WE ARE A COALITION
TRANSFORMING THE FUTURE OF STEM EDUCATION

100K in 10
This is the story of an organization with a bold vision for the future of the country — where every student is capable of solving the world’s most intractable problems with STEM.

This is the story of how organizations from across the country joined forces to build a network that could achieve that vision.
THIS IS THE STORY OF 100KIN10.
100Kin10 and its partners have committed to providing America’s classrooms with 100,000 excellent science, technology, engineering and math (STEM) teachers by 2021.
Our network of partners represents nearly 300 organizations from across the country. 100Kin10 is the backbone of this network, connecting, convening, and supporting partners nationwide.
The Need for STEM

Whether it’s climate change, food insecurity, or economic inequality, almost all the world’s most pressing problems require STEM-based solutions. Yet only a tiny fraction of our population has the knowledge and skills to even be at the table solving them.

The Birth of 100Kin10

Recognizing this critical need, President Obama called on the nation in his 2011 State of the Union address to bring 100,000 excellent STEM teachers into American classrooms over the next 10 years. That call was echoed from executive board rooms to school board meetings around the country, and, that same year, 100Kin10 emerged as a response.

Progress Toward Ambitious Goals

Our innovative networked impact approach breaks the mold for how organizations collaborate and make change, and we’re already proving that it works. In just five years, we have inspired nearly 300 organizations to join our network, trained over 40,000 new STEM teachers, and are on track to reach our 100,000 goal.
JAN 2011
President Obama calls for 100,000 new STEM teachers in 2011 State of the Union

JUNE 2011
100Kin10 launches at the Clinton Global Initiative America with 28 founding partners

DEC 2012
100Kin10 reaches 100 partners and over 6,000 teachers

DEC 2013
100Kin10 reaches 12,000 teachers, ahead of our 10,000 2-year goal

NOV 2014
100Kin10 reaches 20,000 teachers, and 11 funders pledge $28M, for a total of $74M in our innovative, funder-directed fund.

FEB 2015
100Kin10 starts research to identify grand challenges in STEM education

NOV 2015
100Kin10 continues research, mapping seven grand challenges to STEM education and identifying their root causes

DEC 2016
100Kin10 reaches 40,000 teachers, on track to reach 100,000 by 2021
100Kin10 is not your grandfather’s coalition.

“This is not a coalition of answers, it’s a coalition of solution developers ... When my organization first joined 100Kin10, we were really looking for people who could give us solutions, and that didn’t last long because we realized it was about a collaborative effort.”
We are a network of nearly 300 partners across the country from the public, private and nonprofit sectors, all working together. 100Kin10 serves as the nimble backbone of this network, connecting, convening, and supporting partners to collaboratively solve the most pressing problems in STEM education today.

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In order to accomplish our ambitious goals, 100Kin10 built on innovative strategies from other fields to develop a new approach to social change called Networked Impact, which brings hundreds of organizations together to form a unified identity and work collaboratively to develop solutions to shared challenges. Networked Impact is rooted in three core concepts that foster long-term collaborative problem solving amongst partners.
Commitments to a Shared Goal
We inspire diverse organizations to make ambitious commitments to a shared goal, recruiting new partners who can help fill gaps to grow a multi-sector network that can solve the most pressing problems in STEM education today. Through our collective work, 100Kin10’s partner network is bringing greater visibility and urgency to the need for STEM education in our country, inspiring new commitments that continue to push the limits of what’s possible.

Partnerships Built on Trust
We convene and connect our partners through events and programs that help disparate organizations identify shared challenges and common goals. We take time to understand their challenges and needs, and we help build relationships that enable our partners to trust one another and leverage their collective resources for mutual benefit.

Dedication to Problem-Solving
We create opportunities for our partners to learn from one another, ideate new approaches to old problems, and implement, test, and continuously improve those approaches to the systemic challenges perpetuating the STEM teacher shortage.
100Kin10 provides an ecosystem of support for our partners, designed specifically to foster long-term collaborative problem solving. We catalyze knowledge exchange, facilitate ideation, and propel continuous improvement.
LEARN  IMPLEMENT  IDEATE
We catalyze knowledge exchange.
100Kin10 creates opportunities for partners to learn about each other’s approaches, share useful tools and resources, and discuss emerging and effective practices.

**WEBSITE, BLOG, AND NEWSLETTER** Partners have 24/7 access to an online hub filled with resources and publications and receive a weekly newsletter that shares network opportunities and updates from partners in the field.

**WEBINARS** Partners share best practices, learn new approaches, and engage in fast-paced discussions around shared challenges.

**“STEAL THIS” SESSIONS** Partners use this unique format to share new strategies and tools that other partners can “steal” and adapt to advance their practice.

**BACK-TO-SCHOOL BREAKFASTS** Partners find new collaborators, share stories, and dive into collaborative work in annual gatherings in cities around the country.

**ANNUAL PARTNER SUMMIT** Our entire network gathers to learn, collaborate, and exchange ideas, collectively moving its work forward.
We enable partners to develop solutions, together.
100Kin10 helps partners organize around common challenges and leverage their collective knowledge and resources to design, test, and refine new solutions.

**FELLOWSHIP**
Using human-centered design, selected partners focus on one systemic challenge in STEM teaching a year and develop innovative and effective solutions to its root causes.

**SOLUTION LABS**
Through curated workshops, partners explore systemic challenges and develop coordinated solutions, in which they co-invest.

**COLLABORATION GRANTS**
Partners leverage these small, nimble grants to meet in person to explore ideas and launch new projects.
We support partners to pilot new solutions, monitor progress, and continuously improve.
100Kin10 supports partners to implement their best ideas in a way that enables continuous improvement and ongoing learning for the field.

**SEED FUNDING**
This catalytic support enables partners to advance new solutions to shared challenges in STEM teaching.

**FUNDERS’ COLLABORATIVE**
Funders learn together, exchange ideas, and develop shared grantmaking opportunities.

**NETWORKED IMPROVEMENT COMMUNITY**
Teams of partners, focused on a single challenge, run experiments, test new approaches, and measure the impact of prototypes as they improve their existing programs.
100Kin10 is not only addressing the need for more STEM teachers, but also working to create systemic change by identifying and mapping the root causes of the challenges we face in transforming STEM education in America.
Over the past two years, we’ve identified and mapped seven grand challenges at the root of our nation’s STEM education shortage. Moving forward, we’ll use this new knowledge to guide the network to create systemic change nationwide. We will use the tools of networked impact to mobilize our network to tackle these grand challenges as well.
The Grand Challenges

1. Teaching lacks prestige and is not widely perceived as a top career choice for STEM college graduates.

2. Teachers are underprepared to effectively teach STEM subjects.

3. Elementary teachers are not well prepared or supported to teach STEM.

4. Professional development does not satisfy STEM teachers’ professional learning and growth needs.

5. STEM teachers lack leadership opportunities and flexibility to experiment.

6. Science, technology, and engineering are undervalued in schools.

7. STEM teachers lack access to instructional resources, curriculum, and materials.
THE FUTURE OF OUR COUNTRY DEPENDS ON WHAT WE CHOOSE TO DO NEXT.

JOIN US.

100K IN 10
100K in 10 in 2016

This is how we create systemic change

100K in 10
THIS IS AN UNPRECEDENTED INITIATIVE TO TRANSFORM AMERICAN EDUCATION.

We are a growing alliance of leading public, private, and non-profit organizations committed to addressing the nation’s shortage of STEM teachers.

Together, we will help an entire generation of students gain the skills and knowledge in STEM that they need to tackle our biggest challenges, invent new solutions, and work across sectors to shape the future of our country.
Do you remember why you started doing this work? It’s because you believe, more than anything else, that education — and STEM education in particular — is critical for the future of our country and our planet. 100Kin10 exists to support you. We help you share ideas, learn from one another’s successes and failures, and implement solutions together. And it’s working. 100Kin10 has been tracking collective progress, and we know partners are working together, coordinating efforts, and creating new solutions at a groundbreaking rate. As a network we have the capacity to accomplish more than any of us could on our own.
We Create Change

For the fifth year in a row, we are on track to reach our goal of 100,000 excellent STEM teachers by 2021. We’ve now set our sights on sustainable systemic change. Alongside hundreds of teachers, advisors, and experts, we’ve mapped seven grand challenges that are at the root of our STEM teacher shortage. With this new knowledge, we’ll work together to transform the future of STEM education by addressing not only the symptoms, but the root causes of the challenges we face in getting and keeping great STEM teachers.
By sharing ideas, learning from one another, and collaborating across sectors, 100Kin10 partners have already designed, tested, and implemented innovative new solutions to common challenges.
As of 2016, 100Kin10 has reached a major milestone of 40,000 teachers, which also means we are on track to meet our 100,000 goal by 2021.

100Kin10 has built a robust network spanning multiple sectors and disciplines, representing leaders from academic institutions, nonprofits, foundations, companies, and government agencies.

In 2016, 188 partners took part in at least one formal opportunity to learn, ideate, or implement, which represents nearly 70% of our network.

Through long-term, collaborative problem-solving projects, 100Kin10 partners have created new and innovative solutions to some of the toughest challenges in STEM.
In 2016, 100Kin10 partners shared new methods and tools, discussed innovative approaches, and exchanged knowledge about emerging strategies and practices at the highest rate since our founding.
Annual Summit

The Annual Summit was our biggest convening, designed to catalyze new connections, foster collective learning, and create opportunities for partners to build meaningful relationships. Through workshops, group discussions, and collaborative exercises, we cultivated a shared sense of identity as a network. The 2016 Summit was our largest to date, with over 250 participants from nearly 170 partner organizations.

“...invigorating and inspiring. Often after a conference, I feel like it was ‘work’ and I am totally exhausted. After this experience, I was energized, and I felt like it was a privilege to attend...”
“Steal This” Sessions

Each “Steal This” session served as a platform for multiple partners to share successful methods and strategies for solving a specific challenge that partners “steal” and use in their own work. First launched at the 2016 Summit, 100Kin10 facilitated 20 “Steal This” Sessions with 48 different presenters over the course of 2016.

I find great value in participating in Steal This Sessions. Not only do I get to learn about the great work of other 100Kin10 partners, but I am always able to take away at least one lesson from each session and apply it to the work I do at my organization.”
Back-to-School Breakfasts

At regional meet-ups held in eight cities, more than 200 partners and allies came together in 2016 to share their work, discuss common challenges, and collectively brainstorm solutions. Partners took the reins at these events, identifying the issues, asking the questions, and driving the work. Through exercises and discussion sessions, partners built deeper relationships with peers in their region and developed next steps to put their collective ideas into practice right away.

“...We opened up about where we can help one another, how we can push forward the agenda of exemplary STEM education, and broaden our impact nationally.”
In 2016, 100Kin10 catalyzed collaborative problem-solving by helping partners to organize around common challenges and leverage their collective knowledge and resources to develop new ideas.
Collaboration Grants

These $3,000, quick-turnaround grants gave partners the opportunity to meet in person to explore an idea, brainstorm solutions to a problem, or sketch out a project to advance their practice. Face-to-face meetings provided the critical spark for transforming ideas into action and the time and space to sit down and collaborate in person. In 2016, 100Kin10 awarded 22 collaboration grants to 52 organizations, amounting to almost $60K for partner organizations.

Collaboration grants have allowed us to work deeply and regularly with 100Kin10 partners in Colorado. We’ve seen new partnerships, projects, and collective action come out of these collaboration opportunities. The grants have also given us the space and time to get to know one another and support each other in our collective work to advance STEM education in the state.”
Solution Labs

Solution Labs provided unique opportunities for coordinated action amongst partners. Guided by 100Kin10, teams of partners developed a solution to a shared challenge and co-invested in its creation and implementation. In 2016, nearly 20 partners co-invested $80,000 in "Every Student Succeeds with STEM" (successwithstem.org)—a tool to ensure STEM remains a top priority as the Every Student Succeeds Act is implemented.

Having the opportunity to learn about the Every Student Succeeds Act and its implementation in a scaffolded way has been extremely valuable. Other leaders within our organizations have also really benefited from the experience and have become involved in ways that they probably would not have, for example, as state plan reviewers.”
Fellowship

Using human-centered design, selected partners from around the country worked with experts and peers to focus on one systemic challenge in STEM teaching and developed innovative and effective solutions to its root causes. In 2016 the 30 fellows from 9 partner organizations in our fellowship class focused on exploring how to incorporate active or hands-on STEM learning into early-childhood education. Fellows tested new ideas, experimented with unconventional approaches, and designed programs that push the boundaries on how active STEM education can be a part of early-childhood learning.

“Participating in the fellowship took us out of our existing world and gave us the time and space to focus. We really valued traveling together and coming together with other organizations.”
**DC Public Schools**

Through the 100Kin10 Fellowship, DC Public Schools partnered with the Smithsonian National Air and Space Museum and the DC Office of State Superintendent of Education to create a professional development program designed to increase teachers’ content knowledge and confidence in facilitating early childhood STEM learning activities. Teachers will be provided with online training and toolkits, participate in peer-to-peer feedback sessions, and receive coaching from mentors to help them encourage STEM learning activities both inside and outside the classroom.

**New York Botanical Garden**

Through the 100Kin10 Fellowship, The New York Botanical Garden, a 250-acre living institution in the Bronx, created a prototype of a mobile application to help teachers and parents promote outdoor science learning with young children. Through the use of a smartphone or tablet, this app acts as a virtual “science backpack,” allowing users to explore, find, collect, and share images, and encourages active outdoor science investigations that connect children with nature as well as scientific thinking.

**American Museum of Natural History**

Through the 100Kin10 Fellowship, The American Museum of Natural History began to create a year-long professional development program for pre-kindergarten/Head Start teachers to enrich their early childhood science teaching practices with opportunities for learning outside the classroom, building on existing partnerships with local community-based organizations that serve low-income families with young children, and inspiring a new partnership with NYC public schools.
In 2016, 100Kin10 enabled partners and funders to work collaboratively with other experts to put their ideas and innovations into practice. Together, they implemented, tracked, and continuously improved their solutions so the entire STEM field can learn from our work.
Networked Improvement Community

The Networked Improvement Community (NIC) offered partners ongoing support from a close-knit community of peers and advisors as they implemented solutions to a shared challenge. In 2016, 30 NIC participants worked in two communities to identify the root causes underlying the lack of high-quality engineering and computer science instruction and measure impact—improving each participant’s programs while advancing the network’s collective knowledge.

“Just being part of the Networked Improvement Community was a tremendous experience. You’re tasked with this common problem that seems Herculean. Then together you devise strategies to chip away at different aspects of the problem and before long, therein lies the solution and we can make progress.”
Funders’ Collaborative

The Funders Collaborative, a diverse community of 32 impact-driven funders, worked together to leverage their collective expertise and resources. Each funder maintained full discretion over their investments, while 100Kin10 provided grant-making advice, managed customized funding competitions and networking events, and coordinated groups of funders to target and co-fund particular opportunities. In 2016, 21 funding partners invested over $22 million in 61 grants to partners for their STEM teaching work.

“We were new to the STEM funding arena, and joining 100Kin10 was a very good way for us to become involved in the issue because it provided us with expertise. It helped us learn about what was happening in the STEM education field more generally and gave us perspective on some of the things we were interested in and already funding in this area.”
Seed Funding

These catalytic funding opportunities, sponsored by members of the Funders’ Collaborative or directly by 100Kin10, enabled partners to jump-start and implement solutions they have developed in collaboration with one another. By providing partners with access to seed funding, the entire 100Kin10 network learned from their successes and struggles, continued to grow our collective knowledge about new strategies and approaches to advance STEM education and develop solutions to shared challenges. In 2016 partners received nearly $2.5 million in grants and seed funding.

“I really feel that it is a level playing field. It’s not the funders on one level and the programmatic partners on the other. Everyone is part of this collaborative effort to meet the goal together. I think that’s one of the main values - bringing everyone to the table together to share learnings.”
Identifying and Focusing on the Grand Challenges in STEM Teaching

We have made great strides in our work over the past five years. However, we’ve realized that if we achieve our commitments and reach the goal of 100,000 excellent STEM teachers without addressing the underlying challenges that have made this goal so hard, we will have accomplished the task without solving the problem. We must address the root causes of the challenges we face if we are to create lasting change.

In 2016, we completed the task of identifying the impediments that stand in the way of training and retaining 100,000 excellent STEM teachers. We developed a complete set of grand challenges and accompanying root causes that directly impact our efforts to get and keep great STEM teachers in all our nation’s classrooms, which will guide our organizational priorities moving forward, drive our research agenda, and inform how we activate solutions.

Through mobilizing around the grand challenges, we can demonstrate how individuals, organizations, and networks across the social sector can create systemic change by addressing the root of an issue, rather than its symptoms. We will continue to identify which root causes have the most potential for impact, and we’ll mobilize to those key levers for change.
The Grand Challenges

1. Teaching lacks prestige and is not widely perceived as a top career choice for STEM college graduates.

2. Teachers are underprepared to effectively teach STEM subjects.

3. Elementary teachers are not well prepared or supported to teach STEM.

4. Professional development does not satisfy STEM teachers’ professional learning and growth needs.

5. STEM teachers lack leadership opportunities and flexibility to experiment.

6. Science, technology, and engineering are undervalued in schools.

7. STEM teachers lack access to instructional resources, curriculum, and materials.
HOW WILL THE GRAND CHALLENGES CHANGE THE FUTURE OF YOUR PRACTICE?

JOIN US.

100K in 10
100K in 10 IN 2016
OUR IMPACT BY THE NUMBERS
For the fifth year in a row, we’re on track to reach our goal of bringing 100,000 excellent STEM teachers to our country’s classrooms by 2021.

We’re not doing this alone. 100Kin10 is a network of 280 organizations spanning the entire country. As the backbone of this network, 100Kin10 fuels and accelerates the work of our partners, connecting, convening, and supporting them to collaboratively solve the most pressing problems in STEM education today. Together, we’ve made tremendous progress toward our ambitious goals.
100Kin10 has grown our partner network from 28 to 280 best-in-class organizations.

100Kin10 partners have made over 400 measurable commitments toward our goal.

100Kin10 partners have prepared 40,000 STEM teachers and are on track to reach 100,000 by 2021.
We’ve been pretty busy this year, and we’ve got the numbers to prove it.

$2.5M SEED FUNDING

We invested nearly $2.5 million in seed funding to enable partners to launch innovative new solutions to support teachers to create active STEM learning environments in grades pre-K to 3 across the country.

We convened over 250 participants from 170 different partner organization over 2 days to share, learn, and build relationships with one another at our 2016 Annual Summit.

250 PARTICIPANTS

We hosted 20 “Steal This” Sessions with a total of 48 presenters who learned proven approaches from 100Kin10 partners.

20 “STEAL THIS” SESSIONS
$22 MILLION

We coordinated 21 funding partners who made 61 grants for a total of over $22 million distributed within the network.

8 REGIONAL GATHERINGS

We brought over 200 partners together for 8 gatherings in cities across the country to build stronger regional networks of partners and identify opportunities to collaborate.

$80K PARTNER CO-INVESTORS

We guided 20 partners to develop and co-invest $80K in a tool to ensure that STEM remains a top priority as the Every Student Succeeds Act is implemented.

$60K IN SMALL GRANTS

We provided nearly $60K in small grants to 52 different partners so they could meet in-person to collaborate and learn from each other.
IN 2016, 100KIN10 BUILT BRIDGES BETWEEN PARTNERS.

“It really does come down to the sense of trust that needs to be created... 100Kin10 was able to be a bridge [so] we’re able to work directly with organizations that have already built that trust. 100Kin10 allows us to create those connections in a way that is seamless and otherwise wouldn’t be possible.”
A key to the success of networked impact is the collective capacity of our partners to collaborate on long-term projects, which requires building and maintaining trusting and mutually-beneficial relationships between them.

In 2016, 87% of partners built relationships with other partners because of 100Kin10.

In 2016, 83% of partners learned something new from another partner because of 100Kin10.
What is different about 100Kin10 is the generosity, the depth of the wells of resources that are available. I don’t know that I’ve had too many conversations with anyone from [...] 100Kin10 that haven’t included, ‘How about this as a resource? Maybe you’d like to talk to this person, let me facilitate that.’ They’re very generous with their time and their depth of pockets of resources.”
Each year, we track a variety of metrics to help us understand how we’re making progress toward our goals. We contributed to increasing the capacity of our partners across multiple dimensions. Having reached new heights in 2015, we saw significant growth in 2016.

More 100Kin10 partners leveraged the network to tackle big challenges that they could not have taken on alone.

More 100Kin10 partners connected with other best-in-class organizations and experts they would not have otherwise known about or worked with.

More 100Kin10 partners accessed valuable learning and professional development opportunities to grow their organizations and strengthen their work.
IN 2016, 100KIN10 HELPED PARTNERS TRANSFORM THEIR WORK.

“Being a partner in this initiative has opened up opportunities for us to innovate ways we can offer much needed support to more and more new STEM teachers.”
We empower partners to leverage the knowledge and resources of the 100Kin10 network to create change in their own work. This year, 50% of partners changed something about their work, in at least one of three ways.

- 28% of partners adopted best practices from other partners
- 29% of partners modified an existing program
- 20% of partners designed or created new programs from scratch
We’re bringing visibility to the need for more and better STEM learning for all our students. 100Kin10 is spreading the word through some of the most influential media outlets, highlighting the critical need for STEM education in America, and sharing our innovative model of networked impact in these and other publications.
100Kin10 makes visible the critical work in science teaching and learning being done by partners across the country.”
We’re working to uncover root causes of the systemic challenges we face.

Through extensive research, 100Kin10 mapped the grand challenges that lie at the root of our STEM teacher shortage, enabling us to understand the underlying causes of the problems we aim to solve. Our research spanned two years, during which we...
Collected data from over 1,500 STEM teachers and hundreds of experts.

Conducted 85 in-depth interviews.

Created three complementary advisory panels with leading experts in the field.

Synthesized all information into a single map of seven grand challenges and 104 root causes.

Commissioned literature reviews to understand the relevant research related to the root causes.

Began identifying the root causes most directly addressed by current partners to prioritize our future work.
WE’VE DONE A LOT... AND WE’RE JUST GETTING STARTED.
Over the past five years, 100Kin10 has grown to a network of 280 partners all working to enrich our nation’s classrooms with 100,000 excellent STEM teachers by 2021. Along the way, partners shared countless best practices, participated in hundreds of collaboration grants, co-invested in new solutions, and developed innovative approaches to deep, systemic issues.
280 Partners

100,000 Excellent STEM Teachers

By 2021
When we fill our nation’s classrooms with 100,000 excellent STEM teachers and begin to address the underlying challenges that have historically impeded our progress, imagine the cures, the technologies, the designs, the engineering feats, the mathematical proofs, the breakthroughs and discoveries, the lives saved.

“It has been truly inspiring... to belong to a network of partners who are all demonstrably committed to ensuring the highest level of academic outcomes and STEM career access for all of our nation’s children. The power behind the 100Kin10 network is the depth of knowledge and experience every partner brings to collaboratively lift up and address a shared challenge.”
TOGETHER WE CAN TRANSFORM THE FUTURE OF OUR COUNTRY.

JOIN US.

100Kin10