

MILTON
HERSHEY
SCHOOL®

FOUNDED 1909

A photograph of three young children in a classroom. On the left is a young boy with short dark hair wearing a teal polo shirt. In the center is a young boy with short brown hair wearing a blue polo shirt. On the right is a young girl with brown hair and a red bow, wearing a green polo shirt. They are all smiling and looking towards the camera. The background shows a classroom with bookshelves and windows.

BROWN & GOLD

ANNUAL REPORT • 2023-2024



CONTENTS

2 State of the School

4 School Leadership

6 Thank You, Mr. Hershey

8 Our Students

12 Whole Child Care

16 School Year Success

22 Class of 2024

28 Life After MHS

32 Making Breakthrough Moments Happen

38 Catherine Hershey Schools for Early Learning

40 MILT Plan Achievements

BREAKTHROUGH

It was a Breakthrough year in Hershey, PA!

The 2023-24 school year brought a heightened focus to our founders' intent and vision for their home and school. With Mr. and Mrs. Hershey's mission to guide us, the Milton Hershey School community shattered real and perceived barriers to become the very best versions of ourselves, just like our school theme—Breakthrough—motivated us to do.

MHS got back to the basics outlined in our Deed of Trust by looking in, reaching out, rising up, and breaking through. Taking this initiative one step further, we elevated standards and expectations of student behavior by developing The Milton Hershey Way, which is defined as the continuous pursuit of excellence through mutual respect and work ethic to prepare students for career and life success. Our students have grown exponentially in their soft skills since the adoption of the new framework.

Our work has been significantly enhanced by the incorporation and installation of the school's five foundational elements—the Ten Commandments, Golden Rule, MHS School Pledge, Sacred Values, and Definition of Success—in every student home, Transitional Living facility, and school building. These principles, which are the cornerstones of our programs, influence and guide every decision we make. They symbolize our commitment to preserving tradition while embracing innovation.

To add to our achievements, in November 2023, we celebrated the 100th anniversary of The New York Times announcement that Milton S. Hershey left his fortune, in the form of a trust, to our school, allowing it to live on in perpetuity.

This school year also marked the completion of the fourth year of our 2020-2025 strategic plan—the MILT Plan. With an emphasis on our founders' vision, it was fitting that in September 2023, Catherine Hershey Schools for Early Learning—a subsidiary of MHS—opened its first Early Childhood Education Center in Hershey, Pennsylvania. The Center now serves 150 children from six weeks to 5 years old—with all costs covered.

If we've learned anything during the 2023-24 school year, it is that the Hersheys' legacy continues to grow. Now more than ever, we are confident that, together, we can achieve our Breakthrough.

Sincerely,



Peter G. Gurt '85
MHS President

STATE OF THE SCHOOL





SCHOOL LEADERSHIP

At Milton Hershey School, we rely on our Mission and Strategy Team—our president, a senior vice president, and six vice presidents—to guide our strategic direction. This team oversees the school's primary functions and day-to-day operation, so our students have everything they need to live and learn on campus.

Our executive leadership team collaborates with our Board of Managers to drive outcomes and success. In 2023-24, the MHS Board of Managers and the Hershey Trust Company (HTC) Board of Directors announced the election of Maria Trinh Kraus '89 as Chairman. Kraus is the first female MHS graduate to serve in this position. She was elected to the MHS and HTC Boards in 2018 and most recently served as Vice Chairman, a position to which she was appointed in 2020.

Through goal setting, tracking success, and celebrating achievements, our leaders remain focused on furthering the mission and vision of Milton and Catherine Hershey while ensuring MHS operates in perpetuity and responds to the changing needs of our students, parents/sponsors, and staff.





MHS Mission and Strategy Team



“It is both a privilege and a significant responsibility to serve the organization that I credit for changing my life. I could not be more enthusiastic about using my skills, knowledge, and experiences to enhance the school and the Hersheys’ legacy.”

– **Maria T. Kraus '89**
Chairman,
MHS Board of Managers and
HTC Board of Directors

A bronze statue of Mr. Hershey and a young boy, with a young woman sitting in front of them. The statue depicts Mr. Hershey in a suit, holding the hand of a young boy. The woman is sitting on the floor, looking at the camera.

THANK YOU, MR. HERSHEY



“I couldn’t live without chocolate because Hershey isn’t just a type of chocolate to me. Those letters aren’t just bold lettering I see when I rip open my chocolate bar. To me, Hershey means home. Seven letters, one word, and 12 small, brown squares completely changed my life.”

– **Khloe Walker**
MHS Student



In November 1923, the public learned of a significant financial decision made by Milton S. Hershey five years earlier to benefit the children of his school. Mr. Hershey placed a \$60 million gift in a trust to ensure the home and school he and his wife established would continue in perpetuity. He sought no notoriety for his gift, and through it, he became one of the greatest philanthropists of all time, impacting the lives of nearly 12,000 graduates and their families.

A century later, the enduring impact of the Hersheys' generosity, kindness, and forward thinking lives on across the MHS campus, in the work of the other companies Mr. Hershey established, and in the effective leadership he modeled. We are thankful for Milton and Catherine's legacy, which serves as a beacon of hope and inspiration for the future.



“Chocolate is a piece of who I am. It is a beautiful representation of a man and woman who opened a world of possibilities for me, and today, it is an opportunity to make sure that their legacy and the gift of education they've provided can live on forever.”

– **Katie Muir '18**

MHS Alumna and Employee at The Hershey Company



“It's hard to imagine somebody with no children of their own who could say that we're going to take everything we have and do a job helping kids that need a hand.”

– **Nick Leitner '44**



“If we are celebrating his gift, we are celebrating every other accomplishment beyond him—every student who made it, every graduation.”

– **Julie Viera '09**



“Thank you, Mr. Hershey, for my opportunity to be here and have a good education.”

– **Gabe Green**
MHS Student



Scan to watch the “Thank You, Mr. Hershey” video on YouTube.

OUR STUDENTS

Our students use everything they learn in and out of the classroom to achieve Breakthrough moments that change the trajectory of their lives. Through their determination, resilience, and commitment to bettering themselves and others, they take full advantage of the opportunities at MHS.

In the 2023-24 school year, MHS welcomed 499 new students, bringing our school-year enrollment to a peak of 2,110 students. This growth is a testament to the strong sense of community and belonging that MHS offers.

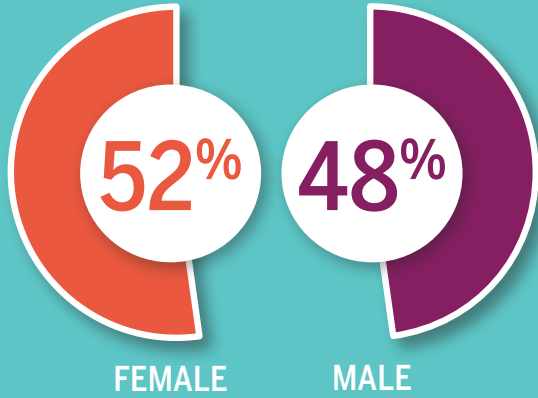
Whether it is a student's first year or they're preparing to graduate, MHS programs, extracurricular activities, and support systems are available to guide them to find success in school and life.

Peak Enrollment

2,110



Success Starts Here

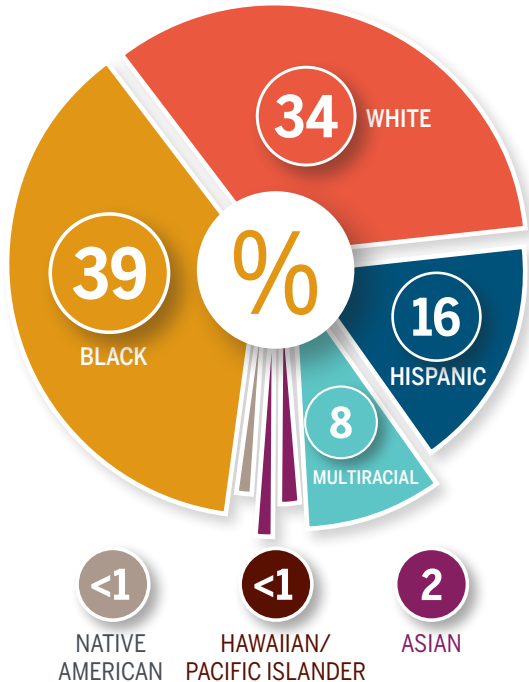


MHS students enroll for various reasons and represent diverse backgrounds. Regardless of their situation or where they come from across the United States, our students and their families seek to break the cycle of poverty. MHS provides the opportunity and quality education to help them achieve this goal.

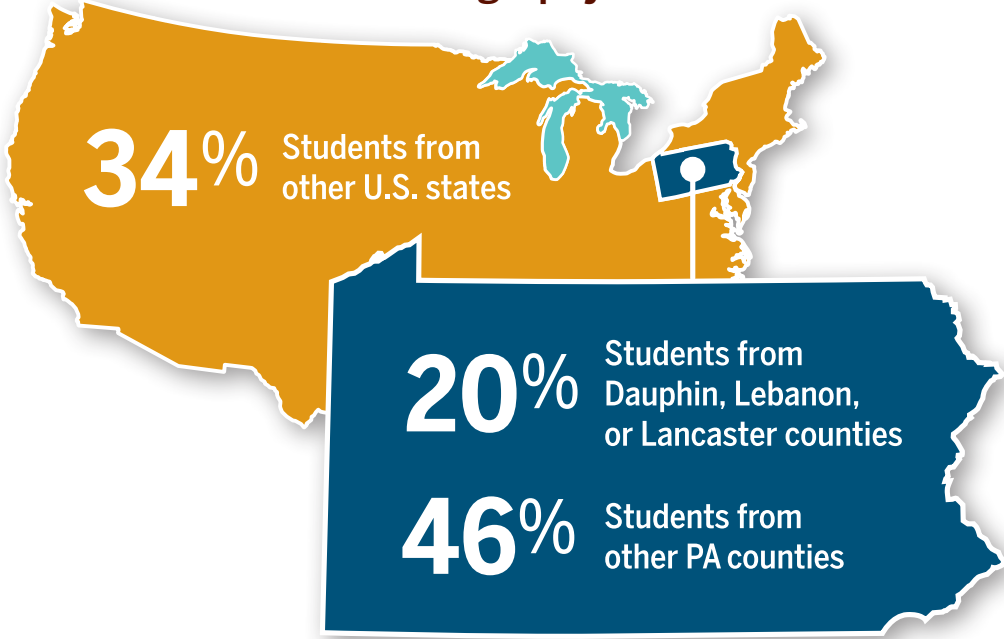
The Admissions and Family Relations teams guide students and parents/sponsors through the application process and transition to MHS. However, every MHS staff member empowers our students to succeed. Whether it's through leadership roles in the classroom or on the field, or pursuing work experiences and internships, our students are constantly developing their character and skills, preparing for success at MHS and beyond.

During the 2023-24 school year, 20% of our total students hailed from the tri-county area (Dauphin, Lebanon, and Lancaster counties), with another 46% from other regions of the Commonwealth. Including Pennsylvania, our students represent 39 states.

Ethnicity



Geography



MHS Definition of Success

A Milton Hershey School student and graduate is successful and able to lead a fulfilling and productive life when he or she:



Exhibits integrity, good character, and moral behavior



Displays mutual respect, social skills, and healthy relationships



Possesses a positive spirit, strong work ethic, and determination to persevere



Demonstrates self-sufficiency, career skills, and employability



Acknowledges responsibility and civic duty through service to others



Pursues a balance of health and wellness in mind, body, and spirit

Student Retention Rate 5-Year Average



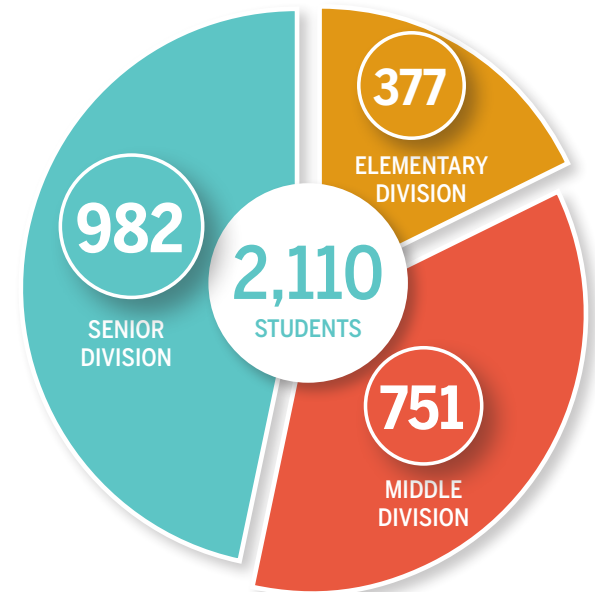
New Students

499

New Student Retention Rate

91.2%

Student Population





“When I enrolled at Milton Hershey School in eighth grade, I was blown away by the sheer variety of activities available to me and my classmates. At the time, I wasn’t entirely sure what I was looking for, but having such a wide range of options helped me narrow down my interests and discover my true passion for art.”

– Katherine Peters

MHS Student

Contributor to a Hershey-area Community Mural



“When students develop key abilities, they will become more focused academically. They will be motivated to set goals and work hard to achieve them.”

– Ododo Walsh '98

MHS Senior Director of Home Life Services

WHOLE CHILD CARE

Just as MHS students come from various backgrounds and different areas of the country, they also come with an array of needs that are addressed so they can succeed in the classroom and beyond.

Our program is designed to care for the whole child, ensuring that every student can reach their fullest potential without financial burden. We provide comprehensive health services with all costs covered—this includes medical and dental care, food, clothing, housing, and psychological, behavioral, and social work services. Additionally, the equipment and resources for extracurricular activities, clubs, and athletics are free to MHS students.

At MHS, we understand student breakthroughs happen through consistency, comprehensive support, and a safe, nurturing environment. That is why we are open year-round to serve the needs of our students and their families. In addition, we encourage families to stay involved in their child's MHS experience—a crucial element for students to achieve success. MHS parents/sponsors can rest assured that their child is cared for and has access to fun activities, top-notch wellness services, and a community committed to their learning and growth.



Overcoming Obstacles

Adverse Childhood Experiences (ACEs) and other stressors that impact new MHS students* enrolled during the 2023-24 school year:

- 43% have mental health issues in their family
- 38% have a family member incarcerated
- 37% experienced family drug or alcohol issues
- 28% have witnessed domestic violence
- 25% attended three or more schools before MHS
- 23% experienced homelessness
- 13% experienced food insecurity

* From the 2023-24 MHS New Student Profile Database that tracks ACEs and over 120 risk factors.

Impacts of ACEs

-  Chronic health problems, mental health diagnosis, and substance misuse in adulthood
-  Decreased education and job opportunities
-  Toxic stress that affects attention, decision-making, learning, and response to stress
-  Significant economic and social costs to families, communities, and society
-  ACEs linked to five of the top 10 leading causes of death

Whole Child Care



1,522

eye exams performed in the MHS eye clinic



1,405

eyeglasses for students



14,675

visits to MHS dental services

53,685

procedures completed by MHS dental services



21,480

nurse and pediatrician visits in school clinics and in MHS Health Center treatment rooms



2,827

immunizations administered

Year-Round Experiences

Many MHS students remain on campus during breaks, which makes our Year-Round Experiences (YRE) program an important component of our community. Over the six breaks during our 2023-24 school year, approximately 45% of our students participated in at least one YRE activity. In the summer of 2024 alone, 627 MHS students participated in YRE, a 27% increase compared to the prior year.

MHS staff work hard to accomplish several main YRE goals, such as enhancing academic skills, strengthening STEAM engagement, building wellness and healthy lifestyles, fostering applied work experiences, and giving back through community service.

In the summer especially, abundant activities and experiences are offered each day, from academic enrichment and cooking classes to coding sessions, theater workshops, and overnight ecology camps.

During the seven-week period, there were six overarching summer 2024 YRE modules—Summer School, Spartan Warriors, Spartan Day Camp, Specialty Camps, Domestic Service Learning Experience Trips, and Authentic Work Experiences.



45%

of students attended at least one 2023-24 YRE activity

627

students participated in summer YRE programming, a 27% increase compared to last year



Strong Bonds Created

It is the responsibility of all MHS staff members to impact the lives of our students. Through mentorship programs in all divisions, participating in classroom activities, or even taking on extra responsibilities as coaches and club advisors, valuable connections and trusted relationships are formed between students and staff. These strong bonds help our students because they know there is always someone to listen and provide advice as they navigate their MHS experience.



“I really appreciate having a trusted adult I can reach out to for advice. Mrs. Espenshade is definitely my go-to.”

– **Mecca Stever**
Class of 2024



“I tell the students that my job is to keep them safe. Some refer to me as their personal bodyguard.”

– **Tracy Shull**
MHS Campus Safety Officer

SCHOOL YEAR SUCCESS

During the 2023-24 school year, we defined Breakthrough as shattering real or perceived barriers to become the very best versions of ourselves. When students first arrive at MHS, they receive support to navigate life while on campus and beyond. By having MHS provide all the resources and opportunities to find success, it is up to each individual student—through good habits, hard work, and effort—to unlock their own potential. This concept and the Breakthrough theme were inspired by the Keyhole sculpture on campus.



“The Keyhole sculpture symbolizes the opportunity to unlock your potential. But to unlock your potential, you need new keys. We need new insights, new relationships, new goals, and new habits. Because old keys don’t unlock new doors.”

– Peter G. Gurt '85
MHS President





Breakthrough Accomplishments

Our students and staff achieved an immeasurable number of Breakthrough accomplishments during the 2023-24 school year. They elevated standards of excellence on our campus and beyond, honed their passions and career interests, and lived out the commitments in the MHS School Pledge through more than 2,200 community service projects totaling greater than 56,000 volunteer hours.

At the core of our robust curriculum is opportunity and strong foundational values rooted in the MHS School Pledge and Sacred Values. In fact, when Milton and Catherine Hershey decided to create a home and school for children in search of opportunity, they knew that character would be as important to long-term student success as education.

To support this vision, our rich character-based curriculum—The Compass Project—allows students to gain the necessary skills to achieve their aspirations. Through monthly experiential lessons in the student home led by MHS houseparents, our students develop important social-emotional learning skills. During the 2023-24 school year, The Compass Project focused on the areas of self-management, social awareness, and emotional regulation.

Every MHS staff member is responsible for helping our students acquire these skills and achieve success.



“If you are looking for a Breakthrough, quit looking out the window and look into the mirror.”

– **A.J. Rinaldi**
MHS Home Life Administrator

STUDENT VOICE



“The Agricultural and Environmental Education (AEE) programs kept me at the school when things got hard. It gave me a reason to keep going and push forward. The animals will always be there and need me to get up in the morning.”

– Melanie Bartholomew
Class of 2024

Career-Focused Education Experiences

Career-Focused Education programs in all scholastic divisions help MHS students realize the many opportunities available to them after graduation. Thanks to MHS community partnerships, students gain access to expertise and experiences. In the 2023-24 school year, MHS expanded its student career exposures to further evolve its curriculum.

- More than 1,000 exposures to broaden students' experiential education, representing a 300% increase from three years ago
- Expanded career-readiness partnerships with The Hershey Company, Hershey Entertainment & Resorts, and Penn State Health Milton S. Hershey Medical Center, contributing to Authentic Work Experiences for nearly 150 students during the summer of 2024
- Enhanced our Career and Technical Education program to include fundamentals of drone technology and cybersecurity, while expanding automotive and welding courses



Community Service

2,229

Total service projects completed across every division

56,170

Hours supporting/volunteering in our local community

Packed more than

100,000

meals in support of the Feed My Starving Children program

Raised approximately

\$55K

for the Four Diamonds Fund through MHS Mini-THON



STUDENT VOICE



“I believe in supporting pediatric cancer patients and their families. Working hard for this cause is driven by the understanding that every contribution can make a meaningful difference in their lives.”

– Barack Hassan
MHS Student

STUDENT VOICE



“Don't hesitate to try new things. Milton Hershey School offers so many opportunities. I sometimes wonder how far I would have gotten with swimming and diving if I joined the team before my senior year.”

– Marc Danielson
Class of 2024

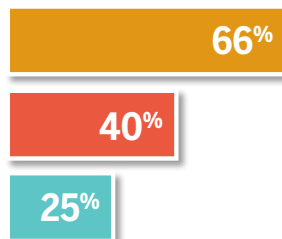
Breakthrough Educational Moments

Whether it's experiencing a pivotal success, finding new knowledge, overcoming adversity, or breaking through a barrier, Breakthrough achievements define who we are. At MHS, we believe education is the key to the future, and students can unlock their own potential.

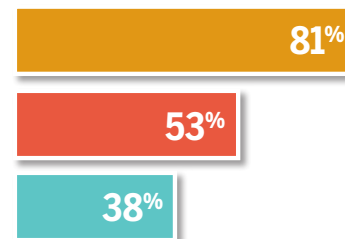
How We Rank

PSSA: ■ MHS ■ PA-ALL TESTERS ■ PA-ED

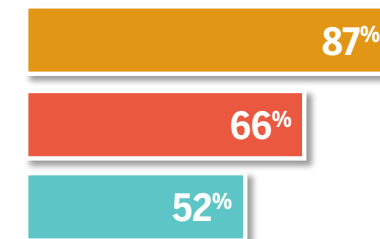
Math



English Language Arts

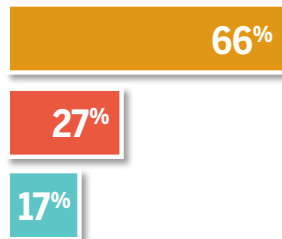


Science

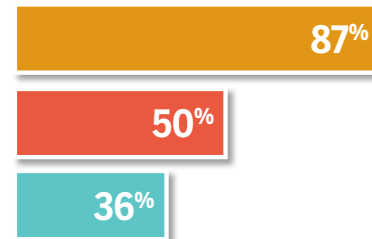


KEYSTONE: ■ MHS ■ PA-ALL TESTERS ■ PA-ED

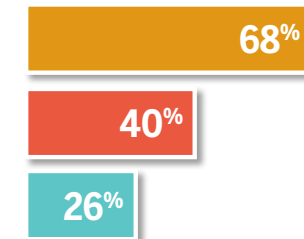
Algebra 1



Literature



Biology



ED – Economically Disadvantaged | Source: Spring 2024 Pennsylvania Keystone Exams State Content Area Summary Report



246 students completed Authentic Work Experiences through internships, co-ops, and pre-apprenticeships

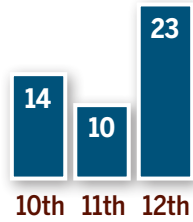
152
seniors completed an internship

14
students completed a pre-apprenticeship

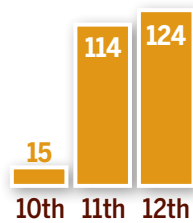
18
seniors completed a co-op

26
students participated in a Domestic Service Learning Experiences trip

47
students traveled internationally



253
high school students earned college credits



STUDENT VOICE



“By opening the Spartan Spirit Store on campus, this project helped me gain more interpersonal skills by talking to adults during the planning process and interacting with customers while working as a cashier.”

– Stacey Vo
MHS Student

CLASS OF 2024

By crossing the stage at GIANT Center on graduation day, the 193 members of the MHS Class of 2024 achieved a significant Breakthrough milestone—some being the first in their family to graduate from high school. Collectively, they completed 5,750 community service hours, 152 completed internships, 18 completed co-ops with a Hershey community partner or local business, and 149 completed college-level courses. Additionally, 11 students received their pre-apprenticeship certification from The Manufacturers' Association before the school year even started.

For the Class of 2024, these opportunities and connections opened new doors to achieve career and life success far beyond our campus in Hershey, Pennsylvania. Their post-graduate plans include earning two- and four-year degrees, jumping into the world of work, and enlisting in the military.

They now bring the total number of MHS alumni to 11,848.



Reflecting on What Breakthrough Means to the Class of 2024



“Although all our stories are different, we all took off from our own places, migrating to Milton Hershey School, thanks to our benefactors Milton and Catherine Hershey, to embrace the possibilities of something new.”

– Susan Kargbo
Class of 2024



“A Breakthrough to me is when you finally get over a ‘hump.’ It’s that accomplishment you have gained through tenacity and resilience—it brings a good feeling into your life.”

– Elizabeth Konneh
Class of 2024

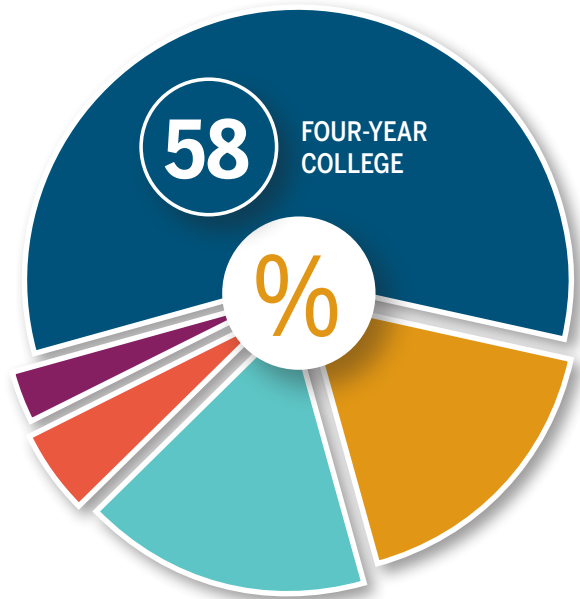


“In a world that often feels overshadowed by darkness, uncertainty, and hardship, our lights are more important than ever. It is through our collective light that we can accomplish our greatest Breakthrough.”

– Christopher Koehler
Class of 2024

Postsecondary Choices

Of the 193 graduates in the Class of 2024, 80% (154 students) plan to pursue postsecondary education.



- 17 WORKFORCE
- 17 TWO-YEAR COLLEGE & TECH SCHOOL
- 5 DIPLOMA, CERTIFICATE PROGRAM, OR APPRENTICESHIP
- 3 MILITARY



“I didn’t know it at the time, but that MHS acceptance letter was my Breakthrough. A Breakthrough from the path I was heading down and a Breakthrough that caused me to redirect from a life riddled with uncertainty, sadness, excuses, and self-pity.”

– Garrett Harden
Class of 2024





“To me, Breakthrough means to have a change either emotionally, mentally, or physically because of a particular event or circumstance.”

– Jose Aviles
Class of 2024



53

seniors
enrolled during
elementary school



18

seniors
were "lifers" (enrolled
in first grade or earlier)



53

seniors
in National
Honor Society

2

seniors
completed the
Elizabethtown
College Program



Snapshot

154

seniors
took college
courses



1,283

college credits earned by seniors

Credits earned through:

University of Pittsburgh | Harrisburg University of Science
and Technology | Elizabethtown College | Carlow University
Harrisburg Area Community College | Lebanon Valley College
Pennsylvania College of Technology



67

seniors
took Advanced
Placement courses





10
seniors
in National Art
Honor Society



54
seniors
in National Technical
Honor Society



14
seniors
in National Math
Honor Society



5,750
hours
toward community service
projects by seniors



149
seniors
earned college credits



17
seniors
traveled
internationally



Approximately
\$15M
accrued
in Continuing Education
Scholarships



LIFE AFTER MHS

From the day they arrive at Milton Hershey School, students are preparing for graduation. MHS serves as the bridge between childhood and adulthood. With so many resources provided through our faculty and Graduate Programs for Success (GPS) program, students graduate prepared to unlock new breakthroughs with a defined skill to carry them forward. In addition, we unlock opportunities for our 11,848 alumni to remain connected to their alma mater in meaningful ways.

At MHS, we seek to produce graduates who break the cycle of poverty. To do this, they must be able to earn family-sustaining wages in a professional or technical career. Our resilient graduates show generosity and give back to others, demonstrate moral and social responsibility, are self-managing and self-sufficient, develop and maintain healthy relationships, and show a balance of wellness in mind, body, and spirit.



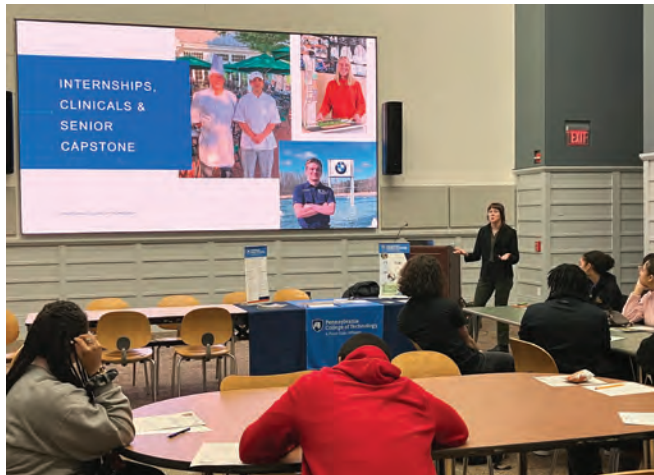
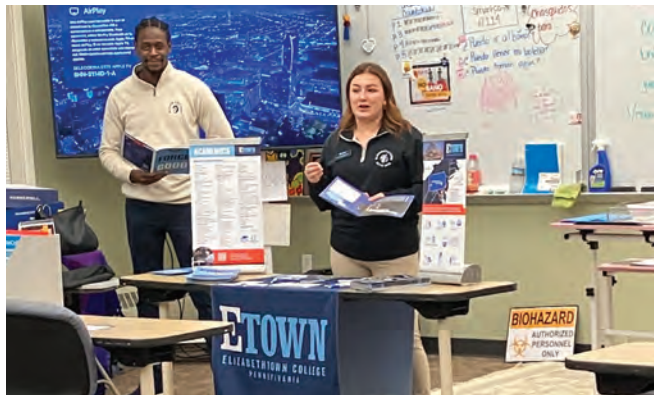
“A man ought to work for what he gets. I was successful in business because I had opportunities. When the opportunities came, I took them.”

– Milton S. Hershey
Literary Digest, 1923



Exploring Postsecondary Options to Achieve Future Breakthroughs

Milton Hershey School's GPS offers a variety of opportunities for Senior Division students to explore postsecondary options. Throughout fall and spring semesters, students visited with representatives of partner colleges and universities during lunch periods and participated in the annual Postsecondary Fair in the spring. They also visited GPS Partner School campuses throughout the year.



“At the presentations, I liked how they were all friendly and open to questions. I learned what I was or wasn’t looking for in a college.”

– Faith Flores
MHS Student



MHS percentage of students who enrolled in college the fall after graduation (2018-2022).



of MHS students in college persist to their second year. MHS is above the national average of 75%.

 117

on-campus visits by graduate support specialists to MHS graduates from 33 colleges

46

colleges visited by MHS students



- Fall 2023: 207 seniors and juniors visited 38 colleges
- Spring 2024: 249 seniors and juniors visited 37 colleges

Fulfilling Mr. Hershey's Dream

From humble beginnings, William Dearden '40 became the first Milton Hershey School graduate to lead The Hershey Chocolate Corporation and fulfill Mr. Hershey's dream that one of "his boys" would run his chocolate factory.

Today, the Dearden Foundation honors the life, spirit, leadership, humility, and gratitude of William Dearden. It serves to inspire and empower MHS students and graduates through education, social programs, and support services.

In recognition of Mr. Dearden's impact, a new exhibit exploring his life opened at The Hershey Story museum experience in 2024.



24 postsecondary partnerships in the 2023-24 school year



11,848 total number of MHS alumni



184 MHS graduates volunteered on campus



Achieving Breakthroughs: Spartan Success Stories



“I was surrounded by teachers, coaches, and administrators who cared.

Every adult in my life shared the same mission to help me be the best version of myself. MHS planted seeds for my passions by showing me people who exhibited passion for their work.”

– Doug Oliver '93
MHS 2024 Alumnus of the Year



“[MHS] is not just a school, it's home. It's having a support system. If I ever needed help, I would find it there. The MHS network

transcends so many ideations of what networks are supposed to be. Home is where the people that you love are. It's a place of safety and comfort. If I could say thank you to anyone, I would say thank you to Mr. and Mrs. Hershey for literally everything.”

– Tatiana Ariola '15



“The opportunities, the people [who] support and encourage you, and

the values—like work ethic—you are developing here at MHS are putting you in the position to succeed. Now you have to do everything you can to position yourself to be successful.”

– Robin Ferrer '00
MHS 2023 Alumnus of the Year



MAKING BREAKTHROUGH MOMENTS HAPPEN

Our 2023-24 school year theme—Breakthrough—challenged our community to think about the real or perceived barriers that are holding us back from achieving greatness. It reminded us that our greatest breakthroughs are the ones that are yet to come.

By hiring staff who are focused on bringing out the best in our students, we ensure they are positively shaping the lives of the students we serve. For many, working at MHS is more than just a job—it's an investment, nurturing young lives and creating relationships and bonds that last well beyond graduation.



Careers That Change Lives



"I am grateful for the opportunity to help my students using the lessons I learned in the United States Army and the values instilled in MHS by our founder, Mr. Hershey."

– Paul Gaspich

Law, Public Safety, and Security Teacher



"I tell the kids, 'If you are fearful, don't let the fear freeze you.' Overcoming challenges on the track can help students in many other aspects of life."

– Roger Smith '85

Student Program Leader and Track Coach



"We are thankful for the strong houseparent support system that helped us be positive influences in the lives of so many students."

– Josh Pearson

Home Life Hiring Manager
and Former Houseparent



"We teach, model, and encourage the young ladies and give them the opportunity to show off their individual talents and abilities as they feel comfortable and ready."

– David and Beverly-Ann Fraser

Senior Division Houseparents



“MHS really levels the playing field and gives us the opportunities

we deserve and earned to be better people. The Hershey [community partners] putting in the effort to make us successful proves they are continuing our shared founders' legacy.”

– Leah Tejan
Class of 2024

One Community with One Mission

In Hershey, Pennsylvania, we're all family. Our Hershey community partners—The Hershey Company, Hershey Entertainment & Resorts, Penn State Health Milton S. Hershey Medical Center, Hershey Trust Company, and The M.S. Hershey Foundation—provide exciting opportunities for MHS students. Employees from each organization actively engage with our students, providing internship, mentorship, and leadership opportunities for students to learn, grow, find their passions, and build meaningful relationships.





“The students get experience in a Fortune 400 company, but we are getting insight into how the future workforce thinks.”

– Star Gibbs
Manager of Talent Development,
The Hershey Company



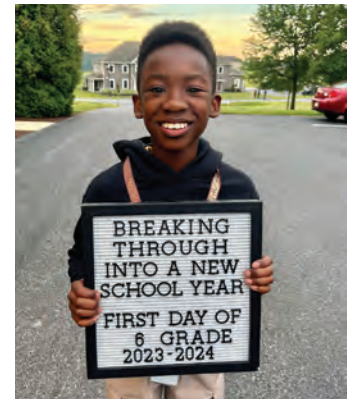
127

new elementary students
peer mentored in the Student
Government Association (SGA)
Buddies Program



205

middle school students
participated in the
Milton's Middles program
for new students



Supporting Future Leaders



296

students participated in
five student voice forums



101

first-year elementary students
mentored by 65 staff members
through the Co-Pilot program



3

conferences offered for
additional student character
and leadership opportunities



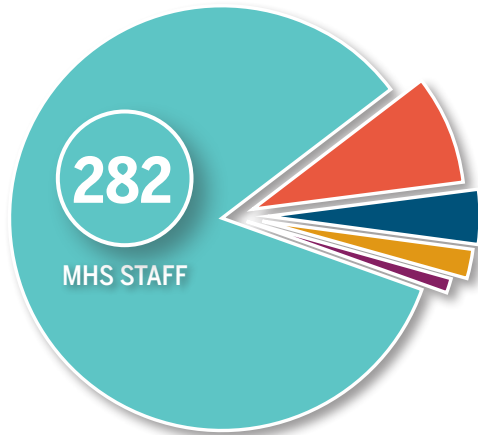
Support Breakdown

602

high school students mentored by

335

adults through the Mentoring Our Leaders' Development (M.O.L.D.) program

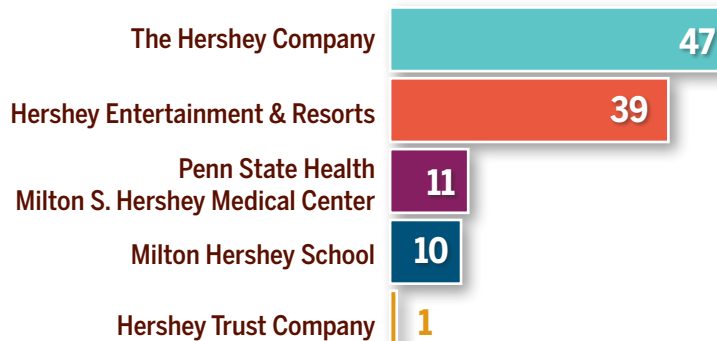


- 28 HE&R STAFF
- 14 THE HERSHEY COMPANY STAFF
- 8 PENN STATE HEALTH STAFF
- 3 HERSHEY TRUST COMPANY STAFF



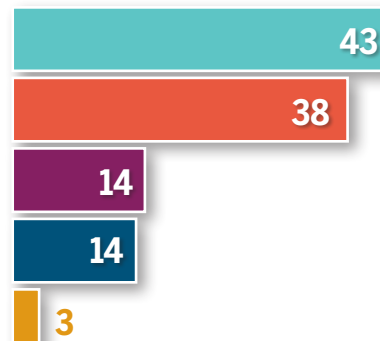
108

student homes participated in Project Fellowship supported by:



112

students completed internships at Hershey community partners in 2023-24:



CATHERINE HERSHEY SCHOOLS FOR EARLY LEARNING

CHS achieved several major milestones in 2023-24 as it becomes a respected provider of early childhood education in Pennsylvania. These milestones included opening its first center in Hershey, completing construction on CHS Harrisburg, breaking ground on CHS Middletown, beginning construction on CHS New Danville, and preliminary construction planning on CHS Elizabethtown. Additionally, several MHS students began using the skills they learned in the classroom through our Career and Technical Education program to intern at CHS Hershey. CHS Hershey also celebrated its first “Moving On” ceremony for children transitioning to kindergarten. In addition, CHS was recognized as a thought leader in several national publications, such as The Hechinger Report and Inside Philanthropy.



“The children and their families that walk through the doors of each of our (CHS) Centers will now be part of Milton and Catherine Hershey’s lasting legacy, and I am so thankful that we have an opportunity to help make a positive difference in their lives.”

– Peter G. Gurt '85
MHS and CHS President



2023-24 School Year Achievements

1 Center opened with 150 children served

72 teachers and staff employed at CHS Hershey

6 CHS teachers earned their Child Development Associate credential

CHS hosted its second annual ECE Leaders Summit

67 teachers and staff completed the Seeds to Lead Professional Development Program for CHS Harrisburg



“We’ve built something truly historic, designed to change the lives of children, families, and our community.”

– Senate Alexander '06
CHS Executive Director

MHS Connection at CHS

15

MHS students completed internships at CHS through our Career and Technical Education program

11

MHS alumni are full-time CHS employees

MILT PLAN ACHIEVEMENTS

Our work at Milton Hershey School is rooted in our Deed of Trust and amplified by our 2020-2025 strategic plan. Named the MILT Plan, this initiative aims to help our students overcome the barriers that poverty has placed in their lives through an emphasis on transformative education, a service-centered culture, and individualized career readiness training.

As we embark on the final school year of our current strategic plan, we have achieved tremendous breakthroughs in bringing the MILT Plan to life.





Modeling Character and Well-Being

- Elevated expectations for students in the areas of respect and work ethic through the creation of a yearlong curriculum tied directly to the school's character development program, The Compass Project.
- Created and implemented The Milton Hershey Way Progress Report to ensure that students build the life, social, and character skills to achieve their career and life aspirations.
- Expanded the School's M.O.L.D. program with more than 600 students in Senior Division and more than 300 mentors, with Hershey entity partners doubling their engagement in the program compared to the previous year.



Innovating Career-Focused Education

- MHS partnered with the Hershey entities to expand career exposure and exploration for students, delivering over 1,000 pre-K through 12th grade career exposures.
- Prior to graduation, 91% of seniors completed an authentic work experience (internship or co-op) directly tied to their career goal.
- Expanded career-technical offerings to include cybersecurity, Federal Aviation Association remote pilot, and advanced welding career pathways, in addition to a new Switch Electric Vehicles program.
- 87% of the seniors completed postgraduate work prior to high school graduation.
- Increased number and success of MHS students participating in college-level coursework. A higher percentage of graduates with 4-year college plans (97%) completed college-level coursework.
- Graduate Programs for Success strengthened support to graduates in postsecondary education and the workforce through launching Project Breakthrough and a 2024 summer workforce readiness program.



Leveraging Impact

- Achieved peak enrollment of 2,110 in January 2024.
- Opened the very first Catherine Hershey Schools for Early Learning (CHS) Early Childhood Education Center in Hershey, Pennsylvania; completed construction on CHS Harrisburg; broke ground on CHS Middletown; began construction on CHS New Danville; and started construction planning on CHS Elizabethtown.
- MHS and CHS were highlighted in national publications, including The Washington Post, The Hechinger Report, MindShift, and The 74 Million, in addition to several local broadcast stations.



Teamwork to Strengthen Community Alignment and Engagement

- Continued to enhance services within the MHS Family Center to support parenting confidence, health and well-being, financial management, education and training, and career management for more than 400 parents/sponsors.
- Hosted the Pennsylvania Association of Independent Schools 75th Anniversary gathering.



LOOK IN, REACH OUT, RISE UP BREAKTHROUGH

MILTON
HERSHEY
SCHOOL®



Milton Hershey School is one of the world's best private schools, where qualifying students in pre-K through 12th grade live on campus and receive an exceptional educational experience—with all costs covered. For more information, visit mhskids.org.

Milton Hershey School does not discriminate in admissions or other programs and services on the basis of race, color, national or ethnic origin, ancestry, sex, religious creed, disability, or any other status protected under applicable law. Visit mhskids.org for more information.

View the digital version of the 2023-24 Brown & Gold Annual Report at mhskids.org/annualreport.