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On behalf of Milton Hershey School, I am proud to share this Brown and Gold report as insight into the many successes our MHS community has achieved during the 2016-17 school year. The year began with the Opening of School Assembly—a celebratory event with the entire MHS community to inspire our more than 2,000 students to dream and pursue those dreams without hesitation.

For students, staff, alumni, parents, and sponsors, our school is a place of life-changing opportunity. With an unwavering commitment to our founders' timeless vision, we prepare students to succeed at levels they never imagined possible. Our whole child approach to education empowers students to overcome obstacles that stem from poverty. We not only encourage them to set goals—we teach them how to reach their goals through individualized attention and award-winning programs that develop leadership, character, and a growth mindset. During the last year, our Career and Technical Education program received national attention for its rigorous academic coursework and work-based learning experiences that promote career exploration.

In this report, you will learn about the excellent education and nurturing environment our school provides as well as our committed staff members who have made it their lives' work to help our students realize their full potential. We are proud to know our employees find their work both rewarding and fulfilling—voting MHS one of the Best Places to Work in PA for the third consecutive year.

As MHS President, I am honored to lead our home and school as we further our mission to improve the lives of children in need. As work continues on our Legacy Campus to grow enrollment to 2,300 children, we are filled with excitement about providing life-changing opportunities to more students than ever before.

Sincerely,

Peter G. Gurt '85

Oct. S. St 'sr

President



OUR **FOUNDERS'** VISION

Milton Hershey School began as a dream and vision shared by Hershey Chocolate Company founder Milton S. Hershey and his wife, Catherine. Unable to have children of their own, Milton and Catherine used their wealth to create a home and school for orphaned boys in 1909. Following Mrs. Hershey's death, Mr. Hershey donated his personal fortune to establish the Milton Hershey School Trust to ensure the school would serve children in financial and social need in perpetuity—as he and Catherine intended.

Mr. Hershey was quoted as saying, "If we had helped 100 children, it would have all been worthwhile." Today, Milton Hershey School is a cost-free, private, coeducational school for more than 2,000 children from families of lower income. The Hersheys' generosity has changed the lives of more than 10,000 alumni—leaving behind an inspirational legacy of what one can achieve with the drive and passion to pursue a dream.







If we had helped 100 children, it would have all been worthwhile.

MILTON S. HERSHEY

99

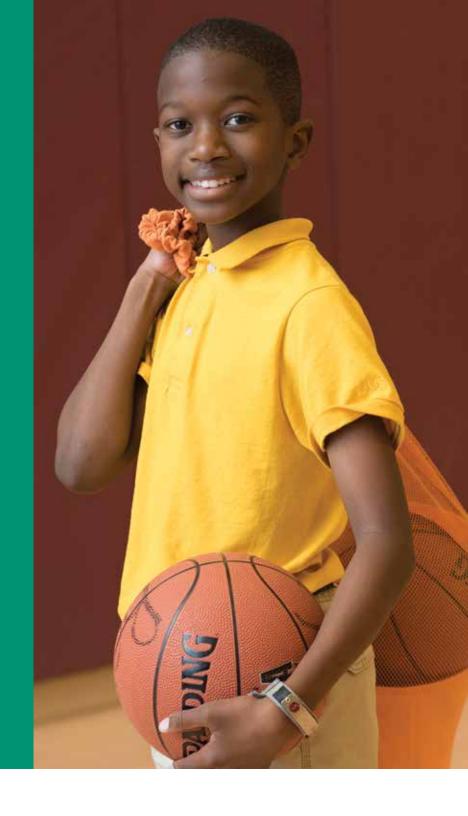


CHANGING OPPORTUNITY

Opportunity affords life-changing possibilities. But for the more than 16 million children in the United States, half a million in Pennsylvania, living below the federal poverty level of \$24,600, the opportunity in their lives is undermined by their limited access to health care or lack of critical basics like warm clothes and a well-balanced meal.

Since its creation 108 years ago, Milton Hershey School has used its holistic approach to education to help students overcome barriers that stem from poverty. MHS offers children from financially disadvantaged backgrounds a path to a brighter future comprised of an excellent education, nurturing home life, comprehensive health and wellness care, and college and career readiness support that extends beyond their years on campus.

While always the focus, MHS students are not the only individuals positively impacted by the school's mission. The lives of students' parents and sponsors and staff also transform as the school empowers them to help children lead happy, healthy, and fulfilling lives.



CHANGING DECISIONS

Every student's MHS story begins with their parent's or sponsor's decision to enroll them. For many, that decision is both the hardest and greatest decision they will ever make for their child.

For Tammie Aaron-Barrada, mother of two MHS graduates, that decision came after the heartbreaking loss of her husband and their third child. Struggling financially, Tammie enrolled her children Omar and Laila and today credits MHS with giving them the life-changing opportunity to realize their full potential.



Through the school,

my children have an excellent education and life experiences. MHS has opened doors and provided them with opportunity they would not have had at home.

TAMMIE AARON-BARRADA MHS PARENT/SPONSOR



View Tammie's full story in the digital Brown and Gold report at mhskids.org/annualreport.



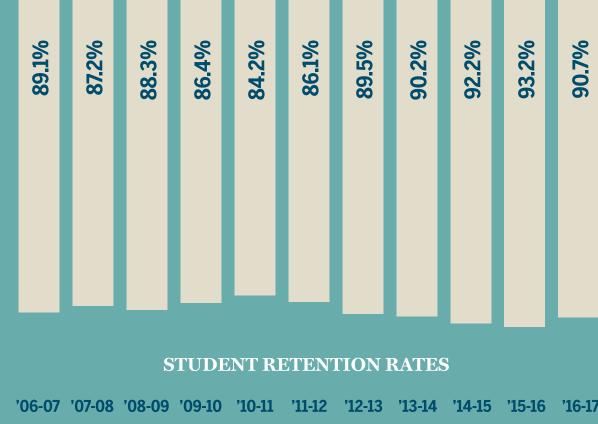




During the 2016-17 school year, MHS reached an enrollment of 2,018 students with a retention rate of 90.7 percent—exceeding the average retention rate of 89.6 percent for other independent schools across the country. The year also boasted the largest number of elementary and middle school students to ever attend MHS with 408 elementary students and 687 middle school students.

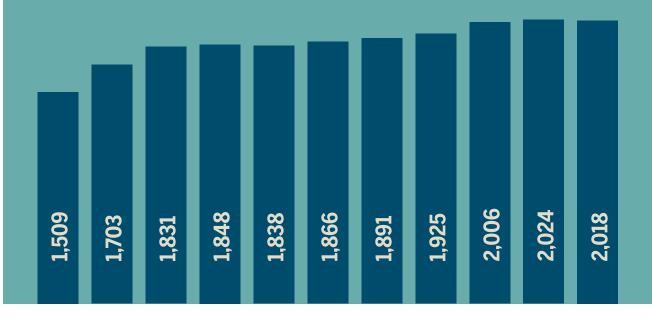
The retention rate for new students stood at 93 percent. Programs like Co-Pilot, New Spartan Academy, and Spartan Sponsor Academy, as well as mentoring opportunities, helped students successfully transition to life at MHS and provided their families with the tools to support them.

While the Federal Poverty Guideline for a family of four stood at \$24,600 for 2017, the average family income for students enrolled in 2016-17 was \$21,361, 15 percent below the guideline.



'16-17

PEAK ENROLLMENT STATISTICS





At Milton Hershey School,

we all come from circumstances that are less than ideal, but this school gives us the second chance to redefine where we're going to end up in life.

> ELI CONNIFF CLASS OF 2017

Poverty creates complex, multi-layered obstacles to students' success. Many experience a combination of homelessness, family member incarceration, hunger, and neighborhood violence. As the opioid epidemic grows across the U.S. to affect two million Americans, more children are facing its devastating effects. The Pennsylvania Department of Health describes the epidemic as the "worst public health crisis in Pennsylvania." Fifty percent of our students have experienced family substance abuse. Highly-trained staff at MHS provide counseling and support to help students manage the emotional stress this creates in their lives—giving them the tools to overcome these barriers and achieve individual success.

By using a whole child approach to educate and care for children, our school enables students to break the cycle of poverty and harness the power of life-changing opportunity.

Recent graduate Eli Conniff '17 believes the school saved his life. Before enrolling in fourth grade, Eli knew how it felt to go hungry and that it made learning more difficult. At MHS, he caught up on his academics while being able to be a kid. He didn't have to worry about having a warm meal on the table, clothing, or the hardships caused by poverty and his parents' drug and alcohol issues. In the fall of 2017, Eli began his freshman year in the Wharton School of Business at the University of Pennsylvania.



OUR STUDENTS

A HOME AND A SCHOOL

Milton Hershey School is not just a school. For the more than 2,000 young people who are a part of our MHS family, it also is a home.

Focused on staying true to our founders' mission, our MHS community is comprised of children and adults whose diversity and unique personal experiences help create a warm, accepting community. We promote a culture of inclusiveness that celebrates diversity and is rooted in our Sacred Values of integrity, positive spirit, commitment to mission, and mutual respect.

We believe that students need exposure to diverse cultures, ideas, and viewpoints to develop the 21st century skills needed for success in today's global marketplace.

Students live and learn in classrooms and student homes led by highly trained professionals who celebrate the unique talents of each individual—helping students learn to appreciate each other's differences, develop lifelong bonds, and become the person they want to be. School clubs and programs like the Viva Diversity Club and Multicultural and Global Education program demonstrate Milton Hershey School's commitment to giving students opportunities to immerse themselves in other cultures and explore other ways of life.

At MHS, students experience a supportive and nurturing environment and are free to develop physically, intellectually, spiritually, and socially.











25%
STUDENTS FROM
DAUPHIN, LEBANON,
OR LANCASTER COUNTIES

50% STUDENTS FROM OTHER PA COUNTIES

25% STUDENTS FROM OTHER U.S. STATES

15% SPONSORED BY A GRANDPARENT \$21,361 MHS AVERAGE FAMILY INCOME



14%
MULTICULTURAL

<1%
NATIVE AMERICAN

1% ASIAN

8% HISPANIC

> 33% BLACK

44% WHITE

We all come from different backgrounds

but we build connections by sharing our differences.

KALI GREEN MHS JUNIOR



Learn more about how MHS promotes an inclusive culture in the digital Brown and Gold report at mhskids.org/annualreport.



At Milton Hershey School, our dedicated teachers, houseparents, and adult mentors not only teach students *why* it's important to do their best, they teach them *how* to be successful by helping them develop knowledge, traits, and skills through our award-winning programs and curriculum.

CULTIVATING A TOP-NOTCH EDUCATION

A Milton Hershey School education opens a world of possibility for students to build an exceptional life.

Designed to prepare each student for the rigors of postsecondary education, the world of work, and personal excellence, our academic program incorporates experiential learning, hands-on experience, career readiness, and STEAM (science, technology, engineering, arts, and math). Students are exposed to real-world, project-based learning that empowers them to apply their knowledge, take on new challenges, and achieve postsecondary success.

State-of-the-art facilities and technology in the classroom create student-centered learning environments that are rich in problem-solving, critical thinking, and creativity.





SMALL CLASS SIZES



HIGH SCHOOL STUDENT-COMPUTE RATIO



READINESS

For the last eight years, 100% of graduating seniors earned at least one industry-recognized certification in their career field of study.

100% of 2015, 2016, and 2017 graduates earned at least two industry-recognized certifications.

Our award-winning Career and Technical Education (CTE) program encourages students to explore career options and then accelerates their growth by giving them tailor-made instruction with the ability to work in their chosen career paths. The CTE program also provides students with authentic work experiences through internships that match their chosen career pathways.

In the spring of 2017, our school's Law, Public Safety, and Security career pathway was awarded the Excellence in Action Award from Advance CTE, an organization that advocates for high-quality career and technical education programs throughout the nation. The honor recognizes our CTE program's track record of providing clear pathways into college and careers, rigorous academic and hands-on coursework, strong partnerships, and impactful work-based learning experiences that promote career exploration.





83

high school students participated in the 2016-17 summer internship program $480/_{0}$

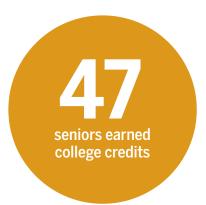
of the Class of 2017 gained work experience through internships and co-op experiences

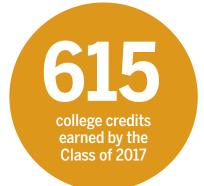




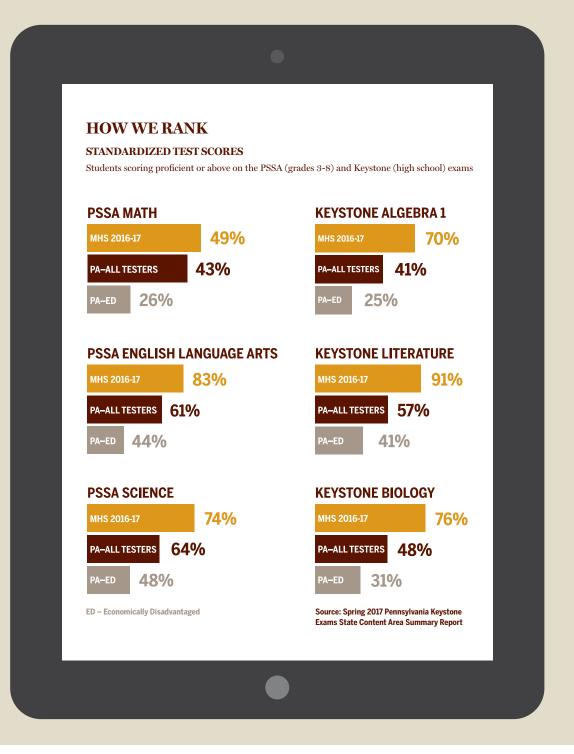


MHS students gain insight into college by taking actual college courses—earning credits from Temple University, Lebanon Valley College, Elizabethtown College, and Harrisburg Area Community College, all before receiving their high school diploma.





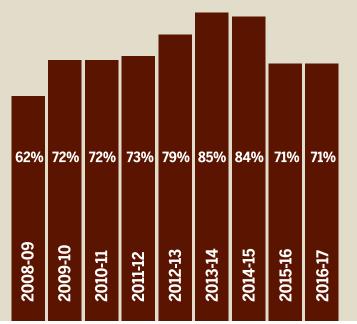
seniors completed the Temple University program



Our Year-Round Experiences (YRE) program provides students from at-risk home environments with a safe and nurturing home on campus where they can explore their interests and build on their classroom learning. During the 2016-17 school year, 71 percent of all MHS students participated in at least one YRE activity. During the summer of 2017, MHS sustained a weekly YRE attendance average of 523, or 27 percent of the entire student body, with 988 students participating in at least one summer YRE activity.

YEAR-ROUND EXPERIENCES PARTICIPATION

Percentage of students who participated in a significant skill-building activity scheduled during summer and holiday breaks







MULTICULTURAL AND GLOBAL EDUCATION

United Kingdom
Ireland Poland
Czech Republic
Hungary
Italy Greece

146
HIGH SCHOOL STUDENTS
HAVE TRAVELED THROUGH
THE PROGRAM SINCE IT
BEGAN IN 2015

CULTURAL AWARENESS

Costa Rica

Ghana

CHARACTER BUILDING

Peru 💮

GROWTH MINDSET

LEADERSHIP

SINCE PROGRAM LAUNCHED IN JULY 2015

During the 2016-17 school year, 75 high school students traveled internationally as part of our Multicultural and Global Education program. Students challenged their perspectives to gain a better understanding of themselves, different cultures, and the systems in which they live—helping them build the mindset needed to operate in today's global workplace.









Learn more about how MHS empowers our students to lead at mhskids.org/annualreport.







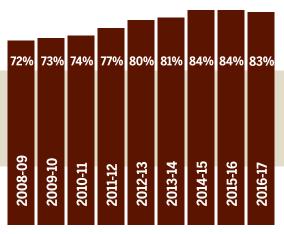
EMPOWERING STUDENTS TO LEAD

Today's MHS students are tomorrow's leaders. Our character and leadership development program, The Compass Project, reaches students both inside and outside the classroom to instill in them a strong sense of character, leadership skills, and teamwork capabilities that create a foundation for them to become well-rounded and impactful adult leaders capable of leading fulfilling and productive lives.

Students also grow their leadership abilities through enriching extracurricular experiences like athletics, visual and performing arts, scouting, and student government—giving them the opportunity to positively influence others and take action to improve their community. Their achievements on the field and stage and in the community translate into greater success in the classroom as well.

BUILDING CHARACTER

Percentage of students who consistently follow our code of conduct





1,441
EYE GLASSES
FOR STUDENTS



S4 CLOTHING ITEMS
ISSUED TO EVERY
NEW STUDENT



12,284
VISITS TO MHS
DENTAL SERVICES



37,534 VISITS TO MHS HEALTH CLINICS



3,381

TEACHING A HEALTHY LIFESTYLE

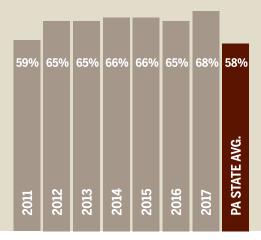
For children who grow up in poverty, little or no access to health and wellness services or even basic necessities like food have adverse effects on their ability to concentrate in class and achieve their goals. At Milton Hershey School, our commitment to students is all-encompassing.

Students receive high-quality, evidence-based care at a student-to-health professional ratio of 19:1—far greater individualized attention than public and residential schools across the country. MHS provides medical, dental, psychological, behavioral, and social work services, as well as clothing for students at no cost to their families.

In addition to receiving care, students learn to form healthy eating and exercise habits, reduce screen time, and set goals to get better rest and remain properly hydrated. They also are taught well-being techniques that involve self-reflection and mindfulness so they can adapt and overcome emotional and personal challenges. This knowledge enables MHS students to enter adulthood prepared to maintain their personal health and well-being so they can live long, happy, and healthy lives.

STUDENT PHYSICAL HEALTH

Percentage of students measuring in the healthy Body Mass Index (BMI) range





MILTON HERSHEY SCHOOL®

FOUNDED 1909













DIFFERENCE MALE RESERVED

The lives of students are not the only ones changed by the vision of Milton and Catherine Hershey. MHS staff members have the unique opportunity to use their talents to make a positive difference in the lives of thousands of children each day through work that is both rewarding and fulfilling.

President Gurt's 2020 Vision, a five-year strategic plan, calls upon MHS employees to build meaningful connections with students and pursue continuous professional growth and learning that equips them to provide the best possible care to our more than 2,000 students. During the 2016-17 school year, staff across campus answered President Gurt's call to action by stepping up as difference makers for students. Staff went above and beyond to make sure students received the nurturing support they needed to achieve their goals and feel part of the MHS family. Staff members volunteered as mentors, attended sporting events and performances, served as chaperones, and much more.

They also challenged themselves to achieve professional excellence. MHS STEAM and Agricultural & Environmental Education Director Dr. Jaunine Fouché received the 2016 Presidential Award for Excellence in Mathematics and Science Teaching from President Obama for her efforts to develop exceptional science instruction that meets the individual needs of our students.

Like Dr. Fouché, MHS employees believe in the power of one and are committed to their role in creating life-changing opportunity so children from lower income families can achieve dreams they once thought impossible.

168
STAFF MEMBERS
MENTORED
HIGH SCHOOL
STUDENTS

STAFF MEMBERS
HELPED NEW
ELEMENTARY STUDENTS
ADJUST TO MHS



It feels like I am living my purpose.

I get the opportunity to work directly with children and help them take advantage of everything our school has to offer.

ODODO WALSH '98
MHS ELEMENTARY DIVISION
HOME LIFE ADMINISTRATOR



View Ododo's full story in the digital Brown and Gold report at mhskids.org/annualreport.









CLASS OF 2017

For the 194 students who crossed the stage at Commencement to become our newest alumni, MHS will forever be known as the place that shaped their lives and served as the springboard for their postsecondary goals.

Commencement speaker Alondra Isidro '17 reminded her fellow graduates that it is never too late to be the kind of person you want to be—encouraging them to embrace their mistakes and use failure as motivation to change their outcome, just as founder Milton Hershey did when faced with failure while starting his chocolate company.

As the Class of 2017 joins more than 10,000 MHS alumni, they have bright plans for the future. These graduates are ready to take the life-changing opportunity they received through an excellent education and nurturing environment and create the same for others across the country and world.

POSTSECONDARY CHOICES

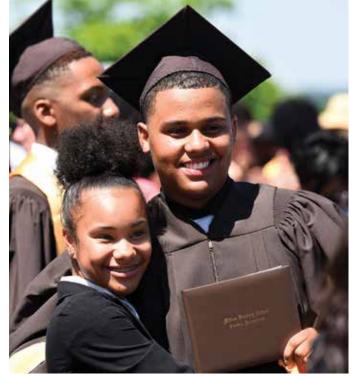
Of the 194 graduates in the Class of 2017, 89 percent (173 students) plan to pursue a form of postsecondary education 66% FOUR-YEAR COLLEGE

14% TWO-YEAR COLLEGE

9% CAREER/TECHNICAL SCHOOL

8% WORKFORCE

3% MILITARY









194 students

\$12.8 million

in Continuing Education scholarships

51 participated

in Multicultural and Global Education trips

47 enrolled

during elementary school

1,200 hours contributed

to community projects

65 completed

Advanced Placement courses

78 completed

an internship

16 completed

the Temple University program

57 earned

615 college credits before graduating

100% earned

at least 2 state or national career/technical certifications

SUCCESS

In its second year, the Graduate Programs for Success (GPS) Division continues to provide students and alumni with a multi-tiered system of support that addresses their individual needs while fostering independence.

Through the GPS Division, dedicated career counselors, teachers, and transition specialists support students and alumni of all ages beginning in middle school and continuing to their time in college, technical programs, the workforce, or the military. Many members of the Class of 2017 are the first generation of college goers in their families—making the proactive assistance offered instrumental to their success.

MHS alumna Tiffany Chang Lawson '07 knows this to be true. It was the advice and mentoring Tiffany received from her MHS teachers, houseparents, and counselors that inspired her to embrace every opportunity at the school and pursue her postsecondary goals. "So many individuals put so much time and love into my life," she said. Today, the MHS and Dickinson College graduate is creating life-changing opportunities for others as the executive director of the Pennsylvania Governor's Advisory Committee on Asian Pacific American Affairs.

When I think about

[MHS], I think about my friendships, my mentors, and all the staff, teachers, and houseparents who poured so much love, time, and energy into my life. I owe it to them, but more importantly, I owe it to myself to unlock the greatness within me and achieve all that I can.

> **TIFFANY CHANG LAWSON '07 MHS ALUMNA**



View Tiffany's full story at mhskids.org/annualreport.



Thanks to the built-in support and commitment of staff, MHS graduates go on to higher education at significantly higher percentages than the national average. Over the past 10 years, 77 to 94 percent of MHS graduates attended a postsecondary institution compared to the national average of 66 to 70 percent.

Alumni continue to play an important role in our home and school. Through ongoing dialogue and events like our annual homecoming and inaugural Alumni Summit, graduates are able to share their unique perspectives and real-world experiences to strengthen MHS for future generations.



GRADUATE PROGRAMS FOR SUCCESS



MIDDLE SCHOOL

- Job shadowing
- Academic mini-courses
- Class advice



HIGH SCHOOL

- College application assistance
- Tips for choosing a major
- Financial aid advice
- Discussion boards
- Writing resources



GRADUATES

- Weekly check-ins
- On-campus visits
- Interview tips
- Resume help
- Time management resources



ON-CAMPUS VISITS TO MHS GRADUATES



COLLEGE VISITS
BEFORE GRADUATING



STAFF/STUDENT PARTICIPANTS IN 8TH GRADE SHADOW DAY



TEXT MESSAGES TO COLLEGE STUDENTS



SPARTAN STRONG

The community that makes up Milton Hershey School is unlike any other in the world. We are a home and a school, but also a family comprised of students, staff, parents/sponsors, and alumni from all corners of the country. Each person has their own story, but together we have a unified goal—expand Milton and Catherine Hershey's mission and provide life-changing opportunity that lifts children out of the cycle of poverty.

In the second successful year implementing the 2020 Vision strategic plan, we saw our goals turn into reality, thanks to the commitment of our MHS family.

32
NEW STUDENT HOMES

2,300 STUDENTS BY 2020 64

NEW HOUSE PARENTS







2020 VISION

CULTIVATE STRENGTH OF CHARACTER AND DELIVER A TOP-NOTCH EDUCATION

- Infused STEAM curriculum and Agricultural & Environmental Education program into student-run Project Market
- Exceeded statewide averages of the PSSA and Keystone exams
- Launched living learning communities for seniors to support students' interests and goals
- Expanded our 1:1 technology environment to include pre-K through 6th and 9th through 12th grades



EXPANDOUR MISSION

- Began construction on 32 new student homes to grow enrollment to 2,300
- Incorporated new communication system into Graduate Programs for Success Division
- ✓ Introduced Spartan Sponsor Academy
- Strengthened relationships with parents/sponsors through Family Weekends

STAFF ENGAGEMENT AND EXCEPTIONAL PERFORMANCE

- Awarded full accreditation by Commission on Accreditation for Law Enforcement Agencies (CALEA)—the first pre-K through 12th grade residential school to receive the international honor
- ✓ Launched MHS Leadership Academy
- Underwent extensive professional development and annual mandatory training to enhance expertise for the benefit of students
- Committed to school-wide goal to be a difference maker for students beyond job responsibilities



AN ENGAGED COMMUNITY

Throughout the 2016-17 school year, Milton Hershey School, its academics, and experts were highlighted by local, regional, and national media—helping create further awareness among lower income families looking for amazing opportunities for their children. MHS shared its expertise online through Twitter chats, blogs, and more with thought leaders at national education organizations like America's Promise Alliance, Character.org, and Edutopia.

Our social media channels, live stream broadcasts of school events, and student blogs help parents and sponsors stay connected with their students from inside the classroom to after-school athletics and visual and performing arts performances.











267 VIDEOS PRODUCED

26
LIVE STREAMED
EVENTS

14,333 LIVE STREAM VIEWS

175,097 LIVE STREAM MINUTES WATCHED



OVER 20,000 ENGAGEMENTS

NEARLY 4,000 NEW FOLLOWERS

807 POSTS



OVER
38,000
ENGAGEMENTS

25%
INCREASE IN
NEW FOLLOWERS

3,524 TWEETS









Our most popular Instagram post of the year featured the MHS track and field student-athletes who qualified for National AAU Junior Olympics.







MHS alumna and former White House social secretary Deesha Dyer '95 stops to greet the MHS middle school choir before their Christmas performance at the White House which was viewed more than 59.000 times on Facebook.



AWARDS & RECOGNITION

2016 Presidential Award for Excellence in Mathematics and Science Teaching awarded to MHS STEAM and Agricultural & Environmental Education Director Dr. Jaunine Fouché

2016 Teacher Impact Award awarded to MHS Music Teacher Cristal Sheaffer by WGAL-TV

Best Places to Work in PA designation in 2015, 2016, and 2017

#1 Best Private Primary/Secondary School by Central Penn Business Journal Reader Rankings

Named to the 2017 Smart List of 100 Middle & High Schools Worth Visiting by Getting Smart

Full accreditation status presented to MHS Campus Safety and Security Department by the Commission on Accreditation for Law Enforcement Agencies (CALEA)

2016 National Weather Service StormReady® Community designation

2017 Excellence in Action Award for Law, Public Safety, and Security career pathway from Advance CTE

2017 Central Penn Business Journal Nonprofit Innovation Awards Management Operations finalist

Public Relations Society of America Bronze Anvil Award Winner for the 2015-16 Brown and Gold Annual Report

PR Daily Digital Awards Nomination for the 2015-16 Brown and Gold Annual Report

PR Daily 2016 Video Award for video "The Determination of Mason Symons"

















MILTON HERSHEY SCHOOL®

FOUNDED 1909

I was successful in business because I had opportunities.

When the opportunities came, I took them. I want to make these boys who started poor have opportunities, too.

MILTON S. HERSHEY
THE LITERARY DIGEST, DEC. 1, 1923







MILTON HERSHEY SCHOOL

Milton Hershey School is one of the world's best private schools, offering a top-notch education and positive home life to children in pre-kindergarten through 12th grade from families of lower income at no charge. Learn more at:

mhskids.org











View the digital version of the 2016-17 Brown & Gold Annual Report at mhskids.org/annualreport.