



# Board Opportunity

2024-2025

**Team Read is seeking board members committed to closing opportunity gaps, youth development and our organizational growth.**

## About Team Read

Team Read believes all kids deserve to be great readers and teens should have access to meaningful paid jobs. We work to close education opportunity gaps through a unique, cross-age, and year-round one-to-one tutoring program. Our dual-impact model enables students to become confident readers with the necessary reading skills for academic success, and teens to develop personal and work skills



through meaningful paid tutoring jobs that develop life skills and support their transition into college and future employment.

Team Read envisions equitable learning communities in Seattle/King County and beyond, where young students are reading with skill and joy, and teens are developing into future leaders. Both are set for success in school, the job market, and life. We focus where opportunity gaps are greatest and are driven by care and compassion to provide valuable support to young readers and career exploration to teens.

## Why We Are "On A Mission" to Grow

Team Read's staff and Board of Directors realize there are still hundreds of young students reading at least one year below grade level in our communities who would benefit from our help, but do not yet receive our support. We also know that our model is effective: year after year, about 70% of the students in Team Read advance at least one grade level in reading. And we know that population shifts in the region have moved thousands of students – readers and teens - who would benefit from growing Team Read in south King County.

We are driven by informed urgency: Not only do children deserve to be great readers, but they *must* be great readers if they are to thrive academically and pursue successful futures. That an estimated 50% of low-income children of color and English Language Learners in our region are reading below standard is one of the most serious social justice issues faced by our society. Statistics show that not reading at grade level by fourth grade increases the odds of declining academic success exponentially thereafter – we cannot let our opportunity gaps widen.

Our teens need great opportunities to grow their skills and explore career options. Team Read provides teens with a meaningful first job, paying them a fair wage for challenging work that develops marketable soft skills, while supporting their own career exploration and a providing them a way to contribute positively to the communities where they live.

## Our Strategic Plan and Growing Our Board of Directors

In 2025, we will be developing and building a new 3 year strategic plan to expand and serve more young students and teens in Seattle and King County, while ensuring quality and fidelity to Team Read's proven model. We seek to do this by expanding and deepening our scope while intentionally pursuing more equity growing opportunities.

2025 will be an exciting time to join the Team Read board, as we envision our growth over the coming years and seek prospective board members with experience working through a new strategic plan. Board members should be driven by their passion for Team Read's mission and work, as well as be committed in driving the board's own equity journey. We seek out board members who are ready to support fundraising activities and participate in the sustainability of the organization. Board members typically make a 3 year commitment to serve, with board renewals being common given their testament to Team Read's mission and vision.

### The Skills We Are Seeking

We are interested in recruiting board members with a wide range of experience and backgrounds. Key interests and attributes include:

- You care deeply about children developing foundational reading skills for academic and life success
- You believe teens can change the world for the better if given the opportunity
- You are interested in being an ambassador for Team Read to help us grow our network of supporters
- You have one or more of the following:
  - Strong interest in high quality public education for all and leveraging community assets in support of our students
  - Local connections and experience within the South Seattle and South King County communities
  - Personal commitment to racial equity work
  - Prior experience in fundraising and/or willingness to participate
  - Finance experience (financial statements, audit processes, regulatory compliance) and/or legal expertise desirable

### Time Commitment:

Board meetings are held bi-monthly (6 per year), on the third Thursday evening of the month. In addition, each Board member is expected to serve on a committee that meets in the other months for 1 hour via conference call or in person. Board members should also plan to join and ensure enthusiastic attendance at the annual Luncheon, and may be asked to participate in site visits, teen coach trainings, and other special events throughout the year.

### For More Information

Please email [ebony@teamread](mailto:ebony@teamread) to learn more about board opportunities. We will answer any questions you may have and send you the board job description. Then, if you're interested in serving on our Board, a member of our board development committee will contact you to arrange a meeting and provide you with our board application. Please also visit our website at [www.teamread.org](http://www.teamread.org).



**Thank you for helping kids become great readers and teens grow as leaders!**