



NEW HAVEN PUBLIC SCHOOLS
AGREEMENT COVER SHEET

Cover Sheet is an Internal Document for Business Office Use

Please Type

Contractor full name: PIMOSH

Doing Business As, if applicable:

Business Address: 220 Grand Avenue, Box 323, New Haven, CT 06513

Business Phone: 203-617-8839

Business email: patrina@pimosh.net & info@pimosh.net

Funding Source & Acct # including location code:

- Title 1 C/O: 2531-5265-56694-0444

Principal or Supervisor: Gemma Joseph Lumpkin

Agreement Effective Dates: From 07/01/2023. To 09/30/2023.

Hourly rate or per session rate or per day rate.

- \$3,750.00 per week, for 5 weeks, \$75 per student per week, 50 students

Total amount: \$18,750.00

Description of Service: Please provide a one or two sentence description of the service. *Please do not write "see attached."*

- PIMOSH will be servicing (50) K-12 NHPS students during the summer for 5 weeks where students will be provided a blend of academic enrichment, creative arts, and recreational activities designed to promote positive youth development and build new skills. Programming will be tailored to the grade level of the participating student. Elementary school students will focus on reading, writing, and math skills, as well as interactive arts and technology activities that enhance learning. Middle school students will have access to academic support in core subjects and opportunities for creative expression through the arts and technology. High school students will receive college preparation support, including help with application completion, FAFSA preparation, SAT coaching, and scholarship search. Student will also be exposed to various guest speakers from different industries, and field trips to expose students to new experiences and learning opportunities.

Submitted by: Gemma Joseph Lumpkin Phone: 475-220-1061



NEW HAVEN PUBLIC SCHOOLS

Memorandum

To: New Haven Board of Education Finance and Operations Committee

From: Gemma Joseph Lumpkin

Date: 6/6/23

Re: PIMOSH

Please **answer all questions and attach any required documentation as indicated below.** Please have someone **ready to discuss** the details of each question during the Finance & Operations meeting or this proposal might not be advanced for consideration by the full Board of Education.

1. **Contractor Name:** PIMOSH
2. **Description of Service:** PIMOSH will be servicing (50) K-12 NHPS students during the summer for 5 weeks where students will be provided a blend of academic enrichment, creative arts, and recreational activities designed to promote positive youth development and build new skills. Programming will be tailored to the grade level of the participating student. Elementary school students will focus on reading, writing, and math skills, as well as interactive arts and technology activities that enhance learning. Middle school students will have access to academic support in core subjects and opportunities for creative expression through the arts and technology. High school students will receive college preparation support, including help with application completion, FAFSA preparation, SAT coaching, and scholarship search. Student will also be exposed to various guest speakers from different industries, and field trips to expose students to new experiences and learning opportunities.
3. **Amount** of Agreement and hourly or session cost: \$18,750.00
 - a. \$3,750.00 per week, for 5 weeks, \$75 per student per week, 50 students
4. **Funding Source** and account number:
 - a. Title 1 C/O: 2531-5265-56694-0444
5. Approximate number of staff served through this program or service:0
6. Approximate number of students served through this program or service: 50
7. **Continuation/renewal or new Agreement?**

Answer all questions:

 - a. If continuation/renewal, has the cost increased? If yes, by how much?
 - i. N/A
 - b. What would an alternative contractor cost:

- i. Alternative contractors providing similar service are charge \$90-\$200 a week per student.
- c. If this is a continuation, when was the last time alternative quotes were requested?
 - i. Quoted requested during 2023 RFQ process
- d. For new or continuation: is this a service existing staff could provide. If no, why not?
 - i. No, PIMOSH staff are trained to have a continued understanding of youth development needs and specific course training to service various grade level of students who participate.

8. Type of Service:

Answer all questions:

- a. Professional Development?
 - i. No
 - ii. If this is a professional development program, can the service be provided by existing staff? If no, why not?
- b. After School or Extended Hours Program?
 - i. Extended School hours
- c. School Readiness or Head Start Programs?
 - i. No
- d. Other: (Please describe)

9. Contractor Classification:

Answer all questions:

- a. Is the Contractor a Minority or Women Owned Business?
 - i. Yes
- b. Is the Contractor Local?
 - i. Local
- c. Is the Contractor a Not-for-Profit Organization? If yes, is it local or national?
 - i. Local Non-profit
- d. Is the Contractor a public corporation?
- e. Is this a renewal/continuation Agreement or a new service?
 - i. New Service
- f. If it is a renewal/continuation has cost increased? If yes, by how much?
 - i. N/A
- g. Will the output of this Agreement contribute to building internal capabilities? If yes, please explain:

10. Contractor Selection: In this section, please describe the selection process, including other sources considered and the rationale for selecting the contractor. Please answer all questions:

- a. What specific skill set does this contractor bring to the project? Please attach a copy of the contractor's resume if an individual or link to contractor website if a company:
 - i. PIMOSH offers New Haven Public Schools students a comprehensive summer program which includes a blend of academic enrichment, creative arts, and recreational activities designed to promote positive youth development and build new skills.

- ii. <https://www.pimosh.net/>
- b. How was the Contractor selected? Quotes, RFP/RFQ, Sealed Bid or Sole Source designation from the City of New Haven Purchasing Department?
 - i. RFQ
- c. Is the contractor the lowest bidder? If no, why? Why was this contractor selected?
 - i. Yes, the contractor was selected for being able to provide engaging programming to students that encourages educational enrichment and exploratory learning.
- d. Who were the members of the selection committee that scored bid applications?
 - i. Arthur Edwards, Lysie Rodriguez, Gemma Joseph Lumpkin, Christian Tabares, Dianne Stewart, Frankie Roman, Jose Camacho, Adrienne Douglas.
- e. If the contractor is Sole Source, please attach a copy of the Sole Source designation letter from the City of New Haven Purchasing Department.

11. Evidence of Effectiveness & Evaluation

Answer all questions

- a. What **specific need** will this contractor address and how will the contractor's performance be measured and monitored to ensure that the need is met?
 - i. PIMOSH will provide a blend of academic enrichment, creative arts, and recreational activities designed to promote positive youth development and build new skills. These activities will aim to avoid the academic decline students experience in the summer. The program will be monitored using the APT tool, which assess the overall quality of the programs staffing, staff's engagement with students and families, collaboration with NHPS staff, transitioning of students and activities offered.
- b. If this is a **renewal/continuation service** attach a copy of the evaluation or archival data that demonstrates effectiveness.
 - i. Documentation attached
- c. How is this service aligned to the District Continuous Improvement Plan?
 - i. Participants engage in high-quality programming in which they receive support and participate in various classes which enhance their personal and academic growth and prepares them for the next grade or life beyond high school.

12. Why do you believe this Agreement is fiscally sound?

- a. This agreement provides an array of services that support the academic and personal growth of our students. At \$75 a student per week, \$15 a day for 7 hours of programming, this programming brings tremendous value to those students who participate.

13. What are the implications of not approving this Agreement?

- a. Implications of not approving this agreement would be mean there would be less programming efforts for students to continue enhancing personal and academic growth. Also, we would be restricting students the opportunity to attend safe programming outside of school hours. The lack of enrichment activities may lead to a negative effect in student behaviors and attendance throughout the school's year.



NEW HAVEN PUBLIC SCHOOLS

AGREEMENT
By And Between
The New Haven Board of Education
AND

(PIMOSH)

FOR DEPARTMENT/PROGRAM:

(Youth, Family, and Community Engagement)

This Agreement entered into on the 6 day of June 2023, effective (no sooner than the day after Board of Education Approval), the 1 day of July, 2023, by and between the New Haven Board of Education (herein referred to as the “Board” and, PIMOSH located at, 220 Grand Avenue, Box 323, New Haven, CT 06513 (herein referred to as the “Contractor”).

Compensation: The Board shall pay the contractor for satisfactory performance of services required the amount of \$3,750.00 per week, for a total of 5 weeks.

The maximum amount the contractor shall be paid under this agreement: Eighteen Thousand, Seven Hundred and Fifty Dollars (\$18,750.00). Compensation will be made upon submission of an itemized invoice which includes a detailed description of work performed and date of service.

Fiscal support for this Agreement shall be by Title 1 C/O **Program** of the New Haven Board of Education, **Account Number:** 2531-5265-56694 **Location Code:** 0444.

This agreement shall remain in effect from 07/01/2023 to 09/30/2023

SCOPE OF SERVICE: *In the space below, please provide brief summary of service.*

- PIMOSH will be servicing (50) K-12 NHPS students during the summer for 5 weeks where students will be provided a blend of academic enrichment, creative arts, and recreational activities designed to promote positive youth development and build new skills. Programming will be tailored to the grade level of the participating student. Elementary school students will focus on reading, writing, and math skills, as well as interactive arts and technology activities that enhance learning. Middle school students will have access to academic support in core subjects and opportunities for creative expression through the arts and technology. High school students will receive college preparation support, including help with application completion, FAFSA preparation, SAT coaching, and scholarship search. Student will also be exposed to various guest speakers from different industries, and field trips to expose students to new experiences and learning opportunities.

Exhibit A: Scope of Service: Please attach contractor's detailed **Scope of Service** on contractor letterhead with all costs for services including travel and supplies, if applicable.

Exhibit B: Student Data Privacy - attached

Exhibit C: *Contractor's Declaration Attesting to Compliance with Executive Order No. 13G – form must be completed by the contractor. See attached form for contractors who are working with students or staff in school or in after school programs, regardless of location.*

APPROVAL: This Agreement must be approved by the New Haven Board of Education **prior to service start date**. Contactors **may begin service no sooner than the day after Board of Education approval.**

HOLD HARMLESS: The Contractor shall insure and/or indemnify the Board and its members, employees and agents against all claims, suits, and expenses, including reasonable attorney's fees, in connection with loss of life, bodily injury or property damage arising from any neglect act or omission of the Contractor or its employees or agents. Further, the Contractor covenants and agrees that it shall hold the Board and its members, employees and agents harmless against any and all claims, suits judgments of any description whatsoever caused by the Contractor' breach of this agreement or based upon the conduct of the Contractor, or its agents or its employees or arising out of in connection with their activities under this agreement.

TERMINATION: The Board may cancel this agreement for any reason upon thirty (30) days' written notice sent to the Contractor by certified U.S. mail, return receipt requested; provided however, that the Board shall be responsible to the Contractor for all services rendered by the Contractor through the last day of thirty (30) day notice period, as long as the Agreement was approved by the Board prior to the start date of service.



Contractor Signature

President
New Haven Board of Education

6/6/23

Date

Date

Patrina Reddick, MSW, Co-Founder & Exective Director

Contractor Printed Name & Title

Revised: 9-27-21



NEW HAVEN PUBLIC SCHOOLS

EXHIBIT B

**STUDENT DATA PRIVACY AGREEMENT
SPECIAL TERMS AND CONDITIONS**

For the purposes of this Exhibit B "directory information," "de-identified student information," "school purposes," "student information," "student records," "student-generated content," and "targeted advertising" shall be as defined by Conn. Gen. Stat. § 10-234aa.

1. All student records, student information, and student-generated content (collectively, "student data") provided or accessed pursuant to this Agreement or any other services agreement between the Parties are not the property of, or under the control of, the Contractor.
2. The Board shall have access to and the ability to delete student data in the possession of the Contractor except in instances where such data is (A) otherwise prohibited from deletion or required to be retained under state or federal law, or (B) stored as a copy as part of a disaster recovery storage system and that is (i) inaccessible to the public, and (ii) unable to be used in the normal course of business by the Contractor. The Board may request the deletion of any such student information, student records or student-generated content if such copy has been used by the operator to repopulate accessible data following a disaster recovery. The Board may request the deletion of student data by the contractor within two (2) business days of receiving such a request and provide to the Board confirmation via electronic mail that the student data has been deleted in accordance with the request, the date of its deletion, and the manner in which it has been deleted. The confirmation shall contain a written assurance from the Contractor that proper disposal of the data has occurred in order to prevent the unauthorized access or use of student data and that deletion has occurred in accordance with industry standards/practices/protocols.
3. The Contractor shall not use student data for any purposes other than those authorized pursuant to this Agreement.
4. A student, parent or legal guardian of a student may review personally identifiable information contained in student data and correct any erroneous information, if any, in such student data. If the Contractor receives a request to review student data in the Contractor's possession directly from a student, parent, or guardian, the Contractor agrees to refer that individual to the Board and to notify the Board within two (2) business days of receiving such a request. The Contractor agrees to work cooperatively with the Board to permit a student, parent, or guardian to review personally identifiable information in student data that has been shared with the Contractor, and correct any erroneous information therein.

5. The Contractor shall take actions designed to ensure the security and confidentiality of student data.
6. The Contractor will notify the Board, in accordance with Conn. Gen. Stat. § 10-234dd, when there has been an unauthorized release, disclosure or acquisition of student data. Such notification will include the following steps:

Upon discovery by the Contractor of a breach of student data, the Contractor shall conduct an investigation and restore the integrity of its data systems and, without unreasonable delay, but not more than thirty (30) days after such discovery, shall provide the Board with a more detailed notice of the breach, including but not limited to the date and time of the breach; name(s) of the student(s) whose student data was released, disclosed or acquired; nature of and extent of the breach; and measures taken to ensure that such a breach does not occur in the future.

7. Student data shall not be retained or available to the Contractor upon expiration of the contract between the Contractor and Board, except a student, parent or legal guardian of a student may choose independently to establish or maintain an electronic account with the Contractor after the expiration of such contract for the purpose of storing student- generated content.
8. The Contractor and Board shall each ensure their own compliance with the Family Educational Rights and Privacy Act of 1974, 20 U.S.C. § 1232g, as amended from time to time.
9. The Contractor acknowledges and agrees to comply with the above and all other applicable aspects of Connecticut's Student Data Privacy law according to Connecticut General Statutes §§ 10-234aa through 10-234dd.
10. The Parties agree that this Agreement controls over any inconsistent terms or conditions contained within any other agreement entered into by the Parties concerning student data.

2023-24 PIMOSH @ New Haven Public Schools - A Comprehensive Proposal

Submitted by: Patrina Reddick, MSW
May 5, 2025



Dear New Haven Public Schools,

PIMOSH is excited to submit a proposal for our youth programming services. Our experienced and dedicated staff will provide a safe and engaging learning environment for students to grow. Our scope of work includes providing academic support, arts education, technology training, and youth development for elementary, middle, and high school students.

We propose a price per session of \$75 per student, with a capacity of 50-75 students per site. Our programming will be available for this proposal's designated hours, including summer programming and before and after school sessions. We are committed to providing high-quality programming that aligns with NHPS standards for continuous quality improvement of youth development practices.

Our program for elementary school students will focus on reading, writing, and math skills, as well as interactive arts and technology activities that enhance learning. Middle school students will have access to academic support in core subjects and opportunities for creative expression through the arts and technology. High school students will receive college preparation support, including help with application completion, FAFSA preparation, SAT coaching, and scholarship search.

Through ongoing training and professional development opportunities, we ensure all our staff members have baseline knowledge and understanding of youth development best practices. We will also utilize the CT Afterschool Network's resources to build our staff's capacity and ensure that our programming aligns with NHPS standards.

Thank you for considering our proposal. We are passionate about providing high-quality programming to the youth of New Haven and look forward to the opportunity to collaborate with NHPS.

Respectfully,

~ Patrina Reddick, MSW

PIMOSH Co-Founder & Executive Director

2023-24 Summer Programming

PIMOSH is excited to offer New Haven Public Schools (NHPS) students a comprehensive summer program. Our program will include a blend of academic enrichment, creative arts, and recreational activities designed to promote positive youth development and build new skills. Our agenda will run for 4-6 weeks from July to August, Monday through Friday, from 9 (8:30 am breakfast) to 3:30 pm.

Academics: Summer Tutorial & Enrichment Program (STEP): Our program will provide engaging and interactive educational enrichment activities to support NHPS students in math, literacy, and science. We will utilize the curriculum from NHPS and incorporate project-based learning, group work, and other interactive teaching techniques to keep students engaged and motivated.

Creative Arts: Our program will include various creative arts activities, including creative writing, drama, music, and visual arts. We will also partner with local arts organizations to offer workshops and field trips to expose students to new art forms and artists.

Field Trips: Our program will include various field trips to cultural institutions, museums, and parks in the New Haven area to expose students to new experiences and learning opportunities.

Guest Speakers: PIMOSH invites various exciting keynote speakers as part of the summer guest-speaker series, including professionals in different industries and community leaders, to share their experiences and inspire NHPS students.

Recreational Activities: PIMOSH recognizes the importance of physical activity and outdoor play in promoting positive youth development. Our program will include various recreational activities, such as team sports, dance, and fitness classes, to encourage students to be active and healthy.

Overall, PIMOSH is committed to providing a high-quality summer program that engages NHPS students and supports their academic and personal growth. We look forward to partnering with NHPS to provide a meaningful summer experience for students in our community.

Here's an Outline for the Elementary School Curriculum:

Week 1: Visual Arts and Photography

- Introduction to basic art concepts and photography techniques
- Creating a photo journal and sharing their work with the group
- Visiting local galleries and museums for inspiration

Week 2: Music and Sound Production

- Learning basic music theory and production techniques
- Creating and recording their music tracks
- Visiting local music studios for inspiration

Week 3: Theater and Acting

- Learning acting techniques and improv skills
- Developing and performing their skits and plays
- Visiting local theaters for inspiration

Week 4: Culinary Arts and Nutrition

- Learning basic cooking skills and nutrition concepts
- Creating healthy recipes and meal plans
- Visiting local farmers' markets and restaurants for inspiration

Here's an outline for the Middle School Curriculum:

Week 1: Graphic Design and Animation

- Introduction to graphic design and animation software
- Creating their digital artwork and animations
- Visiting local design studios for inspiration

Week 2: Filmmaking and Video Production

- Learning basic filmmaking and video production techniques
- Creating and editing their short films and videos
- Visiting local film production companies for inspiration

Week 3: Creative Writing and Journalism

- Learning basic writing and journalism skills
- Creating their own written pieces, such as poetry or news articles
- Visiting local publishing companies for inspiration

Week 4: Game Design and Programming

- Introduction to basic programming concepts and game design software
- Creating and programming their video games
- Visiting local game development studios for inspiration

Each week will also incorporate technology and computer skills, including internet safety and online research methods. The program will culminate in a showcase of the student's work for parents, teachers, and the community.

Summer Enrichment trips and signature activities are vital to PIMOSH's programming, providing students with unique and memorable learning experiences outside of the classroom. Our team works tirelessly to plan and execute educational and fun trips for students. Some of our signature activities include visits to museums, cultural institutions, and historical landmarks.

A Junior Journalist Project is always welcome to cover meaningful and newsworthy stories and teach how to pitch them to local and mainstream media. We also organize field trips to local businesses and organizations that align with the interests of our students, such as community service organizations, performing arts centers, and STEM-based companies. These trips complement and enhance our curriculum, providing students with hands-on, real-time experiences that connect classroom learning with the broader world.

Before School Programming at PIMOSH

Here's an example curriculum design for PIMOSH's before-school program for NHPS elementary, middle, and high school students:

PIMOSH 2021-22 End of Year Report

Submitted by: Patrina Reddick, MSW

January, 2023



Dear valued supporters,

On behalf of the PIMOSH organization, I welcome our 2021-22 End-of-Year Report. As Co-Founder and Executive Director of PIMOSH, it is my great pleasure to share with you the progress and successes of our organization in the past year.

At PIMOSH, we aim to provide comprehensive youth development programming that promotes academic achievement, social-emotional learning, and positive behavior. Our vision is to empower and inspire youth to reach their full potential and become productive members of society.

Over the past year, we have remained steadfast in our commitment to this mission and vision, despite the challenges of the ongoing COVID-19 pandemic. Our dedicated staff and volunteers have worked tirelessly to provide innovative and engaging programming to youth in the New Haven area and beyond.

As you read through this report, I hope you are inspired by stories of achievement and growth of the youth we serve and our teams, even in the wake of COVID-19, re-starting and revamping, and the impact that PIMOSH has had in our community. Thank you for your continued support of our organization and our mission.

Respectfully,
~ Patrina Reddick, MSW
Co-Founder & Executive Director

PIMOSH 2021-22 End of Year Report

Submitted by: Patrina Reddick, MSW

January, 2023

People Involved in Motivating Our Students Higher (PIMOSH) offered the following programs during the year 2021-2022:

~ 2021 Summer Intensive Arts Education and Technology Institute: July 6 - August 5, 2021

New Antioch Church, Branford, Connecticut, funded through The City of New Haven. Thirty-Four (34) highly talented arts education students learned about international travel using the seven continents as a base for being tossed out into the world with no one to cover them. Forced to find their way home, students needed to know or learn basic information.

Home address, including city, state, zip code, parents' full names; home or cell phone numbers; and how to fully address an envelope and enclose it with mail to ensure someone would worry enough to look for them. The publishing arm was able to work on a songs-for-learning contributing to the project entitled "Geography Worldwide."

~ Tech-Titans @ UNCC STEM Opportunities for Youth College Experience 2021: July 12- 23;

Fifteen students from Charlotte and surrounding towns, plus 20 students from Branford, Connecticut, worked with technology professionals learning about new technological advances. Collaborative partners included Bank of America, IBM Corporation, and United Airlines.

~ McKinney Vento (Homeless Youth) Pupil Revival Project:

October 2021 - June 10, 2022; This program provides academic support, advocacy, mentoring, tutorial services, and advocacy to the homeless youth enrolled in any high school at Charlotte Mecklenburg Schools (CMS). Our team of dedicated staff members worked closely with the NHPS McKinney Vento Liaison to identify and serve homeless youth, ensuring they had the tools to succeed academically and emotionally. We offered an array of services to meet the unique needs of these vulnerable youth, such as providing school supplies, transportation assistance, and referrals to community resources.

PIMOSH 2021-22 End of Year Report

Submitted by: Patrina Reddick, MSW

January, 2023

~ PIMOSH at Out-of-School Time Tutoring:

This program provides academic tutoring and mentoring to students during out-of-school time (OSTT) hours to restore learning loss skills in the wake of COVID-29. PIMOSH supports students in academic skills, developing healthy social relationships, and engaging in positive activities. We partnered with Charlotte Mecklenburg Schools (CMS) to provide afterschool and summer programming at various locations across the city. Our program offered homework help, individualized tutoring, and enriching activities such as STEM projects, arts and crafts, and physical fitness. We also incorporated character-building workshops to promote positive behavior and self-esteem.

Here are some program highlights and successes for PIMOSH 2021-22:

- Partnership with the City of New Haven's new mayor to expand access to afterschool and summer programs for underserved youth.
- Expanded reach outside of New Haven Public Schools to serve a broader student base in Branford, CT, with the PIMOSH Summer Intensive Arts Education & Technology Institute.
- Successfully coordinated the Tech-Titans STEM Opportunities for Youth College Experience with the University of North Carolina Charlotte (UNCC) for the second year, providing valuable hands-on learning opportunities for 20 technology students.
- Secured the McKinney-Vento Contract to serve homeless students and their families through Charlotte Mecklenburg Schools, helping address a community's critical needs.
- Continued to provide high-quality afterschool and summer programs for elementary, middle, and high school students, focusing on positive youth development and academic success.

Numbers and PIMOSH Impact:

During the 2021-2022 academic year, PIMOSH served a diverse youth population through various programs. The New Antioch Church hosted 30 youths for summer programming, while the Tech-Titans STEM Opportunities for Youth College Experience at UNCC served 15 students. Additionally, PIMOSH provided services to homeless youth through the McKinney Vento program, serving students in grades 9-12.

PIMOSH 2021-22 End of Year Report

Submitted by: Patrina Reddick, MSW

January, 2023

PIMOSH's Out of School Time Tutoring program also significantly impacted, conducting 122 Pupil Revival Project sessions and 1,086 tutorial sessions for students in the Charlotte Mecklenburg School district. Through these programs, PIMOSH reached a wide range of students and provided much-needed support and educational opportunities to those in need.

Staff Credentials and Professional Development:

Our staff's expertise and commitment to positive youth development are critical factors in our programs' success. The staff at PIMOSH are diverse individuals with a wide range of credentials and experience working with youth. Our team includes licensed educators, social workers, youth development specialists, and individuals with extensive experience in their respective fields.

We are proud to say that our team is made of individuals reflecting the diverse backgrounds and cultures of the youth we serve. Additionally, all PIMOSH staff members must pass a background check and adhere to our policies and procedures to ensure the safety and well-being of the youth in our programs.

Professional Staff Development for PIMOSH Staff:

PIMOSH is committed to ensuring its staff members receive regular professional development opportunities to enhance their knowledge, skills, and abilities, and achieved through various methods, including attendance at conferences, workshops, and seminars related to youth development, social work, education, and related fields.

PIMOSH also provides ongoing in-house training sessions to keep staff updated on best practices, techniques, and approaches to working with youth. Staff members are encouraged to pursue continuing education opportunities and obtain additional certifications and licenses as appropriate to their roles. Furthermore, PIMOSH has established a culture of collaboration and mentorship within its team to facilitate sharing of knowledge and expertise among staff members.

By providing these opportunities, PIMOSH aims to ensure that its staff members remain up-to-date and equipped with the latest tools and techniques to deliver high-quality services to the youth they serve.

PIMOSH 2021-22 End of Year Report

Submitted by: Patrina Reddick, MSW

January, 2023

Evaluation of staff performance and Effectiveness Plan:

PIMOSH has a comprehensive plan for evaluating staff performance and effectiveness to ensure the highest quality of programming and services for our students. This plan includes regular performance evaluations conducted by supervisors and ongoing professional development opportunities to support staff growth and improvement.

We strive to maintain a highly effective and skilled team through ongoing evaluation and support to serve our students and communities best. In addition, we utilize a 360-degree evaluation process, which includes feedback from colleagues, supervisors, and program participants to provide a comprehensive view of staff performance. This approach allows us to identify areas for improvement and provide targeted support to help staff meet performance expectations. We also have a system for addressing performance concerns and implementing corrective action plans when necessary.

Collaborative partnerships including a List of community partnerships and collaborations

At PIMOSH, we understand the importance of collaborative partnerships in achieving our mission of positively impacting the lives of young people. We have been fortunate to work with several outstanding organizations and individuals who share our passion for empowering youth and fostering positive change in our communities.

Some of our key community partnerships and collaborations include Alexis Hill Montessori School, Charlotte Mecklenburg Schools (CMS), City of New Haven, McKinney-Vento Homeless Youth Initiative, New Antioch Church, the South Carolina Society Hall, State of Connecticut Department of Children and Families, and the University of North Carolina Charlotte (UNCC). We are grateful for the support and resources these partners bring to our programs, and we look forward to continuing to work together to make a meaningful difference in the lives of the youth we serve.

2021-22 Financials:

Based on our financial records, PIMOSH had total revenues for the outlined supplemental education initiative totaling \$72,600.00 during the 2021-2022 fiscal year. Of this amount, we allocated \$22,505.00 for Non-Employee Compensation.

PIMOSH 2021-22 End of Year Report

Submitted by: Patrina Reddick, MSW

January, 2023

We manage our financial resources responsibly and ensure we allocate funds as effectively and efficiently as possible. Additionally, we spent a percentage of the total revenues on equipment, supplies, incentive items, and necessary expenses for program

operations. As we continue to grow and expand our programs and services, we are committed to maintaining transparency in our financial management practices and ensuring that our resources benefit the youth we serve.

Because PIMOSH recently launched after the calming down of COVID-19, likely, we came close to breaking even, but on point to create more revenue next year during the 2022-23 season.

Overview of PIOSH's plans for the coming year

As we move forward into the coming year, PIMOSH is excited to announce our plans to extend contracts with several key partners, including Out of School Time Tutoring, McKinney-Vento Homeless Youth Initiative, Tech-Titans STEM Opportunities for Youth, and our Year-Round Tutorial and Academic Mentoring program.

We are committed to providing our students with the best possible support and resources; these partnerships are vital to that effort. Our team is passionate about positively impacting young people's lives, and we look forward to continuing to work together to achieve our shared goals.

Through these partnerships and others, we aim to ensure that every child in our community has access to the resources and support they need to thrive academically, personally, and professionally.

Discussion of future goals and aspirations for the organization:

PIMOSH has several future goals and aspirations, including expanding its services to reach more students in need, increasing the number of community partnerships and collaborations, and enhancing professional development opportunities for staff. They plan to increase the number of students served through their existing programs and expand into new areas, providing more opportunities for youth to receive academic support and participate in enrichment activities.

Overall, PIMOSH aspires to continue its mission of providing quality academic and enrichment programs to the youth of the communities they serve and to be a leader in

PIMOSH 2021-22 End of Year Report

Submitted by: Patrina Reddick, MSW

January, 2023

youth development. PIMOSH also aims to establish new partnerships with community organizations, businesses, and schools, to increase their reach and create more opportunities for collaboration. Additionally, they plan to provide more professional development opportunities for staff, including training on the latest education and

technology trends, to ensure they remain current in their field and provide the best possible services to the youth they serve.

In Closing:

As we conclude this year's report, we want to reflect on our successes and challenges. Despite the unprecedented times we faced, we served a diverse group of students through our various programs and initiatives, thanks to our staff's dedication and hard work and the support of our community partners and funders. We are incredibly grateful for their continued support and commitment to our mission of empowering youth through education and technology.

We plan to continue our partnerships with Out of School Time Tutoring, McKinney-Vento Homeless Youth Initiative, Tech-Titans STEM Opportunities for Youth, and Year-Round Tutorial and Academic Mentoring to provide even more comprehensive, effective programming for our students. We also have plans to expand our reach and impact by developing new partnerships and programs. We are excited about the opportunities and possibilities ahead as we look to the future.

In closing, we sincerely thank our stakeholders and supporters who have made our work possible. We couldn't have done it without you. We invite you to join us in our ongoing efforts to empower and uplift the youth of our community. Together, we can create a brighter future for all. Thank you.

The PIMOSH Network

220 Grand Avenue, New Haven, CT 06513

Phone: (203) 617.8839 | Facsimile: 844.474.6673 | Email: info@pimosh.net