

BRIDGING THE GAPS



Communities
In Schools®

Chesterfield

2021-2022
IMPACT REPORT

A MESSAGE FROM OUR LEADERSHIP

The 2021-2022 academic year was the first year since the start of the pandemic when the majority of students were once again learning in-person. While this was “a return to normalcy,” there were innumerable and unexpected challenges. However, what remained the same was the steadfast compassion of our Site Coordinators and their incredible drive to be a stable force for their students and families.

Our students became once again more directly accessible to our team members, which was a great advantage - it meant a return to direct service, and an ability to more quickly capture the needs of our students and address them. It has brought greater awareness of what challenges, both academically and personally, have intensified. Additionally, many students who were not on the CIS radar before, have surfaced as ones in need of critical one-on-one support.

Our services to **bridge the gaps** for our students became even more imperative. By placing our students at the center and surrounding them with a community of support, we were able to reduce the challenges and barriers that came between them and success in school.

We are incredibly proud of our team, and of our students, who have overcome unimaginable obstacles in pursuit of their education. We hope this report serves as symbol of the their strength and perseverance.



Eileen Morrisett

Eileen Morrisett
Board Chair

Ashley Hall

Ashley Hall
Executive Director

OUR TEAM AND SCHOOLS

Leadership Team

Ashley Hall, *Executive Director*
Devan Colley, *Director of Development & Outreach*
Wendy Lively, *Director of Programming*
Locina Montague, *Program Coordinator*

Site Coordinators

Reny Harris, *Bellwood Elementary**
Elizabeth Stowers, *Bensley Elementary*
Saida Bouhajja, *Chalkley Elementary*
Aaron Logan, *Ettrick Elementary*
Chereese Harrison, *Falling Creek Elementary*
Carlos Marti, *Falling Creek Middle*

**Reny Harris served as a Reengagement Coordinator prior to moving to Bellwood Elementary School in the 22-23 school year*

Kimberly Reynolds, *Manchester Middle*
Tonika Claiborne, *Salem Creek Middle*
Mary Thompson, *Carver Academy*
Talaya Oxendine, *L.C. Bird High*
Cecelia Greenwood, *Meadowbrook High*

Reengagement Coordinators

Reny Harris, *Carver Academy*
LaQuita Hailstock, *L.C. Bird High*
LaTrina Lee, *Meadowbrook High*



OUR BOARD

Eileen Morrissett, *Altria (Retired) - Chair*
Danika Briggs, *Chesterfield Social Services - Vice Chair*
Eileen Yost, *CarMax - Treasurer*
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Dr. Aurelia Ortiz, *Virginia Dept. of Education*
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Gena Reeder, *Leadership Metro Richmond*
Evan Shriver, *Atlantic Constructors, Inc.*
Melvyn Smith, *Genworth Financial*
Rachel Taylor, *TowneBank*
Miriam Torian, *Legal Aid Justice Center*
Evan Tucker, *McGuire Woods LLP*

WHAT WE DO

Through dedicated CIS Site Coordinators, we provide wrap-around services to our 11,000 students at our 11 schools, all designed to mitigate barriers to education. Compared to other youth-serving organizations, our model is unique because our staff is embedded in the schools, and work in tandem with the schools' principals, teachers, and partners to bridge the gaps in real time.

Our Wrap-Around Services

Mental Health
Interventions



Community
Partners



Basic
Needs



Family
Engagement



Academic
Support



FIVE BASICS

Our services look unique in each school. However the common thread is our belief in the Five Basics. These are essentials that every child needs to succeed:

- 1 a one-on-one relationship with a caring adult
- 2 a safe place to learn and grow
- 3 a healthy start and healthy future
- 4 a marketable skill to use upon graduation
- 5 a chance to give back to peers and community



OUR IMPACT

CIS's work is to level the playing field for our most at-risk students in the schools we serve - with the ultimate goal of creating equity in education and subsequently, promoting equity of opportunity after graduation. Given that 42% of our students are Black, 37% are Latino, and among all students 84% are from low-income households, we are supporting the most vulnerable, minority students in the county. Our students are those experiencing the most severe challenges and barriers from poverty, trauma, and other stressors. Research directly links these challenges with decreases in graduation rates, which is why we focus on the three key indicators of dropping out: Attendance, Behavior, and Academics.

In the 2021-2022 School Year, CIS-C case-managed students experienced the following improvements:

Attendance



**78%
Improved**

Behavior



**91%
Improved**

Academics



**86%
Improved**

Promotion



**95%
Promoted/Graduated**



POSITIVE REINFORCEMENTS

During the pandemic, when our students were primarily learning from home, remote learning meant social isolation for our students - they were away from their peers, routines, and activities. All of these issues presented severe social and emotional challenges, which we really began to see more clearly when students returned to schools in the 2021-2022 academic year. There was greater need to renew confidence, social skills, social and emotional learning, and conflict resolution skills in our students. One of the most successful examples was a new program at Falling Creek Elementary.

Site Coordinator, Ms. Harrison, and the Associate Principal, Ms. Dillingham, established the Strong Girls Group - to teach skills, develop self-confidence, and promote a servant-leader mindset.

The group of young ladies met with Ms. Harrison and Ms. Dillingham once a month to discuss a different theme like:

- Strong girls know they are loved, so they can love others
- Strong girls serve others
- Strong girls have entrepreneurial skills

The Strong Girls completed a number of different projects around these themes, including a school-wide service project, where they assembled "winter kits" for their fellow students, who needed gloves, hats, and warm socks. The outcomes and impact of the Strong Girls Group has been powerful for its participants - Ms. Harrison has seen these young ladies improve their attendance, grades, and behavior!



Use your phone's camera
to scan the QR code to hear
a testimonial from a Strong Girl!



STUDENT LEADERSHIP

We believe that every child possesses a unique set of skills and strengths. This mentality drives our asset-based approach, and our 5th Basic - a chance to give back to peers and community. Our Site Coordinators see their students for their potential and not just their challenges. In this way, our model helps students build confidence, gain life skills, and develop positive self-coping, all of which empower and prepare them for educational success. While some of our leadership empowerment work looks like a formal group or curriculum, other times it happens organically among students and their CIS Site Coordinator, like the highlight from Meadowbrook High School below.

For Meadowbrook's All Site Volunteer Week project, students took the lead! Three IB Seniors worked with our CIS Site Coordinator, Ms. Greenwood, to organize the entire project. From writing the volunteer description to identifying their supply needs, the students designed a project to paint and place rocks around the school's athletic fields that included messages of hope and encouragement. Together with community volunteers and other students, the group created beautifully painted rocks, which now serve as reminders to all students to keep working towards their goals! Thank you to all the great volunteers who helped!



According to research done by Bellwether Education Partners, as many as 3 million students went "missing" during the pandemic—from home, but from virtual school or in-person classes. Communities In Schools of Chesterfield had an incredible opportunity to hire three Reengagement Coordinators to respond to this crisis. Our Reengagement Coordinators worked with students at each of our three high schools, doing intensive work with smaller caseloads of students, who had disengaged and were off track from graduation. This one-on-one support included goals such as setting post-secondary plans (college, trade schools, job placement, etc.); helping students create their own pathway to success; and completing a high school diploma or equivalent. One of those students is Ana, who worked with LaTrina Lee (Reengagement Coordinator, Meadowbrook High). Hear her story and how Ms. Lee supported her to receive her diploma by watching the video linked to the QR code.



The students who worked with a CIS-C Reengagement Coordinator all graduated!



Scan the QR code to watch a video of Ana and Ms. Lee!



SUCCESS IN SCHOOL AND BEYOND

Equally important to the work we do to ensure our students experience success in school, is our work to prepare them for success in life, which is tied to developing the CIS 4th Basic - a marketable skill to use upon graduation. Starting as early as kindergarten, our Site Coordinators work on ways to expose their students to post-academic opportunities. We take our students on field trips to local businesses to learn about various career opportunities, organize career speakers to share with students about their fields, and work with diverse individuals to serve as mentors to students.

At Carver Academy, Ms. Thompson makes sure her CIS students have the skills to land their dream job. In April of 2022, she recruited volunteers to help conduct mock interviews with students. Participating students sat with the volunteers as if they were truly applying for a job - a great first-hand but low-stakes way to test their skills at what can be a nerve wracking experience!



MAKING IT ALL WORK

Our breadth of existing partners is key to reaching our students. With our direct knowledge of the need within our schools, coupled with our longstanding community relationships, we are able to effectively and quickly get basic needs to our students, match students with mentors, connect students to mental health interventions, and more.

After months of Covid protocols preventing outside partners from entering the school buildings, we were finally able to welcome them back in the 21-22 year. One partner, who exemplifies the powerful impact of the return to in-person support, is Boys To Men Mentoring Network Virginia (BTMVA). Their goal is to give young men a variety of positive male role models who show up consistently and share about their struggles as men.

Ms. Claiborne, our Site Coordinator at Salem Church, can attest to their work. "I have seen my BTMVA students make outstanding changes as a result of their time with their mentors. One student, Christian, said that being a part of BTMVA gives him hope "because when stuff at home gets hard, I can come to Boys to Men and talk about it."



OUR DONORS

Beyond the incredible folks listed here, there are hundreds of others who gave anonymously or below \$1,000. Our thanks to everyone who has supported us!

CIS Platinum Champions

\$20,000 and above

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Bob and Anna Lou Schaberg Foundation
Bon Secours Richmond Health System
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Chesterfield Community Development Block Grant
Communities In Schools
Community Foundation for a greater Richmond
Jackson Foundation
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CIS Gold Champions

\$5,000 - \$19,999

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Ralph and Betsy Saunders
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Silver Champions Continued

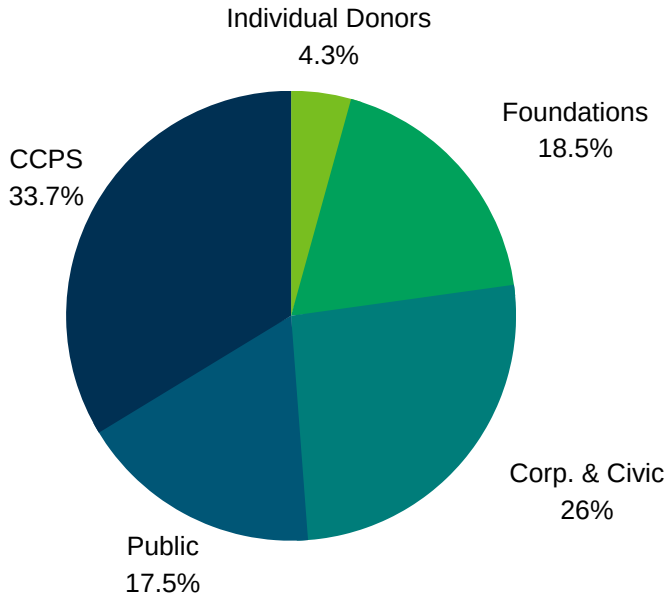
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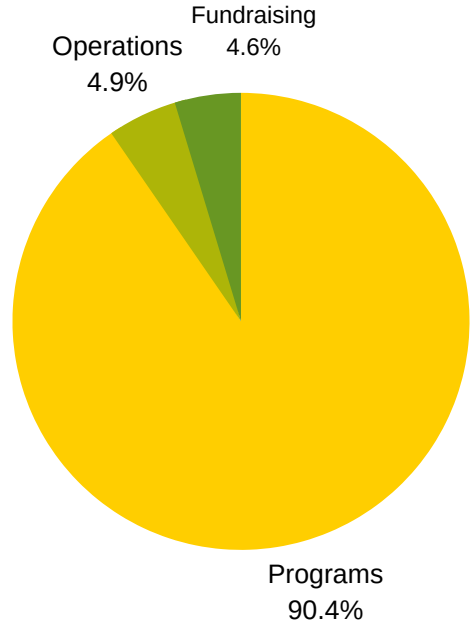
FINANCIALS

In the 2021-2022 year, we continued to diversify our revenue sources and make strategic and intentional investments in our programming and staff.

REVENUE



EXPENSES



Help us empower students to confront and overcome personal challenges and structural barriers.

At home, at school, and in between, kids need you!



Scan the QR code with your phone's camera or visit bit.ly.cisc to learn about how you can support our students.