History
Today’s Students Tomorrow’s Teachers (TSTT) was founded in 1994 and established as a tax exempt 501(c)(3) organization in 1999.

Mission
Today’s Students Tomorrow’s Teachers (TSTT) recruits, mentors, and trains culturally diverse and economically challenged students from high school through college, and places them as effective teachers and committed leaders who help to strengthen schools and communities.

Vision
TSTT strives to become the national career development model that addresses teacher shortages and increases the number of culturally diverse educators and other professionals.
Dear Friends,

It is with great pleasure and excitement that we write to you during this, our 20th anniversary year. As we continue to celebrate our legacy and the promise of the future, we extend warm greetings to all of you who have helped us achieve so much for so many students over this twenty year period. The Twentieth Anniversary “Living the Vision” celebration of Today’s Student’s Tomorrow’s Teachers (TSTT) is, by any measure, a major accomplishment. Indeed, it marked a significant turning point in the history of TSTT. What started in 1994 as a mentoring program with only seven students in the Ossining and Yorktown School Districts has dramatically expanded. TSTT has emerged as a national model addressing the critical shortage of teachers.

TSTT has emerged as a national model addressing the critical shortage of teachers of color. Among the nation’s 3.5 million teachers, only 13% are teachers of color. Today, there are over 130 TSTT alumni teachers in 10 states and nearly 800 high school and college students in the pipeline who are on their way to becoming caring, competent, committed teachers and leaders in schools across four states.

The transformative impact of our program is made evident when we reflect on our students’ many achievements over the years. We can proudly share the fact that currently there are eighteen TSTT ten-year teachers who have been recognized as Perkins Scholars, 90% or thirty-five TSTT teachers who have reached the five year benchmark and 93% or fifty-nine TSTT teachers who have taught for three years or more. These are major achievements when you consider that only 50% of the nation’s educators remain in the profession for five years and only 67% teach for three or more years.

Our Twentieth Anniversary Chair, The Honorable Congressman James E. Clyburn, noted that TSTT is helping to create a new generation of teachers of color who will inspire their students to succeed. “Failing to do that, America is at risk of losing its competitive edge at home and on the international stage,” warned Congressman Clyburn.

TSTT’s outstanding achievements are made possible by the generosity of our collaborative partnerships with leaders in the business, education, non-profit and government sectors, as well as many private individuals. We are especially grateful to our long term supporters who have been with us from the beginning. We thank you immensely for providing the funding and resources needed to expand our reach.

On behalf of our Board of Directors, staff and our dynamic students, we thank all of you for making it possible for TSTT to fulfill its mission over the past 20 years. We are fully prepared to write our next and most exciting chapter of “Strengthening the Vision” on the national stage. Our work has just begun, and we kindly request that you continue to stay with us as we move forward.

Dr. Bettye H. Perkins, TSTT President and CEO  
Dr. Kay Wright Lewis, TSTT Board Chairman
The TSTT program is a research based, eight year career development model designed to address key elements of personal and professional skill development.

Upon certification, TSTT graduates are well prepared to return to classrooms in their own communities to inspire and strengthen others as caring, competent, committed teachers and leaders. In an age appropriate curriculum, from 9th grade throughout a 4 year or 5 year college or masters degree granting program, TSTT students are prepared for success.

Its innovative Full Circle Teacher Preparation Model provides longitudinal support and supplemental instruction from high school through college and into the classroom as a teacher. Included are such activities and services as mentoring, advisement, tutoring, college preparation, career counseling, and job placement as teachers.

Students participating in the TSTT program enter as early as 13 years old and remain until 21 years of age, at which point they become active alumni. Ninety percent of these students participate in the free or reduced lunch program, an indicator of economic need. In addition, 75% of these students will be the first generation to attend college.

Although only 2% of the nation’s newly hired 200,000 teachers are African American men, 24% of TSTT students are male and the ethnic composition of students is:

- 47% African American
- 32% Hispanic
- 13% Caucasian
- 4% Asian
- 4% Other

TSTT serves its students by encouraging and training them from high school throughout college using its eight-year teacher preparation syllabus which focuses on the following key areas:

- Career Planning Exploration
- Personal Development
- Content Literacy Awareness
- Curriculum Design Strategies
- Instructional Skill Development
- Technology
- Classroom Design and Management
- Pre-Service
- Job Readiness
- College Preparation
- Summer Experience and Exposure
- Leadership
TSTT is the only pre-collegiate teacher recruitment and training program that mentors and prepares high school students and stays with them throughout college. TSTT has grown from just seven high school students in two school districts in 1994 to nearly 800 students attending 43 high schools in four states and colleges throughout the U.S.
Scaling UP

Since its inception in 1994, TSTT has expanded into urban, rural and suburban school districts in ten regions and has established partnerships in four states: Connecticut, Massachusetts, New York, and Virginia.
Our success rate is evident from the 90% graduation rate among TSTT high school students and 90% of our students are admitted into college. TSTT students are eligible to qualify for a tuition scholarship at or above 50% from our 23 college partners. TSTT school district partners support TSTT because our students are mentored and groomed for leadership from the time they begin tutoring younger students and shadowing their high school teachers.
In keeping with our mission to provide opportunities for growth and development to our population of economically disadvantaged students, TSTT has endeavored to partner with a broad spectrum of educational, business and community based organizations. To that end, one of our most valued partnerships is that of our colleges and universities. Over the years, TSTT has developed an extensive and prestigious list of partners in the area of higher education. These mutually beneficial partnerships have produced an array of invaluable resources that have and continue to support our student’s efforts to succeed. The colleges and universities provide the necessary guidance, mentoring, academic and financial support that have helped TSTT produce a growing cadre of caring, competent and committed teachers that are helping to transform our communities.

Given their persistence in training, development and the continued mentoring TSTT students receive from their college mentors, they graduate at a rate of 70% compared to a national average graduation rate of 41% and just 24% among students of color.

- Canisius College
- College of New Rochelle
- Fordham University
- George Mason University *
- Iona College
- Keuka College
- Lesley University
- Manhattan College
- Manhattanville College
- Marist College
- Nazareth College
- Northern Virginia Community College
- Pace University
- Roberts Wesleyan College
- Queens College **
- Sacred Heart University
- St. John Fisher College
- St. Thomas Aquinas College
- SUNY Geneseo *
- SUNY New Paltz *
- Syracuse University
- University of Connecticut
- University of Mary Washington *

*In-state schools  ** Math Majors

TSTT™ Strengthening Classrooms and Communities Through Mentorship and Scholarship ©
“Among TSTT alumni, 93% stay in the teaching profession for 3 years and 90% remain teachers for 5+ years, versus the national average of 63% and 50%, respectively.”

We take great pride in what we have achieved so far. Today, there are over 130 TSTT alumni teachers in 10 states, many of whom have advanced their way through their perspective educational systems not only as teachers but as deans, assistant principals and some who are climbing the ladder towards the upper echelon of school district administration as well as earning doctorate degrees. We continue to stay connected with our cadre of alumni through periodic events, social media connections and membership in TSTT’s Alumni Association. Many of our alumni have extended their influential reach to local politics and community affairs, thereby fulfilling the full circle commitment participants (or Students) make at the outset of their journey.
Our success is the result of our collaborative efforts with many corporations, foundations, and individual supporters as well as our School Districts and College Partnerships. Here are just a few:

**Major contributors in 2013-2014:**

- The Lanza Family Foundation
- JPMorgan Chase Foundation
- The Jandon Foundation
- Fairfield County Community Foundation
- New York Life Foundation
- Wells Fargo Foundation
- The Inner City Foundation for Charity and Education
- Entergy
- United Way of Westchester Putnam
- People’s United Community Foundation
- Colgate Palmolive

The late Mrs. Patricia Lanza (left) of the Lanza Family Foundation, was a major supporter of TSTT students in Worcester, MA and Yonkers, NY.
100,000 Teachers in Ten Years (100Kin10)
In 2014, TSTT was inducted into the 100Kin10 network of partners collaborating to address the nation’s shortage of STEM teachers. TSTT was accepted based on the strength and boldness of its commitment, leadership and its ability to contribute meaningfully to the 100Kin10 community.

S&I 100
TSTT was selected by the Social Impact Exchange in 2012, as a charter member of the S&I 100 Index of top US non-profit organizations that have been carefully vetted, deemed as effective charitable organizations, and are making a social impact. Modeled on aspects of the S&P 500, the S&I 100 aggregates evidence-based non-profits so potential donors and foundations may have confidence contributing to organizations that are addressing the nation’s issues, expanding their services to help more people, and consistently achieving measurable results.
## STATEMENT OF FINANCIAL POSITION

### ASSETS

<table>
<thead>
<tr>
<th>Current Assets</th>
<th>2013</th>
<th>2012 (Restated)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash</td>
<td>$841,770</td>
<td>$968,202</td>
</tr>
<tr>
<td>Certificate of Deposit</td>
<td>261,523</td>
<td>261,523</td>
</tr>
<tr>
<td>Contribution receivable</td>
<td>4,650</td>
<td>–</td>
</tr>
<tr>
<td>Program fee receivable</td>
<td>17,500</td>
<td>11,000</td>
</tr>
<tr>
<td>Other receivable</td>
<td>2,500</td>
<td>600</td>
</tr>
<tr>
<td>Prepaid expenses</td>
<td>8,070</td>
<td>4,819</td>
</tr>
<tr>
<td><strong>TOTAL CURRENT ASSETS</strong></td>
<td><strong>1,136,013</strong></td>
<td><strong>1,246,144</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Other Assets</th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Equipment-net of accumulated depreciation of</td>
<td></td>
<td></td>
</tr>
<tr>
<td>$29,131 in 2013 and $27,161 in 2012</td>
<td>11,739</td>
<td>4,891</td>
</tr>
<tr>
<td>Rent security deposit</td>
<td>7,545</td>
<td>7,545</td>
</tr>
<tr>
<td>Accrued interest receivable</td>
<td>815</td>
<td>–</td>
</tr>
<tr>
<td>Utility deposit</td>
<td>460</td>
<td>460</td>
</tr>
<tr>
<td>Copier lease deposit</td>
<td>260</td>
<td>260</td>
</tr>
<tr>
<td><strong>TOTAL OTHER ASSETS</strong></td>
<td><strong>20,819</strong></td>
<td><strong>13,156</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Investments</th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td><strong>$1,607,244</strong></td>
<td><strong>$1,456,262</strong></td>
</tr>
</tbody>
</table>

### LIABILITIES AND NET ASSETS

<table>
<thead>
<tr>
<th>Current Liabilities</th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts payable</td>
<td>$23,141</td>
<td>$17,256</td>
</tr>
<tr>
<td>Deferred revenue</td>
<td>33,000</td>
<td>–</td>
</tr>
<tr>
<td>Model usage fee payable-current portion</td>
<td>25,000</td>
<td>25,000</td>
</tr>
<tr>
<td><strong>TOTAL CURRENT LIABILITIES</strong></td>
<td><strong>81,141</strong></td>
<td><strong>42,256</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Long-Term Liabilities</th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Model usage fee-long-term portion</td>
<td>540,500</td>
<td>450,000</td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES</strong></td>
<td><strong>621,641</strong></td>
<td><strong>492,256</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Net Assets</th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unrestricted net assets:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Undesignated</td>
<td>674,823</td>
<td>603,976</td>
</tr>
<tr>
<td>Board designated funds</td>
<td>255,780</td>
<td>255,780</td>
</tr>
<tr>
<td><strong>TOTAL UNRESTRICTED NET ASSETS</strong></td>
<td><strong>930,603</strong></td>
<td><strong>859,756</strong></td>
</tr>
<tr>
<td>Temporarily restricted net assets</td>
<td>55,000</td>
<td>104,250</td>
</tr>
<tr>
<td><strong>TOTAL NET ASSETS</strong></td>
<td><strong>985,603</strong></td>
<td><strong>964,006</strong></td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES AND NET ASSETS</strong></td>
<td><strong>$1,607,244</strong></td>
<td><strong>$1,456,262</strong></td>
</tr>
</tbody>
</table>

Source: TCBA Watson Rice, Certified Public Accountants - 2012 and 2013 TSTT Audited Financial Statements
LEADERSHIP AND STAFF

2014 Board of Directors

OFFICERS
Kay Wright Lewis, Ph.D.
BOARD CHAIR
Norfolk State University

F. Dianne Young
VICE PRESIDENT
IBM

Lawrence Ault
TREASURER
JPMorgan Chase

Clarence G. Williams
SECRETARY
Mariner Investment Group, LLC

Bettye H. Perkins, Ed.D.
PRESIDENT/CEO
Today’s Students Tomorrow’s Teachers

BOARD MEMBERS
Deborah Fay
Entergy

Maria Ferreira
Wells Fargo Bank

Nathaniel M. Fields
Urban Resource Institute

Stephen Roache
United Nations International School

Fenton Soliz
Wells Fargo Bank

Staff
TSTT Headquarters, White Plains, NY

Natasha Lewis        Executive Assistant to CEO
Tiffani Robinson    Organizational Staff Administrator
John Perkins        Chief of Staff - Volunteer
Walter Eddie         Associate Director, Operations & Program
Ernest McFadden      Associate Director of Development/Marketing-Communications
Beverly Mosquitta    Accountant

Regional Program Management Team
Bridgeport, CT
Barbara Moscova    Regional Program Manager
Gwendolyn Brantley Regional Program Coordinator (STEM)

Boston Public, MA
Melissa Cera-Garcia Regional Program Manager

Greater Boston, MA
Chantal Gomes      Regional Program Manager

Worcester, MA
Vanessa Acheampong Regional Program Manager

Greater Hudson Valley
Charlene Kyle       Regional Program Manager
Leigh Burton       Regional Program Manager

Greater Rochester
Prudence Wilson    Regional Program Manager

Prince William County, VA
Kelli Stenhouse    Regional Program Manager
Brenda Byrd        College Program Administrator

How Can I Help?
We depend on the generosity of financial supporters who share our vision of breaking the cycle of poverty among disadvantaged children living in economic disparity. Your support can help us to continue to train, mentor, encourage and inspire these young minds to pursue the noble profession of teaching. They are Today’s Students, Tomorrow’s Teachers.

To make a donation and learn more, please visit: www.tstt.org

All contributions are tax deductible. TSTT is eligible for corporate matching gifts.
TSTT Offices

TSTT Headquarters & Greater Hudson Valley Region
333 Westchester Avenue, Suite S208
White Plains, NY 10604
914-345-3444 Fax: 914-345-3443

Greater Rochester, NY
41 O’Connor Road
Fairport, NY 14450
585-249-7023

Connecticut
1 Lincoln Blvd.
Bridgeport, CT 06606
203-576-7028

Massachusetts
869 Massachusetts Avenue
Arlington, MA 02476
781-861-2580 ext. 264

140 Harrington Way
Worcester, MA 01604
508-368-4649

55 Malcolm X Blvd, F1 M3
Roxbury, MA 02120
617-635-8744

Virginia
14715 Bristow Road
Manassas, VA 20112
703-791-8020

www.tstt.org