

Philadelphia ^{CADEMIES} INC.

ANNUAL REPORT

2022 - 2023



**Working with students, educators, and
partners to improve outcomes for
Philadelphia's young people.**

ABOUT US

Philadelphia Academies, Inc. (PAI), was established in 1969 to address the dropout crisis plaguing Philadelphia schools. This issue inspired our founders to create Career Academies, a specific learning model that has since been embraced by over 8,000 schools nationally and has led us to our current programming model which emphasizes Workforce Development, Teacher & School Leader Support, and Industry Organizing, designed to drive successful students outcomes, including post-secondary education opportunities and placement into life-sustaining career pathways.



Mission: To be an innovative non-profit organization that works with students, educators, and partners to improve outcomes for Philadelphia's young people.

Vision: A world where all young people have the skills, resources, and networks to reach their full potential.



Our **values** lead us forward in our work:

Equity: We believe that ALL students have the capacity to succeed, and we are committed to creating equitable opportunities for them to do so.

Innovation: In a constantly changing world, we embrace new ideas, foster creativity, and strive for continuous improvement.

Collaboration: We recognize that no one individual or organization can solve complex issues in isolation, and, as such, accomplish our goals through partnership.

Integrity: We practice honesty, accountability, and fairness in our interactions with our stakeholders and with one another.

A LETTER FROM OUR PRESIDENT & CEO



Dear Friends,

I often say what we do best is open doors for students and prepare them for opportunities, so when the door swings open, they walk through confident and prepared for success!

Our history is rooted in our belief in the inherent value and worth of every child, and the idea that every student deserves the support they need to be successful. At Philadelphia Academies, Inc., we seek to address the persistent problems of unequal access to opportunities for students by providing career-connected learning and workforce-development programming for middle and high school students. We are equally engaged in capacity building for teachers and school leaders by providing data supports and coaching with a focus on keeping students on track to graduate on time.

For 55 years, we have made it our mission to improve the lives of young people in Philadelphia, and this past year was no different. The 2022-23 school year saw the continuation of this effort with successes large and small recorded in this report.

Our work earned increased recognition from the School District of Philadelphia, funders, and community stakeholders as we delivered on our promises to provide quality programming. I thank our staff for their dedication and hard work in realizing these achievements. As we look to the new year, we are excited to continue growing our impact, most notably our 9th Grade and Middle School Success Networks, and the creation and expansion of new pre-apprenticeships in high schools.

On a personal note, this report will be my last as President & CEO. Leading this organization has been a blessing and a privilege. It has been one of the most amazing journeys of my career, one that I will cherish long after my departure. It has been an honor to work alongside so many talented colleagues, Board members, industry and postsecondary partners, and volunteers dedicated to helping provide students with opportunities to succeed.

I am most proud of our students and their achievements. I look forward to supporting my successor and cheering the continued growth and effectiveness of Philadelphia Academies, Inc. for years to come.

Jay Vazquez

2022- 2023 PROGRAMS



9th Grade Success Network

Active in 13 public schools, participants improve results through Coaching and Technical Assistance, Professional Development, and quarterly Community of Practice events.



Tourism & Hospitality Management

Positions students for postsecondary success in career fields critical to the regional economy through Work-Based Learning, Master Classes, Workshops, and Post-Secondary Exposures.



Middle School Success Network

Inspired by our 9th Grade Success Network, this sister program improves class results by providing data coaching and technical assistance to middle school teachers and leaders.



Pre-Apprenticeship in the Construction Trades

Mastbaum High School students in the Carpentry, Electrical, Plumbing, and Welding pathways benefit from work-based learning, industry connections, master classes, and more.



Middle School - Career Connected Learning

Students increase their self-awareness & agency in high school selection, grow in postsecondary exploration, and develop career goals.



Early Childhood Education

Prepares Parkway West High School students for career opportunities in Early Childhood Education. Students can earn their Child Development Associate credential and complete our state-certified Pre-Apprenticeship program.



Advisory Councils

Brings together industry experts who deliver work-based learning experiences for students, while also supporting teachers to ensure that classrooms are relevant and curriculum is aligned to current industry standards.



Philly Tech Gateway

Our after-school program helps tech-oriented junior and senior high school students develop marketable tech skills to jump-start their entry into life-sustaining career opportunities and/or post-secondary programs.

OUR RESULTS

20 Schools



4,879 Students



376 School Leaders



13 Career Tracts



136 Industry Partners



\$108,300 Scholarships Awarded



1,751 Volunteer Hours Logged



PRE-APPRENTICESHIPS

PRE-APPRENTICESHIP IN THE CONSTRUCTION TRADES (PACT) PROGRAM



- Served 150 Students across 4 Pathways: Carpentry, Electrical, Plumbing, and Welding.
- 100% of our students were of color or female.
- 100% promotion/graduation rate among registered pre-apprentices.
- 100% of registered pre-apprentices finished the year with a written post-secondary plan.
- 100% of program completers were interviewed by an apprenticeship program. 50% were hired by an apprenticeship program. 21% were hired by another employer in the same/related industry and 7% entered a non-related industry.

“My role is to help students perform electrical tasks. Philadelphia Academies, Inc. has been extremely helpful in showing the kids not only how to obtain employment, but to keep it.

– Robert Williams,
PAI Alum 1983, Electrical
Teacher at Mastbaum High
School

EARLY CHILDHOOD EDUCATION (ECE) PROGRAM

“There are not a lot of black men in education, and not a lot of men in early childhood education. Being in the classroom allows me to show younger children that I’m there and doing the best I can to support representation in the classroom.”

– Mikail Grant, PAI Alum 2023,
Early Childhood Education

- Served 129 students.
- 10 work-based learning workshops delivered during the 2022-23 school year.
- 15 of 15 students completed the registered pre-apprenticeship program.
- A new partnership with Kencrest Early Learning Center allowed students to receive instruction and work experience from one building.
- 98% NOCTI exam pass rate.
- 38 students enrolled in summer internships across 10 ECE worksites.



Early Childhood Education
Program at

Parkway West High School



WORK BASED LEARNING

TOURISM & HOSPITALITY MANAGEMENT



- Served 501 Students across 6 Pathways: Culinary, Hospitality, Sports Marketing, Graphic Design, Digital Media, and Baking.
- New partnerships allowed students to engage in site visits and workshops with the Philadelphia 76ers, Amtrak, Fogo de Chão, Reading Terminal Market, and more.
- 75 10th Graders earned their Certified Guest Service Professional designation.
- 83% NOCTI exam pass rate among students who took test.
- 93% graduation rate among seniors served.

“It's just helped me feel more confident and know that no matter my age, I can do it.”

– Natalyn Dennis
PAI Student
Mastbaum High School,
Sports Marketing Pathway

PHILLY TECH GATEWAY



- Served 22 students.
- All students completed a basic coding program with Coded by Kids and designed social impact websites.
- Site visits to Comcast Corporation, Drexel University, and more.
- 87.5% of students reported our program gave them a clearer idea of what they want to pursue for a career.
- Began developing a Pre-Apprenticeship in Cyber-Security alongside Drexel's Goodwin College of Professional Development.



CAREER CONNECTED LEARNING: MIDDLE SCHOOL

- Served 257 students.
- Held school-wide career day at Longstreth and Martha Washington.
- Presented 36 work-based learning sessions alongside 24 industry partners.
- Led 16 workshops designed to help students build skills, consider careers, reduce bullying, and more.
- Helped students make informed decisions as they navigated the high school selection process.



TEACHER & SCHOOL LEADER SUPPORT

9TH GRADE SUCCESS NETWORK (9GSN)



- 184 Teachers and School Leaders served across 13 schools.
- 9GSN held 5 Community of Practices along with a Summer Summit.
- 7 schools showed progress in their Firmly On-Track rates.
- 6 schools met 100% of their Key Practice Improvement Goals.
- 10 non-network schools reached by 9GSN professional development programming.



“Numbers tell me nothing if I can’t see who they’re talking about. PAI helped me find my students in the numbers, and how I can provide more support to groups of kids to make incremental progress.”

- LaJuana Stidmon-Frazier,
Assistant Principal at
Murrell Dobbins High
School

MIDDLE SCHOOL SUCCESS NETWORK

“I enjoy our coaching sessions and always find them very beneficial as I learn new approaches and alternatives to dealing with some of the challenges that we face in our building.

- Climate Manager at
Longstreth Elementary School

- Served 160 Teachers and School Leaders across 3 schools.
- 2 Community of Practice events were held. Topics included Fostering Developmental Relationships, Relationship Management, and Grade Management Tool Training.
- Monthly coaching meetings with PAI staff were held across all participating schools.
- 9 inaugural Key Practice Improvement Goals established.



COMMUNITY

ADVISORY COUNCILS



- Present in 4 Schools across 6 Pathways: Visual Arts Production, Health Sciences & Research, Business, Environmental Science, Construction Trades, and Early Childhood Education.
- Each council operated with a committed group of at least 5-7 expert members.
- A total of 15 meetings were completed throughout the year.
- Councils brought to life dozens of experiences for students including: Chat n' Chews with IBEW 98 and Carpenters Union, guest speakers from PECO, Energy Coordination Agency, Philadelphia Water Department, and many more.



“Council meetings have been very advantageous to the Early Childhood Education program and keep us moving forward.”

- Melanie Brennan,
Executive Director, Early
Learning Programs,
KenCrest Services

PARTNERS

- Thank you to our business partners who helped us realize dozens of events and learning experiences for our students throughout the 2022-23 school year!



136 Industry Partners



Career Day at Longstreth Elementary School



Students tour Amtrak's 30th Street Station.



Students presenting their final marketing projects at the Philadelphia 76ers Triple Threat Competition.

SCHOOLS & PROGRAMS



Abraham Lincoln High School

- Advisory Council



Benjamin Franklin High School

- 9th Grade Success Network
- Tourism & Hospitality Management



Murrell Dobbins Technical High School

- 9th Grade Success Network
- Tourism & Hospitality Management



Dornsife Center

- Philly Tech Gateway After-School Program



Frankford High School

- 9th Grade Success Network
- Tourism & Hospitality Management



George Washington High School

- 9th Grade Success Network
- Tourism & Hospitality Management



Horace Furness High School

- 9th Grade Success Network



John Bartram High School

- 9th Grade Success Network



Jules E. Mastbaum School

- 9th Grade Success Network
- Tourism & Hospitality Management
- PACT Program



Kensington Health Sciences Academy

- 9th Grade Success Network



Martha Washington School

- Middle School Success Network



Morton McMichael School

- Middle School Success Network



Northeast High School

- 9th Grade Success Network



Parkway West High School

- ECE Pre-Apprenticeship
- Advisory Council



Penn Treaty High School

- 9th Grade Success Network



The Academies at Roxborough

- Advisory Council



Samuel Fels High School

- 9th Grade Success Network



South Philadelphia High School

- 9th Grade Success Network
- Tourism & Hospitality Management



Swenson Arts & Technology High School

- Tourism & Hospitality Management



William C. Longstreth School

- Middle School Success Network

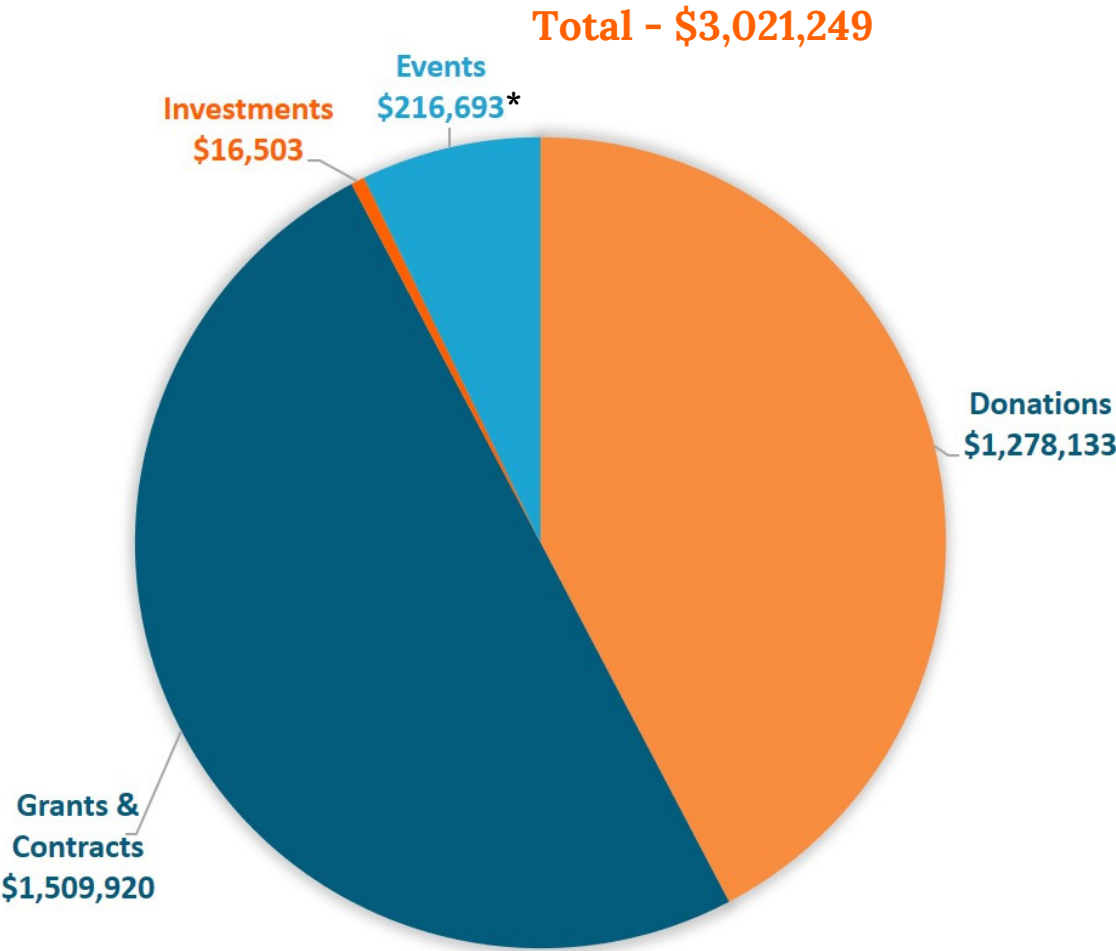


William Sayre High School

- 9th Grade Success Network

FINANCIALS

Income Sources



First-Time Donors

64

Exceeded organizational goal of 50 first-time donors.

Returning Donor Rate

93%

Includes individuals, foundations, and corporations.

Fundraising Expenses

7%

Charity Navigator recommends 10% or less.

Management Expenses

10%

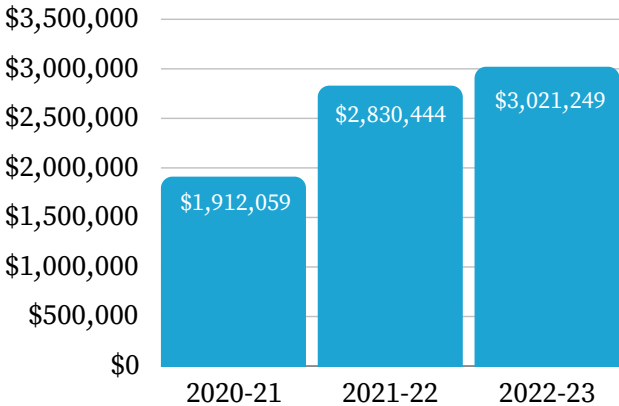
Measures overhead share of each dollar spent. Low value is indicative of an efficient operation.

Program Spend

83%

Of every dollar raised went back to our programming efforts.

INCOME OVER TIME



* Net of expenses (Actual Gala revenue \$284,000)

DONORS

\$100,000+

- Drexel University
- Neubauer Family Foundation
- PA Department of Labor and Industry
- PECO
- Pennsylvania Convention Center
- Wellington Management

\$50,000+

- Chubb
- Comcast
- Philadelphia Trading Company
- The Philadelphia Foundation

\$20,000+

- HAAS Charitable Trusts
- Hamilton Family Charitable Trust
- Independence Blue Cross
- Lincoln Financial Group Foundation
- Spark Therapeutics
- Stanley Black & Decker
- The Gordon Charter Foundation
- The School District of Philadelphia
- WSFS Cares Foundation

\$10,000+

- ARAMARK
- City of Philadelphia
- One Digital
- Strada Education Network

\$5,000+

- AmeriHealth Caritas
- Asplundh Tree Experts
- Assured Partners
- Brandywine Realty Trust
- Morgan Lewis & Bockius
- NRG Energy, Inc.
- Philadelphia Youth Network
- Rivers Casino Philadelphia
- Savoy Associates
- Stradley Ronon Stevens & Young, LLP
- The Allen Hilles Fund
- The Benecon Group, Inc.
- WSFS Bank

\$1,000+

- AFL-CIO
- Carr & Duff
- Emerson Reid
- Empower Construction
- Energy Coordinating Agency
- Haggerty, Goldberg, Schleifer & Kupersmith
- Jefferson Methodist Hospital
- Mifflin Consulting, LLC.
- NECA
- Pennoni
- Philadelphia Federation of Teachers
- Poultry Science Organization
- The Honickman Foundation
- The Tuttleman Family Foundation
- TML Communications
- Trion/MMA
- University of Pennsylvania
- WAWA

BOARD OF DIRECTORS

Mr. Stephen J. Rauscher, Chair

Retired, Vice President of Operations
Rohm & Hass

Ms. Kirsten Culbertson

Senior Director, Internal Communications
Comcast Corporation

Mr. Mark Goodman

Vice President, Equity Research Analyst
Wellington Management

Ms. Monica Moody-Wrenn

Director of Human Resources
PECO

Ms. Cameron Redfern

Associate
Stradley Ronan Stevens & Young LLP

Mr. John W. Mucha, Treasurer

Retired, Partner
KPMG, LLP

Mr. Christopher Edwards

Area Manager
Wawa, Inc.

Mr. Jerry T. Jordan

President
Philadelphia Federation of Teachers

Mr. Brett Mayfield

Senior Vice President and President
of Local Markets
Independence Blue Cross

Mr. Ian Sladen

Vice President, Corporate Education
and Career Services
Drexel University

Mr. Ron Bernal, Secretary

Finance Manager
Pennsylvania Convention Center Authority

Mr. Patrick J. Eiding

President
Philadelphia Council AFL-CIO

Mr. Dan Klein

Managing Director
Slalom

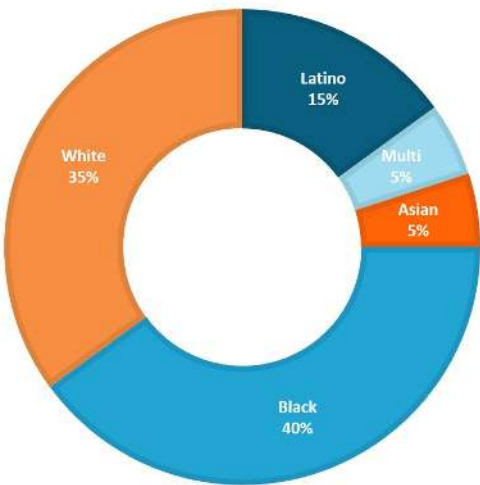
Mr. Sylvester Mobley

Founder & CEO
Coded by Kids

Mr. Jay Vazquez, Ex Officio

President and CEO
The Philadelphia Academies

STAFF DEMOGRAPHICS

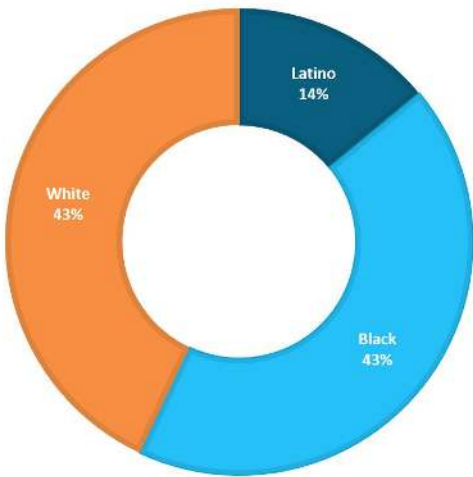


30% Male

70% Female



LEADERSHIP TEAM DEMOGRAPHICS



14% Male

86% Female



SUPPORT OUR 55TH YEAR



\$55

Allows our Early Childhood Education Pre-Apprentices to receive all the necessary state and federal clearances to participate in school year internships at a local Early Childhood Education center.



\$155

Provides dinner for our afterschool Philly Tech Gateway program participants during a guest speaker event focused on careers in Tech.



\$355

Covers the cost for a bus and lunches to bring 30 Middle School Students out of the classroom to an industry site for hands on learning and career exposure with business partners.



\$455

Covers the cost to have a class of 25 Tourism and Hospitality students to enroll in the Guest Services Gold Tourism Program created by the American Hotel & Lodging Educational Institute, where they can earn a nationally recognized "Certified Guest Services Professional" credential.



\$555

Pays for one of our Construction Trade Pre-Apprentices to receive Driving Lessons and secure their Driver's License – an essential credential needed for many apprenticeships and to work in the construction trade industry.



\$1,055

Enables 5 schools to send teachers to one of PAI's 9th Grade Success Network Community of Practice events, where they participate in Professional Development, share ideas on how to support 9th grade students, and receive support for their efforts to keep 9th graders "On-Track".



\$5,555

Enables PAI to run our "Interview Expo" Signature Event for one full day, where up to 100 students experience mock interviews with business partners, resume preparation, and workshops on power skills and dining etiquette to prepare them for summer internships and future careers.



Other

Donations of any size help Philadelphia Academies, Inc. achieve our mission of being an innovative non-profit organization that works with students, educators, and partners to improve outcomes for Philadelphia's young people.

Donations to PAI can be made at www.academiesinc.org/donate or by scanning the QR Code on this page. PAI is a registered 501c(3) non-profit with the state of Pennsylvania. To learn more about our donor opportunities or volunteer opportunities, contact Porsha Colter, Director, Fund Development at pcolter@academiesinc.org.



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