emotional growth



Increase in self confidence and inner capital

# 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 DON'S!*



- 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.