

CHALLENGESUCCESS



2023-2024

# ANNUAL REPORT

# ABOUT OUR WORK

Challenge Success is a non-profit organization affiliated with the Stanford Graduate School of Education. We work to improve K-12 student well-being, engagement, and belonging with the aim of all students leading healthier, more balanced lives.

Our unique approach is grounded in research about effective education and healthy child and adolescent development, engages and educates all members of the school community, and elevates the voice and perspective of all students. While many other organizations address student needs after problems arise, we offer proactive, upstream solutions that help to create systems within schools where students are engaged, healthy, and thriving.



## LEVERS FOR CHANGE

We believe that school communities must be a place where students have positive outcomes in engagement, well-being and belonging, especially those for whom identity, culture, or socioeconomic status has resulted in barriers to access and success. To that end, we use three levers in the way we support school communities:

**Center change in  
the student  
experience**



**Co-design with  
all community  
members**



**Implement research-  
based, equity-centered  
policies and practices**



*Visit our website to learn more  
about the School Change Process.*

## OUR MISSION

Challenge Success partners with school communities to elevate student voice and implement research-based, equity-centered strategies that improve student well-being, belonging, and engagement.

## OUR VISION

Our vision is that educational systems value each student for their unique identities, assets, and individual definitions of success and effectively prepare them for the variety of opportunities and challenges they will encounter in school and beyond.

## OUR EQUITY COMMITMENT

Challenge Success continuously examines and revises our work and seeks to disrupt patterns of inequity to further well-being, belonging, and engagement for each student, especially those for whom identity, culture, or socioeconomic status has resulted in barriers to access and success. We believe:

- Change starts with self, including active self-reflection to notice our own implicit biases and recognize how our lived experiences influence our perspectives and decision-making.
- All students, families, and communities have assets to build on and sustain.
- Centering design on those most marginalized by the current system benefits all students.
- Approaches to change must be systemic, context-based, and targeted at policies and practices.

## 2023-2026 STRATEGIC PLAN

This plan represents the collective work of the Board of Directors and staff. By focusing our efforts in these four areas, we aim to deepen the impact of our work and also expand our reach to more schools and families. Ultimately, we are seeking transformational, systems-level change that will endure.



*Visit our website to learn more  
about our strategic priorities.*

# AMPLIFYING STUDENT VOICES TO DRIVE LASTING IMPACT



In all of the work we do, we strive to center the student experience and co-design with students so that their voices are heard and valued. When we partner with school teams, we gather and analyze data on student wellbeing, belonging, and engagement to inform the change process. This can include surveys, interviews, focus groups, and other forms of data collection to identify areas for improvement.

We are especially grateful to the Challenge Success Student Advisory Council, a group of high school students from across the country who are passionate about the Challenge Success mission. They meet virtually once per month and collaborate on projects throughout the year.



[Student Blog: Stress-Free Success](#)



[Student Podcast: Student Mental Health](#)



[Resource: 2024 Student Voice Report](#)



[Student Video: What makes learning engaging?](#)



# CREATING THE CONDITIONS WHERE ALL STUDENTS BELONG

At Challenge Success, we believe educators must create spaces where every child's unique assets and identities are unconditionally loved, supported and honored. We know from our research and other leaders in the field that well-being, engagement, and belonging are intrinsically linked and are critical components of student success. Using data from the [Challenge Success-Stanford Survey of School Experiences](#), we are able to elevate the voices of vulnerable populations within school communities and bring attention to their unique needs. Our aim is that every child, within every classroom and school-wide environment, feels known, accepted, and valued.



[Article: Nurturing Student Well-Being & Belonging](#)



[Resource: Elevating AAPI Youth Mental Health](#)



[Workshop: Cultivate a Deep Sense of Belonging](#)



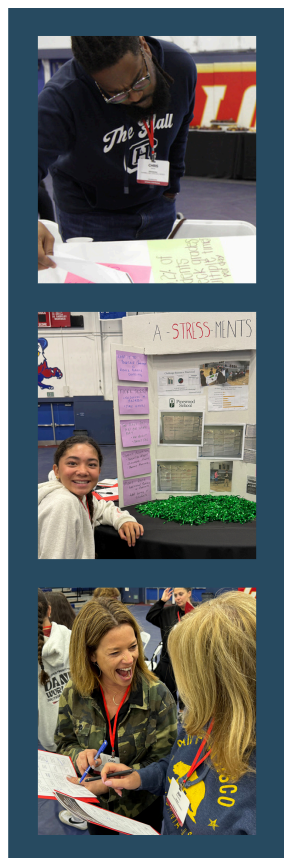
[Video: 3 Components That Help Lead to Student Success](#)



# SUPPORTING SCHOOLS TO CONSIDER THE CONNECTION BETWEEN TECHNOLOGY AND ENGAGEMENT

Some of the hottest topics in education over the past year have been connected to the tension between technology and the student experience. We see our role in this conversation centering on the student perspective and asking questions such as, “What do the students think the most effective policies will be?” and “How do students define cheating vs. adults?” We are proud to have been on the leading edge of research about students’ use of AI in school and are pursuing a three-year, grant-funded research project with Stanford as a result.

In addition, we have partnered with Microsoft Education to provide tools and strategies for teachers via the [Microsoft Reflect program](#), which is available to educators using Microsoft products at no charge. Reflect is a wellbeing app to support connection, expression, and learning. It now includes Challenge Success strategies to support homework, assessment, belonging, engagement, and AI.



[Article: Cheating Fears Over Chatbots Were Overblown](#)



[Podcast: Building Stronger Schools](#)



[Workshop: From Threat to Opportunity - AI in Education](#)



[Student Spotlight: Students discuss AI & cheating](#)

# LEADING THE NATIONAL NARRATIVE ON WELL-BEING, ENGAGEMENT, AND BELONGING IN K-12 SCHOOLS

In support of our strategic priority to lean into our role as a thought leader in the K-12 educational space, we are proud to have increased our public presence in a variety of ways. In addition to published writing, podcasts, and conference presentations, we were also invited to leverage our data in two unique ways through the California Healthy Homework Act and participating in the Kennedy Forum's Alignment for Progress. Sharing our work on this scale allows us to achieve even greater impact with a national reach.



[Article: Helping students to learn and grow](#)



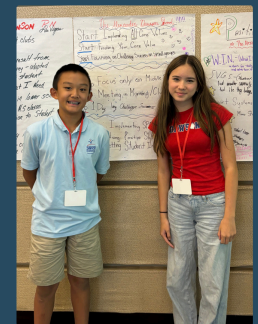
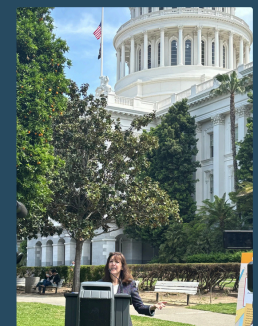
[Podcast: Dismantling Toxic Teen Achievement Culture](#)



[Resource: Homework Guide for Educators](#)



[School Spotlight: What it means to redefine success](#)



# 2023-24 SO MUCH TO CELEBRATE!

*“Challenge Success has been part of our district for five years and has stretched our thinking in terms of how we support the social-emotional well-being of students.”*  
-Assistant Superintendent

183

Through our School Partnership, Workshops, and Surveys, we worked with a total of 183 schools, districts, and school groups during the 2023-24 school year.

28

Our work reached at least 28 states and 12 countries outside the US, in addition to virtual attendees from far and wide.

58,887

Thousands of students completed our survey in the 2023-2024 school year; Top sources of stress include workload, grades/assessments, lack of sleep, time management/procrastination, and future plans.



*Visit our website to learn more about our surveys for students, parents / caregivers, and faculty / staff.*



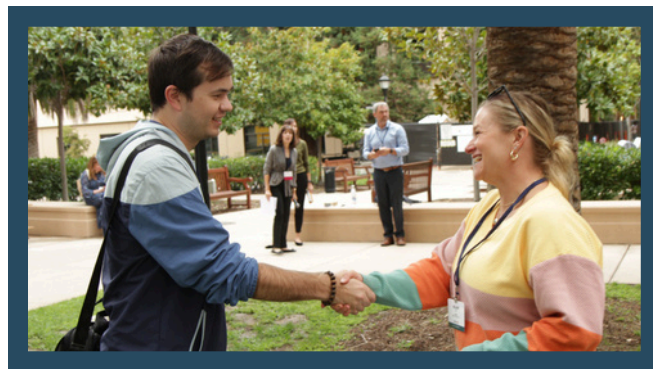
# THANK YOU TO ALL OF THE SCHOOLS & DISTRICTS THAT WORKED WITH US IN 2023-24!

Academy of Our Lady of Peace - CA  
Acalanes High School - CA  
Acalanes Union High School District - CA  
Action Day Schools - CA  
Advanced Math and Science Academy Charter School - MA  
Alta Vista School - CA  
American International School of Chennai - Chennai  
Appleby College - ON  
Arundel School - Zimbabwe  
Asheville School - NC  
Avenues: The World School - NY  
Balmoral Hall School - Canada  
Barrington High School - RI  
Beaumont School - OH  
Bedford High School - MA  
Bellarmine Preparatory School - WA  
Belmont-Redwood Shores School District PTA Council - CA  
Bennett Day School - IL  
Bentley School - CA  
Brescia House School - South Africa  
Campbell Hall Episcopal School - CA  
Campolindo High School - CA

Carmel College - New Zealand  
Carmel Unified School District - CA  
Castilleja School (Upper School team) - CA  
Cathedral Catholic High School - CA  
Chaminade College Preparatory School - CA  
Clarendon High School for Girls - South Africa  
Columbus School for Girls - OH  
Concord-Carlisle Regional High School - MA  
Crescent School - ON  
Crofton House School - BC  
Culver Academies - IN  
De La Salle College "Oaklands" - ON  
Dover-Sherborn High School - MA  
Dover-Sherborn Middle School - MA  
École Jeannine Manuel - France  
École Jeannine Manuel (Lille) - France  
Fairfield Ludlowe High School - CT  
Firbank Grammar School - Australia  
Frenchtown School - RI  
Frensham School - Australia  
Girls Preparatory School - TN  
Glen Rock High School - NJ  
Graland Country Day School - CO  
Harvard-Westlake School - CA  
Head-Royce School - CA  
Homestead High School - CA  
Illinois Mathematics and  
Science Academy - IL  
Jesuit High School - CA  
John Jay Middle School - NY  
Kalamazoo Area Mathematics  
and Science Center - MI  
Kambala School - Australia



Keys School - CA  
 Korowa Anglican Girls' School - Australia  
 La Cañada High School - CA  
 Laguna Beach High School - CA  
 Las Lomas High School - CA  
 Legacy Magnet Academy - CA  
 Leland High School - CA  
 Lick-Wilmerding High School - CA  
 Lincoln School - RI  
 Loreto Kirribilli - Australia  
 Loreto Mandeville Hall - Australia  
 Los Alamitos High School - CA  
 Los Gatos-Saratoga Union High School District - CA  
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 Lower Canada College - Quebec  
 Lowther Hall Anglican Grammar School - Australia  
 Marin Academy - CA  
 Marist Catholic High School - OR  
 Marlborough School - CA  
 Marquette University High School - WI  
 Maryvale Preparatory School - MD  
 Mayfield Senior School - CA  
 McAuliffe Middle School - CA  
 Medway Public Schools - MA



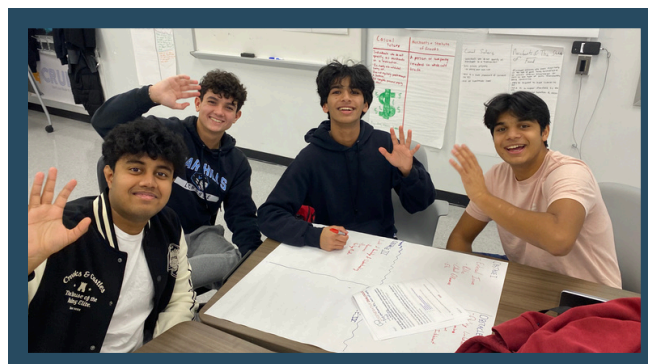
***"Thank you for providing our team the resources and support we needed to focus on the emotional health of our students while still upholding high academic expectations for all. It is possible to meet our students where they are emotionally and find academic success simultaneously!"***

*-School Partnership  
 Administrator*

Menlo School - CA  
 Mentone Girls' Grammar - Australia  
 Mercy High School - CA  
 Meriden School - Australia  
 Millburn High School - NJ  
 Miramonte High School - CA  
 Miriam College - Philippines  
 Mission San Jose High School - CA  
 Morris County School of Technology - NJ  
 Mountain Camp - CA  
 Nashoba Brooks School - MA  
 Newton Country Day School - MA  
 Nightingale-Bamford School - NY  
 North Carolina School of Science and Mathematics - NC  
 Northfield Mount Hermon School - MA  
 Northwood High School - CA  
 Oak Knoll School of the Holy Child - Upper School - NJ  
 Oak Middle School - CA  
 Orange County School of the Arts - CA  
 Our Lady of Mercy College - Australia  
 Our Sisters' School - MA  
 Palo Alto High School - CA  
 Pembroke Hill Upper School - MO  
 Perth College - Australia  
 Piedmont High School - CA  
 Pinewood School - Upper Campus - CA  
 Pingry School - NJ  
 Presentation High School - CA  
 Professional Children's School - NY

Pymble Ladies' College - Australia  
 Ramona Convent Secondary School - CA  
 Randolph High School - NJ  
 Ransom Everglades School - FL  
 Roland Park Country School - MD  
 Rye High School - NY  
 Rye Middle School - NY  
 Saint Ignatius College Preparatory - CA  
 Saint Ignatius High School - OH  
 Saint Pedro Poveda College - Philippines  
 Saklan School - CA  
 Salem Academy - NC  
 Samueli Academy - CA  
 Santa Fe Girls' School - NM  
 Santa Margarita Catholic High School - CA  
 Seymour College - Australia  
 Shady Side Academy (Upper School) - PA  
 Sheffield Girls School - UK  
 SHOFCO Schools - Kenya  
 St Catherine's School, Waverley - Australia  
 St Jean Baptiste High School - NY  
 St Mary's Anglican Girls' School - Australia  
 St Mary's School Waverley - South Africa  
 St Oran's College - New Zealand  
 St Stithians Girls' College - South Africa  
 St. Anne's Catholic High School for Girls - UK  
 St. Catherine's School - VA  
 St. Margaret's School - VA  
 St. Mary's College High School - CA  
 St. Mildred's-Lightbourn School - Canada  
 St. Peter's Girls School - Australia  
 St. Stephen's & St. Agnes School - VA  
 Strathcona Girls Grammar - Australia  
 Stuart Country Day School - NJ  
 Surval Montreux - Switzerland  
 Tampa Preparatory School - FL  
 Thayer Academy - MA  
 The Alabama School of Cyber Technology and Engineering - AL  
 The Alexander Dawson School - NV  
 The Archer School For Girls - CA  
 The Baldwin School - PA  
 The Bishop Strachan School - ON

The Bishop's School - CA  
 The Chapin School - NY  
 The Field School - DC  
 The Girls' School of Austin - TX  
 The Grauer School - CA  
 The Harker School - CA  
 The Hertfordshire & Essex High School - UK  
 The Joseph Sears School - IL  
 The Lovett School - GA  
 The Madeira School - VA  
 The Miami Valley School - OH  
 The Northwest School - WA  
 The Quarry Lane School - CA  
 The Royal High School Bath - UK  
 The Winsor School - MA  
 Thurston Middle School - Laguna Beach - CA  
 Toorak College - Australia  
 Trinity High School - IL  
 TVT Community Day School - CA  
 University of Detroit Jesuit High School and Academy - MI  
 Viewpoint School - CA  
 Vista del Lago High School - CA  
 Washington High School - CA  
 Wellesley High School - MA  
 West Portal Lutheran School - CA  
 Westlake Girls High School - New Zealand  
 Weston High School - CT  
 Westover School - CT  
 Wilderness School - South Australia  
 Windward School - CA  
 Woodford House - New Zealand  
 York House School - British Columbia



# THANK YOU TO OUR GENEROUS DONORS FOR THEIR SUPPORT

**\$2.4 million**

**614**

**18**

Total philanthropy from July 1, 2023 to June 30, 2024, including fundraising events, grants, and individual contributions/pledges.

Hundreds of donors made gifts of all sizes. Thank you!

We continued to expand our reach across the country and received contributions from donors in 18 different states!

*The following list includes donor recognition for July 1, 2023 through June 30, 2024. Every effort has been made to ensure the accuracy of names. If you have any questions or feedback, please reach out to [giving@challengesuccess.org](mailto:giving@challengesuccess.org).*

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Alison Abbo  
Suzanna Ackroyd  
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Stacy Crinks  
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Megan Douglas  
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Martha Espiritu

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Janelle Kroenung  
Eve Kulbieda

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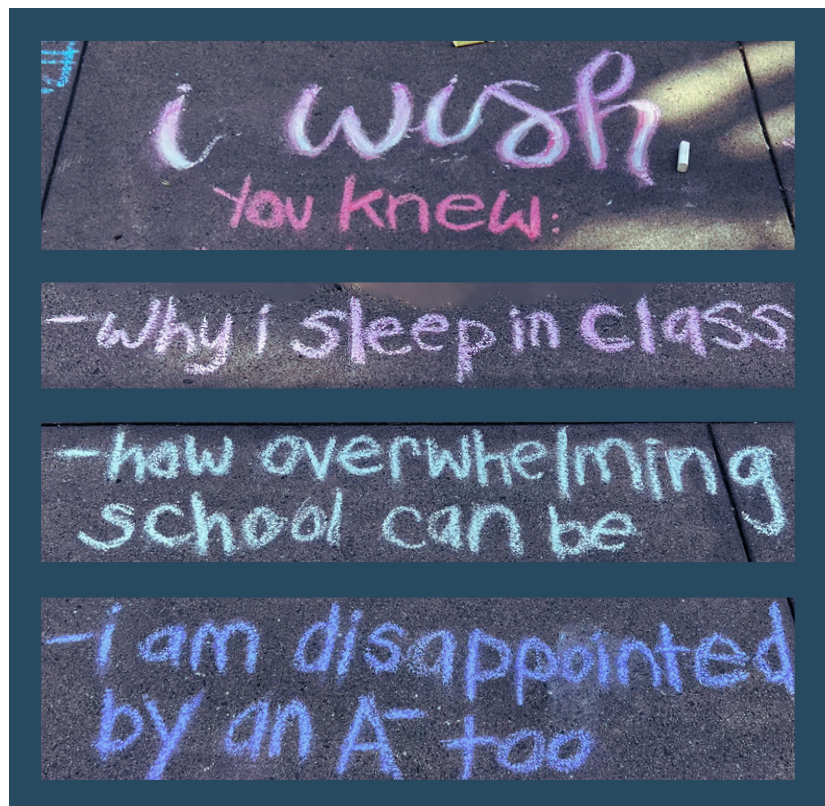
Monroe Labouisse  
Cindy Labuda  
Melody Lal  
Jeremiah Lane  
Monica Laurent  
Julie Lauten  
Carrie Lee  
Kyung Lee  
Mary Leinhos  
Karen Leshner  
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Cindy Lopez  
Kristine Losh  
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Michelle Luke Wille  
Julie & Dan Lythcott-Haims

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Andrea Maes  
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Janet Miller  
Michael Milliken  
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Ana Moon  
Riley Mulcahy  
Rajesh Mundra  
Heather Myers



*Chalk art by Selma Emecki, Student Advisory Council Member*

## N

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Ee Fang Ng  
Amy Norman  
Ivana Novakovic  
Colleen Nowak

## O

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Amy Oro  
Rigi Ortega  
Barbara Ostos  
Lisa Ott

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Evelia Parra  
Erin Paruszewski  
Carol Passmore  
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Priti Patel  
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Piper Sandler  
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Laura Pope

Kelsey Porter  
Ann & Evan Porteus  
Brooke Puleo

## Q

Jiang Qian

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Robin & Jake Reynolds  
Kari & Lance Riedel  
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Diane Rosenthal  
Barbara & Greg Rosston  
Jennifer Rowe  
Nicole & Amir Rubin  
Patrick Ruff  
Trish Russell

## S

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Bronwyn Saglimbeni  
Susan Saliba  
Denise Salin  
German Sanchez  
Colleen Schilly  
Rosalyn Schreiman  
Sue Schultes  
Christine Schwinn  
Bea Scott  
Deema Scullin

***"Challenge Success  
has brought me a  
voice and power, and  
I hope to keep  
making changes to  
better the student  
body."  
-Student***

Kara Seeger  
Sequoia Healthcare District  
Lisa Shaffer  
Pam & Rich Shames  
Pallavi Sharma  
Hessie Sheldon  
Stephanie Shum  
Cindy Sibley  
Carl Silva  
Rupi Singh  
Nerija Sinkeviciute-Titus &  
Jason Titus  
Mara Catherine Sippel  
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Senait Solomon  
Cherie Somavia  
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Catherine Steiner-Adair  
Diana Stephan

Holly Stoner  
Christy Story  
Savannah Strong  
Pamela Sugarman  
Kelly Sullivan  
Marjorie Swain  
Jeff Symonds

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Kim Thompson  
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Evita Twerdahl

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Carmen Urias Preciado

## V

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Bernadette Vergara

## W

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Maria Weaver  
Pam Webb  
Kathrina Weekes  
Stacia Wells  
Rachel Wheeler  
Sally & Scott Whipple  
Timothy Wolfred  
Brenda Wong  
Julia Wong

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Carmen Urias Preciado

## V

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Bernadette Vergara

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Maria Weaver  
Pam Webb  
Kathrina Weekes  
Stacia Wells  
Rachel Wheeler  
Sally & Scott Whipple

Timothy Wolfred  
Brenda Wong  
Julia Wong

## Y

Yining Yan  
Qi Yang  
Kimberly Yarnall  
Henry Yuan  
Jain Yum

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Laura Zappas  
Mary Ann Zetes



# THANK YOU TO OUR TALENTED & DEDICATED TEAM

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***"I really appreciate the expertise and support from our coaches to walk the students through the framework of idea generation, evaluation, and then moving forward. Their advice is invaluable."***

*-School Leader*



**Visit our website to read the bios of our wonderful team members and learn more about their expertise.**

\*Outgoing member

# YOUR SUPPORT MATTERS TO STUDENTS ACROSS THE COUNTRY

## YOU ARE OUR GREATEST AMBASSADORS

Word of mouth is the number one way that schools and families learn about us. Who do you know in your networks - near and far - who you might introduce to our work? Consider inviting them to an event, sharing a post on social media, or forwarding a newsletter sometime this year.

## 2024 FALL ANNUAL FUND

Last year, you helped to raise over \$300,000 in our Annual Fund drive! Stay tuned for events and updates coming this fall to kick off our fundraising for the year.

**November 12-December 31, 2024**

## SAVE THE DATE: 2025 WINTER FUNDRAISER WITH KELLY CORRIGAN

We can't wait to see you in-person again in February! We are thrilled to share that bestselling author, Kelly Corrigan, will be joining us for our annual event. More details coming soon!

**February 5th, 2025 | Palo Alto, California**

## READY TO MAKE A GIFT TODAY?

Scan the code to visit our [website](#) and learn about all of the ways you can support Challenge Success, including gifts through Donor Advised Funds, corporate matching, and more. Gifts are welcome and appreciated any time before June 30, 2025. Tax ID: 45-3767621.

**Mailing Address: P.O. Box 20053, Stanford, CA 94309**

