

**2025-26
Annual
Report**

**A Year of
Strategic
Progress**



**PHILADELPHIA
ACADEMIES, INC.**

PAI made school feel more meaningful,
because **I could see how what I was learning
connected to the real world.**

— FLORA HUANG, PAI STUDENT

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57
Years
of serving
Philadelphia's
young people.

Mission:

To be an innovative nonprofit organization that works with students, educators, and partners to improve outcomes for Philadelphia's young people.

About:

Philadelphia Academies, Inc. (PAI) was established in 1969 to address the dropout crisis plaguing Black males in Philadelphia schools. After founding the Academy of Applied Electrical Sciences at Edison High School, the organization went on to pioneer the Career Academy Model, now used by over 8,000 schools nationwide.

Today, PAI has evolved but remains dedicated to solving the critical challenges facing our city's education system. Its programmatic initiatives include: Middle School Programs focused on career awareness and exposure, Success Networks to support higher on-time graduation rates, and Workforce Development to prepare high school students for postsecondary educational and career success.

In all its work, PAI's primary objective is to advance educational equity and upward mobility for Philadelphia's youth.



Improving Student Outcomes Since 1969



PAI helped me build confidence in myself. It showed me that **I am capable of learning real skills and applying them in real situations.**

— SHAMYA DOUGHERTY, PAI TOURISM & HOSPITALITY STUDENT

PAI Staff Departmental Breakdown

Middle School Programs: **2**

9th Grade Success Network: **6**

Workforce Development: **8**

External Affairs: **3**

Administration: **2**

Leadership: **5**

26
dedicated
PAI staff
members

178
community
partners

Our Programs

Middle School
Programs

9th Grade Success
Network

Workforce
Development
Programs

A Message from the President & CEO



In Philadelphia, opportunity can sometimes feel remarkably close and impossibly far away at the same time. A young person can grow up within miles of world-class universities, hospitals, thriving businesses, construction projects, technology companies, and institutions that shape our region, yet never have an opportunity to imagine themselves inside of them.

I think about that often when I think about the young people we serve at Philadelphia Academies, Inc. Brilliance is everywhere. What is not always equally distributed is access, exposure, relationships, and the

opportunity to see a future that feels possible.

PAI has been working to change that reality since 1969. This year, that commitment reached 8,483 young people across 38 Philadelphia schools. But those numbers only tell part of our story. Our work came alive when a middle school student visited Cheyney University and left saying, “I want to go to an HBCU now.” It came alive when nearly 100 Black and Latino ninth-grade boys gathered to experience brotherhood, joy, and possibility. And it came alive through Liaralis Santiago, a young woman from Kensington who discovered her path through the skilled

trades and is now building a career as a union carpenter.

Those stories remind us that our responsibility goes beyond delivering programs. We must help young people connect the dots between who they are today and who they can become tomorrow. That requires strong schools, committed educators, employers willing to open doors, partners willing to invest, and an organization strong enough to bring those pieces together.

The 2025–2026 school year brought meaningful progress toward that vision. We strengthened our programs,

partnerships, people, systems, and use of data, and we clarified the journey we want every PAI student to experience. Our next chapter is about connecting those opportunities so that a student’s relationship with PAI does not have to begin and end with a single program.

That promise guides where we go next: One Student. One Journey. One Promise.

Philadelphia’s young people do not lack potential. Our collective responsibility is to make sure opportunity is never too far away for them.



F. Christopher Goins
President & CEO
Philadelphia Academies, Inc.



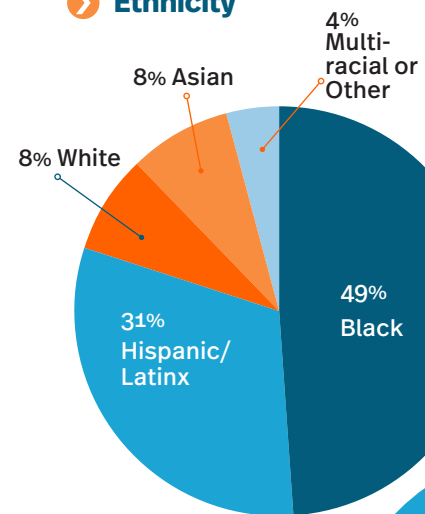
2025–2026 Leadership & Board:

- Ian Sladen, Chair
Drexel University
- Monica Moody-Wrenn, Vice Chair
PECO, an Exelon Company
- John Mucha, Treasurer
KPMG
- Ron Bernal, Secretary
Pennsylvania Convention Center
- Mark Goodman, Member
William Blair
- Steven Hicks, Member
Fulton Bank
- Dan Klein, Member
Aramark
- Dr. Darren Lipscomb, Member
Community College of Philadelphia
- Brett Mayfield, Member
Independence Blue Cross
- Cameron Redfern, Member
Stradley Ronon Stevens & Young, LLP
- Monica Robinson, Member
Philadelphia Council AFL-CIO
- Arthur Steinberg, Member
Philadelphia Federation of Teachers
- PAI Leadership Team
- F. Christopher Goins
President & CEO
- Cheryl Lafferty
Sr. Director, Programs
- Tamir D. Harper
Sr. Director, Development, External Affairs & Impact
- Crystal Lanier
Director, Workforce Development
- Nadia Schafer
Director, 9th Grade Success Network

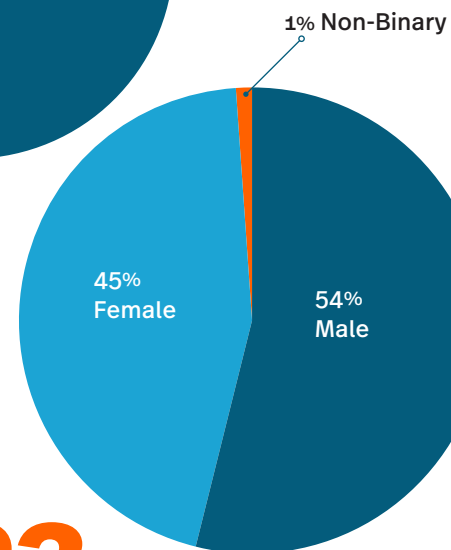
Year at a Glance

Students served › 8,483

› Ethnicity



› Gender



323

Work-Based Learning Experiences Provided:

Early Childhood Education

- › 15 PAI-led Workshops
- › 7 Industry-led Experiences
- › 4 Postsecondary Experiences

Tourism and Hospitality

- › 66 PAI-led Workshops
- › 76 MasterClasses
- › 27 Postsecondary Experiences

Pre-Apprenticeship in the Construction Trades

- › 10 PAI-led Workshops
- › 5 Industry Tours
- › 3 MasterClasses
- › 4 Chat and Chews
- › 3 Signature Events
- › 6 Postsecondary Experiences

Philly Tech Gateway

- › 70 PAI-Led Workshops
- › 5 Guest Speakers
- › 3 Industry Tours
- › 19 FirstHand Classes (Intro to Cybersecurity and Data Analytics)

Improving Student Outcomes Since 1969



Schools served › 38*

* 100% of PAI Schools are Title 1 Schools, public schools that receive extra federal funding from the US government because at least 40% of the students come from low-income families. This is measured by how many kids qualify for free or reduced-price meals.

Educators supported › 461

Employer partners › 178

Scholarships awarded

› \$77,406.32

Total Career Coaching

Sessions provided › 949



Organizational Milestones

Continued Growth of Our 9th Grade Success Network

Welcomed 4 new schools to our 9GSN, bringing the network total to 28.



Read the article from Chalkbeat – Philly is expanding one of its most effective dropout prevention strategies

Inaugural Serving Thanks Celebration

Culinary students from our Tourism & Hospitality Management program served over 100 “harvest comfort”-themed meals to community members facing food insecurity at a special Thanksgiving event hosted at the Pennsylvania Convention Center.

“This is the kind of stuff that I needed when I was younger, so I am glad to pass it forward.”

– PARTICIPATING PAI STUDENT



Inaugural Black | Hispanic | Latino 9th Grade Males Summit

Brought together nearly 100 young men from 5 9GSN schools to be affirmed, elevated, and invested in.

Students engaged in dynamic sessions on financial literacy and life skills, mental health and self-management, leadership, identity and voice, careers, and future pathways.



Event sessions

facilitated/supported by

14 community partners,

with a keynote speech delivered by Philadelphia City Councilmember Anthony Phillips.

92.7% of students

reported feeling a sense of brotherhood, power, and joy during the summit.



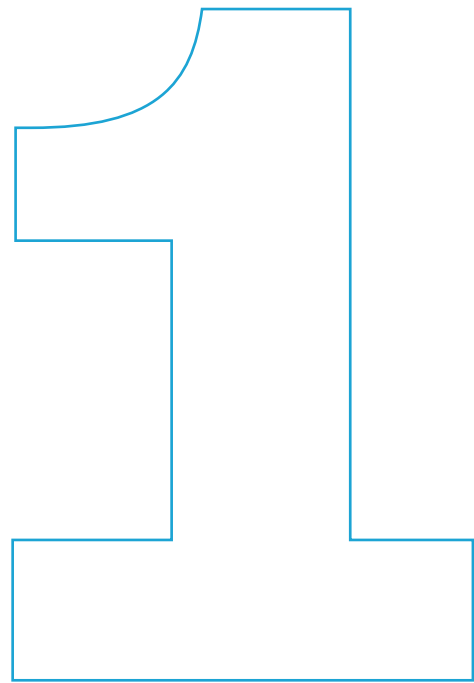


PAI established five strategic priorities to guide our organizational decision-making during 2025–2026. This report highlights our progress in meeting our priorities through our programmatic impact, strategic expansion, and financial results.

Priorities:

- 1. Build** the Most Equitable and Industry-Aligned Youth Workforce Pipeline in Philadelphia
- 2. Redefine** Middle School Success & Elevate PAI as a National Thought Leader
- 3. Expand** the 9th Grade Success Network as a Scalable Model
- 4. Cultivate** a High-Performance, People-First Organization
- 5. Scale** Systems-Level Change Locally and Regionally





Strategic Priority: Build the Most Equitable and Industry-Aligned Youth Workforce Pipeline in Philadelphia



Why this Matters: Providing career-connected learning experiences to students, with an emphasis on exposing them to priority occupations and industries that have traditionally been less accessible to females and students of color, prepares them for postsecondary success and meaningful careers.

Outcome: By shepherding students into in-demand, life-sustaining career paths, we help young people improve their economic mobility in the face of systemic pressures.



All PAI pre-apprentices were presented with opportunities to earn industry-recognized certifications or credentials, furthering their employability.

Early Childhood Education: 100% of our enrolled pre-apprentices took and passed the PA Keys Fire Safety Certification exam, required to obtain employment at many ECE workplaces.

Philly Tech Gateway: 67% of Philly Tech Gateway seniors who took the CompTIA Tech+ exam earned the certificate, demonstrating basic knowledge in IT Concepts and Terminology, Infrastructure, Applications and Software, Software Development, Database Fundamentals, and Security.

Pre-Apprenticeship in the Construction Trades (PACT) Program: Students were provided opportunities to earn a variety of credentials related to their specific field of study, including: OSHA 10; Building Construction Tech HBI RCA Series; House Wiring or Plumbing - HBI-RCA Series (Basic & Advanced); Level 1 & 2 - AWS Welder.

Tourism & Hospitality Management: Students were provided with opportunities to earn their ServSafe Food Handler certificates.

Student Survey Results

Students reported having a clearer idea of what they want to do for a career, by the end of the year.

By the end of the year, students reported feeling more equipped with the right knowledge, skills, and resources to explore their career options.

Students reported having an increased awareness of different postsecondary education or certification options.

Students feel more confident in choosing a postsecondary education or certification option that supports their career goals.





Impact Story

A Journeyman's Journey

When Liaralis “Li” Santiago enrolled in Mastbaum High School as a freshman, she imagined a future in architecture. But as she explored her career options through Philadelphia Academies, Inc., she discovered what she really wanted to do was build.

Greater Philadelphia, and the United States as a whole, is facing an unprecedented wave of retirements in the construction trades sector. The National Center for Construction Education & Research (NCCER) reports that 41% of the construction workforce is predicted to retire by 2031. Li wasn’t sold on college and had a real talent and passion for hands-on work. Thanks to a series of fortunate events, a robust support system, and a lot of hard work, Li is now part of the solution as a union journeyman carpenter.

One important stop on her journey? Encountering PAI and going on to become one of just four females to graduate from Mastbaum’s trade program in her class. There she met coordinators Erica Diaz and Dimir Leftwich amid school staffing challenges that had her thinking of throwing in the towel.

“They always came in with positive attitudes and just wanted to help us,” Li said. “Help me help the world, you know?”

Their steady presence earned her trust, and she enrolled in the carpentry pathway of PAI’s Pre-Apprenticeship in the Construction Trades (PACT) program. Under PAI’s instructional guidance and partnership, Li developed skills and confidence to navigate the world beyond her classroom.

As she gained technical skills in the shop from her carpentry teacher, Richard Constance, Erica and Dimir coached Li and her classmates into well-rounded professionals through a series of resume workshops, professional development lessons, and career exposure initiatives that highlighted the many opportunities available to skilled tradespeople.

One PAI experience that especially stands out to Li is Interview Expo. As a junior, she arrived in paint-stained jeans with little idea of how to present herself to a prospective employer. After an eye-opening experience that included instruction on dining etiquette and professional presentation, she returned the following year professionally

dressed, carrying a polished resume and ready to collect business cards.

That preparation helped Li take the next step after graduation. She began working as a pre-apprentice at Lincoln Financial Field. Her goal was to earn a position with a local union after coming to appreciate the benefits available to workers through PAI-organized panels and fairs.

The job also gave Li a memorable behind-the-scenes look at some of the stadium’s biggest events. She worked a Metallica concert and helped put on Monster Jam. She recalls, “I was wiping their wheels. It was so fun. I was like, oh my god, look at these monster trucks!”

Today, Li has been accepted into the United Brotherhood of Carpenters Local 158 and plans to stay until retirement. Though her roots will always be in Kensington, she has since moved into her own home outside the city and, through an incredible stroke of luck, won a car in a raffle, allowing her to easily get to worksites. She says, “It feels nice to have my own space.”

As a young carpenter, Li is debt-free and looking forward to returning to Mastbaum to encourage current students to stick with their lessons and consider the trades as a viable pathway to success.

Her advice to students considering PAI’s PACT program is simple: “This type of job isn’t for everybody, but don’t give up. Even if it gets a little hard, you just gotta work a little harder. And then you’ll be up there with everyone else, making the big bucks.”



PAI always came in with positive attitudes and just wanted to help us. **Help me help the world, you know?**

—LIARALIS “LI” SANTIAGO



Strategic
Priority: Redefine
Middle School
Success and
Elevate PAI as a
National Thought
Leader



➤ **Why this Matters:** Middle school is an underappreciated developmental period for students that deserves greater resources and attention.

Outcome: Our investments in young students helped spark curiosity in career paths, allowing them to get a head start on realizing their dreams, while proving the importance of middle school programming.

Career-Connected Learning (CCL) Initiatives & Outcomes

- » Provided 25 CCL experiences to students across our 3 partner schools. Sessions included:
 - “How to Be a Successful 9th Grader”
 - “High School Selection”
 - “Power Skills”
 - “Career Clusters”

PAI secured funding for deeper investments in middle school programming through the competitive Pennsylvania Commission on Crime and Delinquency (PCCD) BOOST Grant.

- » We were awarded this grant in recognition of our expertise in after-school programming gained through founding and operating our Philly Tech Gateway program.
- » The after-school program will launch at Feltonville School of Arts and Sciences in 2026–27, serving up to 60 students in 6th through 8th grade.
- » Students will receive STEM-focused programming, utilizing hands-on, work-based learning curriculum that provides exposure to topics including drones, robotics, animation, engineering, and more.



The Middle School Success Network completed its final year of impact.

- » After 4 years, this initiative was sunsetted due to funding challenges.
- » We worked with a consultant to reimagine our middle school programming as a whole, realigning our focus based on landscape surveys, national best practices, and need assessment surveys from partners and teachers in the field. This led to a reimagining of middle grades support that will focus on direct service CCL with ancillary teacher/school leader coaching and supports.
- » Wins from 2025-26 included:
 - Serving 8 schools.
 - Working with 44 school leaders and educators
 - Organizing around the theme of Equitable Grading Practices, reinforced by the network’s book club and coaching supports, providing stronger teacher practices and more accurate data on student grades.
 - Network schools had a strong level of consistency with their teaching team meetings, allowing space for growth in sharing best practices, data exploration, and troubleshooting system-wide issues affecting students.
 - Network schools began using a universal data tracker, as well as utilizing district tools such as the GMT (Grades Monitoring Tool) and protocols that were student-focused, allowing for student agency in owning their data and voicing challenges.
 - Work will live on in the educators that benefited from the program and incorporated learning strategies into their leadership.



Impact Story



Strengthening Our Middle Schools

In the 2025–26 school year, Philadelphia Academies, Inc. returned to Comegys Elementary School in Southwest Philadelphia for its third year of supporting students and teachers. Through its Middle School Programming, PAI developed deep relationships at Comegys, working with the principal, assistant principal, teachers, and counselors to provide services that are not add-ons or one-off experiences, but are instead woven into the fabric and goals of the school.

Assistant Principal Jessica Culp highlighted this approach, sharing that PAI Staff “took the time to understand our school’s specific needs, build trusting relationships with staff, and provide consistent, practical support.” Whether it involved coaching teachers, leading 21st Century Skills workshops, or planning career trips for middle school students, “the work never felt separate from our school’s priorities. Instead, it strengthened and complemented the systems we already had in place ... and contributed to stronger instructional practices, improved school climate, and more positive experiences for our students.”

The experiences provided to Comegys crossed a wide range of topics and opportunities, reflecting the desires of Comegy’s leadership and PAI’s belief that middle school is the perfect time for students to gain a broad awareness of careers and educational options. There were small-group career panels and full-school career days with industry partners including the Philadelphia Phillies, Pretty Scrumptious Bakery, the Finishing Trades, a Cheffon LLC private chef, Sheet Metal Workers Union 19, an athletic director from Villa Joseph Marie High School, and more. Eighth-grade students participated in Financial Literacy workshops on personal finances and banking led by partners from WSFS Bank, and prepared for high school by visiting Dobbins Technical High School and the Academy at Palumbo. Each grade experienced PAI-led workshops that were targeted for their individual needs: Sixth grade experienced a series of workshops on basic 21st Century and Power Skills, seventh grade focused on workshops to prepare them for high school selection, and eighth grade engaged in workshops on how to be a successful 9th grader as they head into high school. The year culminated with a trip to Cheyney University, a request by Principal DuPree to

ensure students could experience not just a postsecondary setting but one at an HBCU. Students met with Cheyney’s president, toured the school, and were able to ask questions and imagine what it might be like to be a student there.

Over 90% of seventh and eighth grade students participated in two or more experiences with industry partners, 94% of students participated in at least one postsecondary experience, and 93% of eighth graders were able to participate in a high school visit. In all, PAI was able to provide over 15 unique, interactive student experiences to support the Comegys community, as well as twice-monthly coaching experiences for APs and teachers to support them in their work with students.

But the result was more than numbers – it was learning and growth for students:

- » “The experience was better knowing that they are in our age bracket – it feels like [it is] training me for the future.” – student reflecting on a panel of college students
- » “Today’s session was great because I learned new things about what it takes for you to keep going and how your education is important.” – student reflecting on a post-secondary experience
- » “Honestly, today’s postsecondary experience was good, I can’t think of anything that would have made it better. It felt more targeted to a middle school audience, mainly because the college students were closer to us in age ... I caught myself relating to their stories. It was amazing.”
- » “I feel like it was really good for talking about careers and what they’re about.” – career panel reflection
- » “It was perfect. I want to go to an HBCU now and the experience there was so amazing.” – student reflection on the Cheyney trip

Lead Middle School Teacher Ms. Stephanie Latimore shared, “PAI’s collaboration, responsiveness, and commitment to our students and staff have made a meaningful impact on our school community. We are excited to see the lasting impact this work will continue to have.”

academiesinc.org • [@academiesinc](https://twitter.com/academiesinc)

PAI’s collaboration, responsiveness, and commitment to our students and staff have made a meaningful impact on our school community. **We are excited to see the lasting impact this work will continue to have.** ”

–LEAD MIDDLE SCHOOL TEACHER MS. STEPHANIE LATIMORE

90%

of seventh and eighth grade students participated in **two or more experiences with industry partners**

94%

of students participated in **at least one postsecondary experience**

93%

of eighth graders were able to **participate in a high school visit.**



Strategic
Priority: Expand
the 9th Grade
Success
Network as a
Scalable Model



Why this Matters: The 9th Grade Success Network has driven meaningful increases in on-track rates in our schools. By formalizing our playbook and sharing our story, we can inspire regional and national change.

Outcome: Through participation in national conferences and the addition of 4 new network schools here in Philadelphia, we reached more educators than ever and continued elevating graduation rates in our schools.



Improving Student Outcomes Since 1969



**Welcomed 4 new schools,
bringing the network total to 28**

- » Building 21
- » Franklin Learning Center
- » Philadelphia Military Academy
- » Hill-Freedman World Academy

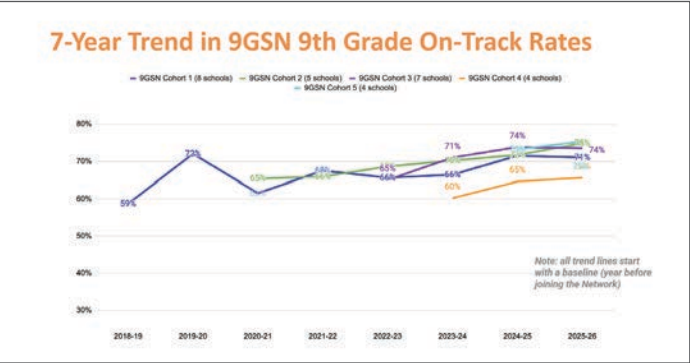
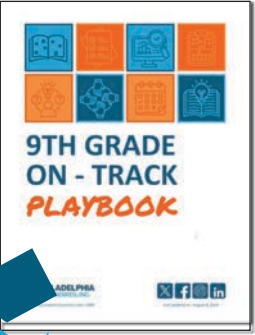
**Released the 9th Grade
On-Track Playbook**

- » 116 pages of invaluable lessons and instructions to achieve 9th grade success
- » Living document designed to be updated as practices evolve

**Began planning to expand the
9th Grade Success Network
to 10th Grade Leaders.**

**Presented at 2 national-level conferences including
the FullScale Symposium in New Orleans, LA -
Igniting Minds, Illuminating Transformation**

- » PAI led a session, “Adapting On-Track Metrics for Competency-Based Schools.”
- » Presenters included the full range of partners that make our work possible: PAI, Dell Steckle and Kathryn May; Chicago Team, Emily Kulick from Revolution Impact; and Aja Holden and Rebecca Esposito from the School District of Philadelphia.
- » The international audience gave positive feedback to our presenters and came away with an appreciation for how our project team adapted the 9th Grade On-Track metric for the U School and highlighted the development of a real-time data tool for tracking student progress, the challenges of aligning metrics, and the use of data to support student interventions.



Outcomes
2025–26 results

- » **72%** of 9GSN students are On-Track, up 1.1% from the previous year
- » **3,764 / 5,225** first time 9th graders ended the year On-Track or Firmly On-Track
- » This school year there was a focus on supporting sub-groups of students, particularly Hispanic/Latino male students. This resulted in that group attaining a **68.7% On-Track rate - up 2.7 points** from the 2024-25 school year.)
- » PAI staff led **869 Coaching Session** across all 28 schools



Community of Practices (CoP)

- » Summer Summit Day 1 – Shared Vision, Shared Goals
- » Summer Summit Day 2 – Defining Our Plan
- » CoP 1 – Starting Strong: Tier 1 Systems, Equity Goals & Student Voice
- » CoP 2 – Developing High Quality Tier 2 Strategies
- » Winter Retreat – What We Carry, What We Cultivate: Turning Midyear Insight Into Spring Impact
- » CoP 3 – Ending the Year Strong & Supporting Transitions for Next Year
- » CoP 4 – Greatest Hits

Impact Story



Coaching On-track Success

When Marisa Biondi learned Philadelphia Military Academy (PMA) had been accepted into the 9th Grade Success Network (9GSN), she “didn’t realize how much support it was going to be.” A year later, she reflected on how the experience transformed her as a leader and the impact it had on her students, sharing, “To be honest, it was more than I expected. And it was awesome.”

First piloted in 2018, PAI’s 9th Grade Success Network was formed in response to research conducted by the University of Chicago that showed 9th Graders were more than twice as likely to graduate on time if they finished their first year of high school on-track (passing 4 core classes, plus one more).

Ms. Biondi, a newly designated assistant principal (AP), became aware

of the 9GSN through her attendance at several 9th Grade professional development sessions facilitated by the School District of Philadelphia. She remembers, “It was so immediately obvious that there were (almost) 30 schools who really knew what they were talking about and were doing strong ninth grade work. From there, it became, “Cool, how do we get in?”

On the basis of their strong application, PMA was accepted into the 9GSN as PAI grew the initiative from 5 schools in 2018 to 28 schools in the 2025-26 school year. The school’s stated goal was “streamlining systems and implementing practices designed to simplify the analysis of student data and the subsequent development of targeted interventions.”

In initial goal-setting sessions, PMA and

AP Biondi aimed high, seeking to drive up both the school’s overall 55.4% on-track rate and address subgroups lagging markedly behind the PMA’s average on-track rates, including: Hispanic/Latino students (46.2%), Hispanic/Latino Males (41.7%), Black/African American Males (43.5%), Males without IEPs (36.4%), and Females with IEPs (50%).

The work began in late summer, with the PMA team embracing PAI’s 2-day Summer Summit. There, they discussed building out systems and processes backed by data and lessons learned from seven years of communal sharing and development through the 9GSN to get and keep students on-track.

Once the school year began, AP Biondi forged a quick connection with her dedicated PAI coach, Maura Edwards.

Meeting weekly, the pair began implementing the strategies developed over the seven years the 9GSN has been in existence, with an emphasis on PAI’s 12 Key Practices, utilizing the Grade Monitoring Tool, and establishing a shared tracker that gave every teacher visibility into students across distinct classrooms.

Aside from the technical strategies, AP Biondi found equal value in Maura’s role as a leadership thought partner. Particular attention was paid to fostering healthy interpersonal relationships and communication styles across the team to maximize meeting efficiency.

School culture noticeably grew as PMA completed its first year in the 9GSN. Stipend money helped the school outfit students in special polos awarded to students achieving on-track status, becoming a source of pride for students in the uniform-mandatory school. Other initiatives included energetic town halls and catch-up cafes designed to help students regain on-track status.

Ultimately, the school finished the 2025-26 school year with a remarkable 64.7 on-track rate - a one-year increase of 9.3 points. Substantial progress was also achieved among the subgroups identified as needing additional supports: the on-track rate for hispanic/latino students jumped to 70.8%, a 24.6-point increase. Similar success was achieved among Hispanic males, rising to 69.2%, a 27.5-point increase, Black/African American Males on-track rates rose to 53.6%, a 10.1-point increase. Males without IEPs grew their on-track rate to 52.9%, a 16.5-point improvement, and females with IEPs leapt to 85.7%, up 35.7 points.

Maura Edwards credits PMA’s emphasis on educating the student population about the importance of on-track for this growth. She also believes the team’s dedication to weekly meetings led to far fewer students slipping behind.

For AP Biondi, PMA’s first year in the 9GSN revealed the power of dedicated coaching to implement systemic changes. Though AP Biondi has since transitioned to another school, she knows the practices established at PMA will endure, thanks to support from PAI coaches and the resources and systems they worked so hard to put in place.

The practices established at PMA will endure, thanks to support from PAI coaches and the resources and systems they worked so hard to put in place. ”

—MARISA BIONDI, ASSISTANT PRINCIPAL





Strategic
Priority:
Cultivate a High-
Performance,
People-First
Organization

➤ **Why this Matters:** As a nonprofit, our most valuable asset is our staff. By holding ourselves to the highest standards, we maximize our collective impact.

Outcome: Key hires, restructuring of programs, and an emphasis on developing internal systems significantly elevated our ability to drive positive outcomes for the schools and students we serve.



Leadership development

» **Coaching Supports:**
PAI invested in personalized development and support through targeted coaching for leaders.

These coaching sessions helped leaders to understand their role from an organizational and strategic prospective, honing both on the ground skills and lessons on how to be a better manager and support to their team.

Through dedicated foundation and grant funding, PAI was able to provide over \$40,000 in professional development opportunities for staff, ranging from conference attendance to coaching to certification attainment to training workshops and more.

Staff additions:

- » Sterling Green, Manager, Workforce Programs
- » Monica Robinson, joined PAI’s Board of Directors from the Philadelphia AFL-CIO
- » Jenna Rubendal, Senior Grants Accountant
- » Jordan Thomas, Principal Coordinator, Development

Formalized our data & impact commitment

» **Promoted Prosie Palad to Manager, Data & Impact**
PAI is committed to measuring economic mobility over time ensuring that we can better understand our outcomes.

PAI continues to build stronger data practices and reporting systems to support measurement and continuous improvement.

» **Workshop and Conference Attendance**
Staff from all of PAI’s departments engaged in professional development ranging from online trainings to apprenticeship training to conference attendance.

This includes the KDP Alliance Navigator Apprenticeship Program, PA Workforce Development Conference, Woz Ed Conference, the NICECyberCon26, continuous improvement workshops, and more.

Operational improvements

- » Streamlined our partnership tracking processes to reduce silos within our organization
- » Updated our performance review process
- » Completion of financial modernization project



Strategic
Priority: Scale
Systems-level
Change Locally
and Regionally

➤ **Why this Matters:** We aspire to maximize our impact and recognize what works locally is likely to matter regionally.

Outcome: Through a wide range of efforts, we shared our approach with regional and local partners, inspiring new ideas and relationships to improve outcomes at scale.



Improving Student Outcomes Since 1969

Results
Founding of PhillyYES Conference

- » PAI played a key role in bringing the first annual Philadelphia Youth in Education Summit (YES) to life as a member of the Philadelphia Citywide Talent Coalition and co-chair of the PhillyYES event.
- » The event, sponsored by the Philadelphia Citywide Talent Coalition and hosted at Temple’s College of Education and Human Development, brought together 250 high schoolers engaged in teaching pathways from 9 district and charter schools to explore taking the next steps toward careers in education.
- » Attendees experienced student-led activities, a choice of breakout sessions led by students and/or education experts, speakers from the main stage, and more.

Thought leadership

- » We served as a thought partner and leader across the education and workforce landscape, helping others consider how they can develop programs, influence education, and partner with others like PAI to support students and teachers.
- » Philadelphia Works, Inc. invited PAI to present on our Pre-Apprenticeship Model at a meeting of the World Affairs Council of Philadelphia’s International Visitor Leadership Fellows, where 22 leaders from 20 different countries gathered for conversation on youth workforce development.
- » PAI has held numerous conversations with schools and organizations interested in learning from our in-school pre-apprenticeship model, including JEVS Human Services, DVIRC (Delaware Valley Industrial Resource Center), Liguori Academy, Phase 3 Training, SLA Beeber, ReachCyber, FirstHand, and more.
- » Likewise, PAI serves as a thought partner in a variety of groups, including the School District of Philadelphia Perkins Stakeholders Meetings, Apprenticeship PHL, Elevate 215, Philadelphia Public Relations Association, the Keystone Apprenticeship Alliance, and more.

Consulting

- » Mastery Charter School – Thomas Campus
- » Worked as a consultant in helping them to develop and register a new health care-related CTE program – the first for their school.
- » Included facilitating bi-weekly planning team meetings, launching an Occupational Advisory Council, creating a framework for industry partnerships, supporting outreach to partners, students, and families, creating a scope and sequence aligned with the Certified Medical Assistant PA CTE Guidelines, and co-writing the registration paperwork.

This positions PAI as an organization shaping the field, while also serving the students.



Awards + Recognitions



NBA Foundation Grant

- » Awarded nationally competitive grant to support our Workforce Development + Middle School programming initiatives.

- » Presented at the World Affairs Council of Philadelphia at the invitation of Philadelphia Works.

- » Philadelphia Works was invited to participate in a knowledge exchange with the World Affairs Council of Philadelphia, which was hosting over 25 partners from 20+ countries, all experts in youth workforce development.
- » PAI was invited to participate in the presentation, highlighting our pre-apprenticeship programming and broader youth workforce development efforts in Philadelphia schools.

Middle School Program attended the 2025 Woz Pathway Conference

9GSN - Presented at FullScale Symposium in New Orleans before an international audience of educators

- » Led session titled, “Adapting On-Track Metrics for Competency-Based Schools.”

- » Presented alongside partners from the School District of Philadelphia and the “Chicago Team.”

- » Shared how the team adapted the 9th Grade On-Track metric for the U School and developed a real-time data tool to track student progress while addressing challenges in aligning metrics and using data to support interventions.

Passport to Possibilities



Awardees

Haalah Amar – Pay It Forward Scholarship Award

In recognition of her journey from PAI Tourism & Hospitality student to rising Culinary sophomore at Cheyney University.

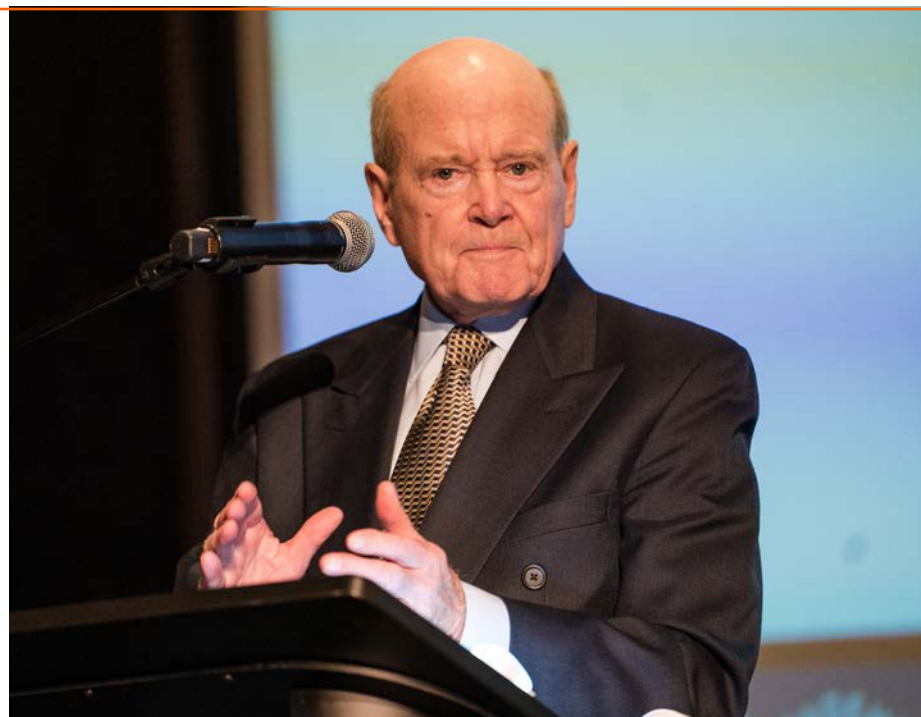
Stephen J. Rauscher + Family – 215 Changemaker Award

In recognition of Stephen's life and decades of service on PAI's board and for guiding us through countless pivotal moments throughout our history.

Tribute: Stephen Rauscher's influence on PAI cannot be understated. As a visionary leader, dedicated board member, and steadfast champion for students across Philadelphia, he made a profound impact through his decades of service.

From guiding us through pivotal moments to helping launch innovative pathways like the Academy of Health Sciences and Research, his legacy lives on in the opportunities created for thousands of students.

More than anything, Steve believed in what's possible when young people are given the support to thrive.



Dr. Toni Damon – Educator of the Year Award

In recognition of her steadfast partnership to PAI in expanding career pathways at Middle Years Academy and beyond.

Geneva Taylor – Architect of Opportunity Award

In recognition of her leadership and support of the 9th Grade Success Network, which helped translate vision into action, ensuring that schools no longer had to work in isolation, but were able to take part in a coordinated, citywide effort to keep students on track toward graduation and long-term success.

Pennsylvania Convention Center – Partner of the Year Award

In recognition of their decades of support for our organization, including our Tourism & Hospitality Management program, as well as serving as host for our inaugural Serving Thanks event.



Guest count: 210
Amount raised: \$101,997.23



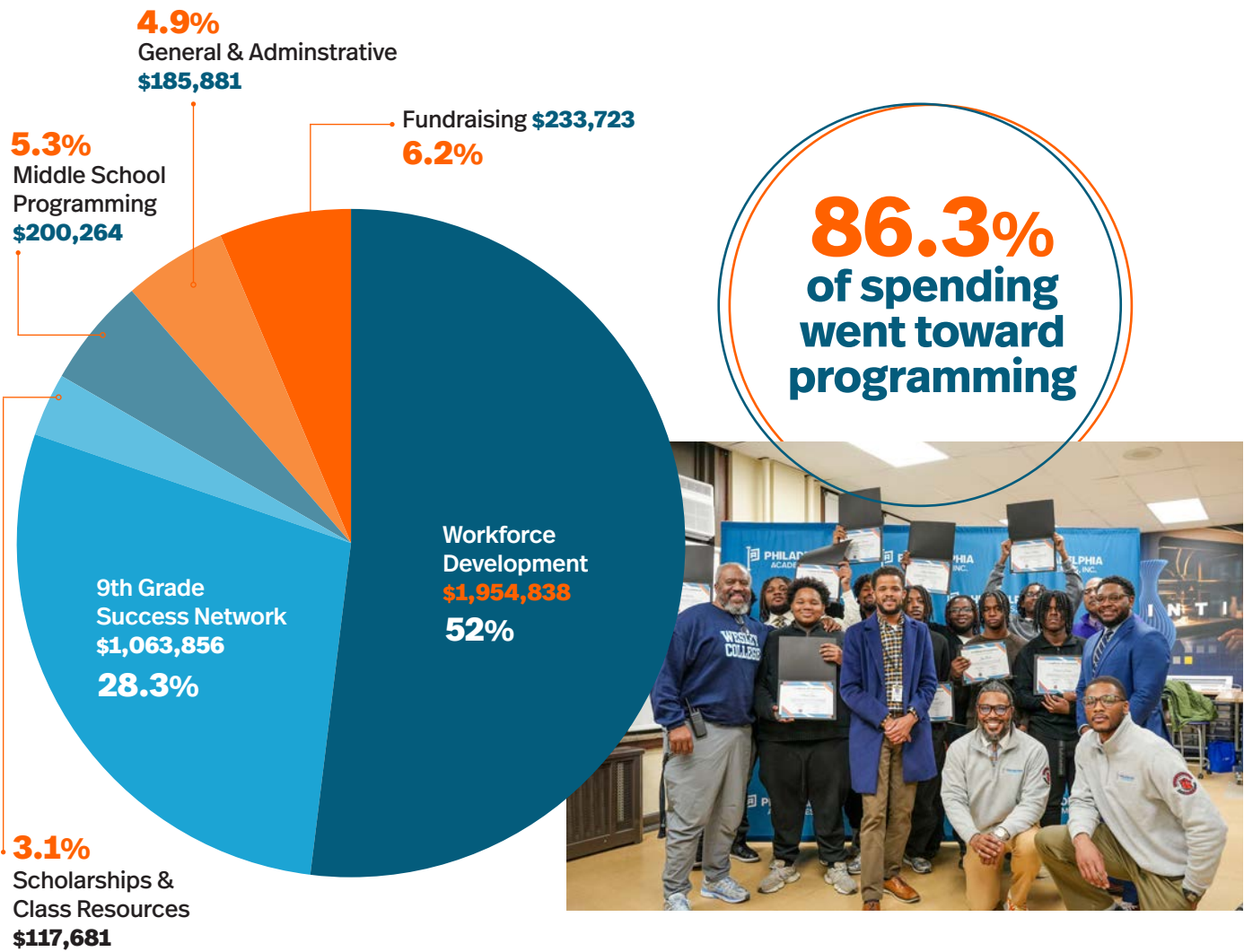
Gala Recap Video



Financial Stewardship

Year	2022-23	2023-24	2024-25	2025-26*
Revenue	\$3,021,249	\$2,948,449	\$3,585,869	\$3,862,865
Expenses	\$2,455,555	\$3,031,130	\$3,635,744	\$3,756,243

Organizational Spending*



Income Sources*

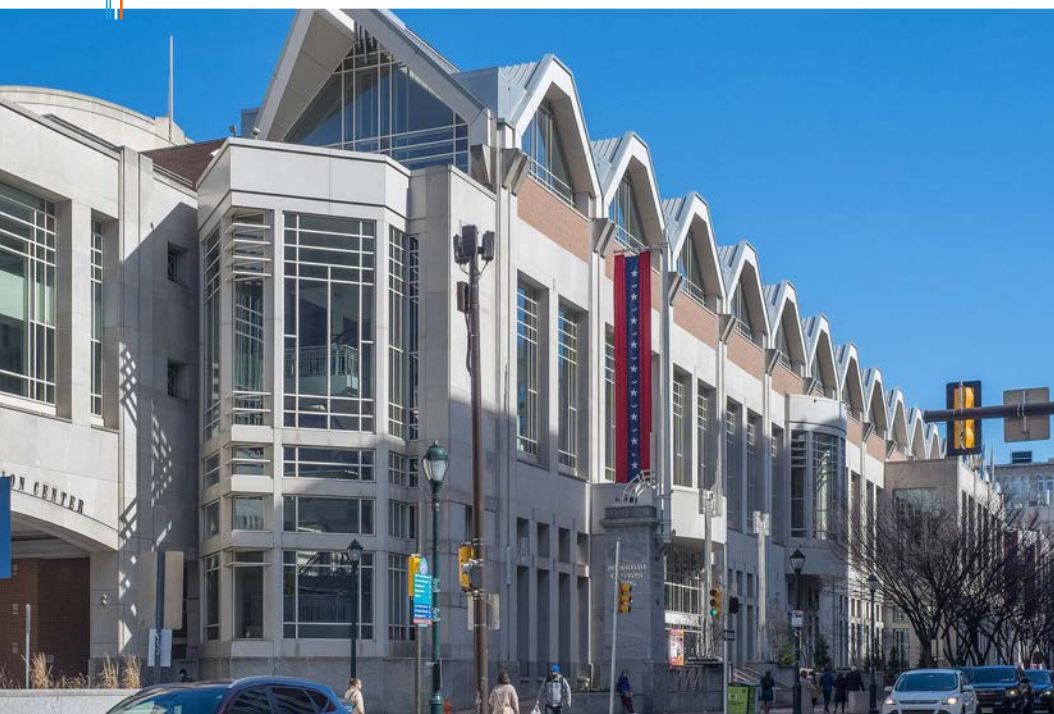
Contract Revenue	\$2,841,553
Corporate Contributions	\$334,693
Foundations Contributions	\$251,060
Scholarship Revenue	\$178,691
Event Revenue	\$109,595
Individual Contributions	\$64,153
Earned Revenue (fees for service)	\$50,000
Other Revenue (Interest & unrealized gain)	\$33,120

* Unaudited

Our Partners

Pennsylvania Convention Center Authority

- › Major supporter of our Tourism & Hospitality Management program
- › Host site for our inaugural Serving Thanks event (see Executive Highlights)
- › Hosted multiple PAI student site visits, and held a masterclass for PACT students
- › Partner of the Year, 2026 Gala
- › Longstanding presence on PAI's board of directors, currently represented by Ron Bernal, who holds the role of treasurer



The PA Convention Center is the type of partner every non-profit hopes for: they don't just provide financial support, but they volunteer with our students, interact with our staff and serve on our board. **They are invested in the work and partners in every sense of the word."**

— F. CHRISTOPHER GOINS, PRESIDENT & CEO, PHILADELPHIA ACADEMIES, INC.



Private Chef - Shiffon Carroll

Chef Carroll is a private chef serving Philadelphia and the surrounding area, creating personalized dining experiences tailored to each client's lifestyle, tastes, and dietary preferences. From menu development and fresh ingredient sourcing to preparation and cleanup, every detail is handled with care. Whether for weekly meal service or a special occasion, Chef Carroll delivers exceptional cuisine and a seamless in-home dining experience.

- › Held 3 masterclasses for PAI students (THM)
- › Participated in 1 career panel (PACT)
- › Served as a judge at the inaugural Serving Thanks event.



Pretty Scrumptious - Ericka Holder

Pretty Scrumptious provides creative education programs, mentorship, and beginner-friendly cake classes designed to build practical skills, confidence, and an entrepreneurial mindset. Through hands-on learning and guided instruction, the program introduces beginners to creative disciplines in an accessible, supportive, and empowering way.

- › Held 6 masterclasses for PAI students
- › Served on 1 career panel
- › Special demonstration at Interview Expo
- › Participated in Middle School Career Day and End-of-Year Senior Showcase



Almost Famous Events - Melasia Pinder

Almost Famous Events is a full-service event planning and production company specializing in designing and executing memorable events across the Philadelphia region. Led by Melasia Pinder, the company combines creativity, organization, and entrepreneurial expertise to bring events to life. As a Philadelphia Academies Career Connected Learning (C2L) partner, Melasia works directly with students to introduce them to careers in event planning, hospitality, and entrepreneurship through classroom presentations, career discussions, and real-world insights.



Ferguson Faces of the Future - Tamaqua Ferguson

Ferguson Faces of the Future is helping shape the next generation by providing high-quality early childhood education in Southwest Philadelphia. Owner and educator Tamaqua Ferguson has built her program around creating a caring environment where children can learn, grow, and thrive. Through her partnership with Philadelphia Academies' Career Connected Learning (C2L) program, Tamaqua introduces students to career opportunities in early childhood education, sharing firsthand insights into the dedication, compassion, and leadership the field requires.



Amanah Renovations LLC - RaShaad Abdus-Sabur

Amanah Renovations LLC is a Philadelphia-based home renovation company known for quality craftsmanship and personalized remodeling solutions. Led by RaShaad Abdus-Sabur, the company is also committed to investing in the future workforce. As a Philadelphia Academies Career Connected Learning (C2L) partner, RaShaad shared his industry expertise with students, helping them explore careers in the skilled trades while building confidence and practical skills.



FirstHand

FirstHand, led and supported by Senior Manager Adam Durant, provides STEM/STEAM programming and professional development opportunities for PAI students, with a particular focus on juniors. Through hands-on, project-based learning, students explore STEM concepts, career pathways, and real-world applications while building practical skills and confidence. FirstHand also provides professional development programming that helps students build skills and experiences to prepare for college, careers, and future opportunities in STEM.

2026–27 Strategic Priorities

Build the PAI Student Success Model

» Our greatest responsibility is to create one connected student journey.

» We will continue strengthening and aligning Middle School Career Connected Learning, the 9th Grade Success Network, the 10th Grade Success Network, Workforce Development, postsecondary success, and long-term economic mobility into one seamless pathway that supports students from career exploration through adulthood.

» Our vision is that one day we will tell the story of a student who first encounters PAI in middle school, discovers new possibilities through Career Connected Learning, enters a high school supported by the Success Network, participates in meaningful workforce experiences, successfully transitions to postsecondary education or employment, and ultimately achieves lasting economic mobility.

This is our promise to every student.

Build the PAI Operating System

» Exceptional student experiences require exceptional organizational systems.

» As we continue to grow, we will build the playbooks, training models, operating procedures, and leadership expectations that ensure

every student, school, employer, and partner experiences the same high quality PAI, regardless of who is delivering the work.

» By strengthening onboarding, professional learning, school engagement, employer partnerships, leadership development, and collaboration across departments, we will create the consistency that allows excellence to flourish throughout the organization.

Strong systems create stronger outcomes.

Expand PAI's influence through strategic partnerships, development, and impact

» Our work deserves to be seen, understood, and invested in.

» Through External Affairs, we will deepen strategic partnerships, strengthen philanthropic investment, elevate our thought leadership, and continue sharing the story of PAI's impact throughout Philadelphia and across the country.

» We will intentionally position PAI as a leading voice in Career Connected Learning, student success, workforce innovation, and educational transformation while continuing to develop innovative solutions that expand opportunity for young people. As our impact grows, our influence should grow with it.

Demonstrate measurable impact through data & learning

» Data is more than information. It is how we learn, improve, and demonstrate our impact.

» We will continue strengthening our organization-wide approach to data collection, continuous improvement, longitudinal student tracking, and the Social Mobility Index so that we can better understand and communicate the long-term outcomes of our work.

» Every member of our team contributes to telling the story of PAI. Together, we will build a culture where evidence strengthens decision-making, drives innovation, and demonstrates how our work changes lives.

We measure what matters because our students deserve nothing less.

Advance equity, civic leadership & student belonging

» Preparing students for careers also means preparing them to lead.

» We will deepen our commitment to equity by equipping staff to navigate courageous conversations, support culturally responsive schools, and empower students to become engaged citizens who positively contribute to their communities.

» Through civic engagement, service learning, student leadership, and continued reflection on the societal issues shaping young people's lives, we will create environments where every student experiences belonging, dignity, and opportunity.

» Success is not only measured by where our students work, but also by how they lead, serve, and strengthen their communities.



Every member of our team contributes to telling the story of PAI.

Together, we will build a culture where evidence strengthens decision-making, drives innovation, and demonstrates how our work changes lives.





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