



Impact Goals & Outcomes

Our program is designed to produce meaningful, measurable outcomes from Oakland to Micronesia in the lives of students, their communities, and the broader systems they touch. Below are our **initial 3-year goals** and the **long-term impact we aim to achieve**.

We will track progress through student surveys, staff evaluations, and partner feedback each quarter. By Year 2, we will develop a dashboard to monitor academic performance, post-program trajectories, and qualitative storytelling

	Year 1 Goal	Year 2 Goal	Year 3 Goal
Community Members Reached	500 people	1000 people	1500 people
Monthly Student Participation	30 students	50 students	80 students
High School Graduation	90%	90%	90%
Career Readiness	70% clarity	80% clarity	90% clarity
Internship Participation	50%	60%	70%
Leadership Skill Growth	75%	85%	90%
Mental Wellness Improvement	80%	85%	95%
Cap-Stone Service Events (Oakland)	3 events	3 events	3 events
Local Nonprofit Partnerships	4 partners	7 partners	10 partners
Students to Micronesia	6 students	8 students	10 students
Medical Missions Supported	2 missions	3 missions	3+ missions
Volunteer Professionals Engaged	5 volunteers	8 volunteers	10+ volunteers

Community Impact Goals (Oakland)

- **3 student-led Cap-Stone service events per year** (e.g., wellness fairs, food drives, school beautification)
- Reach at least **1,500 Oakland community members annually** through these events
- Cultivate **ongoing partnerships with 10+ local nonprofits or service providers**

Student Impact Goals (Oakland)

Year 1 Monthly:

- Serve **30–40 high school students** per month in cohort-based programming



- Over the 9 month school year and 1 summer session, this is a total of **300-400 students in the first year.**
- Maintain **80% program retention rate**
- Ensure at least **90% of participants graduate high school on time**

By Year 3:

- At least **90% of students report increased clarity about their career path**
- At least **70% of students participate in internships, job shadowing, or service fellowships**
- At least **90% of students demonstrate growth in key leadership skills**, including communication, teamwork, and initiative
At least **95% report an increase in mental wellness awareness and access to support**

Career Readiness Outcomes

- Resume and career portfolio completed by 95% of students
- All students complete mock interviews and career panels
- Minimum of **10 Bay Area professional volunteers** engaged annually

Global Impact Goals (Micronesia)

Annually:

- Send **6–10 students per year** to participate in service trips with Canvasback Missions
- Students support **at least 2–3 medical missions per year** in education, logistics, or outreach roles
- Foster new partnerships with **Bay Area hospitals or med schools** that send volunteers both locally and internationally
- At least **50% of Micronesia-participating students** present their experience publicly (school assembly, community forum, etc.)

Long-Term Impact Outcomes

Over 5–10 years, this program will:

- Create a **pipeline of purpose-driven leaders** from Oakland's public schools
- Build a **new generation of diverse, equity-minded service professionals** in healthcare, education, and nonprofit sectors
- Expand Canvasback's **volunteer base, relevance, and donor support** in the U.S.
- Strengthen ties between **youth leadership and global service infrastructure** in the Pacific Islands