



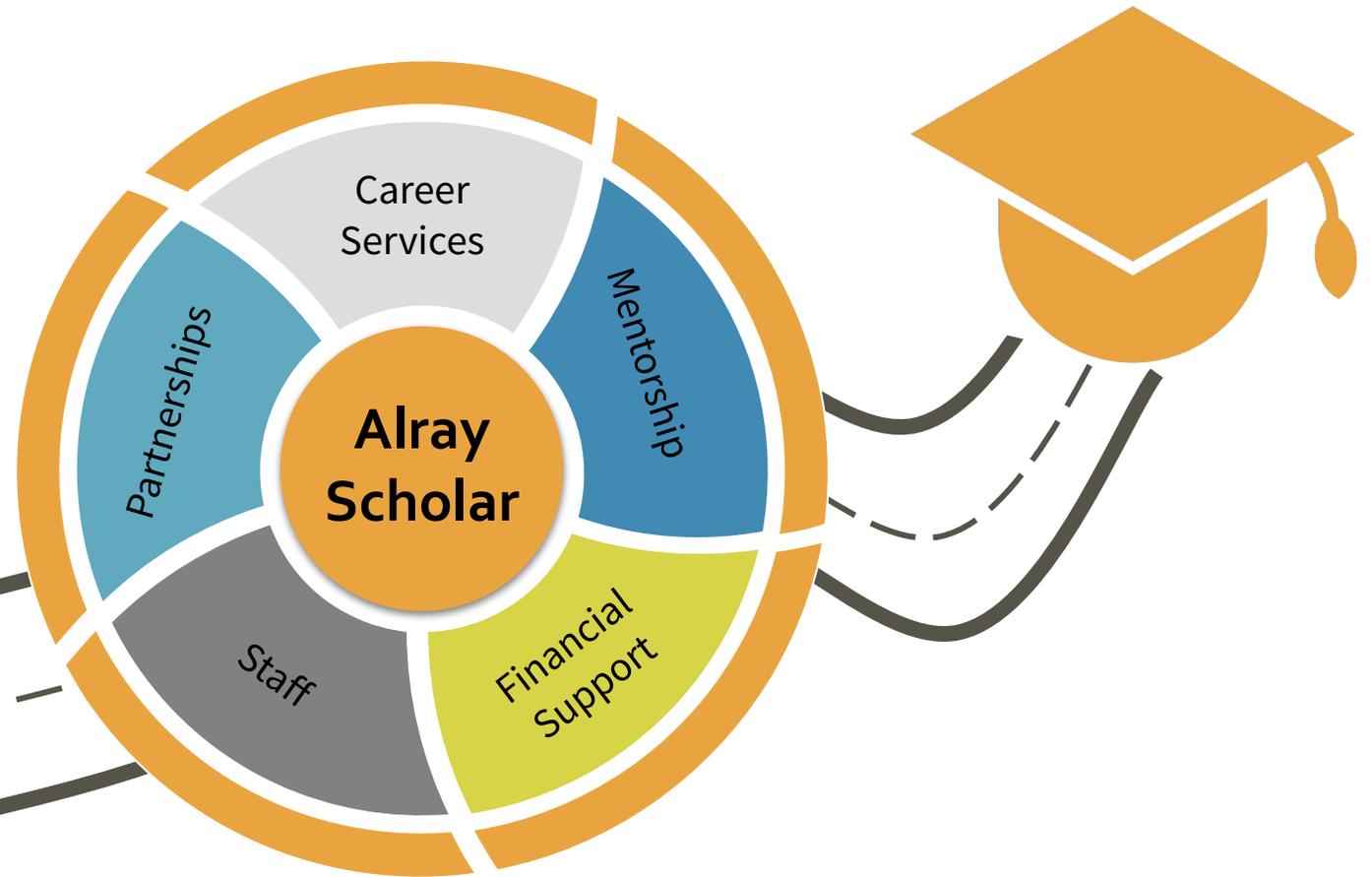
Alray Scholars Program

Strategic Plan

2025 - 2028

What we do

The **Alray Scholars Program** gives Boston students a second chance at a college degree. Our mission is to help students return to college, persist, and ultimately graduate, especially those who faced barriers that disrupted their first attempt.



The path to graduation can be long and winding. At Alray, we focus on individuals re-engaging with higher education by offering wrap-around and tailored support through one-on-one mentoring, career guidance, and financial assistance.

Where we want to go: Our Vision

Our longer-term vision is defined in terms of four key program pillars. Our strategic plan reflects initiatives we plan to undertake over the course of the next 3 years in pursuit of our long-term vision. By 2031, we aim to achieve the following...

Scholars

- Second chances for **100 - 150 scholars annually**
- **Focused on Boston & mission unchanged**
- Maintain the **high-touch/personal feel**
- **All BPS graduates know Alray** through school workshops and partnerships
- **Graduates stay connected** via online community, mentoring, board service, volunteering, donating

Mentors

- Mentors are **connected** and **supported**
- **Enhanced mentor training** via partner orgs
- Scholars have a **dedicated mentor** and access to the Alray “mentor pool” to expand connections



Financial

- Raising **\$1 million annually**
- Ever-expanding prospect list
- **Corporate engagement** and match programs
- Scholarship awards tiered to **address scholar needs**
- Junior Board/Event Committee coordinates fundraising events and marketing campaigns to **spread awareness**

Career Services

- Vendors and partner orgs provide **personalized career counseling**
- Career Advisory Board offers resources for **career exploration** and **1-on-1 networking**
- Developed database of “**on-ramps**” to **local companies** - internships, new hire programs

What we have achieved

What makes us different is the **community of support** we build around our scholars to ensure that they are able to navigate barriers to college completion. Our approach has helped scholars get another chance to cross the finish line, earn their degrees, and thrive in careers across hospitals, corporations, schools, and community organizations.

We are currently **supporting more than 60 scholars** on their journeys. We know the need for our services continues to grow. We are determined to connect with and help more graduates of the Boston Public Schools achieve their goals of completing college and building successful futures.



Alray since 2008: by the numbers



79%
graduation rate
(compared to 25%
nationwide*)



110
graduates



Over \$1M
in scholarships
awarded since Alray's
founding

*Source: [National Student Clearinghouse Research Center](#)

2025-2028: Where we are going...

As part of our strategic planning process, we **interviewed more than 35 members** of the Alray community.

When asked to describe Alray, we consistently heard the following:

- **Supportive**
- **Life-changing**
- **Innovative**
- **Family-like**
- **Rooted in community**
- **Flexible**

The insights and feedback shared by members of the Alray community have shaped the direction of the strategic plan.



2025-2028: Where we are going...

North Star: Help scholars reach college graduation so they can reap the benefits of their degrees

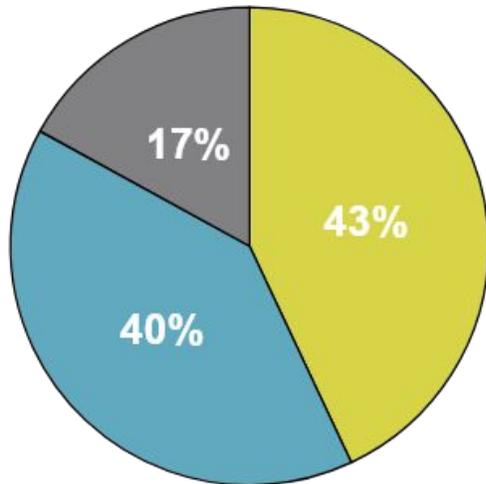
Priority	How we will achieve	What success looks like
 Connect scholars to critical resources to remove barriers to graduation and optimize their time in school	<ul style="list-style-type: none">• Develop formalized partnerships with organizations to provide enhanced career services, financial literacy, and mental health support• Integrate career assessments and connections to the Career Advisory Board into the scholar experience	Scholars address barriers, remain in school, and graduate.
 Foster community and connections beyond scholar and mentor pairs	<ul style="list-style-type: none">• Connect scholars attending the same colleges• Create more communication channels for mentors and alumni to connect with scholars and share experiences	Scholars have other avenues to turn to for support within Alray community beyond their assigned staff person and mentor.
 Support Alray staff and sustain the organization	<ul style="list-style-type: none">• Provide career development opportunities to staff• Strengthen knowledge management practices to support the scalability of processes	Staff thrive in their roles and want to stay. There are documented procedures to support the longevity of the organization.
 Build Alray brand and raise visibility	<ul style="list-style-type: none">• Plan signature community event• Establish partnerships with schools to obtain better access to resources and raise awareness• Expand corporate and institutional engagement	We receive enough funding, scholar applications, and mentor applications to fuel our growth.

2025-2028: How we get there...

To achieve our strategic priorities, we expect to increase both our fundraising targets and the number of scholars we support.

 Year	 Fundraising Target	 Scholars Supported
2025 – 2026	\$600k - \$650k	60 – 65 scholars
2026 – 2027	\$735k - \$790k	70 – 75 scholars
2027 - 2028	\$880k - \$935k	80 – 85 scholars

2025-2026 Annual Cost per Scholar - \$10,000*



-  **Program costs** include mentor training, events and workshops, career advisory support, alumni engagement, etc.
-  **Scholarships** include tuition, books, transportation, etc
-  **Operations** include rent, insurance, technology, etc.

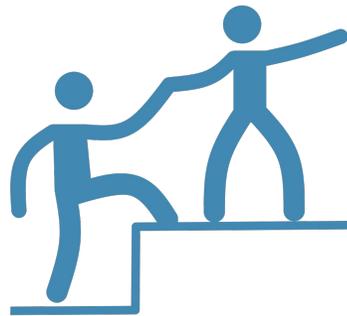
*Future years include increases for inflation

2025-2028: How you can help

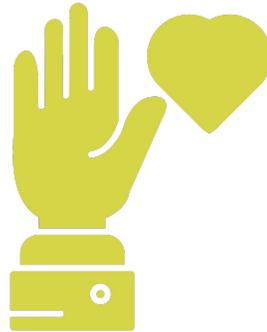
**Support the Alray Scholars Program and give Boston students a second chance at a college degree.
We need your help!**



[Donate](#)



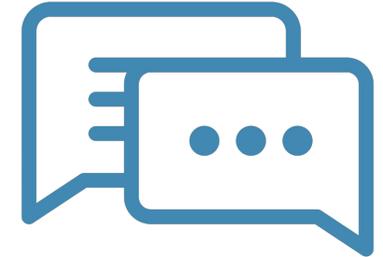
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