

# UNLOCKING POTENTIAL

EMPOWERING STUDENTS TO REACH THEIR GOALS IN SCHOOLS AND BEYOND



*YOU ARE THE KEY.*

# UNLOCKING POTENTIAL

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## CONTACT US

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Portsmouth, Virginia 23707

757-334-2315

## EXECUTIVE DIRECTOR'S NOTE



For the 2021-2022 school year, the doors to our 21 Hampton Roads schools were OPEN! Communities In Schools of Hampton Roads staff immediately began transitioning their efforts from "beyond school walls" to providing support, services, and resources to Hampton Roads students inside school buildings.

Every CISofHR staff member, student, parent, and school administrator eagerly anticipated the return to school for the 2021-2022 school year; however, most could not have anticipated the lingering effects of the COVID-19 pandemic shutdown. Masks slowly went away but the aftermath of the pandemic remained. Most believed that when the processes and platforms of virtual learning were left behind, normalcy would resume. What they found was that the return to school buildings would have just as many challenges, if not more, than the pandemic.

During the pandemic, students were isolated from one another. Many lives were lost, some students lost parents or other relatives. Some parents lost jobs and support systems. Some students were left trapped in less than ideal circumstances, stuck with no escape from their everyday trauma and/or food, clothing, and housing insecurities. Many students' behavioral and social skills declined in isolation, and many students lost the ability to just be children. Many replaced their trusted adult and positive relationships with less healthy ones. Lastly, record number of students experienced educational decline after a year and a half of challenging learning processes.

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.



*Hope R. Sinclair*

**DR. HOPE R. SINCLAIR**  
EXECUTIVE DIRECTOR

# 2021-2022 REPORT CARD

## 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.

## SUCCESS STORY

# BRUCE: KING'S FORK MIDDLE SCHOOL



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 the 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.

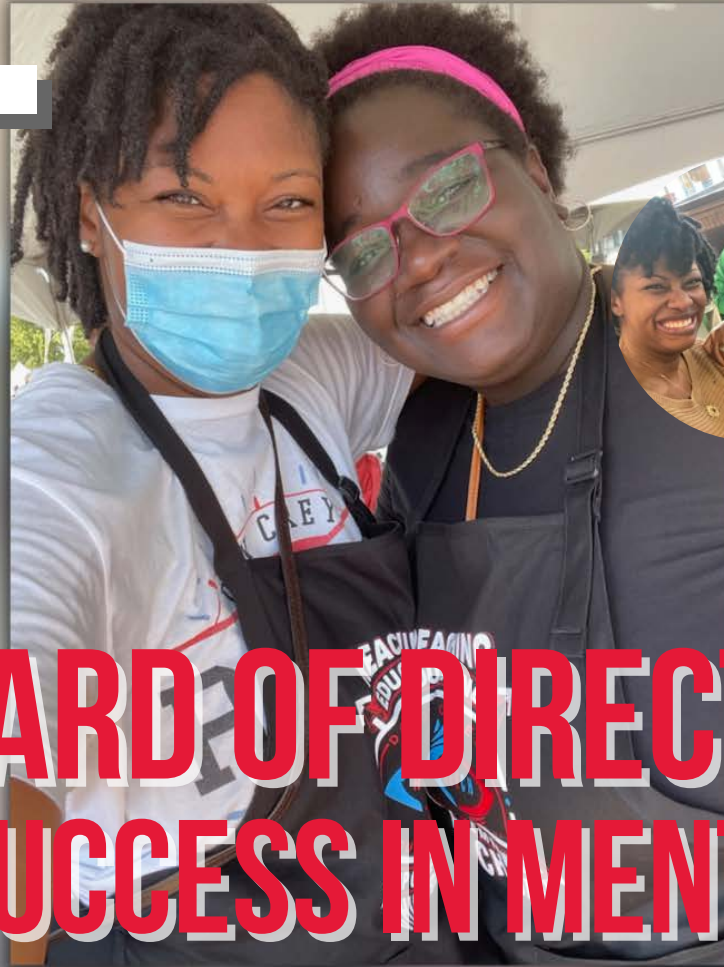
Sydney helped Bruce open his closed door, unlock his potential, and then celebrated with him when Bruce achieved his goal of playing football for his school team! Bruce maintained his new academic and behavioral habits even after football season, and Bruce has been promoted to the 8th grade!



“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)

## HIGHLIGHT



# BOARD OF DIRECTORS: SUCCESS IN MENTORING

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 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.

**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.

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.

**“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

## OUR PARTNERS

# PARTNERS LIST

- 200+ MEN
- 4H YOUTH DEVELOPMENT
- 4H/VA COOPERATIVE EXTENSION
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- LOVING STEPS
- MAD SCIENCE OF HAMPTON ROADS
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- MCDONALD'S
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- TARGET
- TEENS WITH A PURPOSE
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- TOGETHER WE CAN FOUNDATION
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- UNITED WAY
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- US AIR FORCE
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Thomas Cross, The Port of Virginia

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Winston Odom, KA Education Consultants, LLC



## EXECUTIVE STAFF

EXECUTIVE DIRECTOR | Hope R. Sinclair, Ph.D.

OPERATIONS DIRECTOR | Adena Cromwell

PROGRAM DIRECTOR | Kimberly Tucker

DEVELOPMENT DIRECTOR | Anne Wilber

MARKETING DIRECTOR | Rico Robinson, M.P.R.



# PRESENCE IN HAMPTON ROADS

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Adwoa Ankomah-Asiedu  
 Aundrea Cuffee  
 Breonna Pritchett  
 Corey Bolton  
 Kesha Hinton  
 Malcolm Jones



Brittney Hasty  
 Deonna Doran  
 Khalil Brooks  
 Laverne Page, Jr.  
 Theus Dixon



JaQuan Anderson  
 Phillip Coleman  
 Summer Ames  
 Sydney Ferrer



Arianna Pereras  
 Hallie Baumgardner  
 Rakira Davis



Joseph Jones

Shinita Jenkins



## NORFOLK

Chesterfield Academy  
 Suburban Park Elementary  
 Granby High  
 W. H. Ruffner Academy  
 PB Young/Tidewater Park Elementary  
 Booker T. Washington High

## PORTSMOUTH

William E. Waters Middle  
 Cradock Middle  
 Brighton Elementary  
 Douglass Park Elementary  
 IC Norcom High

## SUFFOLK

Elephant's Fork Elementary  
 Hillpoint Elementary  
 Mack Benn Jr. Elementary  
 King's Fork Elementary

## VIRGINIA BEACH

Bettie F. Williams Elementary  
 Bayside Middle  
 Bayside 6

## CHESAPEAKE

Oscar Smith Middle

## HAMPTON

Hampton High

## OUR DONORS

# THANK YOU

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- BANK OF AMERICA CHARITABLE FOUNDATION
- CHICAGO FOUNDATION
- COMMUNITIES IN SCHOOLS OF VIRGINIA
- SUFFOLK CITY PUBLIC SCHOOLS
- VIRGINIA BEACH CITY PUBLIC SCHOOLS

### \$20,000 - \$99,999

- 21ST CENTURY
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- CITY OF CHESAPEAKE
- HAMPTON CITY PUBLIC SCHOOLS
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  - COMMUNITY LEADERSHIP PARTNERS
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- THE BETHANY WHITE GROUP
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- VIRGINIA PLASTIC SURGERY

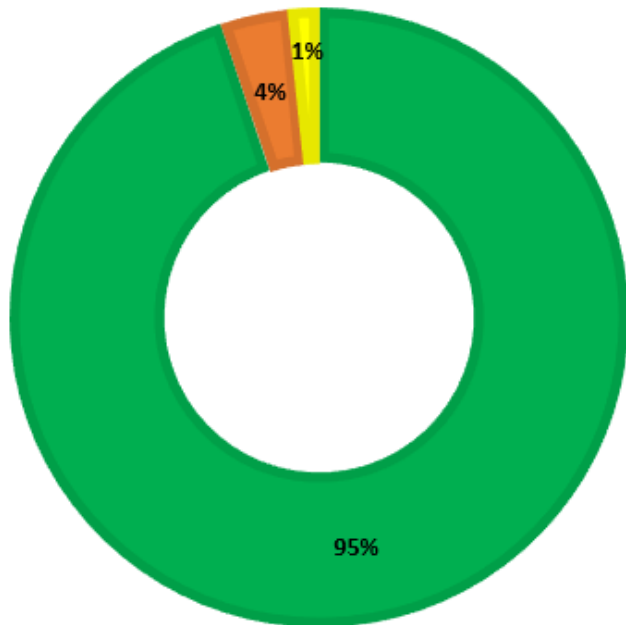
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- MARGIE HAYES
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- JACQUELINE WILLIAMS
- TONJA WILLIAMS
- AYANA WILLIS
- TAYLAR WINN
- MICHELLE WREN
- ERIN YATTEAU
- YODI RED RECORDS

# FINANCIALS



## 21-22 REVENUE

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

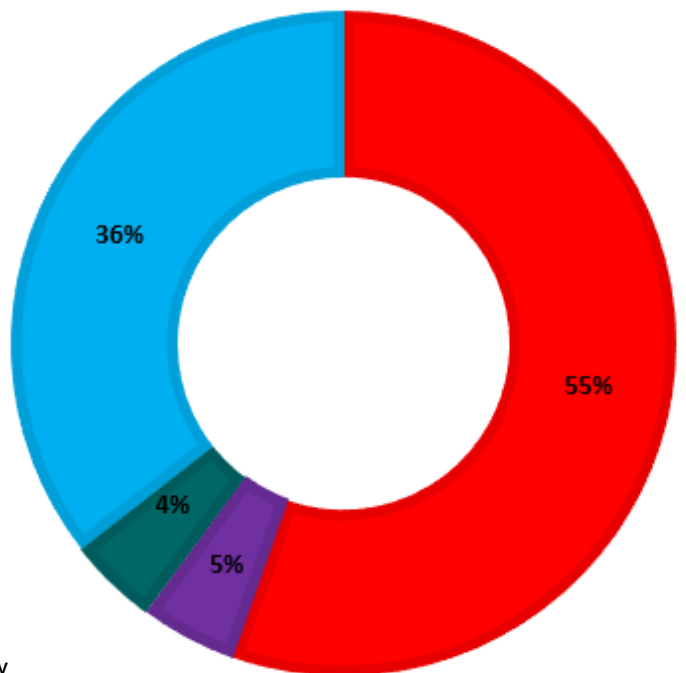
**TOTAL REVENUE:** \$2,159,140



## 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.

WE NEED YOUR SUPPORT

# OTHER WAYS TO GIVE

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[WWW.CISOFHR.ORG](http://WWW.CISOFHR.ORG)

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OR  
**ONE TIME**  
DONATION  
**TODAY**



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of South Hampton Roads

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United Way designee

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