2017 Report Card

One day at a time and over the course of a school year, Communities In Schools of Richmond keeps students in school and on track for graduation.

The ABC’s of Outcome Measurement:

The CIS Model for delivering services to students is based on student outcomes for Attendance, Behavior and Course Performance goals. CIS implements a data-driven identification process combined with referrals to target students who show warning signs for straying off the graduation path. The process captures students more at risk and offers a proactive pathway for staying on course. It includes:

- Identification of students who are underserved
- Interventions targeted to students’ immediate and long-term needs
- Daily and weekly monitoring of the impact of each intervention
- Modification of interventions
- Shared learning from outcomes

Real Results

During the 2017 school year, 19,253 students were connected to resources and 2,892 students received intensive case-managed services. Among the group receiving intensive services, we tracked their ABC’s:

- 50% of CIS students improved ATTENDANCE
- 74% of CIS students improved BEHAVIOR
- 68% of CIS students improved COURSE PERFORMANCE
- 87% of CIS students were promoted to the next grade

2,000 volunteers shared time with K-12 students; 370 partners supported Richmond and Henrico students; 88 students graduated from Performance Learning Centers; 43 CIS Site Coordinators worked inside 39 K-12 schools.

Communities In Schools of Richmond surrounds students with a community of support, empowering them to stay in school and achieve in life.
Letter from President and CEO

Dear CIS of Richmond Friends and Advocates:

At Communities In Schools of Richmond we ask a lot from our Site Coordinators. Across a network of 40 local Richmond and Henrico schools, they comprise a unique team of solution-focused individuals that cement a foundation for successful student interventions.

In our 2017 annual report, we walk through a Year in the Life of a CIS Site Coordinator. By stepping through the mechanics of a School Support Plan, we offer our regional community insight into both the planning and the evaluation activities that sandwich the programs delivered during the school year.

This process is one of the reasons that the CIS Model of Integrated Student Support is recognized as best practice for wrap-around services across the country. But for me, the real magic takes place when all the relationships nurtured by the CIS Site Coordinator come together to support the success of a student. They are many things to many people:

To Principals a Site Coordinator is a strategist, a solution seeker, a collaborator.

To Teachers a Site Coordinator is a first responder, a sounding board, a link to the community, and provider of classroom needs.

To Volunteers a Site Coordinator truly is a coordinator, a communicator and a match-maker.

To Parents a Site Coordinator is an advocate, an ally, a connector, a navigator and above all a partner.

To Students they are a safe place, a listener, a believer, a champion.

Because at the end of the day programs don’t change lives, relationships do. When strategic relationships align, kids win.

Harold Fitrer
President and CEO

Champions for CIS: Inside Every Student is a Graduate

CIS Site Coordinators are joined by hundreds of Champions across the Richmond region to celebrate and support students. Some of these Champions are working right alongside students and others are working boldly as advocates to realize the vision that Inside Every Student is a Graduate:

Pictured on this page, clockwise from top left: Mayor Levar Stoney, City of Richmond; Nutsy, Richmond Flying Squirrels; John Murden, Kendra Murden and Lee Gregory, The Roosevelt; Coach Mike Rhoades, VCU Men’s Basketball; Candace Smith, NBC12.

Pictured on this page, clockwise from top right: Dr. Danny Avula, Richmond City Health District; Principal Regina Farr, Bellevue Elementary; Matt Perry, Riverside Outfitters.
Summer: Planning

As students pack up for summer break, site coordinators stay behind to plan for the new school year. Using the needs assessment results and school data, coordinators develop a School Support Plan or CIS Road Map for the upcoming year. We:

- meet with partners and providers to populate the plan
- train as a team to review best practices
- bring in subject-matter experts who help inform our work
- practice self-care to get ready for a new year
- prepare to greet our students and welcome them back to school

Site coordinators also keep a close eye on students across our network. Some students may need to continue work with CIS from year to year. Other students may have experienced trauma or changes in circumstance and will need support from a Site Coordinator on the very first day of school.

Spring: Needs Assessment

Understanding the needs of a school community is the first step to building a bank of resources and services for students and families. Every spring, CIS collects information from students, teachers, administrators and school staff. We ask parents and partners and people in the community about how they feel about school. Questions like:

- I feel safe at school. In my neighborhood. On my bus.
- I have an adult in my life that I can talk to and help me when needed.
- My parent came to my school this year.
- I have a close family member who is in jail.
- I have enough food to eat.
- I have missed school due to family responsibilities.
- I have attended more than one school this year.
- I like coming to school and look forward to graduating.

The annual needs assessment is a tool for CIS to collect information anonymously that will paint a picture of the community and identify gaps that CIS can address in the new school year.
Fall: Integrated Student Support

Back-to-School! September offers a time for Site Coordinators to reunite or meet new students and parents. We welcome volunteers and partners into schools and unpack the logistics of delivering Integrated Student Support (ISS).

School-wide services can include:
- clothing, food and school supplies closets
- attendance incentive programs and awareness campaigns
- kindergarten preparation programming
- programs focused on healthy relationships

Programs for targeted groups of students may look like:
- Redirection, impulse control and modeling positive behaviors
- Grief, self-esteem, LGBTQ, substance abuse, anger management, leadership, pro-social skills, and gender specific group work
- Physical activity like run clubs, cycling, dance, stepping and drumming

Individualized student support takes the shape of:
- Connecting with a mentor
- Daily check-ins
- Developing agreed upon attendance, behavior or academic goals
- Outreach to parents by phone, face-to-face school meetings, home visits
- Eliminating attendance barriers to include access to food, clothing, transportation
- Acting as a liaison/advocate among school administration, teachers, social work

These three tiers of support allow site coordinators to serve the most students in a school while focusing attention on targeted students that have significant needs.
Winter: Engage, Monitor and Adjust

CIS programming is in full swing!

The Site Coordinator, together with students and family, identifies strengths and assets as well as needs and gaps to build a plan of support. Each student sets a unique goal to work toward during the school year.

By setting goals with individual students and the school as a whole, Site Coordinators are able to monitor progress and adjust support accordingly. If they find out the plan isn’t working as well as it could, they bring the right people back to the drawing board to adjust and create a plan that does.

Spring: Student Outcomes

At the end of the school year, Site Coordinators measure school and student progress against their established goals. We also understand that building relationships and altering behaviors takes time. CIS targets improvement rates for students working through attendance, behavior and course performance challenges.

These outcomes show that Communities In Schools, both in Richmond and across the nation, increases graduation rates, decreases dropout rates and improves student attendance, leading to brighter futures for students.
Giving

Our many thanks to all the individuals, foundations, corporations and organizations that generously support Communities In Schools of Richmond. Your continued investment ensures that urban youth have the tools they need to engage at school and graduate with a diploma and a plan for the future.

Community Hero
Gifts $100,000 and Up
Altria Group
City of Richmond
Commonwealth of Virginia
Henrico County
NextUp
Richmond Public Schools
Robins Foundation
The Community Foundation Serving Richmond & Central Virginia (TCF)
United Way of Greater Richmond & Petersburg

School Sustainer
Gifts $20,000-99,999
Brookfield Foundation
Foundation of TCF
Richmond & Central Virginia (TCF)
Richmond & Petersburg
Richard S. Reynolds Foundation

Gifts $5,000-19,999
Weinstein Properties
Wassmer Family Fund
Jayne and Bobby Ukrop
Ukrop’s Endowment Fund
TowneBank
St. Stephen’s Episcopal Church
Richmond Association of Realtors
Mollie and James A. Phillips
Powell Fund of TCF
Moile and James A. Phillips
Powell Fund of TCF
Richmond Christmas Mather Fund
Matthew Rhyie
Gilbert M. Rosenthal
Seidi Family Charitable Fund
St. Edward Catholic Church
Barbara J. Thalhimer & Christofer LeGary
Suzanne Lee Doherty
Sara Beauchamp
Margaret and J. Alfred Broaddus, Jr.
Broaddus, Jr.

Gifts Up to $999
Beverly and Al Lacy
Koval Family Fund of TCF
Dr. Deborah Jonas
Michael Herring
Page Hayes
Mary Jo Shealey

Backpack Team
Gifts $1,000-4,999
Bank of America Charitable Foundation
Karen Benson
Diana and David Beran
Jack Berry for Mayor Campaign
Ann and Roger Bueve
Charles M. Carvallo
Family Foundation
Chamber RVA
Communities in Schools of Virginia compare.com
Heidi Crapol
Anne Marie Whittemore
Brian White
Spencer Williamson
Amy and Steve Williams
Jack Woodfin
Michael Woodard

2017 Revenue

Total Revenue 3,621,094

Direct Public Support 2,276,763
Local and State Funding 1,093,726
United Way 100,000
In-Kind Support 150,605

Review CIS of Richmond 2017 audited financials at www.giverichmond.org

2017 Expenses

Program Services 2,945,481
Management and General 226,555
Fundraising 178,442
Total Expenses 3,350,478

Reverend Tyrone Nelson
Sixth Mount Zion Baptist Church
Henrico County Board of Supervisors
Dawn Siegel
Community Volunteer
James E. Ukrop
New Richmond Ventures
William Webber
Community Volunteer
Spencer Williamson
kaiO

Leadership Team
Harold Fitrer, Ed.D.
Vice President, Operations