First Graduate’s Theory of Change

- College is the first option for all students in San Francisco.
- Vast expansion of talent pipeline to fuel the local economy.
- Improved civic engagement within underserved San Francisco Communities.

Long-Term Community Impact

Student Success Outcomes

Intermediate Results

Core Strategies

Target Population

San Francisco public school students whose parents have not earned a bachelor’s degree.

Early Intervention & Long-Term Engagement

Individualized Coaching (Goals, Skill Building, Assessment, Access to Resources)

Parent Engagement (Building Knowledge, Decision-Making Skills)

Career Development Focus (Exposure, Education, Experience)

Positive Network of Peers

Leverage strategic partnerships, volunteers, and pro-bono talent

Families view College and Career as "Continuation" rather than "Disruption"

Students build foundation of academic skills and credentials

Students build critical Non-Cognitive Skills (Core Practices)

Students broaden understanding of career options and viable pathways

Students develop long-term focus with short-term adaptability

Students secure relevant job and internship experiences

Improved post-secondary education options

Improved college persistence outcomes

Improved career readiness upon graduation

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