

ALL IN FOR KIDS...

In Schools and **Beyond**

2019-2020 Annual Report



Communities
In Schools

Virginia



OUR COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION

At Communities In Schools of Virginia (CIS-VA), the majority of students our network serves are children of color and children living in poverty. Our mission is to surround them with a community of support to empower them to succeed in school and in life, despite immediate and systemic barriers. Too often, these students get trapped in structures that were not designed for their success.

For more than 20 years, the quest for equity has driven our work. We remain firmly resolved in our mission of helping students overcome obstacles that impede their success. More importantly, we are committed to being a voice and a partner for lasting changes that create a more equitable landscape for all of Virginia's students. The CIS-VA staff and board are actively engaged in a Diversity, Equity and Inclusion initiative driven by our national office.

Our staff and board recently completed an organizational assessment and are establishing a plan to ensure our own organizational culture is reflective of the values inherent in our mission -- celebrating diverse backgrounds, creating equitable outcomes and providing an inclusive environment that fosters success for all. Additionally, two of our staff members are working within a national cohort of peers to examine how CIS can advance DEI principles throughout every part of the organization. Our mission calls on us to be transparent, steadfast and accountable in our work, as it is the only way to achieve the transformation needed in our schools and communities to serve every student equitably. Our community of supporters is essential to our constant learning and improvement and we are grateful for your shared commitment, participation and advocacy.

Communities In Schools® Belief Statement

Communities In Schools® believes that transformative relationships are the key to unlocking a student's potential. We will succeed by including in our strategies, ingraining in our culture, and reflecting in our behaviors, principles and practices of diversity, equity and inclusion. As a result, we break down immediate and systemic barriers to create and sustain equitable outcomes.

MESSAGE FROM OUR LEADERSHIP

DEAR FRIENDS

Unpredictable. Unprecedented. Unfathomable. Three words that aptly describe the second half of the 2019-2020 school year. A global pandemic, a resulting economic crisis and the groundswell of racial justice activism in response to the deaths of black men, women and children by law enforcement officers altered our world, our communities and our schools forever. Where we are ending is so very different from where we began, and where we are going looks vastly different than anywhere we've been before.


But what was not unpredictable was the response of the Communities In Schools network. When schools closed in mid-March due to the Covid-19 pandemic, our affiliates stayed in action, ensuring students were safe, fed, and connected to academic and non-academic resources.

What was not unprecedented was the critical role CIS's trusted relationships had during a time of chaos and confusion.

What was not unfathomable was CIS's ability to pivot and innovate to ensure that no student fell through the cracks.

What became abundantly clear is that Communities In Schools is more important than ever, and our value is not limited by school building walls. The communities we serve are those that will feel the impact of the events of 2020 for the longest duration and with the most severity, putting a whole generation of students at risk of falling through the cracks. Our mission is clear: we must reach as many students as possible, as quickly as possible with CIS's model of integrated student services that has proven effective for more than 40 years. Our commitment to this mission has never been stronger.

We are proud to share our report from a truly remarkable year, and we are grateful for your ongoing support for our mission of empowering student success in school and in life. We are all in for Virginia's kids -- in schools and beyond. Thank you.



Dr. Daniel Domenech, Chair



Dr. Mark Emblidge,
President and Founding Director

2019-20 EXPANSION REPORT

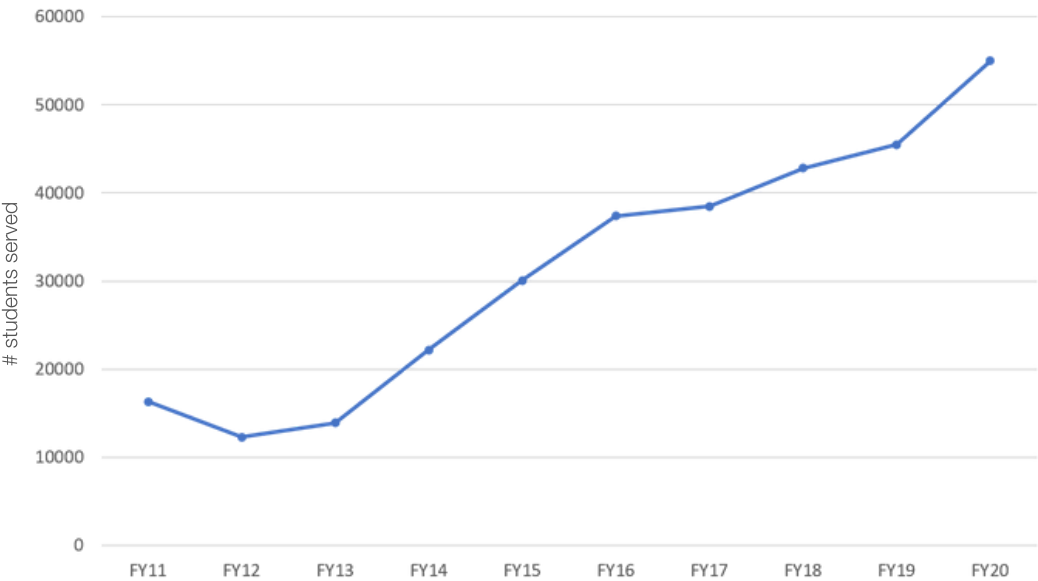
Our Goal

CIS of Virginia has an ambitious goal: **double the number of students served to reach 100,000 students by 2030.** Our aim is to support our existing affiliates in expanding existing school system partnerships, while concurrently exploring and prioritizing new regions of the state where poverty and systemic inequities are creating barriers for student success.

A Milestone Year

In 2019-20, significant strides were made toward our goal, with the **addition of 19 schools and 10,000 students to our network.** Much of this expansion was the result of a challenge grant awarded to CIS-VA by the CIS National Office in partnership with AbbVie, Inc. With this grant, four of our affiliates are receiving 40% of the necessary funding to support new sites in Title I schools for three years, with a commitment to match the funds and sustain the expansion. Additional notable expansion includes CIS of NOVA's entry into the Fairfax school system and CIS of Southwest Virginia's entry into ten new schools to focus on attendance improvement and facilitating full saturation of the Tazewell County school district.

A Decade of Growth



Looking ahead

Network growth continues in the 2020-21 school year with the addition of nine new schools, including five schools in Richmond and CIS of Hampton Roads' expansion to Chesapeake.

2019-20 NETWORK REPORT

THE CIS-VA NETWORK

6 Affiliates

14 Districts (+1)

96 Schools (+19)

55,669 Students (+10,000)

4,468 Case-managed students

STUDENT POPULATION

81% Students of color

92% Low socio-economic status

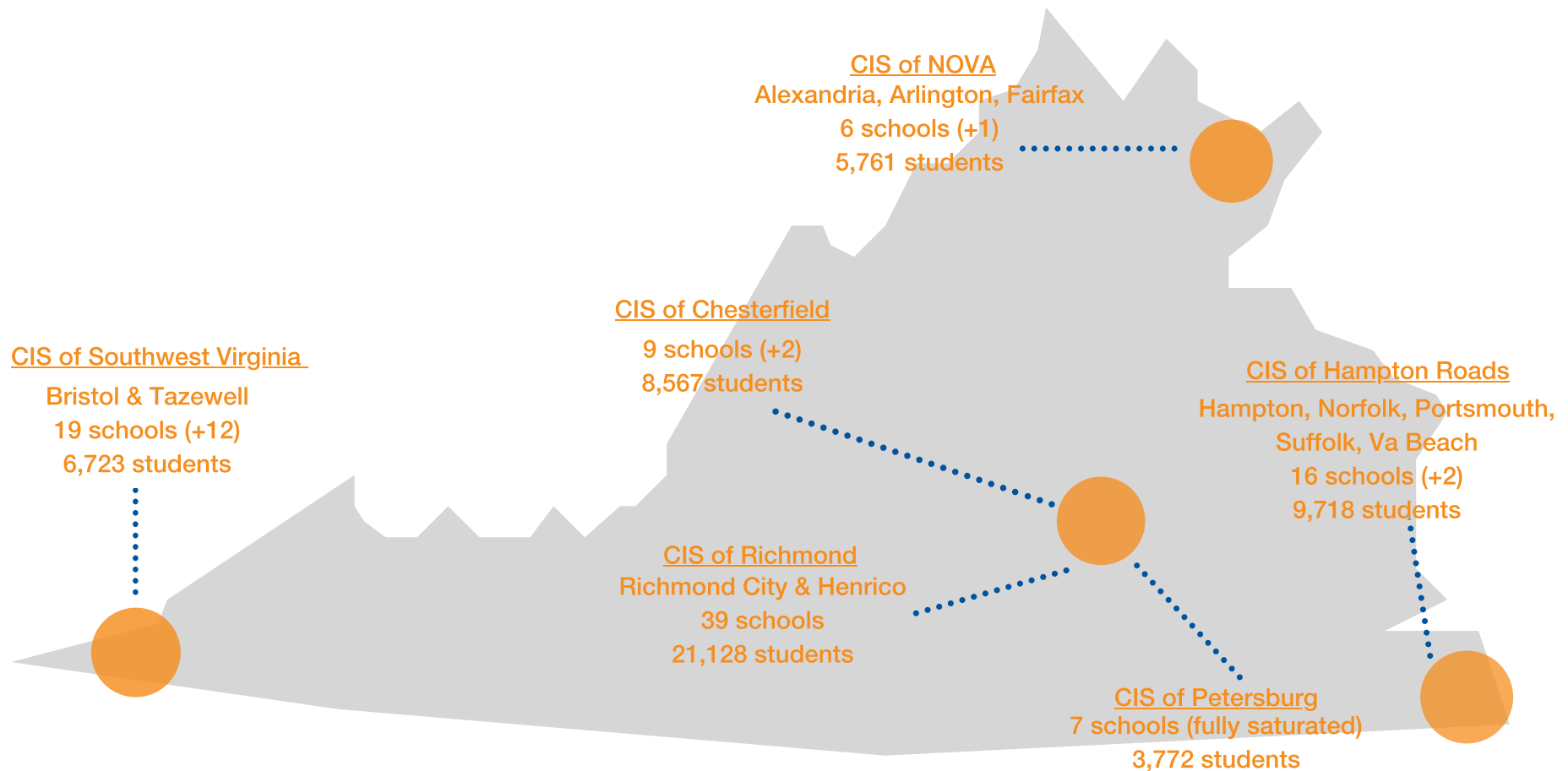
16% English language learners

SCHOOLS

90% feed into and/or receive students from another CIS school

85% have attendance or chronic absenteeism challenges

65 Title I Eligible Schools



TRAINING & TECHNICAL ASSISTANCE



2019 Network Summit

CIS of Virginia convened the network for the 2019 Summit in October for two days of connecting, learning and celebrating accomplishments. 140 staff and board members participated in the Summit, which provided both leadership development and peer-led learning sessions designed to share best practices and develop knowledge in core support areas. The Summit content was designed by the Leadership & Development Workgroup led by CIS-VA staff and composed of representatives from all six affiliates. A highlight of the convening was the presentation of the 2nd Annual “All in for Kids” Awards celebrating peer-nominated staff members who demonstrate excellence in carrying out the CIS mission in partnership with students, families, school communities and teams.



Awardees:

- Elementary Site Coordinator: Aimee Rasnick, CIS of Southwest Virginia, Washington Lee Elementary School
- Secondary Site Coordinator: Joseph Jones, CIS of Hampton Roads, William Henry Ruffner Middle School
- Affiliate Leadership: Dearsley Vernon, CIS of Richmond, Vice President of Operations

Photo: 2019-20 Program Directors



Schools Closed, CIS did not

When the Covid-19 pandemic forced school to become a virtual concept in March, the CIS-VA network quickly pivoted to ensure the students who rely on our evidence-based program model for stability and resources didn't fall through the cracks. The paramount goal of our affiliates' work during the closure was bridging the indefinite span of time until students returned to school, and ensuring that when they could go back, they were ready. In support of this critical work in affiliate communities, the state office maintained strong communication with Department of Education and legislative partners in order to be adaptive and responsive to rapidly changing circumstances. Our team worked closely with the CIS National office to adapt and communicate changes in training, data collection and evaluation, never losing sight of our ultimate goal of emerging from this challenging time well-positioned to continue growing and increasing impact in our existing affiliate communities and beyond.

AFFILIATES ON THE FRONTLINES: NETWORK RESPONSE TO COVID-19

The trusting relationships cultivated by CIS site coordinators made a difference to students and families during school closures. As critical gatekeepers for basic needs and school resource information, site coordinators had immediate opportunity to reinforce trust and establish a plan for check-ins that ensured connection to vital resources. While affiliate innovation and program delivery varied in each individual community, common threads of supports delivered by our six CIS affiliates included:

- **Weekly check-ins** with case-managed students and families to provide emotional and academic support, as well as screen for any needed social service referrals.
- Continuity in **small-group supports** via the most accessible and appropriate technology platform.
- **Ongoing individual support and counseling** to promote social-emotional health.
- Focus on **building resiliency and developing skills** that will help students emerge from a challenging time stronger.
- Distribution of food, clothing, hygiene and cleaning supplies, school resource packets, and other **basic needs**, as well as technology supplies like computers and hot spots.

CIS of Petersburg



CIS of Richmond

RELATIONSHIPS MATTER

From March 16-June 30, the CIS network recorded:



Increase in average number of supports provided per month



Increase in individual case management supports and family engagement supports provided



Average number of additional family engagement supports provided per month

HIGHLIGHTS FROM THE NETWORK



CIS of Chesterfield

Heidi, a first generation Latina student at Falling Creek Middle School, had the opportunity to meet and interact with author and illustrator Laura Lee Gulledge through a program her site coordinator, Kimberly Reynolds, coordinated. The program's goal was to inspire students to work through personal struggles to develop self-confidence and achieve their dreams. As a result of the interactions, Heidi was one of five FCMS students whose artwork was selected to be published in an upcoming graphic novel. Ms. Reynolds was able to celebrate with her during school closure by bringing her a published copy of the book and some art supplies to foster her continued artwork.



CIS of Hampton Roads

Cradock Middle School is in an urban community where the majority of students receive free or reduced lunch. Many live in single-parent homes and are faced with adverse situations within their communities such as drugs, gang violence and criminal activity. Knowing that many students may not have positive adult role models or have not had aspirations about school, career and life fostered. CIS site coordinator Deonna Doran assembled a career fair at which all students (nearly 500) within her school were exposed to professions -- many that they never knew existed. Students were provided tips on dressing for interviews and how to best interact with potential hiring managers. Following overwhelmingly positive feedback from teachers and students, Deonna plans to offer another career fair in 2020.



CIS of NOVA

When schools switched to online learning in the spring, many students faced new challenges without Internet access at home. Although schools provided students with hot spots, site coordinator Madelyn Giblin knew that many of her students were still not logging on. After reaching out to families, Madelyn learned that they had never received their hotspots. She visited their apartment complexes to solve the puzzle and discovered that - unbeknownst to the families - the hotspots had been delivered to an Amazon locker. Several phone calls later, Madelyn secured the locker codes and tracked down the missing hotspots. She personally delivered five of them over the weekend to make sure her students could connect at the start of the next week. And sure enough, students logged in the following Monday, enthusiastically greeting each other after two months apart.

HIGHLIGHTS FROM THE NETWORK



CIS of Petersburg

In the wake of Covid-related closures, Jonathan Taylor, former CIS graduation coordinator at Petersburg High School (now site coordinator at Vernon Johns Middle School), shifted big plans for the spring college and career fair he had organized. Scheduled for May 2020, he had secured over 20 colleges and universities as well 20 local employers to engage with students. Unwilling to give up on the major impact Jonathan expected the event to have for students, he decided to make the event virtual. His perseverance paid off, and CIS of Petersburg held its first Virtual College Fair on August 19th and 20th. The event welcomed nearly 50 Petersburg High School students who were able to hear presentations from 18 colleges and universities. The program garnered rave reviews from the school board leadership, and plans are underway for expanding the college fair in the coming year.



CIS of Richmond

Parents Participating as Partners (P3) is an outreach program at Reid Elementary in Richmond's southside. For many families in the Latino community, Reid is the first point of entry into an American school experience. P3 draws parents into authentic relationships with the school through a bilingual site coordinator, who helps them navigate school. P3 Site Coordinator Amanda Ketterlinus kicked off the school year with field trips for all parents and students in eight kindergarten and first grade classrooms. This engagement allows her to listen and learn the needs of each new class. The trips resulted in class parties delivered by parents, how-to videos on tackling homework help, and a bilingual Facebook group for building community and accessing information. During the school shutdown, this group became a critical tool for Amanda connect with families and a platform for families to support each other.



CIS of Southwest Virginia

Aimee Rasnick, site coordinator at Communities In Schools of Southwest Virginia, continued to coordinate a Parent Honor Roll program at Washington Lee Elementary as a fun way to incentivize family engagement essential to elementary student success. Parents and caregivers were encouraged to choose two in-school engagement activities each marking period, as well as share responsibility for student attendance and maintain communication with school and CIS personnel. Every parent or caregiver who achieved "honor roll" status was included in a celebration breakfast and had a picture with their child posted on a school bulletin board. Overall, Parent Honor Roll at Washington Lee was successful in incentivizing engagement with 150 (out of 200) families, and inspired replication at Highland View Elementary School (pictured).

MEASURING IMPACT

We ensure CIS serves as many of Virginia's students as possible, as soon as possible, with the best results possible.

CIS MISSION

Surround students with a community of support, empowering them to stay in school and achieve in life

CIS OF VIRGINIA PURPOSE

- Strengthen network through technical assistance and resource support
- Expand network to serve more kids, faster
- Ensure fidelity to the evidence-based model of wraparound supports

IN SUPPORT OF OUR NETWORK

- 6 independent affiliates embedded in communities across Virginia
- 94 site coordinators working in partnership with schools to deliver and track integrated student supports

WHO WE SERVE:

- 94 Site Coordinators
- 20 Program Directors and other staff
- 6 Executive Directors

SUPPORTS WE PROVIDE:



Staff training and technical assistance



State-wide advocacy



Data collection, analysis and reporting



State-wide partnerships and resource development



Communications support



Sustainability and capacity building

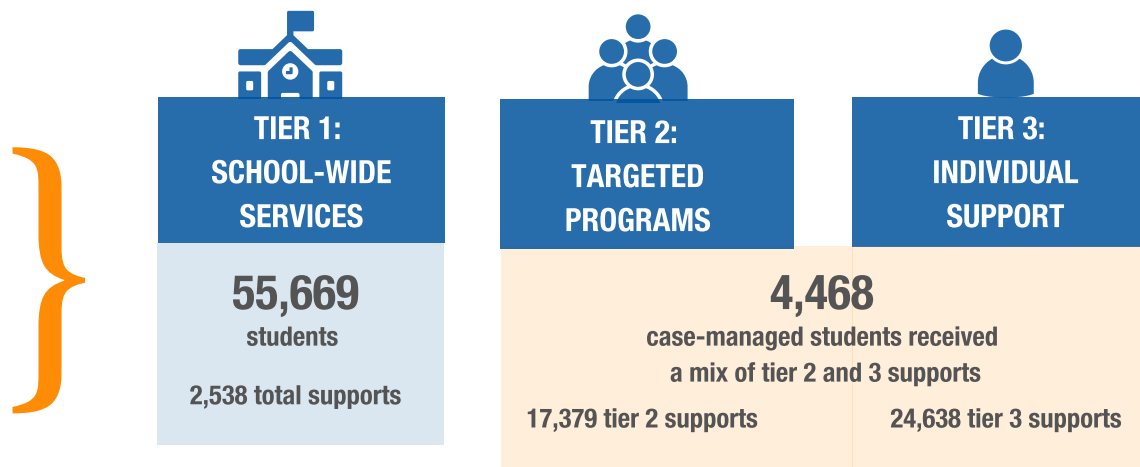
IMPACT:

- ★ Conducted 51 training sessions on 26 unique topics
- ★ Assisted 3 affiliates in preparing for national accreditation
- ★ Participated in four national workgroups with CIS peers
- ★ 6 state and affiliate staff leaders selected for national cohort leading activation of Diversity, Equity and Inclusion initiative
- ★ Provided all affiliates with resources for executive coaching for staff leadership
- ★ Successfully advocated for new state funding to support expansion efforts
- ★ Provided \$1,011,611 in pass-through funds to support affiliate expansion and program development
- ★ Convened program directors and key leaders during COVID-19 response to foster collaboration and peer support

MEASURING IMPACT

Our network connects Virginia's most vulnerable students to caring adults and community resources to empower their success.

At CIS we know that there is no one-size-fits-all approach to helping students succeed. That's why our evidence-based model integrates a variety of supports to help students develop the social, emotional and academic competencies that help them overcome barriers to success.



Most prevalent risk factors

- 62% Family disruption/stress
- 54% Emotional/mental health concerns
- 53% Experienced or exposed to trauma
- 44% Poor social skills
- 43% Low academic motivation
- 5 Risk factors per student (average)

Goals established

- 66% Improve school behavior
- 56% Improve attendance
- 49% Improve academics
- Other: Improve career readiness, improve college readiness, improve social-emotional learning

Supports provided

	Prior to Covid-19 closure	After Covid-19 closure
Case management	9,869	10,001
Behavioral interventions	5,273	345
Life/social skill development	5,208	1,072
Enrichment/motivation	1,129	659
Academic assistance	2,912	818
College/career readiness	2,470	266
Family engagement	218	1,318
Avg. number of supports per month	3,662	4,158

NETWORK OUTCOMES:



87% students achieved goals for attendance, academics and behavior



98% K-11 students advanced to the next grade



93% seniors graduated or received a GED (91% graduated in four years)

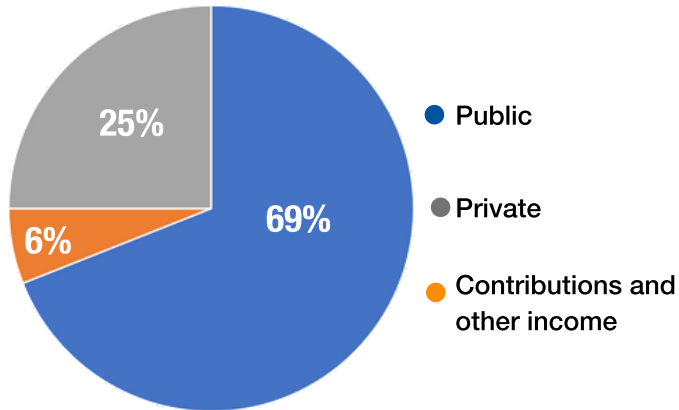


94% graduating seniors had academic and/or career plans

OUR FINANCIALS

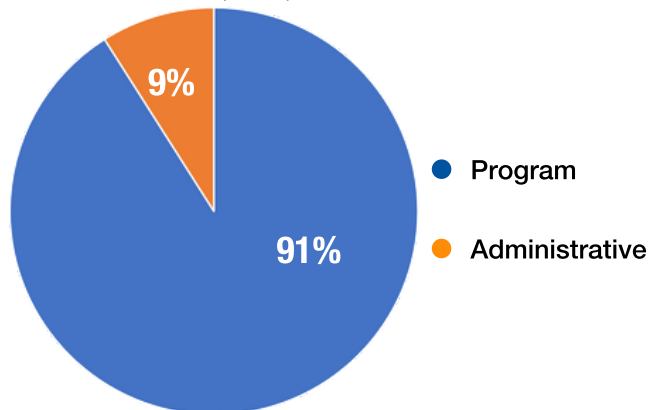
REVENUE

Total: \$1,797,887



EXPENSES

Total: \$1,591,394



91% of funding directly supported programming and technical assistance

YOUR SUPPORT MATTERS

Investment from the community is essential to CIS of Virginia's ability to expand the network, support affiliate excellence and report on outcomes. As we pursue an ambitious goal of reaching 100,000 students across Virginia with life-changing integrated student supports, your partnership will be more important than ever. Together, we will give more students the opportunity they deserve to achieve their potential.

PARTNER SPOTLIGHT: ALTRIA GROUP, INC.

CIS of Virginia is proud to receive support from Altria Group, Inc. Altria Group has been a steadfast supporter of Communities In Schools at the national, state and local level for many years. In the FY20, Altria's \$100,000 investment supported site coordinators at middle schools in Southwest Virginia, Petersburg and Hampton Roads, as well as provided essential funding for the state office's mission of providing technical support and resources to affiliates while pursuing strategic growth to reach more vulnerable populations across the state. In light of the complex circumstances of Covid-19, Altria is providing flexible funds to support CIS's sustainability and organizational health.

THANK YOU FOR YOUR PARTNERSHIP

Altria Group, Inc.
Bank of America
Bob Blue
Yvonne Brandon
Commonwealth of Virginia/
Department of Education
Communities In Schools, Inc
Julie Dillon
Dan Domenech
Cabell Doswell
Meredith Doswell
David Hallock

Linda Harrell
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Founder & President
Communities In Schools of Virginia

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The Honorable George Allen
The Honorable Mark Warner

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Catherine Estevez
Assistant Director of Training & Network Operations

Lindsay Forston
Assistant Director of Research & Evaluation

Cynthia Hutchinson*
Director of Family Engagement

Rita Layne
Executive Assistant & Finance Manager

*Joined staff in FY21

AFFILIATE LEADERSHIP

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Executive Director
CIS of NOVA

Ashley Hall
Executive Director
CIS of Chesterfield

Wanda Stewart
President & CEO
CIS of Petersburg

Dr. Harold Fitrer
President & CEO
CIS of Richmond

Dr. Hope Sinclair
Executive Director
CIS of Hampton Roads

Chase Stewart
Executive Director
CIS of Southwest Virginia



LOOKING AHEAD

2020-21 Priorities:

EXPAND

Ongoing pursuit of our goal to reach 100,000+ students in Virginia by 2030.

STRENGTHEN

Our state office. Our affiliates. Our partnerships. Our network's expertise. Our commitment to serving as a model of diversity, equity and inclusion in policy and action.

INNOVATE

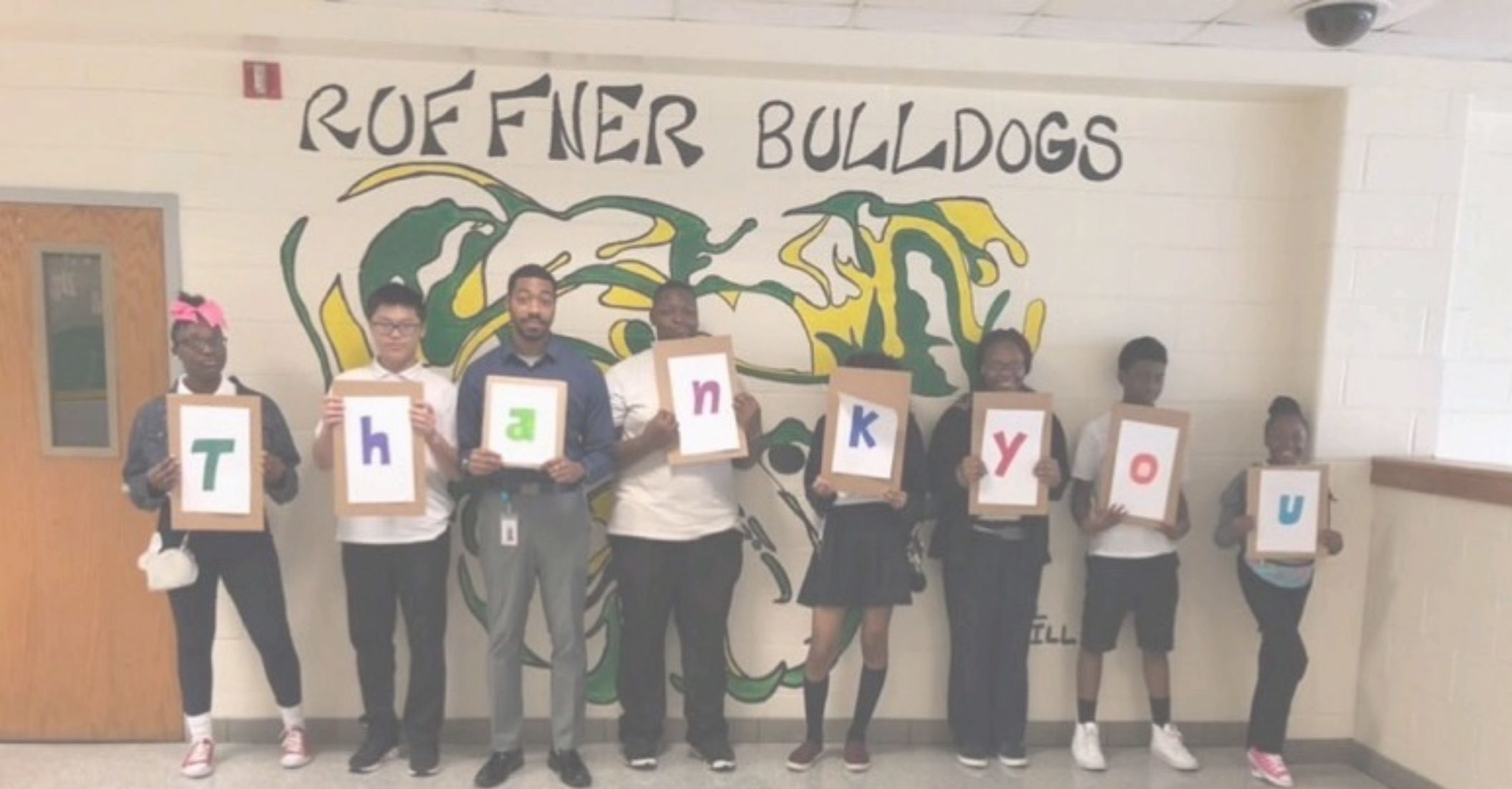
New challenges bring new opportunities for growth and change. We will explore and drive new practices in social-emotional learning, family engagement and technology-based student supports.

CULTIVATE

Our bold vision requires bold investment. Public and private support is crucial to our ability to serve more students, better and faster.

GIVE NOW

www.cisofva.org/donate



CIS of Hampton Roads

"This is a chance for us to refocus our attention and ensure that every child and family has the educational and social resources to survive this unprecedented moment in our nation's history, heal from the trauma, and thrive far into the future."

--Rey Saldaña, President and CEO, Communities In Schools, Inc.

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