What is True2U?

True2U is a volunteer mentoring program that supports 8th graders in the Cleveland Metropolitan School District as they explore their true selves and make their way along the path to college and career readiness.

In small groups, the youth explore their interests and strengths, set goals, and connect these goals to the opportunities offered by the 35 high schools in the District’s portfolio. The mentors work in teams and have the satisfaction of helping shape—and being shaped by—the next generation of Cleveland’s leaders.

True2U has phased in over three years so that, as of the 2017-2018 school year, all 8th graders in the District took part.
First, a thank you. The outpouring of support for True2U and the young people of Cleveland is an incredible display of the caring nature of our community. More than 90 businesses and organizations supported their employees who volunteered as mentors this past year. Over 400 people gave of their time. And 69 community partners have hosted out-of-school experiences. This deep investment by our community made it possible for us to easily expand and serve all 2,500 of the District’s eighth graders, opening their minds to opportunities in a way that will have ripple effects for years to come.

We are thrilled to share this report with you because the data is in—your support is showing results! In the following pages you’ll see the great work being done through True2U, and the growth that our young people are experiencing due to this investment in them. Your support has grown. The program has grown. And so too has the impact on students—the way they see themselves, their potential, and their role in Cleveland.

This is all possible thanks to the incredible engagement of our educators, mentors, and partners. Your investment of time, talent, and love demonstrates to the young people of Cleveland just how much their city cares about them and their futures.

Molly Feghali, Ph.D., True2U Program Director
The community's investment of in-kind staff time and volunteer support has made True2U a force for good in the lives of 5,000 Cleveland youth over the first three years of the program. That's—

31,200 volunteer hours donated, including training and classroom sessions.

$770,328 estimated value of those hours.¹

$1,050,725 total in-kind investment by mentors and partners.

¹Independent Sector, April 2018.
“I am proud that Medical Mutual and our employees continue to avidly support True2U. One of the best ways to build our community is to invest in our youth, and that is exactly what True2U does.

By coaching and teaching mentees, we hope to inspire a group of curious, compassionate and ambitious young adults, who will serve our community for years to come.”

—Rick Chiricosta, Chairman, President and CEO, Medical Mutual of Ohio
Looking back: Promising trends

Active High School Choice

Year 1 saw active high school selection by students and their families increase 24% in True2U Schools, versus the prior year without True2U.¹

In Year 2, active high school selection went up across the district, but True2U buildings experienced more than twice the growth of buildings without the program.²

26.9% increase in True2U schools
10.6% increase in schools without True2U

“The True2U Program has made a tremendous impact. . .
My scholars are developing a sense of urgency—they’ve begun to understand how important it is to take advantage of the opportunities they have in being able to choose their school.”

—Dedria Price, Educator, Mary M. Bethune School

¹CMSD Office of School Choice & Enrollment, 2016.
²Ibid., 2017.
True2U students in **Year 1** showed a statistically significant increase in their **Social Competencies** over the year\(^1\) as measured on the Developmental Assets Profile, or DAP. The DAP assesses a student’s sense of self and external supports, with tests in the fall and spring—before and after True2U participation.

Social Competencies include:

- Resolving conflicts
- Expressing feelings
- Accepting others
- Being sensitive to others
- Planning ahead
- Building friendships
- Resisting peer pressure, and
- Avoiding unhealthy behaviors

**In Year 2,** researchers again found engagement in True2U had a **real impact** on students’ Social Competencies.\(^2\)

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\(^1\)Significant to the .05 confidence level. Begun Center for Violence Prevention Research and Education, Case Western Reserve University, 2016.

\(^2\)Significant to the .01 confidence level. Ibid., 2017.
Year 3 of True2U: Significant Impact

Case Western Reserve University’s Begun Center found statistically significant impacts in four areas measured by the Development Assets Profile (DAP), where prior years showed growth in only one asset area, Social Competencies.

Growth in Internal Assets

Positive Values
A number of positive values on the DAP demonstrated significant gains. Notable increases in this area included:
- Trying to help solve social problems.
- Serving others in the community.
- Standing up for beliefs.

Social Competencies
In Year 3, True2U students made improvements in social competencies, especially related to expressing feelings, resisting negative pressures, and having sensitivity to others.
Gains in External Assets

Empowerment
A statistically significant number of students reported feeling more empowered after participating in True2U. In this area, the greatest number of students made gains in feeling valued, participating in family tasks, and feeling safe in their neighborhood.

Constructive Use of Time
Improvements in students making constructive use of their time were noted in increased time spent in faith-based activities and taking part in creative endeavors such as music, theater, and art as reported by students, versus the period before participating in True2U.

All data cited here are statistically significant to the .05 confidence level, Begun Center for Violence Prevention Research and Education, Case Western Reserve University, 2018.
In their own words. . .

“I learned a lot from the True2U Program. I learned to be more mature, to be yourself no matter what anyone thinks of you, and to stick up for yourself. My favorite part is to see the people getting along and the positive energy that is all around.

What I learned from True2U that I am now putting to use in high school is to be yourself, to embrace what you have, to show everybody what you are, and not to be scared of anybody about how you are. So overall just to embrace yourself.”

—Yoi Johnson, Nathan Hale True2U Year 3 Participant
Campus International High School Class of 2022

96% of students found information in True2U helpful.

69% of students discovered something new about themselves during True2U sessions.
“With the expansion to all CMSD K-8 buildings, the third year of True2U has been full of success. The 22 schools new to True2U experienced

- **10.5% increase in students actively choosing their high school** from the CMSD portfolio while the district as a whole increased 4.8 percentage points.

- In addition, for the first time, **four True2U buildings experienced 100% of their eighth grade students** make high school choices.

I know that this increase is due to the efforts of the CMSD Educators, True2U mentors and community partners. Having someone with real-world experiences at their sides has helped our eighth grade scholars on their journey in selecting their ideal learning environment, positioning them for success in high school and beyond.”

—Eric Gordon, CEO, Cleveland Metropolitan School District

91% of students would recommend True2U to a friend or relative.
Schools served by True2U

In year 3, all CMSD schools with 8th graders participated.

Andrew J. Rickoff School
Adlai E. Stevenson School
Alfred Benesch School
Almira School
Anton Grdina School
Artemus Ward School
Benjamin Franklin School
Bolton School
Buhrer Dual Language School
Campus International School
Case School
Charles Dickens School
Charles Eliot School
Charles Mooney School
Clara Westropp School

Clark School
Daniel Morgan School
Denison School
Dike School of the Arts
Douglas MacArthur Girls Leadership Academy
East Clark School
Euclid Park School
Franklin D. Roosevelt PK-8 Academy
Fullerton School
Garfield School
George Washington Carver School
H. Barbara Booker School
Hannah Gibbons STEM School
Harvey Rice School
Iowa Maple School
International Newcomers Academy at Thomas Jefferson
Joseph M. Gallagher School
Kenneth W. Clement Boys Leadership Academy
Louis Agassiz School
Luis Muñoz Marin School
Marion C. Seltzer School
Marion-Sterling School
Mary B. Martin School
Mary M. Bethune School
Memorial School
Michael R. White School
Miles Park School
Miles School
Mound School
Nathan Hale School
Newton D. Baker School
Oliver H. Perry School
Orchard STEM School

Patrick Henry School
Paul Dunbar School
Riverside School
Robert H. Jamison School
Robinson G. Jones School
Scranton School
Sunbeam School
Tremont Montessori School
Valley View Boys Leadership Academy
Wade Park School
Walton School
Warner Girls Leadership Academy
Waverly School
Whitney Young Leadership Academy
Wilbur Wright School
William Cullen Bryant School
Willow School
Willson School
Workplaces going above & beyond

We appreciate the outpouring of support from community members who have given their time to work with young people, especially the following employers, who had multiple employees volunteer with True2U—

Arconic
Bellaire Puritas Development Corporation
Burten, Bell, Carr Development
The Center for Health Affairs/CHAMPS Healthcare
City of Cleveland
Cleveland Clinic
Cleveland Indians
Cleveland Metropolitan School District
Cleveland Public Library
Cleveland State University
Cleveland Transformation Alliance
College Now Greater Cleveland
Cuyahoga Community College
Cuyahoga County

Cuyahoga Metropolitan Housing Authority
Eaton Corp
Encore Cleveland
Federal Reserve Bank of Cleveland
Greater Cleveland Faith Based Collaborative
Greater Cleveland Partnership
KeyBank
The Lubrizol Corporation
Medical Mutual
Neighborhood Leadership Institute
Pure Water Technology
The Sherwin-Williams Company
Starting Point
University Hospitals
“The mentorship True2U provides is essential to helping kids choose an education that will lead to a successful career. Support during these critical school years helps establish their confidence and develop habits that enable success both in the classroom and in future career opportunities. **Education is a pillar** of our community, and as corporate citizens we must make sure that we **uphold our promise** to help our communities thrive.”

—Kip Clarke, Regional President, KeyBank
Lubrizol’s founders believed that education is critical to building strong businesses and communities. This commitment is just as strong in Lubrizol today as we continue to focus on improving the communities in which our employees live and work. One example is Lubrizol’s ongoing commitment to the True2U Program by annually providing approximately 25 mentors. Through this program, students are introduced to the tools necessary to more fully explore career interests and create an individual plan for success, offering them a brighter future and ensuring Northeast Ohio develops the talent necessary for our region to remain competitive. We are proud to partner with True2U and support its ongoing commitment to education and career readiness.”

—Eric R. Schnur, Chairman, President and Chief Executive Officer, The Lubrizol Corporation
“I believe that True2U’s impact occurs at a very pivotal point in the academic lives of the students. They often do not realize what their true potential is and what they can ultimately become career-wise unless they participate in a program like True2U. It’s a great concept and has great success because everyone on every level of the program is vested in ensuring success for these students!”

– Tia Kline, Medical Mutual of Ohio Year 3 Mentor at Harvey Rice
Mentor Spotlight

“I love seeing the impact it has on the students, and hearing how the program helped them decide on a career path and high school choice. True2U encouraged me to look at my own career path and really take an assessment on where I am in my career and how I got to be here, from middle school to now. I can see how this opens their eyes to different possibilities for careers they may have never heard of, but match with their interests.”

-Danielle Clark, Cuyahoga County
Year 3 Mentor at Campus International

“Participating in True2U as a mentor has started a new self-discovery journey for me. At first I thought that was embarrassing to admit, but on the other hand it is something to pass on to the kids – that you do not have to have it all figured out and that your vision for yourself, how you know yourself, and the paths you want to pursue change over time and during your life and that is okay. It is about being prepared for that. So I would say that I have learned a ton from the program.”

-Summer Paris, ArcelorMittal
Year 3 Mentor at Tremont Montessori
“True2U has given me insight into the lives of the many, many intelligent and capable students at the school where I mentor. Being part of a program that aims to improve their lives through a fun yet introspective curriculum is the best and most rewarding volunteer program that I can imagine. The students gain valuable insight into who they are, what they can become, and are given the tools to make their high school experience beneficial.”

– Tom Keir, Retired, The Lubrizol Corporation
Year 3 Mentor at Willson
**Summer** Our team recruits volunteer mentors through the business, nonprofit, faith-based and public sectors throughout Cleveland.

Mentors apply online, and are interviewed by staff.

Program supplies including curricula, snacks & games are boxed up.

And shipped to the schools.

**Fall**

The program kicks off at Cleveland Metroparks Zoo.

Mentor orientation sessions begin.

Mentor networking and training help polish facilitation skills and offer a deeper dive into the curriculum.

Finding Your Strengths

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<th>Mentor Training</th>
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<td>In-school Open House</td>
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<td>Session 1</td>
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Field trips take students out of the classroom for behind the scenes tours of local workplaces to see first-hand the kinds of careers available. College campus tours round out the experience.
Get involved in True2U

Mentor applications are available March-September. Visit true2umentor.org to apply, get program updates, and to be added to the True2U outreach list, or call (216) 812-8700 for the staff listed below.

Molly Feghali, Program Director
molly@neighborhoodleadership.org

Khalid Ali, Program Coordinator
khalid@neighborhoodleadership.org

Lindsay Hershberger, Program Coordinator
lindsay@neighborhoodleadership.org

Corporate partners interested in engaging with True2U—including workplace visits and employee mentoring opportunities—can reach out to Angela Finding, Director of Education and Workforce at the Greater Cleveland Partnership, at afinding@gcpartnership.com, or (216) 592-2385.

CMSD constituents with questions can contact:
Program Manager Audrey Davis, (216) 838-0286 | Audrey.Davis@clevelandmetroschools.org
Program Coordinator Megan Williams, (216) 838-0297 | Megan.Williams@clevelandmetroschools.org.

. . . and stay in touch!
True2U is made possible by community leaders committed to empowering youth with a clear sense of themselves, their values and strengths, and a vision of the future built on their interests. That commitment is embodied in our leadership team, which works to recruit mentors from the business community, churches, and civic organizations.

Dale Robinson Anglin, Program Director, Youth & Social Services
Cleveland Foundation

Anthony Battaglia, Director of Career and College Readiness
Cleveland Metropolitan School District

Katie Brennan, Program Officer, Education
Cleveland Foundation

Audrey Davis, Program Manager, True2U
Cleveland Metropolitan School District

Rev. Timothy Eppinger, Pastor, God’s Tabernacle Church
Executive Director, Greater Cleveland Faith-Based Initiative

Molly Feghali, Ph.D., Program Director, True2U
Neighborhood Leadership Institute

Angela Finding, Director, Education & Workforce
Greater Cleveland Partnership

Kevin McDaniel, Executive Director
Neighborhood Leadership Institute

Shana F. Marbury, Esq., General Counsel
Senior Vice President, Education & Workforce
Greater Cleveland Partnership
“True2U is like a light for our 8th graders. I’ve seen scholars who had no idea what to do with their lives at the beginning of the program move to knowing exactly which high school is the right fit for them. And beyond that, they know what they want to accomplish with their futures by the time the program is finished.”

—Theresa Jordan, Educator, Wade Park School