UNLOCKING POTENTIAL
EMPOWERING STUDENTS TO REACH THEIR GOALS IN SCHOOLS AND BEYOND
YOU ARE THE KEY.
UNLOCKING POTENTIAL

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Having experienced some or all of these circumstances, students locked their true selves and their potential deeply behind their outer "door." With isolation over, CISofHR Site Coordinators set to work re-building trust and assembling the necessary keys to encourage students to open their doors, their hearts, and their minds and to walk proudly into the school building each day ready to thrive in structure, concentrate on learning, and overcome obstacles.

As the CISofHR Site Coordinators worked with students, they saw that an abundance of youth walked through the open school doors with low motivation, morale, esteem and confidence. Many students experienced mental health concerns such as anxiety, depression, and burnout. To unlock these students' doors, CISofHR staff employed social-emotional supports to develop students' emotional intelligence and resilience. In addition, Site Coordinators created, remodeled, and produced supports to encourage, refresh, and strengthen the morale of teachers and school staff. CISofHR Site Coordinators used the program’s signature and proven model to monitor the attendance, behavior, and course performance of our students, seeing many of them achieve their goals, readjust to structure, and reengage in school. Together, incredible school staff members and remarkable CISofHR Site Coordinators were able to return a sense of normalcy and find new ways to unlock student potential.
Real Results

During this extraordinary year, CISofHR created a community environment where students and families could rely on our network to access the tools needed to be present for school each day. The CIS model offers three tiers of support to schools, families, and individual students:

Tier 1: Basic Needs and Enrichment for whole school populations
Tier 2: Group Work for students with common needs
Tier 3: One-on-One Interventions

During the 2021-2022 school year, CISofHR served 14,342 students enrolled in our 21 schools. 12,908 students were connected to resources with 1,254 students receiving intensive case-managed services. Among the group receiving intensive services, we tracked their ABCs.

87% of CISofHR students improved their Attendance
96% of CISofHR students improved their Behaviors
79% of CISofHR students improved their Course Performance
97% of CISofHR K-11 students were Promoted
91% of CISofHR seniors Graduated

Over 110 partners across Hampton Roads worked with our 20 Site Coordinators to provide academic and non-academic resources to CISofHR students.
When Sydney Ferrer, CISofHR’s Lead Suffolk Site Coordinator, first met Bruce he was a King’s Fork Middle School 6th grader. As Sydney attempted to get to know Bruce, he resisted until Sydney began to assist with his gym class. During gym class, Sydney learned that Bruce loved football and played in a recreational league. He desperately wanted to play on the school team in 7th grade.

Sydney began attending Bruce’s football games and encouraged him to work on his academics to ensure his eligibility for the football team in 7th grade. Sydney also coordinated academic supports for Bruce.

When Bruce made questionable decisions that may have led him to get into trouble, his teachers reached out to Sydney. Together, Bruce and Sydney began to improve his decision-making skills and refocus on his academic and athletic goals.

During and after the COVID-19 pandemic shutdown, Bruce’s need for supports increased. He required increased academic and social-emotional supports. With increased supports from his CISofHR Site Coordinator, Sydney, and the encouragement of his other teachers, Bruce joined the school football team with CISofHR Site Coordinator Sydney cheering him on from the sidelines during the 2021-2022 school year.

Sydney helped Bruce open his closed door, unlock his potential, and then celebrated with him when Bruce achieved his goal of playing football for his school team! Bruce maintained his new academic and behavioral habits even after football season, and Bruce has been promoted to the 8th grade!

As I do with many of my students, I began attending his football games and encouraging his academic success....

Sydney Ferrer
Lead Site Coordinator (Suffolk)
CISofHR Board Members are matched with a Site Coordinator in a mentor/mentee program. For the past two years, Board Member Lakeisha Carey has been matched with CISofHR Site Coordinator Adwoa Asiedu, who works with elementary students at Norfolk’s Chesterfield Academy. They were each asked to comment on the Mentor Match program.

Lakeisha Carey: I’m forever grateful to have been a part of our annual Board Mentor/Mentee Match. I’ve always been connected with someone who was very professional, loved what they do, is personable, and is flexible as to how we develop our relationship. I have truly enjoyed getting to know Adwoa, my mentee for the past two years, on a personal level both in and out of the office. We’ve shared stories about life, family, college, careers, and her future goals.

Adwoa Asiedu: In the summer of 2020, Lakeisha Carey was assigned to me as my mentor; we are well suited to each other. Lakeisha has a lot on her plate, yet she has always responded to me when I communicate with her. Lakeisha encourages me to reach out to her with any questions, and I appreciate her tremendously as my Mentor.

Adwoa inspires me because of her heart for her students. Despite the obstacles she faces at school, Adwoa continues to advocate for students. One of the reasons I became a lawyer was to advocate for others, so Adwoa’s advocacy for her students finds a special place in my heart. Getting to know Adwoa has been a wonderful experience. I only regret that there are not enough free hours in the day or week for us to spend more time together.

Lakeisha has taken the time to get to know me personally, learn about my culture, and to check in with me or follow up with me regarding an issue we have discussed.

While we do not see each other often, time together is spent intentionally to encourage me personally and professionally. Although I do not see myself becoming a lawyer like Lakeisha, I do see myself advocating for the voiceless like she does.

Lakeisha Carey: I truly enjoyed getting to know my mentee on a personal level. My mentee inspires me because of her heart for the students.

Lakeisha Carey
REECH Foundation/Carey Consulting
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King’s Fork Elementary

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- DIRECT PUBLIC SUPPORT $2,047,661
- BOARD & INDIVIDUAL $77,432
- SPECIAL EVENTS $34,047

TOTAL REVENUE: $2,159,140

21-22 EXPENSES

- PROGRAM SERVICES $1,196,657
- MANAGEMENT & GENERAL $101,210
- FUNDRAISING $93,435
- ENDOWMENT/RESERVE $767,838

TOTAL EXPENSES: $2,159,140

*Transformative investments from generous donors to allow students to overcome obstacles to learning today and in the future, has allowed us to start an endowment with Hampton Roads Community Foundation.
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