

the promise is



ING TO FUND
S FOR POST-SECONDARY ACCESS

Secondary education accessible to all. The Promise promotes economic mobility for all students, provides diverse pathways to the regional workforce, and creates new opportunities.

The Pittsburgh Promise provides **\$20,000** in scholarships to attend university, college, trade or technical school in Pennsylvania.

Gap Between Pittsburgh and National Enrollment Decreased by **4** percentage points

Post-secondary enrollment grew **2007** to **50%**

initiatives

COMPASSIONATE ADVOCACY
 We employ advocates who support our students with financial, academic, and personal challenges. Our advocates provide personalized support and guidance to ensure our students succeed.

COMPASSIONATE ADVOCACY
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EXTENSIVE SCHOLARSHIP
 This option allows students to receive a cumulative scholarship of up to \$20,000 per year for up to four years of college. Students who receive this scholarship are eligible for additional support services to ensure their success.

PREFERRED COLLEGE PARTNERS
 Preferred College Partners are institutions that make two or more of the following commitments to ensure the success of Promise Schools:

- 1. PROVIDE A MINIMUM \$2,000 grant per year for up to four years to our students**
- 2. USE PREDICTIVE ANALYTICS to push targeted transfer and support services to our students**

The Promise identifies their profiles among Pittsburgh:

- Allegheny College
- California University of Pennsylvania
- Case Western Reserve University
- Carnegie Mellon University
- Chatham University
- Cherry University of Pennsylvania



THE PROMISE IS WORKING

From the beginning, The Pittsburgh Promise was a big idea.

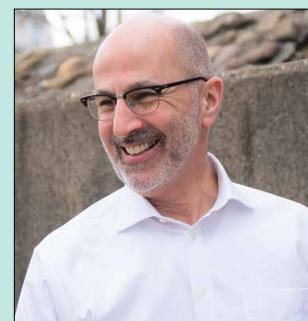
Today, that big idea is creating economic mobility for urban youth and a more diverse workforce for our region. This report demonstrates that The Pittsburgh Promise is working.

In January 2020, we launched a new initiative that deploys Promise Coaches into our urban high schools to reach our most vulnerable students. Their mission is to equip students with the tools they need to identify their skills and interests, build on the supports available to them, understand the educational options in front of them, develop the soft skills employers demand of them, and prepare for the jobs and opportunities that exist in the region's marketplace. We hired and dedicated nine highly skilled and mission-driven emerging leaders to find and empower the students who might not, on their own, find their way to their future full of promise and prosperity. The launch of Promise Coaches was the result of a focused effort that began in 2018 to explore evidence-based practices and strategic opportunities to maximize the impact of The Promise scholarship. This initiative was well-underway when COVID-19 emerged as an obstacle on our students' pathways.

Much like the rest of the world, The Pittsburgh Promise was forced to adjust how we did our work and accomplished our mission. The disruptions created by a global pandemic were challenging to everyone, but to many of our students who had little or no cushion to absorb these blows, COVID-19 was crushing. And, to our thousands of Black and Brown Promise Scholars, the racial strife and economic downturn were even more ravaging.



Franco Harris
CHAIR



Saleem Ghubril
EXECUTIVE DIRECTOR

This one-two punch only served to strengthen our resolve and inflame our determination “to advance a region that is good and just for all,” as we proclaim in our vision statement.

We sprang into action with emergency outreach to identify and serve more than 700 students who severely experienced COVID's impacts. We raised \$1.3 million through which we addressed food insecurity by providing grocery gift cards; restored well-being by paying for mental health services; and kept students on their post-secondary pathway by giving extra tuition scholarships for spring, summer, and fall semesters to make up for the lack of summer jobs available to students or to fill gaps created by their parents' unemployment.

We continued to do our core work of helping kids pursue their dreams through hard work and post-secondary education without interruption. By the time this report is published, we will have served 10,033 students and awarded \$150 million in scholarships. The dream and commitment that gave birth to The Promise in 2008 are now yielding returns that will impact countless lives for decades to come.

The Pittsburgh Promise is supported by friends with big hearts, and carried out by a team with unwavering resolve, on behalf of kids with endless promise.

The Promise is working. And, we could not be more proud of our students, and more thankful to you, our friends.



PURSUING HER PASSION

“Without The Promise, I wouldn’t be an engineer, at least not now, or it would have taken a lot longer.”

Jackie, University of Pittsburgh

As a high school freshman Jackie was struck by a vehicle and seriously injured, which put her love for playing hockey and hopes for a potential athletic scholarship in limbo. It was a devastating disruption to her life and her passions.

Out of boredom and curiosity she joined the robotics club at her high school. The light bulb came on for her in a big way. Jackie’s family lacked resources to pay for higher education; she wasn’t sure how she would pursue her newfound goal of becoming an engineer.

A Promise scholarship provided Jackie with access to attend University of Pittsburgh. She graduated with a degree in mechanical engineering and began her career in Pittsburgh at Qinetiq, building robots for the Department of Defense as an electro-mechanical technician. She went on to graduate with a master’s in mechanical engineering from the University of Pittsburgh.

Jackie has an enviable curiosity and drive to learn. She recently began classes at Johns Hopkins online for a second master’s degree in electrical engineering. She is also enrolled in a part-time PhD program in mechanical engineering at the University of Pittsburgh. Jackie currently works for Johns Hopkins Applied Physics Laboratory as a Mechanical Design and Analysis Engineer. And she hasn’t forgotten her original passions – she volunteers as a coach for the University of Maryland women’s club ice hockey team and a student robotics program. Jackie is also an active member of Promise Legacy, The Pittsburgh Promise’s alumni association.

Jackie in Washington, DC, near where she now lives, works, and studies. *Photo credit: Lindsay Lewis.*



AGAINST THE ODDS

“I wasn’t supposed to graduate from high school, let alone college.”

Michael, Duquesne University

Michael was a kid that could have easily fallen through the cracks. As a child, he moved from one foster home to another after an unsuccessful adoption. As a college student, he aged-out of the foster system and like many young adults in the same position, became homeless.

On top of those incredible challenges, Michael dealt with significant health issues resulting in his having to take medical leave after his first year of college. But Michael’s story is one of triumph and relentless positivity over these seemingly insurmountable odds.

A graduate of Pittsburgh CAPA high school and Duquesne University, Michael was deeply inspired by his mentor and middle school music teacher, Mr. Briggs, to study music and education. He also had a great support team that included teachers, mentors, advocates, chosen family, and The Pittsburgh Promise.

Michael completed his undergraduate degree and went on to attain a Master of Education. Along the way he met his wife, lost over 200 pounds, and purchased his first home in the city of Pittsburgh. In 2019, Michael was the emcee for The Promise gala and provided a surprise vocal performance alongside Leslie Odom, Jr.

Today, Michael is pursuing a PhD in Educational Leadership at Duquesne University. He continues to nurture his musical passions as a national anthem singer for the Pittsburgh Penguins and as a music director at two churches in Pittsburgh. In 2020, Michael was hired as Assistant Principal at Pittsburgh King PreK-8. Coming home to Pittsburgh Public Schools was a dream for Michael and will no doubt be a gift for the students whose lives he will impact.

Michael photographed on the Duquesne University campus where he is pursuing his PhD. *Photo credit: Shannon Chavez.*



MOLDING THE FUTURE

“We were fortunate to be a part of the inaugural class of scholarship recipients in 2008. The Promise’s commitment to our academic success made all the difference for us. It was the voice behind us saying, ‘You can do it. We believe in you!’ For that, a simple ‘thank you’ wasn’t enough.”

Joshua, Penn State University
Vanessa, Chatham University

We are featuring Joshua and Vanessa together not just because they are great friends, but because, importantly, they serve on The Promise Board of Directors.

Vanessa is a graduate of Pittsburgh Westinghouse. Vanessa’s family was unable to help her finance her education. With the help of a Promise scholarship, she was the first in her family to attend college. It was not without challenges—she felt unprepared for post-secondary life and considered quitting. Vanessa was determined and with the help of her mother and many others along the way, she graduated from Chatham University with a degree in psychology. She has worked within the nonprofit sector since graduation. Today, Vanessa serves as Institutional Giving Manager at The Pittsburgh Parks Conservancy.

Joshua is a graduate of Pittsburgh Allderdice and Penn State University. He felt intimidated by the financial burden of higher education and considered opting out. The Promise scholarship helped him to obtain his degree in community, environment, and development. He was also the first in his family to graduate from college. Formerly an Economic Strategist at Fourth Economy, Josh is currently Director of Racial Economic Equity with the National Community Reinvestment Coalition’s Race, Wealth and Community advocacy team. He is passionate about racial economic equity and helping communities develop strategies and resources to address systemic issues and increase economic mobility for underserved populations.

Joshua and Vanessa have given back to The Promise in many ways. In the summer of 2016, they approached The Promise with an idea to create an alumni-led group of dedicated graduates. They worked to establish our official alumni association, Promise Legacy, with eight other graduates. They joined our board in 2018. We are proud to call them our alumni and honored to have them serve on our board.

Joshua and Vanessa at their first Promise board meeting. *Photo credit: Joshua Franzos.*



FREEDOM TO GIVE BACK

“I am a first-generation college graduate. The Promise made it possible for me to not only go to an incredible 4-year school, but it gave me the freedom to consider graduate school.”

Meghan, University of Pittsburgh

Meghan graduated from Pittsburgh Carrick and attended Community College of Allegheny County (CCAC) before transferring to the four year school of her choice, University of Pittsburgh—both with her Promise scholarship. She entered CCAC unsure of her footing and direction of study, but an Intro to Psychology class at CCAC clicked in a big way.

After she graduated with a psychology degree, she was able to pursue graduate school because she wasn’t drowning in debt. Meghan graduated with a Master of Public Health: Health Policy and Management from University of Pittsburgh. Meghan became the first member of her family to graduate with a bachelor’s degree, and then a master’s degree.

Today, Meghan is Associate Director of Development at Carnegie Mellon University. She credits The Promise and the gift of her scholarship for stirring her interest in philanthropy. That philanthropic spirit stretches beyond her professional life. In March of 2019, Meghan and the other members of The Promise alumni group, Promise Legacy, remarkably raised \$20,000 for The Pittsburgh Promise, the equivalent of one, four-year Promise scholarship.

Meghan is passionate about giving back to Pittsburgh’s students and believes that the cost of higher education should not be a barrier to anyone’s opportunities. She hopes to continue to volunteer to help Pittsburgh’s students; she dreams of purchasing a home and building a family in the city of Pittsburgh.

Meghan on the Carnegie Mellon University campus where she works. *Photo credit: Stephen Kraus, Anthem Video.*

the promise is

OUR MISSION

The Work We Do

The Pittsburgh Promise promotes high educational aspirations among urban youth, funds scholarships for post-secondary access, and fuels a prepared and diverse regional workforce.

OUR VISION

The Impact We Want to Have

We envision a future where all our urban youth are equipped to reach post-secondary success, our public schools serve all children excellently, our city is flourishing in all its neighborhoods, and our workforce is widely diverse and highly skilled to advance a region that is good and just for all.

OUR GUIDING PRINCIPLES

The Values We Share

Equity and Inclusion

We are committed to educational, economic, racial, social, and cultural equity and inclusion

Excellence

We conduct our work with urgency, steward our resources prudently, and apply the highest standards of professionalism

Integrity

We demonstrate accountability to our students, families, and community partners by performing our work with transparency, discipline, and compassion

Impact

We regularly evaluate our impact and use data and research to guide our decision-making

Commitment

We are driven by passion for our vision and mission and a belief that our work strengthens the region, inspires systemic change, and transforms lives

WORKING TO PROMOTE, FUND AND FUEL OUR MISSION

Since 2008, The Promise has proven that when you give kids a brighter horizon, they build a brighter future. Today, Pittsburgh's kids are pursuing their dreams and growing our local workforce.

Our Outcomes AT A GLANCE

High School Graduation Rates: **Up 12 Percentage Points**

The percentage of students who entered the 9th grade and, four years later, earned a high school diploma grew from **68% in 2011 to 80% in 2019**.

Promise Eligibility: **Up 13 Percentage Points**

The percentage of high school seniors who met the combined minimum GPA and attendance requirements to receive a scholarship grew from **47% in 2008 to 60% in 2019**.

Post-secondary Enrollment Rates: **Increased by 4 Percentage Points**

Gap Between Pittsburgh and National Post-secondary Enrollment **Decreased by 4 Percentage Points**

Our Mission

The Pittsburgh Promise promotes high educational aspirations among urban youth, funds scholarships for post-secondary access, and fuels a prepared and diverse regional workforce.



Half of Promise Scholars are students of color. A full breakdown of our students' demographics are on page 17.

Promise Alumni

have been employed by more than 650 regional companies.

Persistence Rates

First to second year rates of persistence in college for PPS graduates have been on par with or exceeded national rates

NATIONAL STUDENT CLEARINGHOUSE
73%

PITTSBURGH PUBLIC SCHOOLS
74%



of Promise Scholars come from low income households



of Promise Scholars come from middle income households

As of June 30, 2020, Promise Scholars have leveraged over \$400 million in critical post-secondary funding, of which The Promise scholarship is the single, largest source.



The Promise Is WORKING TO PROMOTE HIGH EDUCATIONAL ASPIRATIONS AMONG URBAN YOUTH

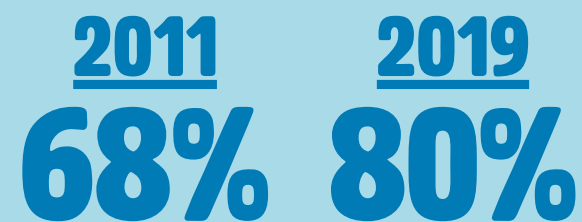
A high school education is not enough to gain meaningful employment and earn a family-sustaining wage. A post-secondary credential (4-year, 2-year, or technical) is essential. The sad reality for far too many kids in Pittsburgh is that even a high school diploma is unreachable, and a post-secondary education is unthinkable.

Through our work with schools and community partners, we address systemic inequities, help students raise their aspirations, and adults raise their expectations. To back up this work, we provide more than \$11 million annually in Promise scholarships to make a post-secondary education more accessible and affordable.

Since the inception of The Promise, student outcomes have improved measurably.

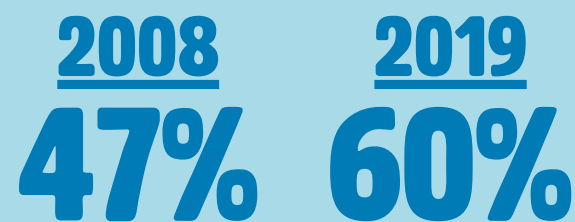


Up 12 Percentage Points



Up 13 Percentage Points

The percentage of high school seniors who met the combined minimum GPA and attendance requirements to receive a scholarship grew



While we celebrate these improvements, it is unacceptable that:

20%

of Pittsburgh's students began but did not finish high school

40%

of Pittsburgh's high school graduates earned their diploma with a GPA lower than 2.00 or school attendance below 90%

It is worth noting that in 2019:

79%

of graduates met the GPA requirement

74%

of graduates met the attendance requirement

60%

of graduates met both

Source: Pittsburgh Promise 2020 Administrative Data & Pittsburgh Public Schools
Citation: Iriti, J. & Lowry, D. (2020). Pittsburgh Promise Annual Report Analyses. Pittsburgh, PA: Learning Research and Development Center.

When we disaggregate the data, we identify these disparities:

2019 **High School Graduation Rates by Ethnicity**

- AFRICAN AMERICAN: 76%**
- ASIAN: 82%**
- CAUCASIAN: 86%**
- LATINX: 64%**
- MULTIRACIAL: 83%**

Source: Pennsylvania Department of Education
Citation: Iriti, J. & Lowry, D. (2020). Pittsburgh Promise Annual Report Analyses. Pittsburgh, PA: Learning Research and Development Center.

2019 **Promise-Eligibility by High School**

| | |
|------------------------|-----|
| CAPA | 89% |
| Sci-Tech | 89% |
| City High Charter | 88% |
| Allderdice | 80% |
| Obama | 79% |
| Urban Pathways Charter | 67% |
| Carrick | 66% |
| Brashear | 61% |
| Milliones | 42% |
| Westinghouse | 31% |
| Perry | 22% |

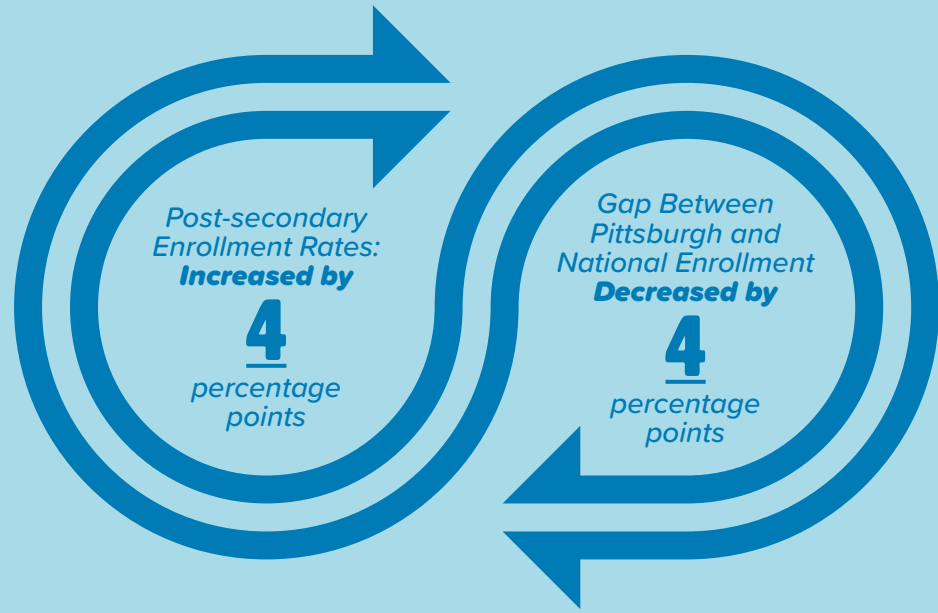
Source: Pittsburgh Promise 2020 Administrative Data & Pittsburgh Public Schools
Citation: Iriti, J. & Lowry, D. (2020). Pittsburgh Promise Annual Report Analyses. Pittsburgh, PA: Learning Research and Development Center.

These inequities require inspired vision, serious thought, unwavering devotion, and tireless work. While much of it belongs to Pittsburgh Public Schools, it does not belong to them alone. This is also ecosystem work that must be shared by the community, and certainly by The Promise. Targeted structural and programmatic efforts intended to close gaps and increase access to post-secondary education and the regional workforce are described in the centerfold of this report.

The Promise Is WORKING TO FUND SCHOLARSHIPS FOR POST-SECONDARY ACCESS

By making post-secondary education accessible to thousands of urban students, The Promise promotes economic mobility and hope for individual students, provides diverse and well-prepared talent to the regional workforce, and adds thriving leaders to our communities.

The Pittsburgh Promise provides **\$20,000** scholarships to attend a university, college, trade or technical school in Pennsylvania.

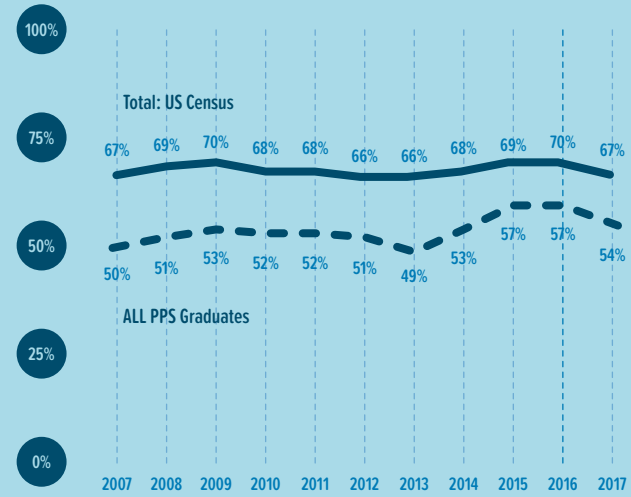


Post-secondary enrollment grew **2007 50%** **2017 54%**

In 2007, the enrollment gap between Pittsburgh and the national average was 17 points.

In 2017, it dropped to 13 points.

Source: National Student Clearinghouse & U.S. Department of Commerce, Census Bureau, Current Population Survey, October 2007 through 2017. Citation: Iriti, J. & Lowry, D. (2020). Pittsburgh Promise Annual Report Analyses. Pittsburgh, PA: Learning Research and Development Center.



To earn a Promise scholarship, students must:

1 BE ENROLLED
in Pittsburgh Public Schools

or one of its charters, continuously since at least the beginning of 9th grade

2 LIVE
in the City of Pittsburgh

or Wilkensburg, continuously since at least the beginning of 9th grade

3 GRADUATE

with a minimum cumulative grade point average of 2.50 (2.00 for Extension Scholarship) and attendance of 90%

As of June 30, 2020, 9,567 students received \$146 million in Promise scholarships.

The recipients, by gender and ethnicity, are presented in the table below:

| | Promise Scholars GPA of 2.5 or Higher | | Extension Scholars GPA of 2.00 - 2.49 | | Total Scholars | |
|--------------------------------------|------------------------------------------|----------------------|------------------------------------------|--------------------|----------------|----------------------|
| | STUDENTS | FUNDING | STUDENTS | FUNDING | STUDENTS | FUNDING |
| African American/Multiracial Females | 2211 | \$35,249,152 | 520 | \$3,492,828 | 2731 | \$38,741,980 |
| African American/Multiracial Males | 1229 | \$18,830,541 | 422 | \$2,753,014 | 1651 | \$21,583,555 |
| American Indian Female | 1 | \$5,000 | 1 | \$500 | 2 | \$5,500 |
| American Indian Males | 5 | \$84,021 | 1 | \$5,000 | 6 | \$89,021 |
| Asian or Pacific Females | 138 | \$2,353,288 | 2 | \$6,483 | 140 | \$2,359,771 |
| Asian or Pacific Males | 121 | \$2,067,553 | 13 | \$57,809 | 134 | \$2,125,362 |
| Caucasian Females | 2512 | \$43,670,444 | 115 | \$733,080 | 2627 | \$44,403,524 |
| Caucasian Males | 1989 | \$33,926,716 | 167 | \$1,139,350 | 2156 | \$35,066,066 |
| Latinx Females | 66 | \$1,064,652 | 6 | \$35,750 | 72 | \$1,100,402 |
| Latinx Males | 42 | \$677,271 | 6 | \$71,906 | 48 | \$749,177 |
| Total | 8314 | \$137,928,638 | 1253 | \$8,295,720 | 9567 | \$146,224,358 |
| Percent | 86% | 94% | 14% | 6% | 100% | 100% |

Source: The Pittsburgh Promise Administrative Data; June 30, 2020 Dashboard Report

On average since 2008, 42% of Pittsburgh's high school graduates received a Promise scholarship.

Systemic inequities contribute to the under-representation of certain student populations. Black males continue to be the subgroup most underrepresented in Promise usage among PPS graduates. In 2018, black males were 24% of all graduates and 14% of all Promise Scholars.

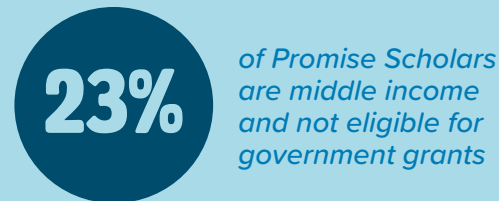
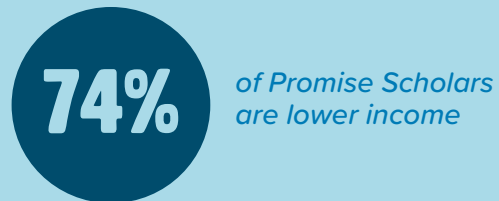
This persistent gap stands as a call to action for The Pittsburgh Promise, Pittsburgh Public Schools, and our community partners – collective action and strategic realignments are needed to address structural barriers that contribute to these unacceptable opportunity gaps.

| | Class of 2018 PPS Graduates | Class of 2018 % of Promise Scholar |
|-------------------------|--------------------------------|---------------------------------------|
| African American Female | 28% | 26% |
| African American Male | 24% | 14% |
| Asian Female | 2% | 2% |
| Asian Male | 2% | 1% |
| Caucasian Female | 18% | 26% |
| Caucasian Male | 18% | 22% |
| Latinx Female | 1% | 1% |
| Latinx Male | 1% | 1% |
| Multiracial Female | 3% | 4% |
| Multiracial Male | 3% | 3% |

Source: Pittsburgh Promise 2020 Administrative Data & Pittsburgh Public Schools. Citation: Iriti, J. & Lowry, D. (2020). Pittsburgh Promise Annual Report Analyses. Pittsburgh, PA: Learning Research and Development Center.

The Promise Scholarship Leverages **CRITICAL FUNDING** FOR STUDENTS

For many of our students, access to higher education also means reliable access to basic needs like housing, meal plans, work-study programs, and on-campus healthcare resources.



The vast majority of Promise Scholars rely on additional, need-based financial aid, to pay for their post-secondary education. For these students, The Promise scholarship is an essential source of financial support that leverages other critical funding.

Without a Promise scholarship, many of our students may not have pursued a post-secondary degree, or they may have incurred significant debt that would delay home ownership, graduate school, or other critical investments, that would otherwise fuel our regional economy.

The Promise Scholarship Leverages Critical Funding for Students*

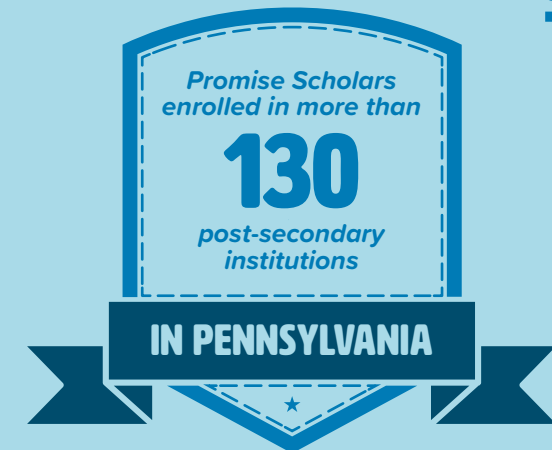
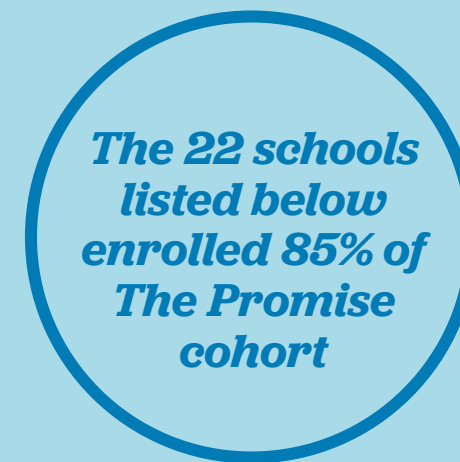


*As of June 30, 2020
Source: The Pittsburgh Promise Administrative Data

Across all demographics, the majority of Promise Scholars attend a 4-year college or university.

Source: Pittsburgh Promise 2020 Administrative Data & Pittsburgh Public Schools
Citation: Iriti, J. & Lowry, D. (2020). Pittsburgh Promise Annual Report Analyses. Pittsburgh, PA: Learning Research and Development Center.

| | Community College | Private College or University | Public College or University | Technical or Trade School |
|--------------------------|-------------------|-------------------------------|------------------------------|---------------------------|
| African American Females | 27% | 21% | 45% | 6% |
| African American Males | 31% | 21% | 43% | 5% |
| Multiracial Females | 17% | 31% | 46% | 6% |
| Multiracial Males | 19% | 23% | 48% | 9% |
| Caucasian Females | 20% | 36% | 36% | 5% |
| Caucasian Males | 19% | 31% | 43% | 7% |
| Asian Females | 20% | 41% | 33% | 6% |
| Asian Males | 27% | 23% | 47% | 3% |
| Latinx Females | 15% | 45% | 37% | 3% |
| Latinx Males | 23% | 27% | 41% | 9% |

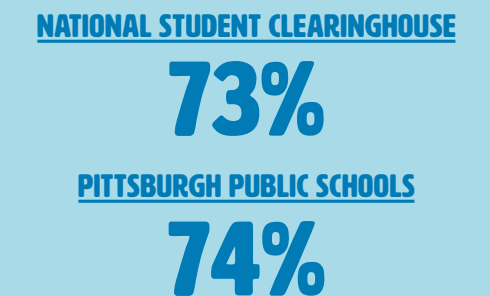


| | Promise Scholars | Percent of Scholars |
|---------------------------------------------------|------------------|---------------------|
| Community College of Allegheny County | 2,163 | 23% |
| University of Pittsburgh – Oakland | 847 | 9% |
| Point Park University | 478 | 5% |
| Slippery Rock University | 477 | 5% |
| Pennsylvania State University – State College | 444 | 5% |
| Indiana University | 403 | 4% |
| Robert Morris University | 344 | 4% |
| California University | 338 | 4% |
| Carlow University | 329 | 3% |
| Duquesne University | 285 | 3% |
| Temple University | 250 | 3% |
| Clarion University | 205 | 2% |
| La Roche University | 186 | 2% |
| Chatham University | 185 | 2% |
| Edinboro University | 180 | 2% |
| Pennsylvania State University – Greater Allegheny | 167 | 2% |
| University of Pittsburgh – Greensburg | 144 | 2% |
| Pennsylvania State University – Behrend | 116 | 1% |
| Carnegie Mellon University | 112 | 1% |
| Bradford School | 107 | 1% |
| Pittsburgh Technical College | 103 | 1% |
| University of Pittsburgh – Johnstown | 99 | 1% |
| Other schools | 1,605 | 15% |
| Total | 9,567 | 100% |

Source: The Pittsburgh Promise Administrative Data; as of June 30, 2020.

Every year since the inception of The Pittsburgh Promise, the **persistence rates** from the first to the second year of college for Pittsburgh Public Schools graduates have been on par with or exceeded the national rates compiled by the National Student Clearinghouse.

For the years 2009 through 2017, persistence rates were:



Source: NSC Snapshot Report 35 & National Student Clearinghouse
Citation: Iriti, J. & Lowry, D. (2020). Pittsburgh Promise Annual Report Analyses. Pittsburgh, PA: Learning Research and Development Center.

Enrollment and attainment rates of Promise Scholars, classes of 2008 through 2017, by gender and ethnicity.

| | Received a Promise Scholarship | Still Enrolled* | Attained a Degree or Diploma | Percent Still Enrolled or Attained |
|--------------------------|--------------------------------|-----------------|------------------------------|------------------------------------|
| African American Females | 1,946 | 559 | 734 | 66% |
| African American Males | 1,200 | 327 | 337 | 55% |
| Asian Females | 116 | 55 | 49 | 90% |
| Asian Males | 112 | 46 | 49 | 85% |
| Caucasian Females | 2,192 | 597 | 1,178 | 81% |
| Caucasian Males | 1,789 | 483 | 864 | 75% |
| Latinx Females | 64 | 26 | 25 | 80% |
| Latinx Males | 43 | 13 | 19 | 74% |
| Multiracial Females | 198 | 70 | 75 | 73% |
| Multiracial Males | 145 | 59 | 45 | 72% |
| Total | 7,805 | 2,235 | 3,375 | 72% |

*Enrolled as of Spring 2019
Source: National Student Clearinghouse & Pittsburgh Public Schools
Citation: Iriti, J. & Lowry, D. (2020). Pittsburgh Promise Annual Report Analyses. Pittsburgh, PA: Learning Research and Development Center.

The Promise Works to Fuel NEW INITIATIVES

COVID-19 STUDENT RELIEF FUND

Crises like the pandemic rock even the most resourced and resilient. But those whose foundations are less firm and resources less dependable experience the crisis immediately and severely, and feel its impact for a much longer period.

For the last twelve years, The Pittsburgh Promise has worked to solidify the educational foundations of urban youth so that their prospects for economic mobility as well as family health and stability become more expansive and inclusive. We empirically know that this has occurred in meaningful ways in numerous lives.

At the onset of the pandemic, we became concerned about high school seniors whose year came to an abrupt stop before post-secondary decisions were finalized, applications completed, financial aid secured, and dorm deposits paid. We also were concerned about Promise Scholars who did not have the stability of resources to access the needed technologies for virtual learning, the stability of home from which to learn, the stability of funds for daily sustenance, and the stability of mental health to manage the crisis at hand.

→ To help students navigate these unusually turbulent waters and safeguard the investment that the community made in our urban youth, we established an emergency fund to provide:

- **Outreach** that is personal and individualized
- **Assistance** with applications for admission, financial aid, and resident life
- **Help** with room deposits and dorm setup
- **Funding** for mental health services
- **Bridge scholarships** for those whose parents lost jobs
- **Food cards** for those who are food insecure

Student Snapshot

A closer look at one cohort of students – the high school graduating class of 2012. The comparison reveals that more work is needed to ensure:

- Students who get to post-secondary schools access and receive the supports they need to attain a degree; and
- Students “right match,” meaning that they attend the type of school that provides a learning environment and resources that best fit their individual needs.

Data findings like these prompted our analysis of best practice interventions to better support our students to degree attainment, and informed our decision to launch Promise Coaches.

PROMISE COACHES

Even with the availability of significant financial supports, too few PPS 9th graders graduate from high school, enroll in postsecondary education, and earn a credential. This deprives low income students of the ability to compete in today’s marketplace, perpetuates inequities, widens gaps between varying segments of our population, and creates workforce challenges for our region’s economy.

For our region to thrive, we know current and prospective employers need highly-skilled and diverse talent to grow their businesses and replace their retiring workforces. The Pittsburgh Promise plays an important role in fulfilling this need.

To build on The Promise’s strengths and deepen its impact, we launched the Promise Coaching initiative. Promise Coaches work in partnership with PPS staff and community stakeholders, and focus intentionally on providing personal career exploration, mental strengthening, and appropriate interventions to every high school student starting in the 9th grade. We are piloting this work inside three high schools: Carrick, Milliones, and Perry.

Promise Coaches help students:



The ultimate goal of this initiative is unabashedly aspirational: grow the percentage of 9th graders who earn a post-secondary credential within ten years to 80% by 2030. This is a long-term goal that requires a full decade to measure (4 years of high school + 6 years of post-secondary).



71%

Of all Pittsburgh students who began their post-secondary education at a four-year public university: 71% earned a degree or are still enrolled



71%

Of those who began their education at a four-year private university: 71% earned a degree or are still enrolled



32%

Of those who began their education at a two-year public college: 32% earned a degree or are still enrolled

The Promise Fuels a Prepared and Diverse REGIONAL WORKFORCE

Everything we do – our scholarship, our programs, and our advocacy – is designed to ensure Promise Alumni boost our regional workforce. As diversity, equity, and inclusion are a strategic priority for employers, the talent of Promise recipients keeps them top of mind for recruiters.

Today, Promise Alumni are working and contributing to more than 650 organizations in our region. They are emerging leaders, community volunteers, and homeowners. They are working to make our region stronger, and good and just for all.

| | | | | | |
|--------------------------------------------------------|------------------------------------------------------|------------------------------------------|---------------------------------------------------|-----------------------------------------------|----------------------------------------------------------|
| 84 Lumber | Allstate | Bayer Material Sciences | Carpenters Combined Funds, Inc | Cognition Therapeutics | Eat'n Park Hospitality Group, Inc. |
| A Second Chance, Inc. | Alorica | BBH Design | Caterpillar Global Mining | Comcast | Eaton Corporation |
| Abbott | Alschuler Communications | BDO USA, LLP | Catholic Youth Association | Comcast Business | Edinboro University |
| Abercrombie & Fitch | Amachi Pittsburgh | Beacon Hill Staffing Group | CBCInnovis | Commonwealth of Pennsylvania | Emerson Process Management |
| ACA Engineering | Amcom | Beadling Soccer Club | CBS Corporation | Community Care Behavioral Health Organization | Eminent Hospitality |
| Academy Schools, The | American Eagle Outfitters | Benchmark Therapies, Inc. | CBS Radio | Community College of Allegheny County | eMotion Dance Academy |
| Acadia Healthcare | American Geotechnical & Environmental Services, Inc. | Bender Consulting Services, Inc. | CCO Campus Ministry | Community Empowerment Association, Inc. | Encentiv Energy |
| Accredo Health | American Income Life - Arias Agency | Berger and Green | CDS Administrators, Inc. | Community Living and Support Services | enkompas Technology Solutions |
| Achieva | American Textile Company | Berolina Management | Center for Atmospheric Particle Studies | Entercom Communications Corporation | Entercom Communications Corporation |
| Achievement Center | Anchor Hocking | Better Institute, The | Center for Behavioral Health and Smart Technology | Enterprise Rent-A-Car | Environmental Charter School |
| ACLU of Pennsylvania | Anderson Equipment Company | Beyond Spots and Dots | Center of Life | Enterprise Technical Associates, Inc. | Environmental Data Validation, Inc. |
| Acrobatique | Anderson Equipment Company | Big Burrito Restaurant Group | Central Baptist Church | Enterprises, Inc. | EQT Corporation |
| ADP LLC | Anixter | Black, Bashor & Porsch LLP | Centria | Concepts Management Group | ER Munro and Company |
| Advance Auto Parts | Anova Home Health Care Services, Inc. | Blind and Vision Rehabilitation Services | Century 21 | Compass Group | ERT |
| Advantage Home Health Care, Inc. | Ansys, Inc. | Bloom Engineering Company | Change Healthcare | Compression Management Services | Estelle S. Campbell Boys and Girls Club |
| Aéropostale | Apost | Bloomfield Garfield Corporation | Chartiers Center | Computer Enterprises, Inc. | Ethos Collaborative |
| Aerotech, Inc. | Appalachian Energy Services | BlueSky ETO | Chartiers Country Club | Concepts Management Group | Every Child, Inc. |
| Aerotek | Apple | BNM Accounting Services LLC | Chartiers Valley High School | Concordia | Expil, Inc. |
| Aetna, a CVS Health Company | Aramark | Bob Casey for Senate | Chatham University | Confluence | Express Employment Professionals |
| Affirm, Inc. | Arconic | Bombardier Transportation | ChemADVISOR, Inc. | ConnectiveRx | EY |
| Aflac | ARL Logistics LLC | Bossa Nova Robotics | Chemimage Corporation | Consol Energy | Facebook |
| Ainsman LevineL LC | Arm Group, Inc. | Bounteous | Chevron Corporation | Conturo Prototyping LLC | Fairmont Hotels & Resorts |
| Aires, Inc. | Armada Supply Chain Solutions | Bradley Center, The | Child & Adolescent Clinical Associates, Inc. | Covestro | Family Behavioral Resources |
| Alco Parking Corporation | Army National Guard | Brandging Brand | Children's Home of Pittsburgh | Crown Castle | Family Resources of Pennsylvania |
| Alcoa, Inc. | Asbury Heights | Breakthrough Pittsburgh | Children's Hospital Of Pittsburgh | Curtiss-Wright | Familylinks, Inc. |
| Alcosan | Ascenderpgh | Bridgeway Capital | Children's Sickle Cell Foundation, Inc. | CVS Health | FedEx Ground |
| AlixRX | Asko, Inc. | Bright Horizons | Chubb | CVS Specialty | FedEx Services |
| All-Clad Metalcrafters | Aspirant | Brightside Academy | Cigna Corporation | Chubb | Ferry Electric Company |
| Allegheny Conference on Community Development | Aspire Health, Inc. | Brightstar Care | Cintas Corporation | Chubb | Filevine |
| Allegheny County | ATI | Broadcom Corporation | Citizens Bank | Chubb | First Commonwealth Bank |
| Allegheny County Controller's Office | Auberle | Brunnerworks | Citron Alex PC | Chubb | Focus On Renewal |
| Allegheny County Department of Human Services | August Wilson African American Culture Center | Buchanan Ingersoll & Rooney PC | City Charter High School | Chubb | Forbes Nursing Home |
| Allegheny County District Attorney's Office | Automated Health Systems | Burns Scalo Real Estate Services | City of Pittsburgh | Chubb | Foundation Radiology Group |
| Allegheny County Health Department | AutoZone | Burns White LLC | City of Pittsburgh, City Council District 7 | Chubb | Fourth Economy |
| Allegheny County Housing Authority | Awesome Films | CA Technologies | City of Pittsburgh, Department of City Planning | Chubb | FPD Company |
| Allegheny County Law Department | Axiom Metals, Inc. | California University of Pennsylvania | City of Pittsburgh, Department of Law | Chubb | Frank B. Fuhrer Wholesale Company |
| Allegheny County Office of Children Youth and Families | Baierl Automotive | Cardo ChemRisk | City of Pittsburgh, Innovation and Performance | Chubb | Frank Bryan, Inc. |
| Allegheny Dynamics, LLC | Banfield Pet Hospital | Care at Home | City of Pittsburgh, Office of the Mayor | Chubb | Freedom Now Home Care LLC |
| Allegheny General Hospital | Bank of America Merrill Lynch | Carearminds | City of Pittsburgh, Department of Law | Chubb | Friendship Circle of Pittsburgh, The |
| Allegheny Health Network | Bank of New York Mellon | Careform | City of Pittsburgh, Innovation and Performance | Chubb | Full Service Network |
| Allegheny Land Trust | BASF | Carnegie Library of Pittsburgh | City of Pittsburgh, Innovation and Performance | Chubb | Fund for the Advancement of Minorities through Education |
| Allegheny Millwork & Lumber | Bayada Home Healthcare | Carnegie Mellon University | City of Pittsburgh, Innovation and Performance | Chubb | |
| Allegheny Steel Distributors | Bayer | Carnegie Museum of Natural History | City of Pittsburgh, Innovation and Performance | Chubb | |
| Allegheny Valley School | Bayer Business Services | Carnegie Science Center | City of Pittsburgh, Innovation and Performance | Chubb | |
| Alliance Medial Services | Bayer Center for Nonprofit Management | | City of Pittsburgh, Innovation and Performance | Chubb | |
| Alliant Insurance Services | | | City of Pittsburgh, Innovation and Performance | Chubb | |

The Promise Works to Fuel **OUR MISSION**

Since our launch in 2008, we have met the challenge of providing scholarships to thousands of urban youth and empowering them to envision and achieve a promising future. Our success is built on the tireless generosity of many friends, supporters, volunteers, and advocates. We are blessed that donors affirm that our work strengthens the region, inspires systemic change, and transforms lives. Our fundraising campaign continues to be ambitious. Our donors continue to be exceedingly generous, and we are deeply thankful.

**Kiya and
Mike Tomlin**

*Promise Board
Member and
Supporters*



“Supporting The Promise is investing in your community. That’s why we support it and why we would encourage others to support it. If you want to improve your quality of life and the quality of life of those around you, you have to invest in your community. Access to education provides hope to kids. What is more valuable than that?”

the promise is

MORE THAN JUST *a scholarship*

The following pages provide a look at our structural, programmatic efforts, and partnerships intended to increase student access to post-secondary education, ensure equity, provide enrichment opportunities, and help students understand and connect to the regional workforce.

EQUITY initiatives

In addition to our advocacy and programmatic work, we structure our scholarship to mitigate the impacts of systemic inequities on students' Promise eligibility:



Compassion Appeals

We employ an appeals process which allows us to extend eligibility to students who experience life events beyond their control that negatively impact their Promise eligibility, such as serious illness, foster care, or homelessness. The Promise shares data with Pittsburgh Public Schools and the Allegheny County Department of Human Services (DHS) to ensure that students who receive DHS assistance do not fall through the cracks. Students and student advocates can also submit appeals individually when significant life events compromise eligibility.

Extension Scholarship

This option is our "second chance" scholarship provided to students who meet all Promise eligibility requirements but have a cumulative, unweighted GPA of 2.0-2.49. Students who complete a full year in the Extension Program at Community College of Allegheny County (CCAC), and meet certain requirements, become fully Promise eligible and can use the remaining three years of their Promise scholarship to continue their education at CCAC or any eligible post-secondary institution in Pennsylvania.



Without Exception

The Promise is committed to ensuring that the scholarship is accessible to all students of all abilities. This includes students who have Individualized Education Programs (IEPs) and 504 plans. The Promise collaborates with families, advocates, counselors, service providers, and educational institutions to remove barriers and provide added accommodations where needed.



PREFERRED COLLEGE partners

Preferred College Partners are post-secondary institutions that make two specific commitments, beyond packaging financial aid with us to ensure the success of Promise Scholars:

1. PROVIDE A MINIMUM

\$2,000 grant per year for room and board to our students

2. USE PREDICTIVE ANALYTICS

to push targeted transition and academic support services to our students

Research demonstrates that students who are first in their families to pursue higher education, or who come from low income contexts, often struggle to persist in school after their first year. Data show that the two stated requirements for receiving "preferred" status are primary predictors for increasing student success among vulnerable populations.

The Promise promotes these Preferred College Partners, and elevates their profiles among Pittsburgh's students:

- | | | |
|---------------------------------------|-------------------------------------------------------------------------------------------------------------|------------------------------------------|
| Allegheny College | Juniata College | Rosedale Technical College |
| California University of Pennsylvania | Kutztown University of Pennsylvania | Saint Vincent College |
| Carlow University | La Roche University | Seton Hill University |
| Carnegie Mellon University | Lincoln University | Shippensburg University of Pennsylvania |
| Chatham University | Mansfield University of Pennsylvania | Slippery Rock University of Pennsylvania |
| Cheyney University of Pennsylvania | Mercyhurst University | Susquehanna University |
| Clarion University of Pennsylvania | Mt. Aloysius College | Thaddeus Stevens College of Technology |
| Duquesne University | Pennsylvania State University (Select Campuses: Beaver, Greater Allegheny, Hazleton, Mont Alto, Schuylkill) | Thiel College |
| Edinboro University of Pennsylvania | Pittsburgh Technical College | Washington & Jefferson College |
| Geneva College | Point Park University | Waynesburg University |
| Grove City College | Robert Morris University | Westminster College |
| Indiana University of Pennsylvania | | Williamson College of The Trades |

Ensuring the success of Promise Scholars



35
Colleges and Universities are Preferred Partners

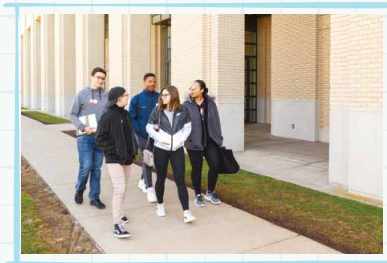
PROGRAMS and events

The Promise scholarship is working by making post-secondary education accessible and affordable. The Promise does this through more than just scholarship money – we host programs and events to inspire students to dream big, equip students to succeed in school and in their career, and leverage our influence to connect them with campus resources and employment opportunities.

PROMISE AMBASSADORS

are high school seniors who serve as peer mentors and outreach workers. They promote post-secondary enrollment and advocate for the use of Promise scholarships. Ambassadors serve as “go-to” experts on The Promise scholarship and lead their classmates through the scholarship application process. Promise staff employ and train Ambassadors in communication, as well as financial aid and post-secondary planning. The program offers an excellent opportunity to develop important communication, organization, and leadership skills.

Promise Ambassadors tour campuses to help them field questions with other Pittsburgh Public Schools students.



DUAL ENROLLMENT

offers high school students the opportunity to experience college-level coursework and earn college credit. The Promise provides early access to Promise scholarship funds that may await eligible juniors and seniors upon graduation to pay for select courses at CCAC. Dual Enrollment allows students to take courses at a reduced cost, explore fields of study, and complete essential courses while still in high school. The courses offered are chosen specifically because they are more flexible for credit transfer. CCAC has articulation agreements with 29 colleges and universities that facilitate easy credit transfers in 125 programs.



PROMISE COLLEGE FAIR

is an annual college fair exclusive to The Promise’s Preferred College Partners. Students are encouraged to explore their post-secondary option at this, and other college fairs offered in the community. At our most recent college fair, our Preferred Partners extended more than 400 “on the spot” acceptances and over \$2 million in scholarships.



\$2M given in scholarships at our most recent college fair

TRANSITION POSSIBILITIES FAIR

is an annual event organized by The Promise and open to all Pittsburgh Public Schools students who identify as having a disability with or without an IEP or 504. The Promise provides information about post-secondary opportunities and coordinates with community partners, like the Office of Vocational Rehabilitation, to share information about vital resources available to students. The event also includes a parent/student panel discussion and a brochure full of valuable resources and information.



CAREER LAUNCH

is a partnership with more than 40 companies that support our work. Since 2012, this annual event has introduced more than 1,000 talented Promise Scholars and Alumni to professional contacts, potential internships, and full-time employment. Career Launch offers Promise Scholars and Alumni exclusive access to available internships and jobs during peak hiring season.

1,000

Number of Promise Scholars and Alumni who have been introduced to professional contacts through Career Launch since 2012.



SENIOR SIGNING DAY

is a high energy, annual event that brings together seniors from all PPS high schools to recognize and celebrate their post-secondary plans, be that a four-year or two-year college, a trade or technical school, military service, or joining the workforce. This recognition is intended to encourage undecided graduates to select a post-secondary path, and to motivate younger students to consider the right choices for themselves upon their high school graduation.



PROMISE COACHES

is a four-year pilot program launched in Fall 2020. On-site Promise Coaches in three Pittsburgh Public High Schools—Perry, Milliones (University Prep), and Carrick— focus on providing post-secondary preparation and planning assistance to every high school student starting in the 9th grade.

Promise Coaches will help students: identify their skills and interests, know their available financial & psychosocial resources, understand their educational and career options, navigate the marketplace and its opportunities, and build essential soft skills. Consistent with evidence-based best practices, the coaches serve all students, with an emphasis on those who are below, or at risk of falling below, Promise eligibility.



Read More on Page 21

352

Promise Scholars to date have been recognized as Executive Scholars

EXECUTIVE SCHOLARS

is a program that builds a pipeline between high-performing students and our major corporate donors of one million dollars or more. The program facilitates professional development opportunities and relationships to help Promise Scholars transition not only from high school to college, but from college to a career.

Our goal is to provide Executive Scholars with every advantage to lead to future success. Executive Scholars of The Pittsburgh Promise have access to excellent professional development opportunities and relationships that will enrich the college experience and provide guidance to beginning a career.

To date 352 Promise Scholars have been announced as Executive Scholars. Meet our most recent class of Executive Scholars on pages 34-43.



JUST THE *Facts*

We are proud of the many outcomes our program has shown to date. Our donors' support fuels our work to keep scholars on track to incredible outcomes that enrich our communities and strengthen our region.

Promise Alumni contribute to more than 650 local companies.

650

9,567 students have received a Promise scholarship

135 Post secondary schools attended

RAISED \$1.3 MILLION for grocery gift cards, mental health services, and extra tuition scholarships during COVID

A single scholarship can produce 1,000 stories

3,375 have graduated from a post-secondary institution

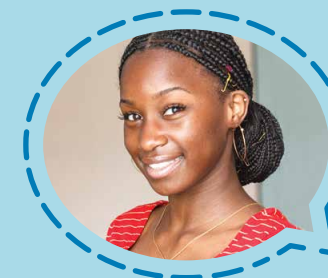
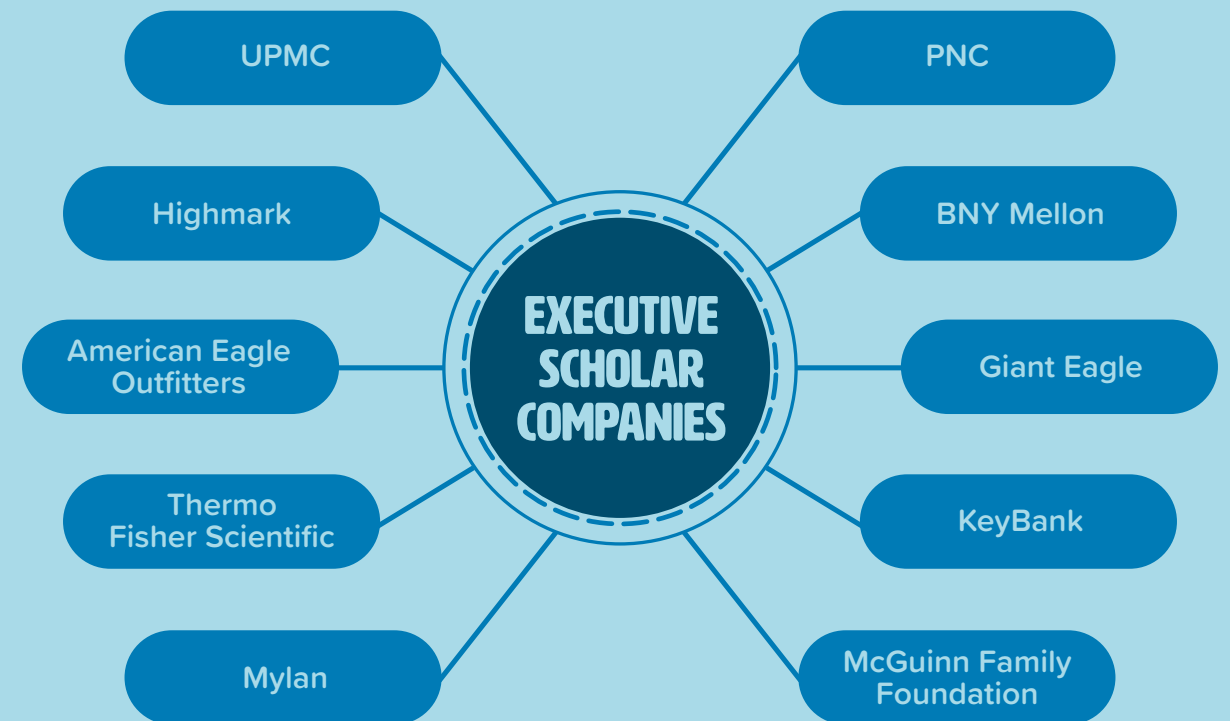
2008 The first Pittsburgh Promise scholarships are given

\$146 million in scholarships given to date

This data is as of June 30, 2020. We publish updated student and fundraising data monthly. Access the most up to date numbers at: pittsburghpromise.org/about-us/our-impact.

2020 EXECUTIVE SCHOLARS PROGRAM

The Executive Scholars program builds connections between high-performing students and our corporate and individual donors who support The Promise at a minimum level of one million dollars. By facilitating professional development and relationships, the Executive Scholars program helps students to transition from college to career.



The Executive Scholar program helped me learn how to conduct myself in a professional manner. I've developed new and effective ways to maintain a professional mindset and appearance that will be beneficial in my future career.

Anai'ya Jones
2018 KeyBank Scholar

2020 Executive SCHOLARS

UPMC SCHOLARS of The Pittsburgh Promise



HAAJAR AHMAD While attending high school at Pittsburgh Online Academy, Haajar participated as a research mentee at Pitt. Her assistance on a project to find a cheap, biodegrade alternative to plastic inspired her to pursue biomedical engineering at University of Pittsburgh to promote environmental conservation.



CHLOE BLAIR Over her four years at Pittsburgh Allerdice, Chloe is proud to have grown into a strongly educated and well-rounded individual. Through community service she has learned gratitude and leadership skills. At Duquesne University, Chloe is studying to become a dentist with goals of operating her own practice.



GLENN PATTON As valedictorian at Pittsburgh Brashear, Glenn has been awarded a scholarship to attend University of Pittsburgh where he is studying physical therapy. Glenn's biggest aspirations in life are to work hard and help others. During high school Glenn played soccer and served as a Promise Student Ambassador.



SEAN'DRE REID As a Challenge Program participant at Pittsburgh CAPA, Sean'dre won an award for most community service hours. Sean'dre also participated on the track and cross-country teams and as a Promise Student Ambassador. He is attending Temple University where he is pursuing a degree in public relations.



VALERIA SILVA YEPEZ Along with Global Minds, French Club, and Social Justice Club, Valeria participated in Manchester Craftsmen's Guild Apprenticeship Training Program. She is most proud of her journey learning English during her years at Pittsburgh Allerdice. Valeria is attending University of Pittsburgh where she studies bioengineering.

UPMC
**100
MILLION**



"There is nothing more important than the education of our children. Thus it was not a challenge for UPMC to consider investing \$100 million in The Pittsburgh Promise. It was not something that we considered to be foreign to our mission. Indeed, it was something we considered to be essential to our mission."

Jeffrey Romoff
President and Chief Executive Officer,
UPMC

HIGHMARK SCHOLARS of The Pittsburgh Promise



ELI ANISH Eli is a dedicated runner having won many competitions and awards, including back-to-back District Individual Cross Country Championships. Building upon his athletic success at Pittsburgh Allerdice, Eli runs competitively for University of Pittsburgh where he is studying health sciences.



JANINE KWIZERA Janine is studying biology at Duquesne University with aspirations of becoming an OB/GYN. This profession will allow her to fulfill her goals of caring for others and making a positive impact on society. As a graduate of Pittsburgh Allerdice, Janine received an award for perfect attendance.



JULIE PIASECKI In addition to being valedictorian at Pittsburgh Brashear, Julie participated in Drama Club, school musicals, International Thespian Society, and was president of National Honor Society. Julie also worked as a Promise Student Ambassador. Julie is studying health care administration at Slippery Rock University.



SACHIN THIAGARAJAN Driven by a passion for learning and a desire to become a physician, Sachin is a pre-med major at University of Pittsburgh. He hopes to work with Doctors Without Borders and serve as a trauma surgeon in the U.S. Military.



AALIYAH THOMAS Aaliyah is pursuing a nursing degree at Chatham University. She plans to work as a travel nurse before training to be a nurse anesthetist. As a Global Leadership Council Member at Pittsburgh CAPA, she earned a scholarship to participate in an immersion program in Japan.

HIGHMARK
**5.1
MILLION**



"It is imperative to the future of our region that we work collaboratively to educate students and retain them to support the continued expansion of our diverse economy, which is generating career opportunities for students with post-high school training or a college degree."

The Pittsburgh Promise is a great example of how we can work together as a community to capitalize on these opportunities, and Highmark Health is proud to be a supporter of this groundbreaking program as we are very focused on educating the next generation healthcare workforce."

David Holmberg
President and Chief Executive Officer,
Highmark Health

2020 Executive SCHOLARS

PNC SCHOLARS of The Pittsburgh Promise



MIKEIYA BENNETT Mikeiya is passionate about empowering others and ensuring everyone's voice is heard. She helped create Student Council at Pittsburgh CAPA, and was elected Class President. At Temple University she studies political science. She aspires to become a lawyer to advocate for justice in our political systems.



NIRAJ NEPAL Motivated by helping others and the importance of culture, Niraj volunteers with ARYSE working with refugee and immigrant youths. At Pittsburgh Carrick he was active in sports, National Honor Society, and International Thespian Society. Niraj studies computer science at Duquesne University.



AMILA NIKSIC As valedictorian at Pittsburgh Obama, Amila was awarded a scholarship to attend University of Pittsburgh where she is studying biomedical engineering. Amila founded the Obama Academy Speaker Series, taught English at SOS Children's Village International, and was a research assistant at Pitt.



ISABELLA SCULLI Isabella strives to be a successful businesswoman full of the confidence and motivation needed to excel in her career. As a Pittsburgh Allderdice student she was a member of National Honor Society and participated in a Breast Cancer Awareness Fundraiser. She is majoring in business at La Roche University.



STEVEN TSOUKALAS Steven studies mechanical engineering at University of Pittsburgh and has dreams to design and manufacture aerospace technology. At Pittsburgh Science and Technology Academy he participated in BotsIQ Robotics competition, Math League, and was president of National Honor Society.

PNC
**3.8
MILLION**



“One of the greatest challenges our region will face in the years ahead will be the growing gap between the number of good jobs available here and the availability of workers with the education and skills to fill them. The Pittsburgh Promise is playing a critical role in the effort to find solutions that close that gap as it builds bridges between employers, educators, and students.”

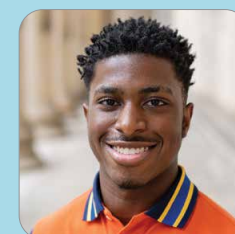
The Promise helps businesses appreciate the challenges of educators, helps educators understand the demands of the marketplace, and opens a pathway to success for students who imagine a bright future in Pittsburgh.”

William Demchak
Chairman, President and
Chief Executive Officer,
The PNC Financial Services Group

BNY MELLON SCHOLARS of The Pittsburgh Promise



DYLAN BLUM As a vocal major at Pittsburgh CAPA, Dylan received numerous awards including American Mathematics competition winner, AP Scholar, and Outstanding Vocalist award. He was also a member of the Junior Mendelssohn Choir. Dylan studies statistics at Temple University.



SHAKUR BOWLES Shakur is a graduate of Pittsburgh Milliones where he achieved high honor roll. At Indiana University of Pennsylvania he majors in business and hopes to one day become a real estate agent. He enjoys acting, the arts, and entertainment technology. Shakur is active in volunteering at his church.



CASMAIR FRISON Casmair attends Indiana University of Pennsylvania and is studying business management and human resources. At Pittsburgh Brashear she was the treasurer of Future is Mine, a member of Black Student Union, Rock Climbing Club, National Honor Society, and African American History Bowl Team. Casmair also worked as a Promise Student Ambassador.



CHRISTOS MAVROGEORGIS His passions for playing music, being active, and maintaining a healthy lifestyle, led Christos to participate in musicals, cross country, track, volleyball, and basketball while a student at Pittsburgh CAPA. Christos studies industrial engineering at St. Vincent University.



EVA MISCHLER While attending Pittsburgh Allderdice, Eva was named Society of Women Engineers Student of the Year. Eva hopes to work for the WHO in public health. She is also enthusiastic about social justice and women's rights. Eva studies bioengineering at University of Pittsburgh.

BNY MELLON
**2.6
MILLION**



“At BNY Mellon, being invested in the world means using our expertise, skills, and resources to help bring positive change in society and for the environment. Our investment in The Pittsburgh Promise is making a positive change in our community.”

The Promise also provides our company and our region a distinct, competitive advantage by fueling the talented and diverse workforce we need to create a future that benefits everyone.”

Eric Boughner
Chairman,
BNY Mellon Pennsylvania

2020 Executive SCHOLARS

AMERICAN EAGLE OUTFITTERS SCHOLARS of The Pittsburgh Promise



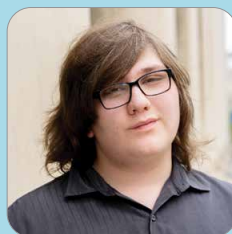
JEREMIAH DAVIS At Pittsburgh City Charter, Jeremiah was a member of Social Justice Club and Digital Media Club. He was also an Urban Eco steward, Promise Student Ambassador, intern at Office of Councilman LaVelle, and founder of Student Government. He attends Chatham University where he studies sustainability.



UNIQUE DIXON At Pittsburgh Milliones, Unique served as a Student Envoy, and participated in African American Center for Advanced Studies and African American Achievement Trust. She attends CCAC on a pre-med track with expectations of becoming a neurosurgeon.



EMILIO LOYA An avid lover of baseball, Emilio has played on several teams. At Pittsburgh Allderdice, he also participated in Swim Team and Ski Club. He attends Penn State University where he studies business, innovation, and entrepreneurship. He hopes to one day run his own business.



FRANKIE TOMASIC A graduate of Pittsburgh Carrick, Frankie was a member of National Honor Society and Campus to Career Crossroads. Currently, Frankie attends Pittsburgh Technical College where he studies filmmaking. He hopes to share his authentic self and artistry with the world.



ALYSSA ZITO Alyssa is a dedicated student who has received numerous honors and awards for her work in the STEM field, including top honors from PA Junior Academy of Science. She studies biomedical engineering at University of Pittsburgh. Alyssa is a graduate of Pittsburgh Allderdice.

AMERICAN EAGLE OUTFITTERS

2.1 MILLION



“American Eagle Outfitters empowers young people to reach their full potential and express their most authentic version of themselves.”

We are proud to support The Pittsburgh Promise, which has been effective in promoting academic success and encouraging students in the Pittsburgh community to dream big and work hard toward their highest aspirations.”

Jay Schottenstein
Chairman and Chief Executive Officer,
American Eagle Outfitters, Inc.

GIANT EAGLE SCHOLARS of The Pittsburgh Promise



AVA COOK Ava founded the Asian Student Union to provide support to her peers and was a member of National Honor Society at Pittsburgh CAPA. Currently, she is majoring in education at Point Park University and aspires to be a teacher. She is passionate about education and hopes to have an impact on many young lives.



JONATHAN GRABOWSKI Jonathan is a graduate of Pittsburgh Carrick where he earned an award for his work in the STEM field. He was a member of the baseball and soccer teams. He studies chemistry at Washington and Jefferson College. In his free time, he enjoys playing video games and swimming.



NICOLE GURVICH Nicole attends University of Pittsburgh and is driven by her desire for a career in medicine. Volunteering at A Safe Haven has inspired her to want to give back to her community. While a student at Pittsburgh Allderdice, Nicole played varsity lacrosse, was a member of Critical Thinking Club, Outdoors Club, and achieved high honor roll.



JOSEPH JONES Joseph attends Gettysburg College where he studies history. Joseph is a graduate of Pittsburgh Allderdice where he participated in Japanese and Anime Clubs, and was a research assistant in the Stephen F. Babylak Lab at the McGowan Institute for Regenerative Medicine.



CHLOE SHORKEY At Pittsburgh Allderdice Chloe was captain of the cross country and track and field teams. She was also a member of National Honor Society, Global Minds, and Students Against Destructive Decisions. Chloe studies psychology and criminal sciences at Penn State University and strives to support criminal justice reform.

GIANT EAGLE

1 MILLION



“Giant Eagle invests in The Pittsburgh Promise because we know that it’s an investment in the vitality of our region.

By providing college scholarships to Pittsburgh’s students, The Promise is strengthening our incoming workforce and our communities.”

Laura Karet
Chief Executive Officer,
Giant Eagle

2020 Executive SCHOLARS

KEYBANK SCHOLARS of The Pittsburgh Promise



ELIJAH TERRY Elijah is interested in studying how the universe works, particularly the makeup of planets and formation of meteors. These interests have led him to University of Pittsburgh where he studies astrophysics. At Pittsburgh Brashear, Elijah received Citizenship, President's, and High Honor awards.



AMARI TURNER-FORD Among the top graduates of Pittsburgh Westinghouse, Amari was a vocal advocate for her school. She served as class secretary, participated in the PACT Program, and earned a semester's worth of college credits by taking dual enrollment courses. Amari studies psychology at Duquesne University with plans to become a child and family psychologist.



DOMINIC VICTORIA Dominic dreams of a career advocating for Pittsburgh's residents. At Pittsburgh Obama, he participated in Youth and Government, the Superintendent's Student Advisory Council, Obama Eagle newspaper, A+ School's TeenBloc, and was a Promise Student Ambassador. He attends University of Pittsburgh where he studies politics and philosophy.



JACOB VOELKER Jacob aspires to earn a medical degree and have a fulfilling career aiding in the health of others. At Pittsburgh CAPA, he was editor of the school newspaper, vice president of National Honor Society, and a member of Student Council. Jacob attends University of Pittsburgh where he majors in biology.



MYA ZIEGLER Mya is an avid reader who enjoys drawing, painting, and sculpting. While a student at Pittsburgh Carrick, she participated in volleyball, track, and swimming, as well as church mission. Mya has chosen to study nursing at Carlow University with hopes of becoming a nurse practitioner and helping others.

KEYBANK

1 MILLION



"The Pittsburgh Promise is truly only fulfilled by the students who commit to succeed—in high school, in post-secondary education or training, and in life.

Today's Promise Scholars and Promise-ready students are well-positioned for success. If ever there is an opportune time for students to prepare for a career in Pittsburgh, it is now. Together, our collective community is working hard to meet the needs of our growing workforce, to develop the region's many emerging business opportunities, and to help our communities thrive. All of us at KeyBank share in this mission for student success."

Todd C. Moules
Market President, KeyBank

MCGUINN FAMILY FOUNDATION SCHOLARS of The Pittsburgh Promise



MARA COHEN At Pittsburgh CAPA, Mara participated in Asian Student Union, Jewish Student Union, UPMC Teen Facilitator Program, and tennis. Driven by her experiences as a child, Mara aims to become an art therapist to help children express their feelings creatively. She studies art therapy at Temple University.



ZAIRE GILES Zaire's academic success earned him several scholarships to attend Penn State University to study mechanical engineering. As a student at Pittsburgh Obama, he participated in Youth and Government, National Honor Society, Volunteering Community Gardeners, elementary school tutoring, and volleyball.



ZAKI KHOURI With dreams of becoming a forensic scientist or pharmacologist, Zaki studies biochemistry at La Roche University. He enjoys physical fitness, music, and the sciences. At Pittsburgh Allderdice, Zaki participated in soccer, track and field, National Honor Society, Social Justice Club, and Dice TV Productions.



KATELIN KOSTELNIK Katelin attends Slippery Rock University where she studies early childhood and special education. She values education and hopes to build a strong foundation for her students so that they may flourish. At Pittsburgh City Charter she was involved in National Honor Society, Student Assembly, and Eco-stewards.



ERICKA MORTON Dance has been a major part of Ericka's life. Ericka graduated as a dance major from Pittsburgh CAPA where she participated in Student Council, National Honor Society for Dance Arts, and Black Student Union. She has taken her love of dance to Slippery Rock University to study the art form.

MCGUINN FAMILY FOUNDATION

1 MILLION



"We believe The Pittsburgh Promise is the most important thing going on in our community because it has the broadest impact: it encourages families to live in the city; incents kids to stay in school and enables them to get a post-secondary education; and helps prepare skilled workers for our employers."

Marty McGuinn
The McGuinn Family Foundation

2020 Executive SCHOLARS

MYLAN SCHOLARS of The Pittsburgh Promise



SOPHIA CATANZARO As an environmental engineering student at University of Pittsburgh, Sophia believes that our duty as a society is to take care of the planet. At Pittsburgh Carrick, Sophia was a member of National Honor Society, valedictorian, and was recognized by Society of Women Engineers for her performance in science and math.



SHREYO DAS Pursuing his interest in bioengineering at University of Pittsburgh, Shreyo hopes to specialize in regenerative medicine. He is a graduate of Pittsburgh Science and Technology Academy where he won Pennsylvania Junior Academy of Science awards. Shreyo enjoys academia, soccer, and storytelling.



KURT ENGLEHARDT While attending Pittsburgh Science and Technology Academy, Kurt participated in Pitt's Gene Team, SeaPerch Robotics, and volunteered with American Red Cross. Kurt attends University of Pittsburgh and aspires to become a chemical engineer with hopes of developing solutions for climate change.



OLIVIA HELMS While attending Pittsburgh Carrick, Olivia participated in The Future Is Mine, National Honor Society, GSA, and school plays. At Thiel College, she studies communications sciences and disorders and hopes to become a speech language pathologist and work with children.



MCKENZIE THOMPSON McKenzie studies biomedical engineering at Temple University. She is a graduate of Pittsburgh Allderdice where she immersed herself in advanced course work, participated in African American Center for Academic Success, Investing NOW at Pitt, and the Superintendent's Student Advisory Council.

MYLAN
1
MILLION



“At Mylan, our core purpose has been to provide access to high quality medicine for more than 55 years. We are proud to support The Pittsburgh Promise as a strong partner in the passionate pursuit of access – in particular, through access to education for young people in our region.

We believe that the opportunity to build a strong foundation through scholarships to universities has the power not only to change a young person's life but also to propel our region forward, and we are excited to be part of the growth.”

Heather Bresch
Chief Executive Officer, Mylan

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CAIO GOMES While attending Pittsburgh Milliones, Caio participated in the Superintendent's Student Advisory Council, Student and Government Council, and served as a Student Envoy and Promise Student Ambassador. He studies political science at Indiana University of Pennsylvania.



AUDREY LEONG A strong interest in the intersection of biology, data, and computation has led Audrey to study computational biology at University of Pittsburgh. While a student at Pittsburgh Allderdice, Audrey completed a biological research project with a professor at Pitt's Graduate School of Public Health.



DAVID MISSRY At Lehigh University, David is pursuing business and engineering. As a student at Pittsburgh Allderdice, David won multiple awards for his academic achievements in science. David founded Students Against Destructive Decisions and Dragons Against Drugs to support his peers in making positive choices.



NIKKI NGUYEN Nikki participated in many activities at Pittsburgh Brashear, including Student Council, National Honor Society, The Future is Mine, Rock Climbing Club, soccer, volleyball, and softball. Nikki studies engineering at Penn State University. She attributes her success to the female role models in her life.



CHLOE RUBEN A Pittsburgh Allderdice graduate, Chloe was active in National Honor Society, Jewish Student Union, Global Minds, and tennis. Currently, she is a Penn State University student studying criminology with aspirations of becoming a divorce lawyer. Chloe has a love of traveling and pursuing educational experiences.

THERMO FISHER
SCIENTIFIC
1
MILLION



“Albert Einstein said, ‘It is the supreme art of the teacher to awaken joy in creative expression and knowledge.’ Once that passion has been discovered, there should be no barriers, real or imagined, that hold us back. The Pittsburgh Promise is freeing the hearts and minds of our best and brightest students to dream big and be unencumbered in their pursuits. Science, Technology, Engineering, and Mathematics (STEM) careers, in particular, are in growing demand as Pittsburgh becomes one of the country's premier high-tech centers. The Pittsburgh Promise is helping to prepare the next generation of our workforce for these rewarding and highly-skilled opportunities. This is not just an investment in our youth; it is an investment in our region's future.”

Lisa Witte
President, Research & Safety Market
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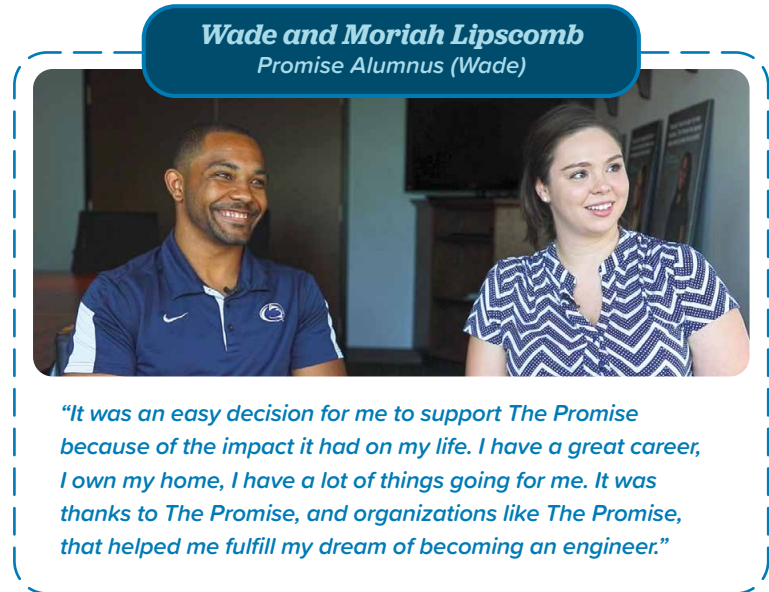


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Jill M. Siegfried
Karon and Daniel Siewiorek
Debra and Joel Sigal
Carli Siger and Scott Backus
Stuart Silverman and Patty Evans
Colleen and Henry Simonds
Laurie and Paul Singer
Janet and Howard Slaughter, Jr.
Brian Smith
Douglas A. Smith
Ariana and Nicholas Smyth
Margaret and Steve Snavelly
Alice Snyder
Andrea Solomon-Eller and Andrew Eller
Sukanya Srinivasan and Henry Willis

Margaret and Kurt Stahlfeld
Janice and Lowell Steinbrenner
Elizabeth Steiner and William Bernstein
Joanie and Robert Stern
Daniele and Daniel Stern
Diane and Clifford Stevenson
Frances and Charles Stewart
Susan and George Stewart
Carol and Paul Stockman
Kay Stonemetz and Thomas Putinsky
Patricia and Hayes Stover
Laura and Ethan Strauss
Nancy and Saad Tabbara
Grace Tan
Kevin D. Tatman
Cheryl and Chris Telmer
Mary Anna and Paul Thomas
Ann E. Thompson
Judith and Thomas Thompson
Jamee and Thomas Todd
Diane L. Tomlinson
Leslie and Alan Traugott
Barbara and Emil Trellis
Michael W. Urban
Stephanie Valetich and Richard Chesnik
Mary C. Van Horn
Kathryn Van Stone and Robert Smith
Christopher Verdini
Gary Verkleeren
Susan and Robert Voinchet
Nita and Sunil Wadhvani

Jenny and Gene Walker
Diane J. Walkowski
Laurie and Jeff Waller
Michael and Theresa Walsh
James M. Walton
Nancy Washington
Margaret and Peter Watt-Morse
Jacquelin G. Wechsler
Susan and Bruce Weiner
Patricia Weiss
Nancy and Michael Weissman
Jane Werner-Rutkowski
Judy Wertheimer and Michael Boninger
Barbara and Arthur Westerberg
Mary and Michael Widom
Dena White and Mark Aloe
Dennis Wilke
Sandra and Frank Williamson
Roslynne and E. Clair Wilson
Lise Woodard and John Reilly
Lynda and Ed Wrenn
Thomas Zarlingo
Laura J. Zaspel Lawson
Robert J. Zolkoski
Louann Zwierzyński

*Deceased

KEEPERS

of The Promise

Because of their commitment to the vitality of our region and the strength of our city, Keepers of The Promise support and promote the work of The Pittsburgh Promise by increasing visibility and awareness, developing or deepening friendships with donors, and supporting fundraising efforts through community outreach. Keepers make annual financial contributions of \$600 per couple or \$300 per individual and commit to bring two or more new members into the group.

FOUNDING MEMBERS

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Ann and Paul Bridges
Gretchen and Bill Generett
Janet and Bill Hunt
Mardi and Jim Royston
Pat and Alan Siger
Debbie and Art Stroyd

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Aradhna and Grant Oliphant
Judy Roscow
Cris and Alex Scott
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KEEPERS

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Michael and Jennifer Annichine
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Rhonda and Kevin Bolding
Karen and Richard Brean
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Richard Burkland
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Barbara and Dan Eichenlaub
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Cameron Knight

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Valentina and Justin Krauss
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Peggy and Steve McKnight
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Ellen Ormond
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Jeffrey Paul
Hilary and Charles Porter
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Jean Robinson
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Emily and Jonathan Shimko
Carli Siger and Scott Backus
Cynthia Skrzycki
Peggy and Steve Snavely
Alice Snyder
Jim Spencer and Michael Lin
Sukanaya Srinivasan and Henry Willis
Charles Stewart III
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Carol and Paul Stockman
Nancy and Saad Tabbara
Linda and Jay Thier
Gary Verkleeren
Signe and Winthrop Watson
Susie and John Wean
Carol Wentworth
Lynda and Ed Wrenn
David Zeve

The Promise SENTINELS SOCIETY

This is a giving circle that is securing scholarships for the next decade of Promise Scholars. The Sentinels Society includes donors who invest \$10,000 annually in The Promise scholarship fund. This support underwrites two scholarships a year for the nearly 10,000 students who will secure a post-secondary education over the next 10 years.

SENTINEL SOCIETY

Mary Louise and Chip Babst
BDO
Vivian and Bill Benter
Barbara and David Blandino
Betsy and Marc Brown
Helen and Steve Casey
Barbara and Gerald Chait
Susan and William Cohen
Jamini Davies
Debbie and Bill Demchak
Joan and Jack Diederich
Dawn and Chris Fleischner
Lisa and John Gismondi
Kathleen and Joseph Guyaux

Wendy and John Hathaway
Carole King and Chip Burke
Susan and Scott Lammie
Anne Lewis
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Dave Malone
Jack McGinley
Gail and Steve Mosites
Barbara and Gregg Nissly
Shelley Scherer and Steve Ross
Jim Spencer and Michael Lin
Debbie and Art Stroyd
Shelley and James Taylor
Sara and Larry Walsh
Susie and John Wean



FNB Presents: **A NIGHT OF PROMISE**

On Saturday, November 2nd, 2019, 900 supporters, friends and scholars of The Pittsburgh Promise gathered for an inspirational gala featuring a concert by acclaimed Tony and Grammy winner, Leslie Odom, Jr.

In addition to Mr. Odom, student bands and choirs shared their talents and Mark Roosevelt, honorary chair of the event and former Pittsburgh Public Schools superintendent, provided stirring comments.

We announced a total of \$4.8 million in new contributions to the scholarship fund, including a breathtaking \$1.2 million raised through event sponsorships and ticket sales. In addition, our generous guests contributed just over \$100,000 during the evening through spontaneous “text to give” contributions.

Leslie Odom, Jr. graciously participated in a moderated question and answer session with high school students the afternoon before the gala. He shared encouraging words and answered questions about his education, personal path, and current career.

Special thanks to our sponsors, presenters, and attendees for a memorable evening that deeply impacted our mission.

4.8
MILLION

*in new contributions
to the scholarship fund*

1.2
MILLION

*raised through
event sponsorships
and ticket sales*

OVER
\$100,000

*“text to give”
contributions*



Walk for **ONE PROMISE**

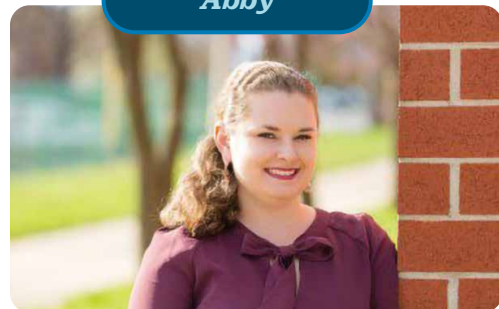
In response to COVID-19, The Promise reimaged its traditional, one-day Walk for One Promise event into a virtual Walk that lasted all summer and generated a record \$87,100 for The Promise scholarship fund! More than 125 walkers, bikers, and runners logged many miles to show their support for Promise Scholars! Thanks to all of our participants!



Promise **LEGACY**

Promise Legacy, founded in 2017, is comprised of and led by Promise alumni. Promise Legacy members participate in social and professional development events in order to connect with each other, employers, and other regional leaders. In March 2019, Promise Legacy raised a remarkable \$20,000, the equivalent of one, four-year Promise scholarship.

Abby



“Being able to pay forward a scholarship to another student is amazing—we know how much the scholarship has affected our own lives. We know what it is like to be the high school junior who is not sure how to pay for their dream school, or the student who wants to be the first in their family to earn a degree, or the student who needs someone to believe in them. The Promise believed in us and invested in our success. Now we can show our appreciation and express that same confidence in the next generation of scholars.”

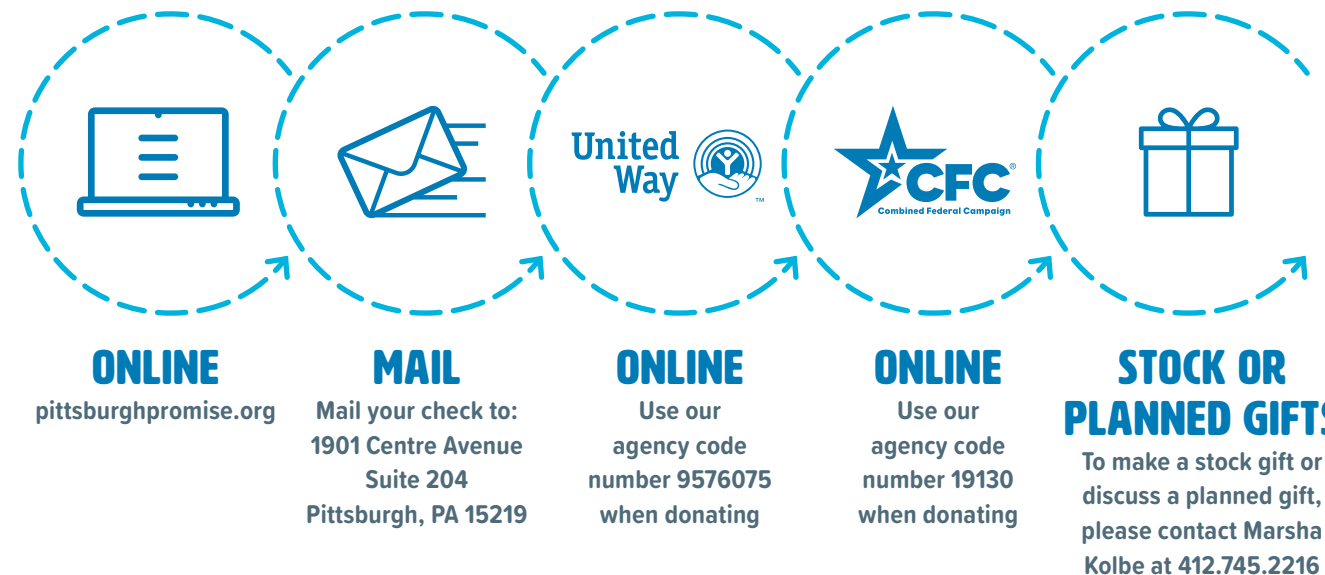
We Need **YOUR HELP**

The pages of this report celebrate the promise fulfilled in so many young lives. We also look to the future, to the many students full of promise that are yet to come.

At a minimum, we are committed to provide scholarships through the high school class of 2028. We expect to serve another 10,000 students and invest another \$140 million into their education and our economy. To do that, we must raise an additional \$47 million (based on June 30, 2020 fundraising totals).

With your help, we can continue to promote a quality education for all children, a workforce that is prepared, dynamic, and diverse and a region that is successful and thriving – not just for some – but for all.

WE MAKE GIVING EASY THROUGH SEVERAL CONVENIENT OPTIONS!



The Promise BOARD OF DIRECTORS & STAFF

The Pittsburgh Promise is governed by remarkable board members, and staffed by diligent team members, who listen attentively to the voices of our students and families, donors and investors, partners and educators, data and evaluations, and hearts and minds.

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Project and Data Coordinator

Dalontai Pond
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Julie Shepard
Senior Manager of
Development and Events

Sean Spencer
Promise Coach, Milliones High School

Angela Weaver
Promise Coach, Carrick High School

Amy Yearwood
Director of College and
Career Success

Selected Financial HIGHLIGHTS

Sisterson & Co. LLP completed our independent financial statement audit as of and for the years ended June 30, 2020 and 2019.

The selected financial highlights below were derived from audited financial statements. For a full copy of our audited financial statements, please visit our website at www.pittsburghpromise.org or contact 412-281-7605 to request a copy.

Statement of Financial Position Highlights

| | June 30 | |
|----------------------------------|---------------|---------------|
| | 2020 | 2019 |
| Total assets | \$ 63,813,527 | \$ 65,579,726 |
| Total liabilities | \$ 508,914 | \$ 559,593 |
| Without donor restrictions | 54,479,279 | 58,858,665 |
| With donor restrictions | 8,825,334 | 6,161,468 |
| | 63,304,613 | 65,020,133 |
| Total liabilities and net assets | \$ 63,813,527 | \$ 65,579,726 |

Statement of Activities Highlights

| | June 30 | |
|-----------------------------------------|----------------|----------------|
| | 2020 | 2019 |
| Contributions, gains, and other support | \$ 12,762,143 | \$ 9,960,679 |
| Scholarships approved, net | 11,983,427 | 14,236,575 |
| Expenses | 2,494,236 | 2,166,099 |
| | 14,477,663 | 16,402,674 |
| Change in net assets | (\$ 1,715,520) | (\$ 6,441,995) |

the pittsburgh promise

1901 Centre Avenue
Suite 204
Pittsburgh, PA 15219

www.pittsburghpromise.org