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

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

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
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Smart-Transitions Together We Can Foundation
Tabernacle Church
Teens With A Purpose
The Mirror 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

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

Up to $999
Ajayee Rollerson
A/LeSha Pringle
Alvin Georges
Angelica Arrington
Angelica Light
Anitra Pregiato
Brandon McAfee
Catherine Estevez
Chamita 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
Miekeitha Mayo
Mike Porter
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Neil Chakravarty
Quentin Brown
Rita Childers
Rob Cimbalia
Sherrod Toliver
Stephanie Sager
Tawanda Dent
Thomas Brewster
Tiarra Weston
Towne Bank Mortgage
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Valencia Sanders
Vicki Hubbard
Vincent Oliveri
Vivian Taylor
Wayne Garvin Jr
Wendy Hosick
Winship Tower
Winston Odom

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Wendy Hosick
Winship Tower
Winston Odom
2016 Revenue

- Direct Public Support: 267,933
- Prior Year Carryover: 106,409
- Board & Individual: 13,027
- Local School Funding: 10,000
- United Way: 5,697

Total Revenue: 403,066

2016 Expenses

- Program Services: 271,470
- Management and General: 101,714
- Total Expenses: 373,184

*100% board giving

Board of Directors

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

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

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The Port of Virginia

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PRA Group

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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

Courtney’ Brockington
Site Coordinator

Shakiya Stewart, MA
Site Coordinator

Nicole Conaway, MA
Site Coordinator

Anthony George
Site Coordinator

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