

Annual Report

2018-2019



MISSION AND VISION

Schools That Can’s mission is to reimagine education through real-world learning that closes the opportunity and skills gap. Our vision is a revitalized education to employment pathway in which all students are prepared to succeed in a rapidly changing future. We seek to close the opportunity and skills gap for students from historically marginalized communities and prepare them for 21st century life, learning and work.

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MESSAGE FROM OUR CEO



During a recent visit to South Fayette Elementary School in Pittsburgh I asked a 2nd grade student how she was enjoying her classes. She said with great enthusiasm, “I love them but next year is the third grade... [and] I am taking SCRATCH!” I wondered to myself, how many 2nd graders in America would proclaim with excitement, 'next year I'll learn computer programming!' Of more serious concern, how many schools in low-income communities have access to critical tools to develop the skills they will need in the 21st century? Are children destined to a fate of unpreparedness for the future based on where they are born? And what does this mean for America's future when almost 1/3 of K-12 students live in low-income communities? We need an education pipeline that prepares ALL students to realize meaningful and well-paying jobs that fulfill their potential.

Schools That Can’s network of 200 district, charter and independent K-12 urban schools acts as agents of change, enabling our comprehensive approach to preparing students for the future. We do this through our education to employment (e2e) pathway that prepares students to be part of a vibrant job pipeline needed to sustain America's economic and social well-being.

Our e2e pathway is how we realize our mission to “re-imagine education through real-world learning that closes the opportunity and skills gap.” Real-world learning is relevant, authentic and hands-on and connects students to the real world. After all, skills like collaboration, creativity, critical thinking, communications and tangible work skills are urgently needed for today's education journey.

Our innovative programs have been designed to support this vibrant e2e pathway. At the K-8 level, our unique, year-round STEM Maker Fellows, as well as our Makerspace Pop-Ups and Design Day programs provide the foundation needed to ensure students gain digital skills, computational thinking, STEM interest and 21st century skills. In high school, students in our Career Pathways program develop cross-career competencies, specific career interests and workplace exposure through internships and mentorships. Our e2e Gap Program prepares students for jobs through mock interviews and job shadowing. It is our vision for a vibrant e2e pathway fueled by real-world learning that helps young people lead choice filled lives through viable post-secondary options, whether 2 or 4 year college, job or career.

The need for our work is supported by clear data. 97% of Americans think students need real-world skills to succeed beyond school. 45% of high school graduates feel unprepared for post-secondary success. Only 14% of low-income students graduate college in 8 years. We are passionate and committed to our vision of an education to employment pathway that overcomes these challenges.

With great appreciation for your interest,

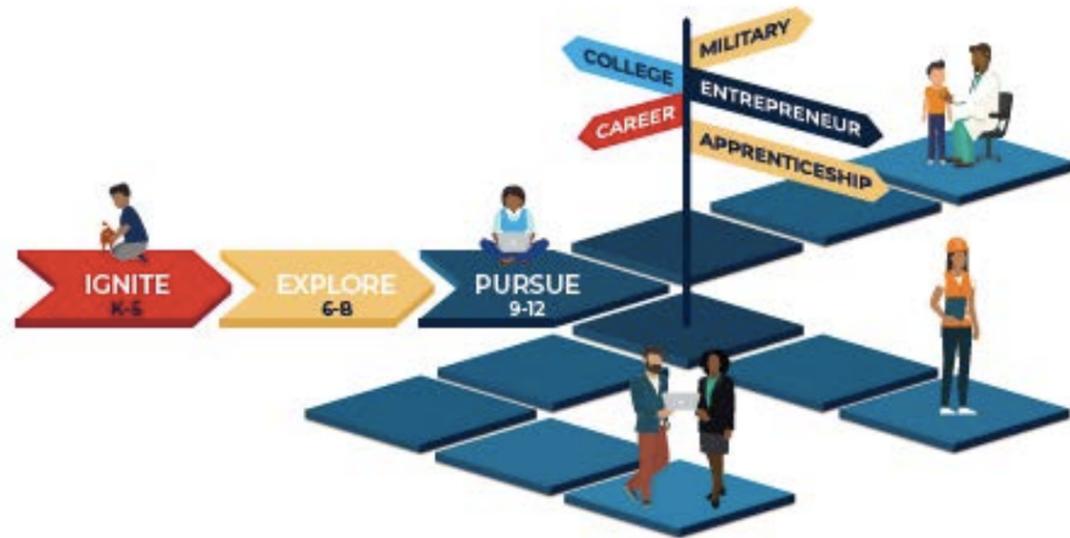
Michael Druckman

STC'S EDUCATION TO EMPLOYMENT (E2E) PATHWAY

Why an e2e Pathway?

Our education system faces an enormous challenge: with rapid developments in technology affecting the economy and workforce in unprecedented ways, we are charged with preparing today's students for an uncertain future. It is not enough to prepare students for specific jobs since they may disappear or change dramatically by the time they graduate. We need to prepare students for the careers of the future. This is particularly urgent for students from historically marginalized communities who are typically underrepresented in the tech and knowledge workforce.

America faces an opportunity and skills gap that disproportionately affects workers with less education, and who are Black or Hispanic, and this likely will exacerbate in the years to come, as McKinsey Global Institute revealed that 60% of job growth in the next ten years will be concentrated in 25 cities that represent only 30% of America's population (2019), resulting in significant displacement of workers.



Schools That Can seeks to tackle this challenge by supporting a vibrant education to employment (e2e) pathway in which K-12 students receive the hard and soft skills necessary for success, as well as exposure to the workforce and support in navigating postsecondary options.

Our e2e Pathway Approach

Across each of our cities, Schools That Can works to envision this e2e Pathway by defining the skills and competencies necessary to thrive and ultimately lead choice-filled lives. This approach considers the local context and workforce needs, as well as the opportunities and outcomes that will contribute to successful long-term outcomes.

SCHOOLS THAT CAN
Education to Employment Pathway™

What are our targeted student outcomes?

		Student outcomes				
STC targeted grades		K-5	6-8	High school	Post-secondary	Career
And builds!				<ul style="list-style-type: none"> o Cross-career competencies o Specific career interests o Workplace exposure o Career skills o Industry certifications o College credit 	<ul style="list-style-type: none"> o Internships and apprenticeships o On-the-job training o Technical, 2- and 4- year degrees 	<ul style="list-style-type: none"> o Paths to living/high wage employment
And builds!				<ul style="list-style-type: none"> o Application of skills and real world problem solving o Student agency 		
And builds!				<ul style="list-style-type: none"> o Digital skills / computational thinking o STEM interest o 21st century skills (collaboration, creativity, critical thinking, communication) 		

The journey starts here →

← Successful outcome

Each grade level builds on a prior grade to vertically align to an education to employment pathway for the 21st century

Our Education to Employment Pathway™ recognizes 82% of middle and high-skill jobs will require digital skills. We also focus on necessary skills for future jobs including collaboration, creativity, critical thinking and communication

PROGRAMS



Schools That Can's programs are designed around the themes of Building Real-World Learning for K-8 schools and students, and supporting Career Skills for 9-12 schools and students. We offer both short-term and year-long programs that engage students directly, develop teachers' skills, and empower school leaders to realize a bold vision for success. Additionally, we offer professional learning initiatives and other supports to enhance our programs.

BUILDING REAL-WORLD LEARNING

CAREER SKILLS

STEM Maker Fellows (grades K-8)

STC provides K-8 teachers with training, curriculum, resources, and support to facilitate STEM-focused "makerspaces" in their schools.

Career Pathways (grades 9-12)

STC helps high schools build career pathway programs that align to Career and Technical Education standards and that prepare students for in-demand careers upon graduation.

Pop-Up Makerspaces (grades K-5)

These events engage students with hands-on challenges using a "maker" approach. Volunteers support activities like bridge-building and Virtual Reality.

Design Day Challenge (grades 6-8)

The annual Design Day Challenges brings together middle school students, local companies, and community members to engage in a day-long design-thinking process to solve a real-world challenge specific to the region.

Bridging the e2e Gap (grades 9-12)

STC's Bridging the Education to Employment (e2e) Gap program brings together high schools, students, and employers to prepare local youth for college and the workforce through career workshops, mock interviews, and job shadow experiences.

Professional Learning Groups

These cohort-based, teacher and school leader collaboratives empower educators to advance 21st century real-world learning in their classrooms by researching and testing new strategies and interventions.

Transforming Learning Incubator (TLC)

The Transforming Learning Collaborative (TLC) is a national group of innovative schools committed to offering deep, intensive learning experiences for educators seeking to design new schools or programs, or redesign existing ones. The Incubator is a year-long learning and design cohort with mentoring and support from some of the most innovative schools in the country.

Career Mentors

Volunteers from local companies support our programs through engagement opportunities, including conducting mock interviews, hosting job shadows, and collaborating during Design Day.

SCHOOLS THAT CAN: BY THE NUMBERS

PROGRAM IMPACT

>90%

Student participants in Design Day learned to use the design thinking process and practiced professional communication skills

>70%

Staff involved in e2e Gap Programs increased ability to support students in preparing and planning for postsecondary pathways

growth from

16% → 77%

The number of students in STC Maker Programs who could see themselves as an engineer or scientist more than doubled

100%

Student interns in Allied Health Career Pathway Program received an industry certification.

growth from

50% → 100%

The number of teachers in STC Maker Programs who understood and could teach computer science concepts doubled

>70%

Students in the inaugural Career Pathway Program cohort graduated on time and with a postsecondary plan in place

>90%

Student participants in e2e Gap Programs developed skills for future jobs and increased confidence in navigating career pathways

>85%

Teachers in Professional Learning Groups increased confidence in facilitating Real-World Learning

*These numbers are reported by program participants through surveys

PROGRAM REACH



**3,579
STUDENTS**

Participated directly in STC programs



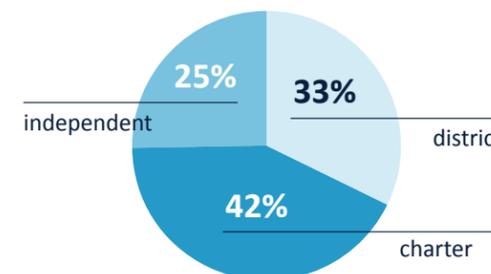
**426
TEACHERS
AND LEADERS**

DEVELOPED THROUGH
STC PROGRAMS, IMPACTING

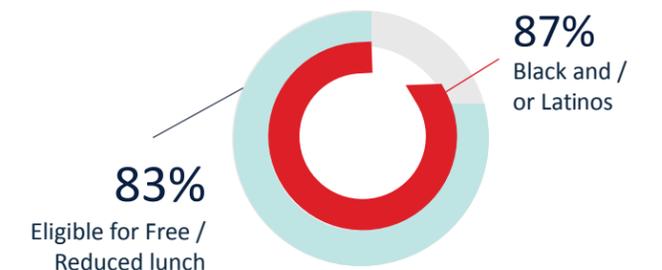
**8,500
STUDENTS**

NETWORK REACH

**200
SCHOOLS**



**75,000
STUDENTS**



STORIES OF IMPACT

Yasha, Advanced Manufacturing Student (Newark)

Yasha Turnage was a student at West Side High in Newark, where she participated in Schools That Can Newark's Advanced Manufacturing program, part of our Career Pathways programming that aligns to Career & Technical Education standards. When STC Newark was contacted by Newark-based ZaGO Manufacturing looking for talented graduates to hire, the STC Newark team reached out to Yasha, setting up an interview and site visit.

"I thought it was going to be like a warehouse type of thing," explains Yasha of visiting the first time. "And then it turned out to be some place that is really special for people around over the world." Yasha says that ZaGO makes (among other things) screws that go into prosthetic legs, and that most people have no idea how crucial those materials are. After a second interview, Yasha was invited to start working the next day, working forty hours a week, learning how to use the tools, cutting materials, and settling into a friendly rapport with her coworkers.

"Everybody came up to me giving me high-fives or just checking on me," she says of the experience so far. Yasha says she is excited for her benefits and vacation days to kick in, but the most exciting part of her job so far is "being at ZaGO and being able to train other people in the future."

"I remember everything that happened at West Side," says Yasha of her time in STC's Advanced Manufacturing program. "In the Advanced Manufacturing class when it was time to get to work, there were expectations." She mentions that some of the new class of Advanced Manufacturing students saw her Instagram story, where she had recorded a snippet of what she was working on. "I was telling them how what I am doing is important," Yasha said of friends and family watching via social media. "These screws I am making are important."

"I would tell them to work hard," she said of advice she'd give this year's Advanced Manufacturing students. "And if you have an opportunity given to you, then take it." Students in Schools That Can's Career Pathway programs, like Yasha, graduate with tangible technical skills and industry experience. That pays off: Students graduate with the experience and connections needed to secure fulfilling jobs that offer them competitive wages, and a path to build successful, stable lives following high school.



Ivonne, Maker Fellow and Teacher (NYC)

Ivonne Cintron, technology teacher at Pioneer Academy in Queens, knows firsthand the difference maker education, technology, and math play in students' educational experiences. As a former STC Maker Fellow, Cintron has been involved in Schools That Can's work for four years, and explained that STC has been "really great, essential, and instrumental" in helping her and her co-teacher with training, including learning more about how they can bring STEM, coding, engineering, the design cycle, and design classes to students.

The Schools That Can Pop-Up Makerspace, where students from different schools gather to dive into a day of maker education, is a favorite of Ivonne and her students. One year, she explained, students got to go to Google headquarters in Manhattan. There, they were able to see inside the company and how the technology is used, in addition to meeting peers from different schools. Ivonne said that the exposure was great, because students got to venture to different spaces and build on what they had learned in class. "That's important," Ivonne said, "because of making the connection between what we're learning, the [engineering] design cycle and how to problem solve, how to collaborate," continuing that they emphasize critical thinking and perseverance in hopes that students will bring those skills to other subjects, too. "So that's been really great for our students," Cintron said. "They've been learning how to work together, they're learning... it's okay to fail and keep trying. And just understanding that it's okay to make mistakes as well."

"I wish they knew just how important this is, especially to our students and our community here," Ivonne said of this program. "We're a Title I school, and a lot of kids would not be getting any of these programs outside of school if it wasn't for organizations like [partner] MakerState and Schools That Can." "We want people to know that we need to expose our kids a lot more," Ivonne said. "To show them that there are other careers out there, that if there is an interest in science and math, that there are paths for them to take, in the future to thrive on that."



STORIES OF IMPACT

Judith,
Teacher Participant,
Design Day (Chicago)

Dr. Judith Shelton is the Curriculum Director at Ariel Community Academy, a K-8 Chicago Public School. In November, she and eight of her 7th graders participated in STC Chicago's Design Day Challenge, held at Daley Community College in partnership with the Obama Foundation. The Ariel students split up upon arrival and joined teams comprised of students from 9 other STC Chicago schools plus corporate volunteers. Each team was charged with designing the plaza for the forthcoming Obama Presidential Center using various materials to bring their idea to life. Students then pitched their designs to judges, including Billie Tsien, one of the architects leading the project.

The teachers, students, and corporate partners were all inspired and energized by the experience. Dr. Shelton shared with us:

"I cannot begin to capture what the day meant to me and our students. I took photos of each presentation and sent them to families with videos. I waited late that night for 'pick ups' at school. The wait was worth it when I shared the videos and parents were moved to tears. With all that happens in our lives - particularly our young ones - sometimes moments to celebrate what is right in the world seem so few. I do know that 'the gift' of this workshop was, among many, the chance for young people to see themselves in a very, very different way! Thank you for your spirit, your curiosity in figuring out this sandbox we call school, and your dedication to children....of ALL ages."



SCHOOLS THAT CAN'S THOUGHT LEADERSHIP



THE SCHOOLS THAT CAN NATIONAL FORUM

The Schools That Can Annual Forum brings together school leaders and teachers from across the nation. We hosted our first Forum in 2006, and in recent years, the focus of our Forums has been bringing real-world learning into schools. The 2019 Forum, hosted by STC Newark focused on Culturally-Relevant Real-World Learning.

Since 2014, we have also presented the **RFK Urban Education Awards** at the Forum, given annually to a school leader, teacher, and student who have advocated for change. We are honored to partner with Robert F. Kennedy Human Rights to present these awards. Finally, we celebrate leaders who give back to their communities with our **Leaders That Can Award**. At the 2018 National Forum, we recognized Dr. Nancy Cantor, Chancellor of Rutgers University - Newark, and Prudential Financial.

TRANSFORMING LEARNING COLLABORATIVE

The Transforming Learning Collaborative (TLC) is a national group of innovative schools committed to offering deep, intensive learning experiences for educators seeking to design new schools or programs, or redesign existing ones. In October 2018, alongside our partners Next Generation Learning Challenges and Da Vinci Schools, we hosted the first **Transforming Learning Conference**, where we were joined by educators from around the world who engaged in a by-educators, for-educators conference on bringing hands-on, project-based learning to their schools.

THE REAL-WORLD LEARNING RUBRIC

Our Real-World Learning (RWL) Rubric, published in 2017, serves as a guide to help K-12 schools reflect, set goals, and drive improvements around RWL, which "at its core is learning that is active, applied, and grounded in the world beyond school walls." See the whole rubric at <https://www.schoolsthatcan.org/what-we-do/#rubric>.



OUR TEAM

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Casey Lamb, Chief Operating Officer
Dr. Beth Bazer, Executive Director, Chicago
Roger Horton, Director of Maker Programs, NYC
Erin Sweeney, Executive Director, Newark
Dr. Carol Wooten, Leader, Pittsburgh

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Kristin Fulton, Development Manager, National
Ashaki Goodall, Career Skills Manager, Newark
LaTanya Hutsona, Program Manager, Chicago
Josiah Johnson, Manager of School Programs, Newark
Dr. Donna Micheaux, Programming Consultant, Pittsburgh
Mary Quinlan, Grants Specialist, National
Erin Stiling Sloan, Manager of School Programs, Pittsburgh
Rainesford Stauffer, Communications Coordinator, National

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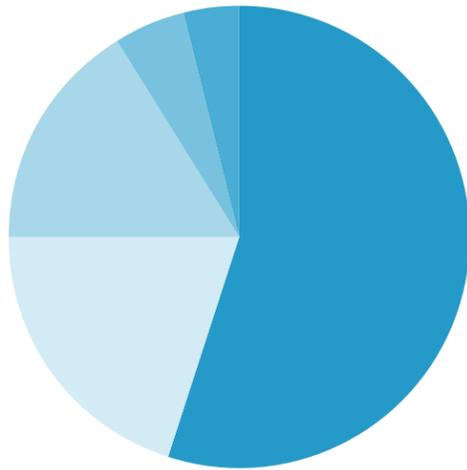
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Ron Sofo, Retired CEO, City Charter High School
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Al Valentine, President, 100 Black Men Pittsburgh



RESOURCES & FINANCIAL MANAGEMENT

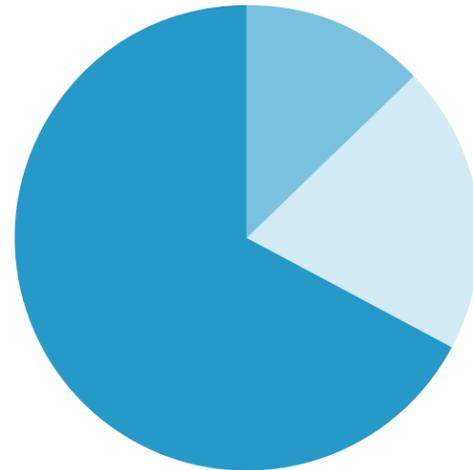
Schools That Can is proud to have grown our revenue annually since 2013 and to have enjoyed a surplus each year through sound financial management and aggressive fundraising. We secure funds each year through diverse sources including local foundations, national corporations, and our national and regional boards. We also run local events in addition to our National Forum and Awards Ceremony, which is our premier fundraising event. Finally, we have been working to expand our fee for service model to ensure sustainability.

Revenue: \$2,085,246



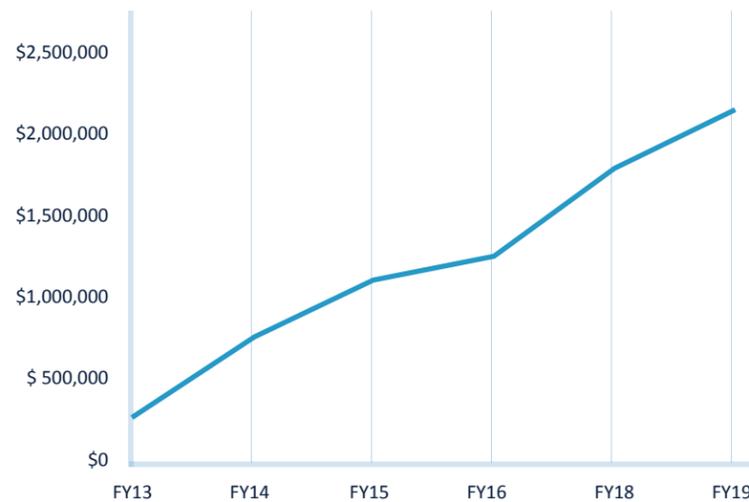
● Foundations ● Corporations ● Individuals & Events
● Program Fees ● In-Kind

Expenses: \$1,811,292



● Programming ● Fundraising ● Management

Annual Revenue



*Note: During the transition from a Jan-Dec to July-June fiscal year, STC experienced a 6-month stub year in FY17, during which we secured \$609K in revenue.

THANK YOU TO OUR DONORS

Schools That Can's work would not be possible without the generosity of our donors. Whether big or small, individual or institutional, we are so appreciative to everyone who has contributed to Schools That Can's success over the past year.

We would like to particularly thank the foundations and corporations who contributed more than \$1,000 to Schools That Can during our 2018-2019 Fiscal Year:

- | | |
|-------------------------------------|--|
| Beacon Capital | Kars4Kids |
| Best Buy Inc. | KSH Capital |
| Boston Properties | Lloyd A Fry Foundation |
| Brookfield Property Group | Morgan Stanley |
| BuildPro Construction | National Science Foundation |
| CBRE | New Jersey Office of Faith-Based Initiatives |
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Schools That Can is honored to work closely with so many inspiring and committed individuals across the country, including our team, board members, funders, partners—and most importantly, our schools. We look forward to another great year of real-world learning in pursuit of a coherent education to employment pathway in which all students are prepared to succeed in a rapidly changing world.

**SCHOOLS[®]
THAT CAN**

To learn more, stay up-to-date, get involved, or make a contribution, visit our website: www.schoolsthatcan.org.

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[Linkedin.com/company/schools-that-can](https://linkedin.com/company/schools-that-can)

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