

**EAST  
HARLEM  
TUTORIAL  
PROGRAM**  
Since 1958

**2017**  
**ANNUAL REPORT**



**MANY DESTINATIONS**

**ONE BEGINNING**

## OUR LEADERSHIP

### EXECUTIVE DIRECTOR

Jeffrey Ginsburg

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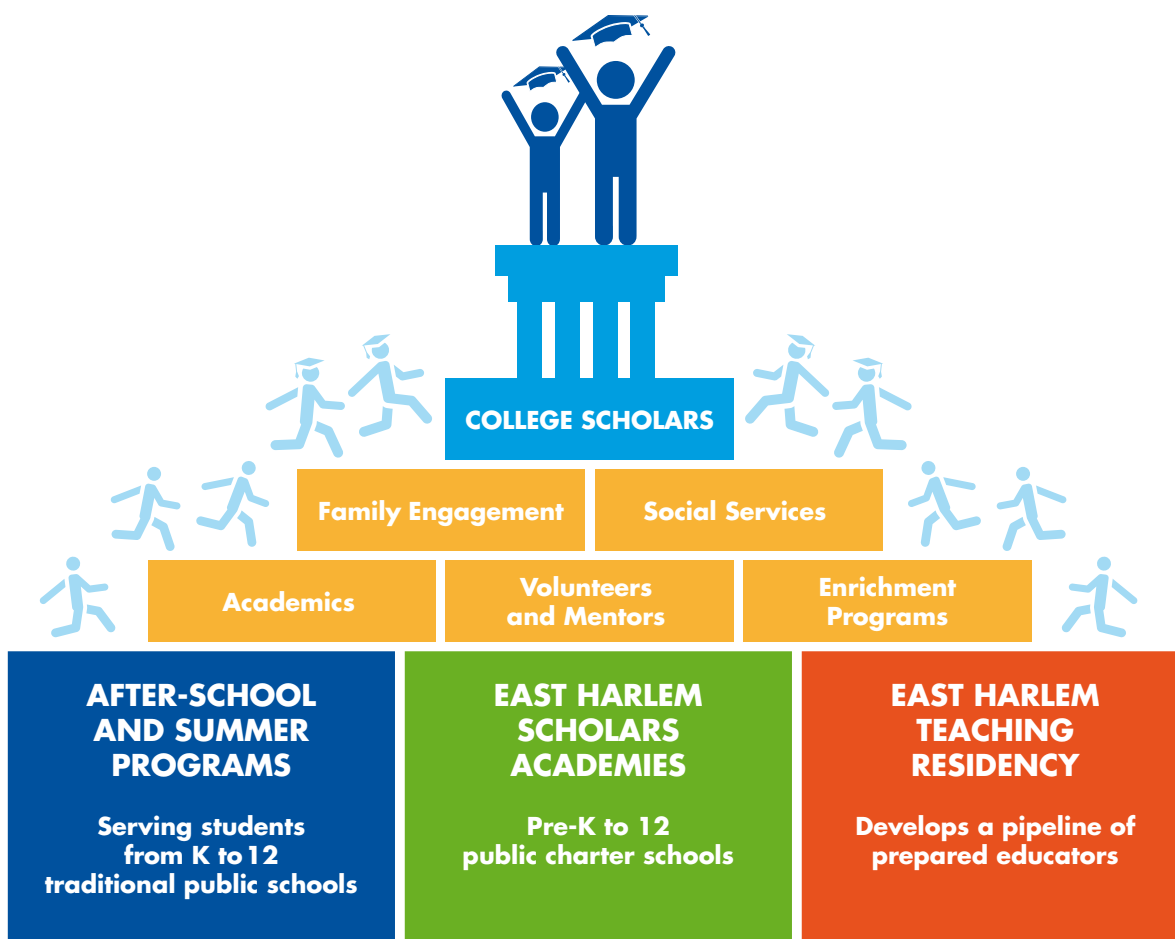
# EAST HARLEM TUTORIAL PROGRAM

## MISSION

**East Harlem Tutorial Program** prepares students with the academic skills, strength of character, and emotional well-being to excel in high school and college, lead in their communities, and realize their best possible selves.



## EAST HARLEM TUTORIAL PROGRAM IN ACTION



**MANY DESTINATIONS ONE BEGINNING**

## LETTER FROM THE EXECUTIVE DIRECTOR AND BOARD CHAIR

"We are determined to do more for East Harlem – supporting our scholars to get into and graduate from college – and doing more to reach those students we don't yet serve."



JEFFREY GINSBURG



JOAN SOLOTAR

To our friends, staff, scholars, and families – you continue to inspire us with your dedication to learning, growth, and the pursuit of a more just and equitable world. All children can and will succeed when provided a great education and your support makes it possible for us to provide East Harlem students with a safe and caring environment where young people explore new possibilities, achieve academic goals, build strength of character, and develop the social-emotional skills they need to achieve their dreams.

EHTP is on track to reach 20 percent of East Harlem students by 2026. Already, our after-school and summer programs serve students from 95 traditional public schools. East Harlem Scholars Academies, our network of public charter schools, continues its tremendous growth and is on schedule to reach 3,000 students at full scale. Our College Scholars program is assisting our scholars in graduating from four-year colleges at eight times the national average for students from systemically under-resourced communities. We also welcomed a new Teaching Residency cohort and are getting more teachers ready to transform educational outcomes in East Harlem and beyond. There is so much for us to be proud of. Please find additional highlights of our work this year below and throughout this report.

To achieve our goal of supporting every scholar to realize their best possible selves, we had to become more deliberate in our commitment toward addressing systems that perpetuate racism. As a result, we developed a racial equity statement, provided staff professional development to build the tools and language to address race and interrupt racism in the classroom, and developed strategies to support an organization-wide culture that reflects racial justice.

We also launched Project #BuildLove to celebrate the cultural diversity of our families and show our community that we stand for justice and a shared humanity. The EHTP community, in partnership with artist Manny Vega, created a five-story banner featuring the flag of Mexico, flags representing other students' cultural backgrounds, symbols of inclusion, and the hashtag #BuildLove — giving our students a voice and showing them that they are loved.

We have come a long way from when community leader Helen Webber began EHTP as a small children's reading group in her living room. We are determined to keep innovating and growing to do more for East Harlem — supporting our scholars to get into and graduate from college — and doing more to reach those students we don't yet serve.

On behalf of our teachers, staff, volunteers, and all our families, thank you for your support. We look forward to continuing this important work together.



Jeffrey Ginsburg  
Executive Director



Joan Solotar  
Board Chair

# OUR CORE VALUES

# S

## SERVICE

We embrace opportunities to help others. We appreciate and learn about our community and the world in which we live.

# C

## COURAGE

We challenge ourselves to take risks, to persevere, and to question the status quo.

# H

## HUMILITY

We apologize for our mistakes and seek to improve our shortcomings.

# O

## ORIGINALITY

We embrace our individuality and celebrate the diversity of all others around us.

# L

## LEADERSHIP

We seize opportunities to lead and always demonstrate strong moral character.

# A

## ACHIEVEMENT

We expect the best of ourselves at all times. We pursue knowledge and excellence.

# R

## REFLECTION

We cherish moments to step back, consider our actions, and plan for a better tomorrow.

## RACIAL EQUITY STATEMENT

Since 1958 East Harlem Tutorial Program has been working to support students as they become leaders in their communities and realize their best possible selves. We do this because we are committed to promoting a just society, free from oppression and bigotry.

As an organization we recognize that people who have been historically marginalized because of their race, class, gender, age, ability, religion, and sexual orientation, experience systemic inequalities. Many of the people in our diverse community of scholars, families, staff, supporters, and the surrounding East Harlem community live at the intersection of these identities.

We particularly acknowledge the pervasive inequalities faced by people of color in this country, across all other aspects of their identity, and consider racism to be the root of the inequity that many in our community inevitably face. Because of this country's legacy of institutionalized racism, EHTP's staff and stakeholders must face, honestly and directly, our own racial identities and our own conscious and unconscious biases. With the goals of self-realization and racial justice in mind, we strive to design all of our professional development, curriculum, organizational materials and processes.

Through this commitment we prepare our scholars to effect change, challenge the status quo, and thrive in the world around them. As a place of growth and learning, EHTP aims to serve as an agent of change and thoughtfully contribute to the national fight for racial equity.



**East Harlem Tutorial Program** (EHTP) began in 1958 when community leader Helen Webber hosted a children's reading group in her living room. Her passion for learning, belief in the potential of East Harlem youth, and commitment to service have been the guiding force behind the growth of EHTP.

Over six decades, EHTP has expanded into a multi-site program providing thousands of students with high-quality, tuition-free academic and enrichment activities through East Harlem Scholars Academies Pre-K to 12 public charter schools, after-school and summer programs for traditional public school students, College Scholars program, and the East Harlem Teaching Residency.

EHTP is proud to serve as the home for educational programs that expand opportunities for East Harlem's young people. Our programs and model have made EHTP a leader among organizations working to advance educational outcomes in New York City.

### EHTP BEGAN AS A READING GROUP IN A COMMUNITY LEADER'S LIVING ROOM & CONTINUES TO GROW

6

EAST HARLEM  
LOCATIONS

## MAKING AN IMPACT

## FOR OUR SCHOLARS, FAMILIES & COMMUNITY

### EAST HARLEM EDUCATION CENTER OPENS

EHTP's 50,000 square foot state-of-the-art facility opens for Scholars Academies and after-school and summer programs

OPEN



BY 2023, WE'LL REACH

**50% MORE STUDENTS**

EHTP is on track to increase its impact from 1,500 to 2,300 students in five years.



**95 PUBLIC SCHOOLS**



are represented by the **500 students** attending our fall 2017 K to 12 after-school programs

**INTEREST IN EAST HARLEM SCHOLARS ACADEMIES REMAINS STRONG!**

**3,800**

**applications for 250 Spots** were received for the 2017-18 school year at East Harlem Scholars Academies



**1,500+**

**EAST HARLEM STUDENTS**

experience exceptional educational opportunities that inspire them to realize their best possible selves



**900+**

**EAST HARLEM SCHOLARS ACADEMIES STUDENTS**

will succeed in college and careers because of a model built on academic rigor, social-emotional learning, and family partnerships







**100%**  
OF EAST HARLEM  
TEACHING RESIDENTS

agree that the Teaching  
Residency prepared them  
to be effective teachers

**Nearly 1,000 students** are  
benefiting from being in classrooms  
taught by residency graduates



**400**

**VOLUNTEERS  
AND INTERNS**



Volunteers and interns (28%  
increase from the previous year)  
provided 8,095 hours of academic  
support, coaching, and mentorship  
across our programs

**95% ARE GOING  
TO COLLEGE**

Over the last five years, 95% of EHTP  
students have enrolled in college



**College Scholars** are on  
track to graduate from 4-year  
colleges at a rate **8X the  
national average** for students  
from low-income households



**100+**  
**FAMILIES**



attend activities and participate in  
comprehensive social service programs,  
including Family Council Meetings,  
family workshops, counseling, annual  
Health Fair, and more

**200+**

**EDUCATORS, SOCIAL  
WORKERS, AND STAFF**



work together in service of the  
East Harlem community

## EHTP LAUNCHES

### PROJECT #BuildLove

#### EHTP LAUNCHES PROJECT #BuildLove

To share the message that we are made stronger because of our cultural diversity, EHTP launched the #BuildLove project. Staff, families, and students collaborated with artist Manny Vega to create a five-story banner that celebrates the cultural heritage of our families, symbols of inclusion, and the hashtag #BuildLove. Across the organization, we celebrate the #BuildLove message in classrooms, community circles, and through social media.

#### MESSAGE TO #BuildLove REACHES THOUSANDS

- Project #BuildLove has been covered on NY1, NY1 Noticias, Daily News, Pix 11, and WABC7's Tiempo.
- Videos of students and teachers talking about why they #BuildLove have been viewed by thousands.
- Teachers in areas as far away as Idaho and California are making #BuildLove posters with their students.
- Melissa Mark-Viverito, former Speaker of the New York City Council, visited our scholars and commended their courage and leadership in speaking up for what is right.

Learn more at [ehtp.org/buildlove](http://ehtp.org/buildlove)

"To me, building love is the opposite of building walls. It's about opening up and welcoming people. Hanging the #BuildLove banner highlights the school as a safe haven where folks can come and know that they'll be accepted."

— Maureen Yusuf-Morales  
Founding Principal  
East Harlem Scholars Academy  
Middle School

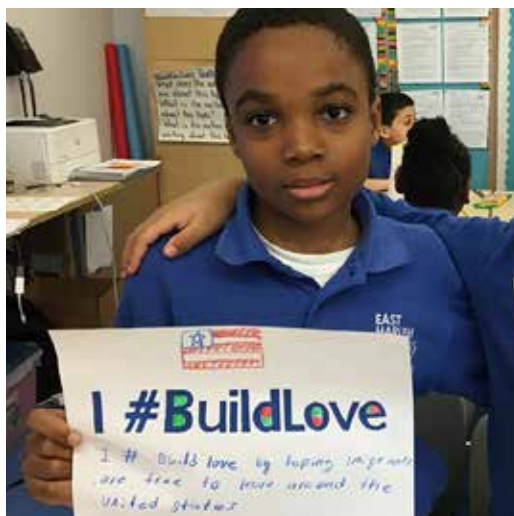
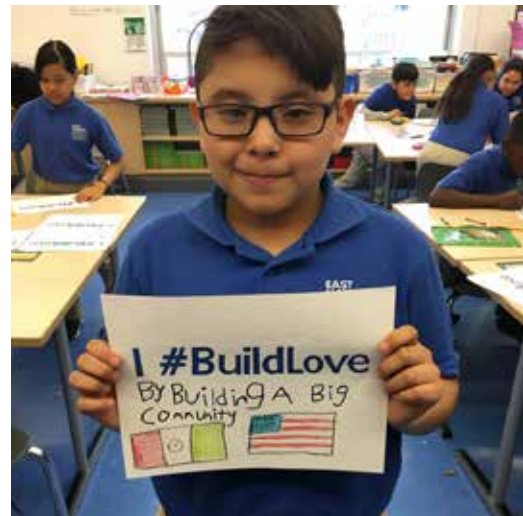




Join our campaign and show our scholars and families that we stand up for inclusion and diversity. Our country is great because of our millions of immigrants. As we say at EHTP: If I succeed, we succeed. If we succeed, I succeed.

### Here is what you can do to #BuildLove:

1. Make your own sign or statement and share it on social media using the hashtag **#BuildLove**.
2. Encourage educators in New York and beyond to **#BuildLove** with their students.
3. Invite teachers, leaders, and volunteers who believe in the **#BuildLove** project and our mission to get involved with EHTP.





## AFTER-SCHOOL &

## SUMMER PROGRAMS

### PROGRAM PARTNERS

Bloomberg  
Latino Community

Bubble  
Foundation

College Spring

NYC Department  
of Youth &  
Community  
Development

FIRST Robotics

Futures & Options

Jazz at Lincoln  
Center

National  
Foundation  
for Teaching  
Entrepreneurship  
(NFTE)

New York City  
Football Club

READ Alliance

ScriptEd

Touro College-  
MedAchieve  
Program

Tribeca Teaches

More than 500 scholars from 95 K to 12 public schools participate in EHTP after-school and summer programs. They develop strong academic and critical-thinking skills, discover new interests, and build self-confidence, preparing them for college and careers.

### HIGHLIGHTS

- EHTP's high school robotics team, the Warriors of East Harlem, competed in the FIRST Robotics Championship in St. Louis, MO, going head-to-head with some of the best teams in the world. The Warriors ranked the highest of all teams from New York State across every division.
- Award-winning poet Willie Perdomo joined EHTP as founding writer-in-residence of the summer program. His course culminated with a special student performance at Barrio Poetix.
- Scholars in the elementary and middle school summer program experienced NYC with 60+ trips to museums, cultural organizations, parks, and sports programs.

### FAMILY ENGAGEMENT

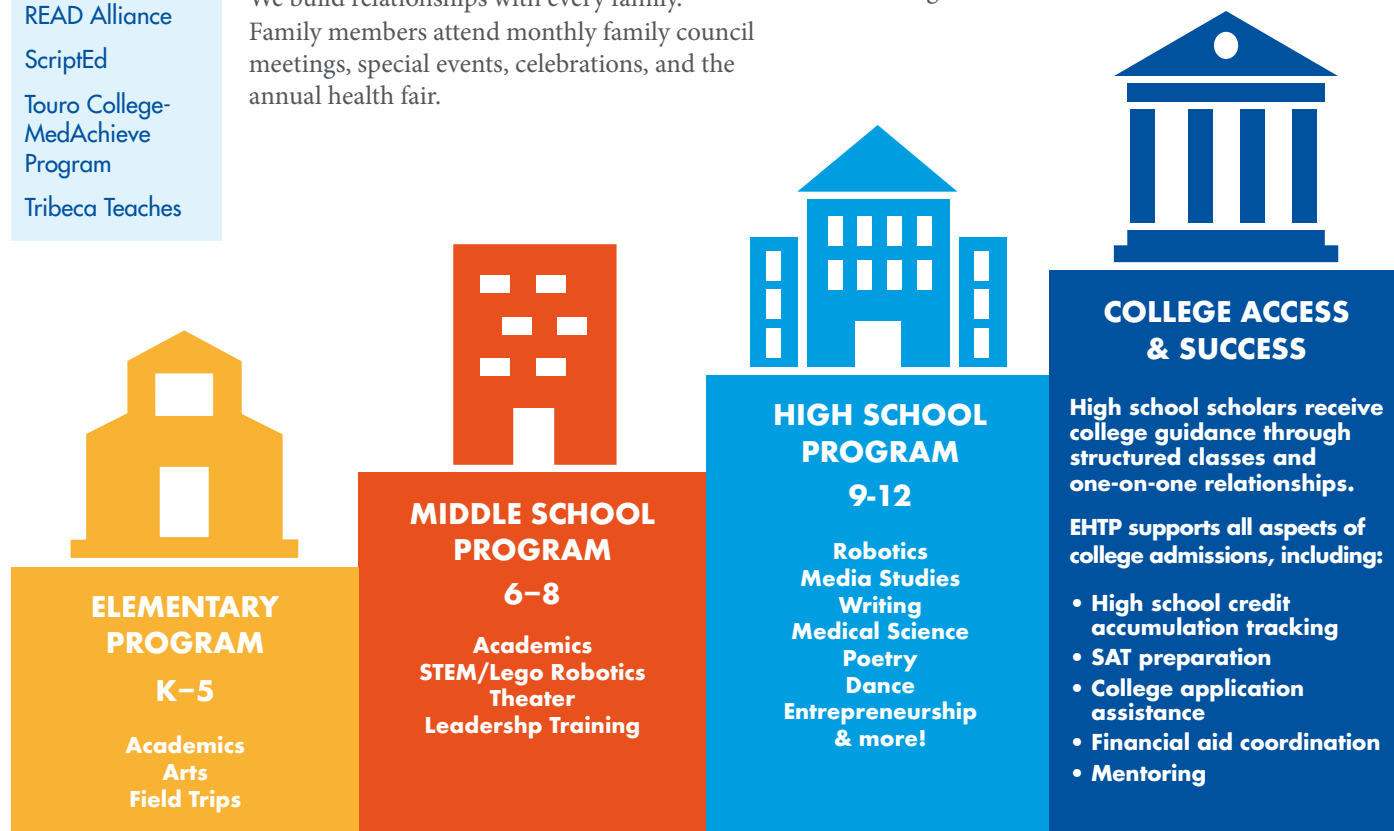
We build relationships with every family. Family members attend monthly family council meetings, special events, celebrations, and the annual health fair.

### SOCIAL SERVICES

We incorporate social-emotional learning in our curriculum, and also offer comprehensive social work services, including sessions for middle and high schools students on topics such as bullying, health, and identity; social skills groups for elementary school scholars; individual counseling; and case management.

### SCHOOL ADMISSIONS PROGRAM

For many families, identifying the high school best fit for their child while navigating a lengthy admissions process is a complex and time-consuming effort. EHTP provides a designated staff person and resources to support scholars and families throughout the admissions process — from attending open houses and testing, to ranking schools, submitting applications, and ultimately enrolling at the best fit school.



The College Scholars program supports our students in overcoming systemic barriers to college completion. Our scholars receive on-site and remote support, stipends and scholarships, academic advising, and help navigating campus resources, social services, and counseling. They are empowered with the knowledge and network they need to stay on track to graduation and prepare for their careers.

**33% of all U.S. Students  
Earn a College Degree.**

**Only 9% of Low-Income  
Students Do.**

### WHAT CHALLENGES DOES THE COLLEGE SCHOLARS PROGRAM ADDRESS?

#### Challenges

#### Our Response



**College  
Mismatch**

College mentoring and individualized college counseling



**Financial  
Difficulties**

Laptop computer, semi-annual book stipends, and scholarships



**Lagging  
Skills**

Academic advising and support navigating campus resources



**Isolation &  
Homesickness**

Workshops and social events to stay connected to EHTP and each other



**Family  
Responsibility**

Social services, counseling, and opportunities for families to gather

**EHTP's College Scholars  
are on track to graduate  
from four-year colleges  
at a rate**

**8X the national  
average  
for students from  
low-income households**



"In my high school, they told me go to college, but when I got there it's like you made it and good luck. College Scholars is consistent support, it's not about getting to, but getting through college. That's something I love about EHTP."

– Jason Gooden, USC, and College Scholar

Providing more educational options for East Harlem families. East Harlem Scholars Academies public charter schools prepare students with the academic skills, strength of character, and emotional well-being to excel in high school and college, to lead in their communities, and to realize their best possible selves.

“We’re in it for the long haul. When it gets tough we’re not going to give up and look away. We’re going to look internally to figure out how do we really get the best that we can for our children.”

- Desree Cabrall-Njenga, Principal,  
East Harlem Scholars Academy Elementary School

### WHAT MAKES OUR SCHOOLS SO SPECIAL?



Rigorous Common Core-aligned curriculum with 2.5+ hours of reading, writing, and math daily



Robust science, art, music, and Spanish programs, plus computer science in middle school



Low student-to-teacher ratio, small group instruction, and individualized support



Warm, welcoming, and engaging learning environment that incorporates responsive and restorative practices to build a culture of respect, kindness, and service



Student-centered instructional program that supports diverse learning styles



Extended day and school year to master skills, develop interests, and discover new passions



Comprehensive English Language Learner and Special Education services



Genuine partnerships among families, teachers, and students to ensure the success of all scholars





**96%**

of families say they are satisfied with the education their child received this year.



**98%**

of teachers agreed or strongly agreed that teachers work closely with families to meet students' needs.

Source: NYC DOE 2016-17 School Quality Reports



### Results on the 2017 New York State tests

showed our students are on track to being college ready. Scholars Academies 3rd and 4th grades outperformed New York City, New York State, and our Community School District (CSD 4) in Math and ELA.

## OUR SCHOOLS

### East Harlem Scholars Academy Elementary School

312 Pre-K to 4th grade scholars

### East Harlem Scholars Academy Middle School

220 5th to 7th grade scholars

### East Harlem Scholars Academy II Elementary School

390 Pre-K to 5th grade scholars

### New for the 2018-2019 School Year

### East Harlem Scholars Academy II Middle School

### Opening Summer 2019

### East Harlem Scholars Academy High School

East Harlem Scholars Academies will grow by a grade each year to serve Pre-K to 12.



## EAST HARLEM

### TEACHING RESIDENCY

The East Harlem Tutorial Program launched the Teaching Residency to improve educational outcomes for our students and increase the number of transformational teachers serving East Harlem. The innovative design of the Teaching Residency builds on EHTP's almost 60 years of experience in preparing K to 12 students to succeed in college and beyond.

The East Harlem Teaching Residency, in partnership with Hunter College School of Education and AmeriCorps, is a highly selective 14-month subsidized teacher-training program that develops, supports, and certifies aspiring educators to become elementary teachers in New York City. Our unique blend of instruction and high-quality, sustained, on-the-ground training accelerates the development of highly effective teachers for public or charter schools.

#### OUR PARTNERS

**HUNTER**  
The City University of New York



NATIONAL CENTER FOR  
**TEACHER  
RESIDENCIES**

#### THE TEACHING RESIDENCY MODEL

##### THEORY

Master's Degree in  
Childhood Education  
from Hunter College

##### SUPPORT

Mentor-teachers coach  
and develop residents in  
real-time + cohort-based  
learning

##### PRACTICE

Residents lesson plan  
and lead their own  
after-school classrooms

In **2017**



East Harlem  
Teaching  
Residents



continued in the  
field of education  
after they completed  
the program



"The Teaching Residency truly prepared me to be a successful and impactful life-long teacher. Dozens of lesson plans, 22 third-grade students, two outstanding coaches, and one graduate degree later, I can truly say I am becoming the teacher I always wanted to be."

— Ashley, Teaching Resident, Cohort 2

## GET INVOLVED

## WITH EHTP

### DONATE TO EHTP

With your support, EHTP can provide high-quality, tuition-free programs to 50% more East Harlem students by 2023.

Go to [ehtp.org/donate](http://ehtp.org/donate)

### BECOME A VOLUNTEER

Help us provide individualized support and academic coaching to even more East Harlem scholars. Be a tutor, mentor, homework helper, and friend.

Contact [volunteers@ehtp.org](mailto:volunteers@ehtp.org)

### BECOME A TEACHER

The East Harlem Teaching Residency, in partnership with Hunter College School of Education and AmeriCorps, is a highly selective 14-month subsidized teacher-training and certification program that develops, supports, and certifies aspiring educators to become elementary teachers in New York.

Learn more at [ehtp.org/about-residency](http://ehtp.org/about-residency)

### JOIN OUR TEAM

We are always looking for passionate and dedicated individuals to join our team and grow our impact.

Apply today at [ehtp.org/careers](http://ehtp.org/careers)

### ENROLL IN AFTER-SCHOOL AND SUMMER PROGRAMS

Scholars in our tuition-free K to 12 programs receive classroom-based instruction in math and ELA and have access to a wide range of electives, including robotics, art, and creative writing.

Apply today at [ehtp.org/after-school-program-application](http://ehtp.org/after-school-program-application)

### APPLY TO EAST HARLEM SCHOLARS ACADEMIES

Attend an information session or visit our website to learn more about our Pre-K to 12 program, rigorous academics, and culture of learning, service, kindness, and respect.

Apply today at [eastharlemscholars.org/enrollment](http://eastharlemscholars.org/enrollment)



Join our mailing list at [ehtp.org](http://ehtp.org)

"The third-graders I volunteer with bring me lots of joy. I am proud to be a part of EHTP and help them learn in any way I can!"

– Mary Jones, Volunteer





## THE CAMPAIGN

## FOR EAST HARLEM

We are grateful for our donors who made possible our \$45 million Campaign for East Harlem. The Campaign helps support over 2,000 scholars annually through every step of their education.

### \$30 MILLION EAST HARLEM EDUCATION CENTER

In August 2016 we opened our 50,000 square-foot comprehensive learning center at the corner of 105th Street and Second Avenue. In addition to housing after-school programs and community spaces, the center provides a permanent home for our first public charter school, East Harlem Scholars Academy.

### \$15 MILLION GROWTH FUND

The Growth Fund allocates \$6 million to expand EHTP's after-school and charter schools, invests \$3 million in our College Scholars program to help future high school graduates finish college, and dedicates \$6 million towards building our operational reserves.



### OUR TREMENDOUS THANKS

Philanthropist and EHTP Board Member Marilyn Simons and her husband Jim made a \$15 million investment in EHTP – among the top five individual gifts awarded to New York City K to 12 public education, and the largest ever to East Harlem. This gift made it possible for us to match public and private donations dollar-for-dollar up to \$15 million.

### CAPITAL CAMPAIGN DONORS

#### LEADER

Carson Family  
Charitable Trust  
Gray Foundation  
Lili Lynton and Michael Ryan  
Beatriz Cardenas-McMonagle  
and John McMonagle  
Cassie and Billy Rahm  
Marilyn and Jim Simons  
Joan Solotar  
Judith and Andrew Tucker

#### CHAMPION

Eileen and Lowell Aptman  
Bloomberg  
Ann and Mark Casella  
Iris Chen  
Cleveland H. Dodge  
Foundation  
William French, Jr.  
Cindy and Brian Gavin  
Laurie Giddins  
Miki L. Kagan and  
Sheldon F. Werdiger  
Rachel and Jimmy Levin

Mary and Stuart Mackintosh  
Manhattan Borough  
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New York City  
Council Member,  
Melissa Mark-Viverito  
New York State  
Assembly Member,  
Robert Rodriguez  
Jill Oberlander and  
Laurence Penn  
Sarah Dudley Plimpton  
Stacy and Jonathan Pollack

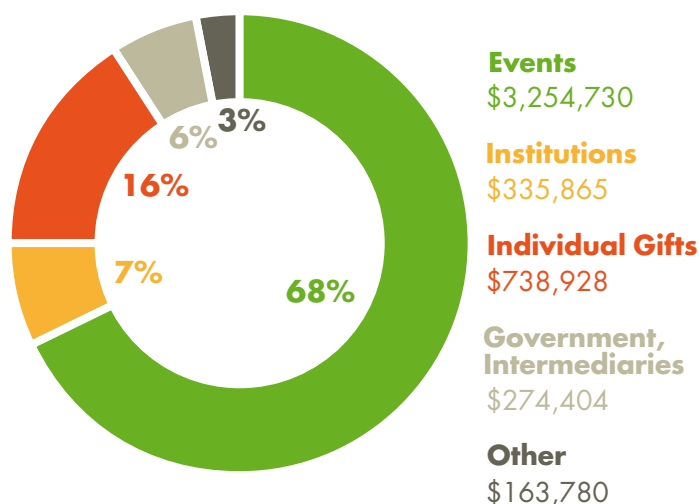
Prudential Financial  
PwC  
Suzie and Stephen Rabinowitz  
Marilena Rodriguez  
Lori and David Schnadig  
Kent Simons  
State University of New York  
Gail & Robert van Brugge  
Vranos Family Foundation  
Webber Family  
Jacqui & Peter Weidman  
Maria & David Wildermuth

## BOARD OF DIRECTORS

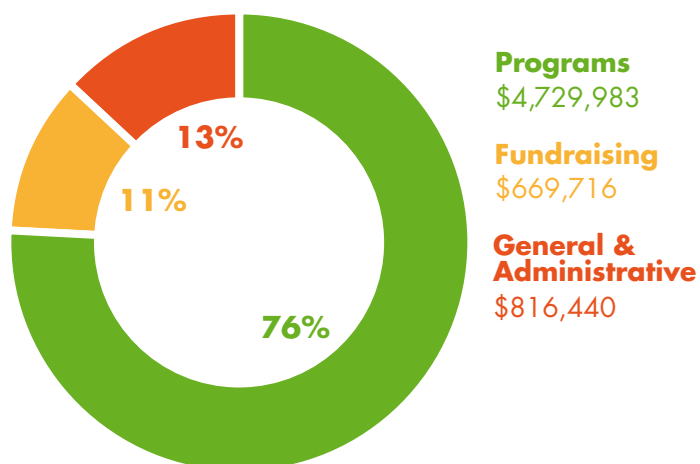
East Harlem Tutorial Program maintains a robust funding portfolio thanks to the generous support of private and public donors. For our out-of-school-time programs and teaching residency, we utilize a mixture of restricted and unrestricted funding streams from individuals, foundations, corporations, and government agencies at the city, state, and federal level. For our public charter schools, East Harlem Scholars Academies, we augment funding from the Department of Education with additional government and private support. We minimize administrative and fundraising costs, following best practices for nonprofit fiscal efficiency, in order to focus the majority of our budget on direct services.

## OUT-OF-SCHOOL TIME PROGRAMS

### INCOME ANALYSIS FY17 | \$4,767,707

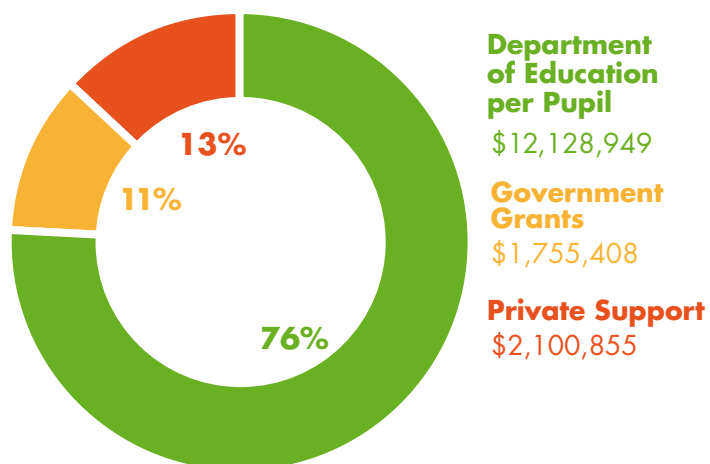


### EXPENSE ANALYSIS FY17 | \$6,216,139

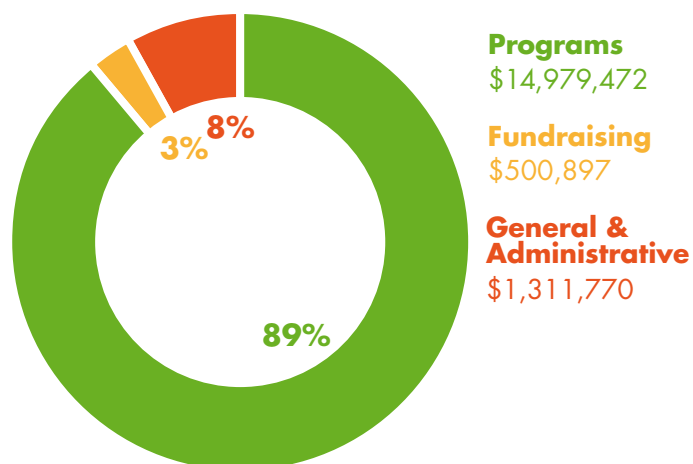


## SCHOLARS ACADEMIES

### INCOME ANALYSIS FY17 | \$15,985,212



### EXPENSE ANALYSIS FY17 | \$16,792,139



# OUR

## SUPPORTERS

We are grateful for the many individuals and organizations that support our vision for East Harlem.

### 105TH STREET SOCIETY \$105,000+

Gretchen and  
Stephen Burke  
Judith Gibbons and  
Francesco Scattone  
Mindy and Jonathan Gray  
Lili Lynton and  
Michael Ryan  
Robin Hood Foundation  
Kent C. Simons  
Marilyn and James Simons  
Joan Solotar  
Judith and Andrew Tucker  
Walton Family Foundation

### SECOND AVENUE SOCIETY \$50,000-\$104,999

Anonymous  
AllianceBernstein LP  
Altman Foundation  
Eileen and Lowell Aptman  
Blackstone Charitable  
Foundation  
Blackstone Group  
Charles Hayden  
Foundation  
Lynn and Joel Frank  
Cindy and Brian Gavin  
Garrett and Mary Moran  
Family Foundation  
Jeffrey H. and Shari L.  
Aronson Foundation  
JPMorgan Chase  
Andrea and  
Jeffrey Lomasky  
Estate of  
Mildred P. Marshall  
Beatriz Cardenas-  
McMonagle and John  
McMonagle  
Lori and David Schnadig  
PwC  
Merryl H. Tisch  
Gail and Robert van Brugge

### HELEN'S CLUB \$25,000-\$49,999

Bank of America  
Ann and Mark Casella  
K. Don Cornwell  
Curriculum Associates  
Deloitte & Touche, LLP  
James and Judith K. Dimon  
Foundation  
Elisabeth C. Dudley  
Fund for Public Health  
Adam and Betty Gallistel  
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