

# CULTIVATING HOPE STEP BY STEP



\*200+ Men took our High School students to visit the General Assembly

2016-2017  
Annual Report





## 2017 Report Card

One day at a time and over the course of a school year, Communities In Schools of Hampton Roads 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 (ABC)** 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, **6,911 students** were connected to resources and **609 students** received moderate to intensive case-managed services. Among the group receiving case management services, we tracked their ABC's:

**87%** of CIS students improved ATTENDANCE

**78%** of CIS students improved BEHAVIOR

**85%** of CIS students improved COURSE PERFORMANCE

**80%** of CIS students were promoted to the next grade

**Over 50 community partners and volunteers** shared time with and supported Hampton Roads students; **60 (79%) students** graduated; **8 CIS Site Coordinators and 15 interns** worked inside the local identified schools throughout Hampton Roads.



Communities In Schools of Hampton Roads surrounds students with a community of support, empowering them to stay in school and achieve in life.







## What You Can Expect at a CIS School Site

At every school in the CIS of Hampton Roads network you will find:

- 1. Attendance Initiatives:** CIS Site Coordinators work alongside schools to promote strong attendance.
- 2. School Readiness:** Ensuring that a student's basic needs are met is fundamental to a student's ability to learn each day. CIS addresses basic needs like food, clothing and school supplies.
- 3. Transition:** We help students manage smooth transitions at kindergarten, sixth grade and ninth grade — or during a move to a new school in our network.
- 4. Mentors:** CIS matches students with mentors across our sites in one-on-one relationships as well as group mentoring activities.
- 5. Parent Engagement:** CIS Site Coordinators work daily to build relationships with parents and encourage strong home-school engagement.
- 6. Enrichment:** In addition to school events like career fairs, job shadowing opportunities and guest speakers, CISHR connects identified students to out-of-school time programming and access to summer camps.
- 7. Life Skills Building:** Speakers, summits and workshops range from topics like prejudice awareness, financial literacy, self-advocacy, to leadership.

## Letter from Executive Director

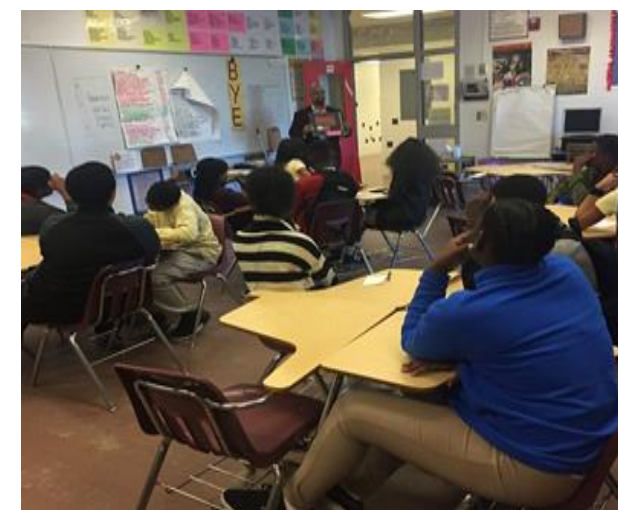
Hope to me is a cognitive process or a way of thinking. More importantly, hope is learned. Year after year we recognize that students want to be successful but have a difficult time dealing with the barriers that the majority of them face in and out of school. What CISHR does is give the students in our program hope to set goals and the perseverance to pursue them. They are paired with a caring adult that also encourages their belief to achieve the identified goals.

CISHR utilizes a solution based strategic approach to counter issues and concerns of struggling students and their families. While there is an ample amount of resources available to students throughout the community, there is still a need to connect the student with the proper service. That is where CISHR plays a huge role. Through a school-based coordinator, we strategically bring community resources into the schools and empower success for all students by removing barriers for vulnerable students at risk of dropping out. Additionally, our site coordinators build strategic relationships with teachers, administrators, parents and students to effectively keep them in school and on the path to graduation and a career.

Our model is designed to do three main things: address the students' needs on an individual basis, conduct a holistic approach to the schools' needs, and bridge the gap between available resources and those that need them. While the goals are set by students, CIS is responsible for delivering meaningful strategies—the Integrated Student Support (ISS) model—to every student at the school. CIS Site Coordinators work with volunteers, partners and the local community to reach goals in and out of the classroom.

By offering specific examples of how we serve each school, I hope you will gain some insight into the complex needs of our students and the engaged Hampton Roads community that come together to offer HOPE.

**Hope R. Sinclair, MA**  
Executive Director





## Tier One School-Wide Support

What may seem like a small obstacle can easily lead a student off track. A student cannot focus in the classroom if he or she is hungry, cold or tired, or cannot see the board. Our site coordinators are trained to identify and work through these identified barriers with our students. They also manage a wide network of groups and individuals, to aid in addressing gaps to support students and families.

The CIS commitment to schools takes a holistic approach—delivering a balance of basic needs for our students and also offering enrichment activities. Many of our students have a limited frame of reference, so an important part of our job is to make them aware of possibilities and to encourage them to HOPE and dream big.

- Opportunity Inc. provided students at Granby High School with mentoring and tutoring services.
- **Back-Pack Program** sponsored by Southeastern Virginia Food Bank delivered 21 backpacks weekly to Chesterfield Elementary School students identified with chronic food needs.
- **Smart- Transitions Together We Can Foundation** provided Life-Work Portfolio Course for students transitioning to independent adult life and the workforce by ensuring they are better prepared, more connected, and have a greater sense of optimism about their future.
- **New Horizons Regional Education Center** provided free tutoring services to qualified students in Hampton High School and The Performance Learning Center. These students had the opportunity to earn incentives for keeping their grades up as well.
- **Promise Program at Hampton University** mentored males from Hampton High School for 12 weeks and each student received a stipend at the end of the session for their full participation.
- **200+ Men** provided students the opportunity to tour the General Assembly in February 2017.

*\*This list does not reflect all Tier I supports*





## Tier Two Collaborative Group Support

Many of our students face and overcome difficult obstacles in their lives. However, their survival skills aren't always effective in the classroom. Group programs offer students positive ways to cope with anger and impulse control so they can focus on school. From coaching, to guest speakers, a hands-on approach helps students recognize patterns of behavior, break those cycles and see tangible improvements.

Our Site Coordinators offer a range of **Tier Two behavioral interventions** for an identified group of students and they track their progress.

- **Beta Lambda Boule Scholars** provided an out-of-school mentoring and career exploration program for male students in grades 10-12. The program leveraged the experience and talent of the members to provide students with opportunities to explore careers in politics, government, banking and others through intimate small-group sessions.
- **KIDZ Roc** provided mentorship for our elementary schools. The volunteers from Kidz Roc provided groups on life transitional skills, literacy programs and anti-bullying options. This program worked to foster better and smarter decision making while creating great student habits to help them be successful in school and in life. "Kids are still our brightest future" –Adrian Taylor
- Stewards of Tomorrow through The Port of Virginia provided a job shadowing opportunity for 10 I C Norcom High School students.
- **Campus Chat** fun, interactive and educational session that gave students at Cradock Middle School the opportunity to hear from local and distant colleges about campus life. These sessions were designed to empower and inform the student on what educational goals they will need to meet and maintain in order to attend the identified college.
- **Wells Fargo** provided financial literacy workshops to students, teachers and parents. The primary focus was on educating participants on the importance of financial stability for their future. Also addressed was the importance of saving and checking accounts and building up credit to ensure a successful start to their financial future.

*\*This list does not reflect all Tier II supports*





## Tier Three One-to-One Support

While CIS support largely focuses on the non-academic needs of students, school performance is the most significant measurement of ultimate school success and often the final indicator that demonstrates there may be non-academic challenges impacting student performance. Tier Three support is squarely focused on an intensive, case-managed relationship that will help propel a student over a single or multiple hurdles and ultimately meet goals to guide them toward success in school.

Over the course of the 2016-2017 school year, our site coordinators and CIS partners worked individually with 609 students to develop relationships – built on a deep level of trust, stability and responsiveness – to rebuild the stability missing in many young people’s lives. CIS engages in a holistic student review to identify barriers and determine available resources that include:

- Developing agreed upon attendance, behavior and course performance goals
- Daily, weekly, or monthly student check-ins and check-outs
- Outreach to parents by phone, face-to-face school meetings, home visits
- Problem-solving with students and parents
- Eliminating barriers to attendance that may include access to food, clothing, transportation and developing attendance incentives
- Acting as an advocate among school administration, teachers, social workers, counselors
- Small group engagement
- Redirection, impulse control and modeling positive behaviors
- Mentoring matches
- Connecting with a mentor or tutor
- Offering organizational skill building

*\*This list does not reflect all Tier III supports*



# School Sites

## Hampton Roads Public Schools

### Hampton Schools

Performance Learning Center

Hampton High

### Norfolk Schools

Chesterfield Academy Elementary

James Monroe Elementary

\*Suburban Park Elementary  
\*partnership with 21<sup>st</sup> Century Grant

Granby High

### Portsmouth Schools

Cradock Middle

I C Norcom High

### Suffolk Schools

Elephants Fork Elementary

# Partners & Volunteers

The CIS Model depends on the commitment of partners to deliver the very best for students. Our thanks and recognition to all the people working in CIS partner organizations helping students reach their potential.

200+ Men  
4H Youth Development  
Anthem Helath Keepers Plus  
Bank of America  
Beta Lambda  
Brenda Croston  
Bryant and Stratton College  
CIS of VA  
Diamondz Are Forever Social Club, Inc.  
First Tee. Paul Babashanian  
Hampton Fire Department  
Hampton Police Department  
Hampton University Promise Program  
Healthy Smiles Mobile Dental  
Honey Bee Brown  
Kidz Roc

Michael Anderson  
Moving Forward, Reaching Back  
Nation of Islam  
Norfolk Christian  
Norfolk Police Department  
Norfolk Public Library  
Norfolk Sheriff's Department  
Norfolk State University's League of Extraordinary Men  
O'Lord  
Ohef Sholom Temple  
Opportunity Inc.  
Port Alliance Federal Credit Union  
Portsmouth Fire Department  
Portsmouth Health Department  
Portsmouth Police Department  
Reflection of a Queen #675  
Shared Expression.com

Smart-Transitions Together We Can Foundation  
Tabernacle Church  
Teens With A Purpose  
The Mount Peninsula  
The Port of Virginia  
Third Baptist Church  
Tidewater Community College  
Titus Lodge  
Transforming Lives and Restoring Hope  
Village Families  
Virginia Cooperative Extension  
Wells Fargo  
William Haywood  
YCAPP  
Youth Career Center

# Giving

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

## Gifts

### \$50,000 and Up

Communities In Schools of Virginia/State Funding

### \$25,000-49,999

Communities In Schools of Virginia/Altria  
Portsmouth General Hospital

### \$10,000-24,999

Bank of America  
Community Leadership Partners of the Hampton Roads Community Foundation  
Ferguson Enterprises  
Harry F. Wall Memorial Fund of the Hampton Roads Community Foundation  
PRA Group  
Southeastern Virginia Community Foundation  
Suffolk Public Schools  
The Port of Virginia

### \$5,000-9,999

Birdsong Peanuts  
Mythics, Inc.  
PNC  
Priority Auto Group  
Tidewater Children's Foundation  
Wells Fargo

### \$1,000-4,999

Bart Sederski  
Bennett's Trust  
Community Action Coalition of Virginia  
Communities In Schools of Virginia  
Cyndi Tymoff  
Deb Cassidy  
Harry Cross  
Jain Family of the HRCF  
Kurt Kondas  
Monarch Bank & Mortgage

North Suffolk Rotary  
Richard Bennett's Trust  
The Mermaid Circle  
The Suffolk Foundation  
Xenith Bank  
Suffolk Foundation

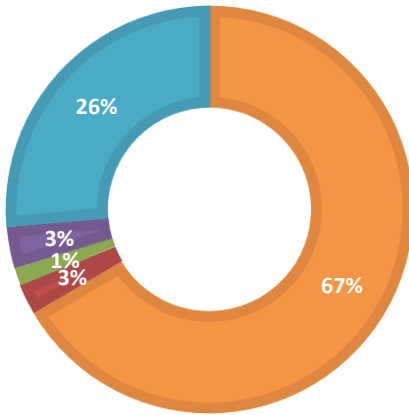
### Up to \$999

Ajayee Rollerson  
Al'Lesha Pringle  
Alvin Georges  
Angelica Arrington  
Angelica Light  
Anitra Pregiato  
Brandon McAfee  
Catherine Estevez  
Charnita Boggs  
Connie F. Smith  
Corena Cupid  
Courtney Buzzell  
David Klein  
Derrick Brooks  
Feion Ross  
Gwylen Sinclair  
Harry Cross  
Hope R. Sinclair  
Jennifer Ruelas  
Jermaine Brown  
Jessica Davis  
Jessica Williams  
Joe D. Clark Jr.  
John Crawford  
Juniata Ford  
Kayla Holt  
Kathy Routten  
Kenneth Creighton  
Kim Bovee

Kinja Dixon  
Kodi Fleming  
Laura Morrison  
Lennear Baldwin  
Lynda Jones  
Marc Mills  
Marie Shepherd  
Marcus Lewis  
Mark Carter  
Mary-Ann Myers  
Melvin Brown  
Michael Huang  
Michael Scott  
Mickeitha Mayo  
Mike Porter  
NATO's Staff Officers  
Neil Chakravarty  
Quentin Brown  
Rita Childers  
Rob Cimbala  
Sherrod Toliver  
Stephanie Sager  
Tawanda Dent  
Thomas Brewster  
Tierra Weston  
Towne Bank Mortgage  
Tracey Williams  
Trevina Riddick  
Valencia Sanders  
Vicki Hubbard  
Vincent Olivieri  
Vivian Taylor  
Wayne Garvin Jr  
Wendy Hosick  
Winship Tower  
Winston Odom

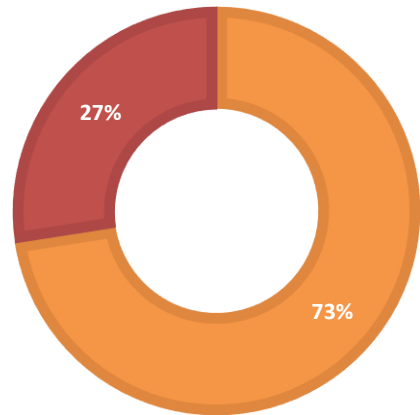


## 2016 Revenue



Direct Public Support	267,933
Prior Year Carryover	106,409
Board & Individual	13,027
*100% board giving	
Local School Funding	10,000
United Way	5,697
<b>Total Revenue</b>	<b>403,066</b>

## 2016 Expenses



Program Services	271,470
Management and General	101,714
<b>Total Expenses</b>	<b>373,184</b>

### Board of Directors

**Kurt Kondas, Chairperson**  
President/CEO  
Universal Air & Gas Products Corp.

**Dr. Winston Odom, Vice Chairperson**  
President/CEO  
KA Education Consultants, LLC

**Dr. Kimberly Bovee, Secretary**  
Director of Planning & Accountability  
Tidewater College Community

**Ms. Cyndi Tymoff, Treasurer**  
Community Volunteer

**Dr. Deran R. Whitney**  
Superintendent  
Suffolk Public Schools

**Dr. Marie Shepherd**  
**Coordinator**  
Portsmouth Public Schools

**Judge Winship C. Tower (Ret.)**  
VB Juvenile and Domestic Relations District Court

**Dr. Jeffery Boyd**  
Provost of Tidewater Community College

**Mark Carter**  
Senior Vice President  
Performance Testing Delivery Manager  
Bank of America

**Cathie Vick**  
Chief Public Affairs Officer  
The Port of Virginia

**Neil Chakravarty**  
Chief Audit Executive  
PRA Group

**Deborah Cassidy**  
Global Chief Information Officer  
PRA Group

**Travis Ames**  
Vice President  
First Financial Group

**Pamela J. Faber**  
Vice President, Agency Counsel  
Bridge Trust Title Group

**Robert Nutt, MBA/JD**  
Business Attorney and Counselor at Law

**Wendy M. Hosick**  
Director of External Affairs (Ret.)  
Communities In Schools of Virginia

### CISHR Team

**Hope R. Sinclair, MA**  
Executive Director

**Adena Conwell**  
Lead Site Coordinator

**Iris Spellman, MSW**  
Site Coordinator

**Tierra Everett**  
Site Coordinator

**Imani McGlen**  
Site Coordinator

**Courtnei' Brockington**  
Site Coordinator

**Shakiya Stewart, MA**  
Site Coordinator

**Nicole Conaway, MA**  
Site Coordinator

**Anthony George**  
Site Coordinator

