Our mission is to surround students with a community of support, empowering them to stay in school and achieve in life.
Dear CISofHR Friends and Advocates:

Layering a global pandemic, sudden school closure, and an economic crisis has a disproportionately devastating effect on the students we serve. With the established relationships between site coordinators and students, we are bridging the need for services with the organizations that are able to provide these services. Over the past four months our site coordinators have addressed a myriad of barriers BEYOND SCHOOL WALLS by hosting virtual book readings, online tutoring sessions, career exploration, workforce development, virtual college tours, consistent counseling and mentoring sessions, as well as meal delivery services and so much more.

Our ultimate mission is empowering students with the most risk factors against them to persevere and finish high school. But the checkpoints along that rocky road often have nothing to do with math or science or reading, and everything to do with having a caring, trusted adult in their court.

In times of uncertainty, our site coordinators chose to weather harsh conditions and be the light helping to guide our communities. We do this because Communities In Schools of Hampton Roads isn’t just a part of your community, we are also a part of your

Hope R. Sinclair
Executive Director

2019–2020 Report Card

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

Integrated Student Support

CISofHR brings the Integrated Student Support model to schools by doing the following:

- Partners with school districts to identify where CIS can have the greatest impact
- Conducts an assessment at the school level to determine annual needs
- Hires, trains, and assigns a site coordinator to a school
- Partners with the school districts, local agencies, businesses, and foundations to garner support for the organization and its work
- Mobilizes community resources and addresses nonacademic barriers
- Evaluates work at all levels to ensure progress is made and goals are met

With the support from partners and volunteers, CISofHR offers three tiers of support to the schools, families, and individual students:

Tier 1: Prevention and enrichment for the entire school
Tier 2: Collaborative group work for students with common needs
Tier 3: One-to-one intervention

Real Results

During the 2019–2020 school year, 11,930 students were enrolled throughout our 16 schools. 8,236 students were connected to resources with 937 students received intensive case-managed services. Among the group receiving intensive services, we tracked their ABCs:

- 89% of CISofHR students improved ATTENDANCE
- 94% of CISofHR students improved BEHAVIOR
- 89% of CISofHR students improved COURSE PERFORMANCE
- 97% of K–11 students were PROMOTED to the next grade
- 94% of CISofHR seniors GRADUATED

98% of those seniors had a SOLIDIFIED ACADEMIC or CAREER PLAN

150 volunteers and 20 interns shared time with K-12 students; 105 partners supported CISofHR student; 16 site coordinators worked inside 16 K-12 schools.

Letter from the Executive Director

Relationships change lives! That is the philosophy on which Communities In Schools was founded, and it proved true in the wake of the COVID-19 pandemic, when staying connected was more important — yet more challenging — than ever. Communities In Schools of Hampton Roads prides itself on surrounding our students with a community of support and empowering them to stay in school and achieve in life. So, when the schools and many other entities had to close their doors, we chose to go BEYOND SCHOOL WALLS to provide virtual programming, support, and resources that could meet our students where they were and face the challenges alongside them, head on.

While COVID-19 has a global impact, it has proven to exacerbate the very obstacles that our students endure daily. In Hampton Roads, one in three students in public schools live in poverty. These students are “our” kids. For our kids, life before COVID-19 was full of barriers stemming from poverty and other socio-economic disadvantages. Our kids carry adult-sized burdens to school every day: unmet basic needs, homelessness, bullying, emotional effects of trauma, untreated medical issues, language barriers, learning disabilities, social barriers and more; all of which are BEYOND SCHOOL WALLS.

Local communities have many resources to address these challenges, but students and families often have a hard time accessing and navigating the maze of public and private services, while balancing and keeping pace at school.
Meeting Mr. Jones and his CIS team was essentially the very anchor I needed to make it through high school. Not only was I provided with a substantial amount of once in a lifetime opportunities, I met one of the most selfless, bravest, creative, and important individuals I won’t ever forget for years to come; Malcolm Jones. Mr. Jones has been a lifeline, a motivator, a role model, and a cheerleader for me since the moment I met him. Before being a part of CIS, I didn’t fully understand the extent of a human’s kindness, but well after leaving, I know that there is such a thing as saints.

It wasn’t always easy, and it definitely wasn’t always joyous, but whenever I stepped foot in that classroom, office, safe space, and eventually a home, I knew that I would leave feeling like a superhero. I have been able to unlock so much potential, faith, and courage within myself due to being involved with the CIS program. I connected with peers I normally wouldn’t have stopped to introduce myself to outside of the office, and even was a mentor for some of the underclass females.

“My CIS of HR experience came about as an accident, but blossomed into a miracle.”

As Mr. Wilson announced that schools would be closing for two weeks due to COVID-19, my optimism about our ability to overcome challenging trials never let me think this issue would be long term. I just thought it would be a much needed break. This assessment of the matter was wrong. I could not have predicted or fathomed the trials and hardships that our families would endure as a result of the closing of schools. Low food supply, lack of childcare provided, the fear and reality of being furloughed or unemployed, the unknown of COVID-19 and all the many life saving rituals medical workers informed us about weekly, was breathtaking. I would be lying if I said that this was all a walk in the park, but somehow we persevered. By utilizing resources, adapting to virtual settings, connecting via social media and gaining the mental strength that I didn’t even know I had. With the prepared training from August and throughout the school year along with my perseverance, I was able to help a great deal of families during this pandemic.

My first year as a site coordinator was extremely eye-opening. In the beginning I expected to be a present help in the time of trouble and although this was still true, it just didn’t go the way I had planned. It extended BEYOND THE SCHOOL WALLS! Going into my sophomore year as a site coordinator, my motto will be: “I was born for this, aiming high so I won’t miss, Brighton has my back and that’s a fact, we’ve got this!”

First Year as a Site Coordinator

Fifteen site coordinators, four consecutive weeks of learning, team building, intensive training, and exercises. This is what training consisted of at Communities In Schools of Hampton Roads during August 2019. After a month’s time, we had built up so much camaraderie, so many strong bonds, and so many “family” moments that on the final day of summer training I hadn’t realized, “I’d be in my school next week, alone!” This was a lot of information for anyone to grasp and while I am confident in what I bring to the table, there was a great deal of processing. We spent all this time together talking about advocacy, empowerment, bridging the gap, and now it was up to me to execute and provide it. While I was anxious for the challenge, I was a little nervous about how things would go the first week.

“I am what I say I am. I am not an afterthought. I am a part of the original plan.” These were the type of messages gravitating to the ears of Brighton Elementary students at 8am in the morning. From the messages to the helpful security guard greeting students as they arrive, to the resourceful parent liaison that makes everyone smile. There was no doubt in my mind that I had picked the right team, the right school, and the right environment to change lives. Things started out so strong. We had so many memorable moments from the fun filled Open House, the spectacular Winter Coat Drive, the awesome Black History Career Month, the dynamic Dine with Dads, and the enlightening though, the most memorable day would be March 15, 2020.

My first year as a site coordinator was extremely eye-opening. In the beginning I expected to be a present help in the time of trouble and although this was still true, it just didn’t go the way I had planned. It extended BEYOND THE SCHOOL WALLS! Going into my sophomore year as a site coordinator, my motto will be: “I was born for this, aiming high so I won’t miss, Brighton has my back and that’s a fact, we’ve got this!”

 prefect 3

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Racheal Moore
STAFF
AUDREAA CUFFEE
BRANDON MCAFEE
BREONA PRITCHETT
DAREA KEY
DEANGEO DOLES
DEONNA DORAN
ISAAC WHITE
JAMES WHITAKER
JOSEPH JONES
KATRINA LONG
KEISHA HINTON
LATHANIEL MIERS
MALCOLM JONES
RACHEL MOORE
SYDNEY FERRER
THEUS DIXON

LEADERSHIP TEAM
HOPE R. SINCLAIR
SHAKIYA STEWARD

INTERNS
ANGYA MOORE
BRANDON BROWN
BREANNA BRIDGES
CARRIE SPELLER
CHELSEA BOYLES
CHRISTINA BAAB
CYNTIA MICHAEL
DANIELLE PERRY
DAVID WALTER
FRENCHIE BENNS
KAITLYN SEMINERIO
KAYLA JOHNSON
NATASHA OWENS
NATORI FLYTHE
PHILIP COLEMAN
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SHYNEQWA WARREN
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BETALAMBA BOULE
BLISS BAKERY
BOOK EXCHANGE
BRANCHING OUT MENTORING
BJ’S WHOLESALE CLUB
BUSINESS EXPERTS, L.L.C.
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DAVE AND BUSTERS
DOMINOS PIZZA
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KROGER
LEAGUE OF EXTRAORDINARY MEN AND WOMEN
LITTLE CAESARS PIZZA
LOVING STEPS (MOTHERS PROGRAM/INFANT MORTALITY)
MARGO’S PIZZA
MARSHALL ZAMMIT’S
MCDONALD’S
MISS FULL FIGURE VA
MISS PRECIOUS PROMISE USA
MOVING FORWARD, REACHING BACK
NO FATHER NO EXCUSE
NORFOLK POLICE DEPARTMENT
NORFOLK STATE UNIVERSITY
NORFOLK STATE UNIVERSITY ENGINEERING CLUB
OPERATION BLESSING
OLD DOMINION UNIVERSITY
PANA BREAD
PAPA JOHN’S
POP CULTURE
PORTSMOUTH BEHAVIORAL HEALTH
PORTSMOUTH POLICE DEPARTMENT
PORTSMOUTH SHERIFF DEPARTMENT
PRAISE 104.9 RADIO
PRAY FIRST MISSION MINISTRIES
QUEENEROSITY
QUEENS TO QUEENS
REACH, INC
RED LOBSTER
REECH FOUNDATION
REGENT UNIVERSITY (MILITARY PROGRAM)
ROSS STORE’S
SEVEN SUMMITS FAMILY SERVICE
SIGMA PHYI-BETALAMBA CHAPTER
SISTERS CIRCLE (NORFOLK STATE UNIVERSITY)
SMART GIAFFE COMPUTER SERVICES
SMITHFIELD FOODS
STARBUCKS
SUNTRUST
TARGET
THIRD BAPTIST CHURCH
TIDEWATER COMMUNITY COLLEGE
TIGER ACADEMY OF MARTIAL ARTS
TOGETHER WE CAN FOUNDATION
TOMORROW’S LEADERS TODAY (NSU)
TROOPS FOR TEENS (FT. EUSTIS-LANGLEY AIR FORCE BASE)
UNITED FOR CHILDREN
UNITED WAY OF SOUTH HAMPTON ROADS
VIRGINIA DEPARTMENT OF HUMAN SERVICES
VIRGINIA COOPERATIVE EXTENSION
WALMART
WEGMAN’S
WELLS FARGO
WELLS FARGO

SCHOOLS
HAMPTON CITY SCHOOLS:
HAMPTON HIGH
NORFOLK PUBLIC SCHOOLS:
BOOKER T. WASHINGTON HIGH
CHESTERFIELD ACADEMY ELEMENTARY
GRANBY HIGH
WILLIAM H. RUFFNER ACADEMY MIDDLE
SUBURBAN PARK ELEMENTARY
PORTSMOUTH PUBLIC SCHOOLS:
BRIGHTON ELEMENTARY
CRADOCK MIDDLE
DOUGLAS PARK ELEMENTARY
I C NORCOM HIGH
WILLIAM E. WATERS MIDDLE
SUFFOLK PUBLIC SCHOOLS:
ELEPHANT’S FORK ELEMENTARY
ELEPHANT’S FORK MIDDLE
VIRGINIA BEACH CITY PUBLIC SCHOOLS:
BAYSIDE & GRADE CAMPUS
BAYSIDE MIDDLE
BETTIE F. WILLIAMS ELEMENTARY

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THANK YOU

Many thanks to all the individuals, foundations, corporations, and organizations that generously support CISofHR. Your support ensures that youth have the tools they need to engage at school and graduate with a diploma and path for the future.

$100,000 AND UP
Hampton Roads Community Foundation

$20,000-$99,999
CISofVA
Altria
Commonwealth of Virginia Communities in Schools

$5,000-$19,999
Anthem
Bank of America
Birdsong Peninsula Foundation
CISofHR Board Members
Johnny Garcia*
Langley Cares
PNC Bank
PRA Group
Sentara
Southeast Virginia Community Foundation
The Port of Authority
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2019 Breakfast Event
Aetna
Alison Johnson*
Angela Reddix*
Bernadine Francis Sisters Foundation
City of Portsmouth
Community Knights
Deborah Cassidy*
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FestEvents
Hampton Roads Workforce Development
Hope Sinclair
Julian Jaques*

$500-$999
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Dollar Bank
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Kaufman & Canoles
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Round Up
TowneBank

GIFTS UP TO $499
Alana Kranisky
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DeAndre Cole
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Jennifer McGowan
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Jestine Matos
Julie Diffen
Kate Powell
Katharine Fox
Katherine Johne
Katrina Long
Kiarrison
Kisha Hardin
Kimberly Wahans
Kodi Fleming
Krisya
Kwame Lee
LaShaune Thomas
LaShonda Brooks
Lennard Baldwin-Evans
Linda Dyer

Linda Johnson
Lorenza Askew
Lynda Thompson
Malcolm Jones
Mark Bowars
Marka Fringley
Marlanae Steven
Marty Smith
Melanis Ferrer
Melvin Brown
Michael Huang
Michelle Hanley
Michelle Jordan
Micketha Mayo
Nathaniel Sinclair
Nicole Carrey
Nicole Turner
Nora Waggner
NorthWestern V
Olga Torres Baker
Quiettin Brown
Patrice Antione
Paul Green II
Rachael Moore
Rahitine Brown
Robert Gallaway
Robert Presbury
Renatta Myke
Ronelle Hurt
Sharon CrosbyW
Sharon Watson
Sheena Woodside
Shelby Mathi
Shonita Jenkins
Stacy Nixon
Stephanie Sojer
Steven Mears
Steven Painter
Sydney Ferrer
Sidney Townsend
Tamara Manzi
Tawanda Dent
Terance Taylor
Tracey Williams
Theau Dixon
Theau Dixon Sr
Thomas Brown
Tiphany Marshall
Tommy Daniels
Trayla Bradley
Valencia Sanders
Valerie Cupeland
Vivan Taylor
VLU Transport
Wendy Hawick*

$1,000-$4,999
Aetna
Alison Johnson*
Angela Reddix*
Bermadine Francis Sisters Foundation
City of Portsmouth
Community Knights
Deborah Cassidy*
Dominator Energy
FirstEvents
Hampton Roads Workforce Development
Hope Sinclair
Julian Jaques*

2019-2020 Revenue

2019-2020 Expenses

% 100% Board Giving

2019-2020 Revenue

14% Direct Public Support
557,967.94

100% Board Giving

2019-2020 Expenses

6% Program Services
774,882.75

3% Management & General
52,569.64

59% Fundraising
59,817.63

Total Expenses $887,270.02

Total Revenue $948,418.35
Many of these students struggle to have their basic needs met in addition to dealing with the complex trauma that comes from growing up in poverty. CISofHR plays an intricate role in providing volunteers and advocates to come alongside students and support public education. It takes all of us! Here is how you can take action:

**Advocate:** Share the CISofHR mission with your friends, neighbors, and colleagues

**Volunteer:** Once a week or once a month makes a big difference in the life of a student

**Donate:** Support the work of our site teams and invest in positive outcomes for students

- Add CISofHR (code BT209) as your Kroger Plus Card
- Select CISofHR for your Amazon Smile donations.
- Sign up at RoundUp App to donate your spare change.
- Select CISofHR for your United Way designee.

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**Support Communities In Schools Of Hampton Roads.**

When you shop at smile.amazon.com, Amazon donates.

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**RoundUp App**

EFFORTLESSLY GOOD

Donate Now: roundup.app/p/cisofhamptonroads