OUR EXECUTIVE DIRECTOR

At communities in schools, we know that every student has the potential to succeed—and we are committed to helping them visualize and achieve success. It is not always easy but when it comes to making sure each student receives exactly what they need to succeed in school and in life, we are all in to lend a hand. Homelessness, bullying, isolation, a lack of clothing, and the emotional effects of trauma are some of the roadblocks students face.

By being in schools every day, we help identify barriers in a student's life, and give them the tools and resources to overcome these barriers. However, it is in the spirit of partnerships and collaboration that we work best to serve students. We also believe that every young person needs and deserves a safe place to learn and grow.

Our professional staff work directly inside the school to support individual students and families, the whole school, and we help to ensure that school environments are inclusive of all students. Our site coordinators greet all students at the door, and they also meet them wherever they are in life. We work with teachers and school leaders to implement initiatives to improve the school climate, decrease behavior issues, increase student achievement, and help students cope with trauma. Whether they need a coat, socks, shoes, a new pair of glasses, homework help, food, or someone willing to listen— we take away the barriers.

Our focus is on helping kids stay in school, because we know that graduation is a beginning to meeting their full potential. It is what leads them to so many other opportunities in life.

Hope R. Sinclair

Executive Director
Hope R. Sinclair, Ph.D.
2018 - 2019 REPORT CARD

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.

INTEGRATED STUDENT SUPPORTS
CISOFHR BRINGS THE INTEGRATED STUDENT SUPPORT MODEL TO SCHOOLS BY DOING THE FOLLOWING:

- PARTNERS WITH SCHOOL DISTRICTS TO IDENTIFY WHERE CISOFHR CAN HAVE THE GREATEST IMPACT
- CONDUCTS AN ASSESSMENT AT THE SCHOOL LEVEL TO DETERMINE ANNUAL NEEDS
- HIRES, TRAINS, AND ASSIGNS AN IN-SCHOOL SITE COORDINATOR TO A SCHOOL.
- PARTNERS WITH THE SCHOOL DISTRICTS, LOCAL AGENCIES, BUSINESSES, FOUNDATIONS AND INDIVIDUALS TO GARNER SUPPORT FOR THE ORGANIZATION AND ITS WORK
- MOBILIZES COMMUNITY RESOURCES TO ADDRESS NONACADEMIC BARRIERS
- EVALUATES WORK AT ALL LEVELS TO ENSURE PROGRESS IS MADE AND GOALS ARE MET

WITH SUPPORT FROM PARTNERS AND VOLUNTEERS, CISOFHR OFFERS THREE TIERs OF SUPPORT TO THE SCHOOLS, FAMILIES, AND INDIVIDUAL STUDENTS:

- TIER 1: PREVENTION AND ENRICHMENT FOR WHOLE SCHOOLS
- TIER 2: COLLABORATIVE GROUP WORK FOR STUDENTS WITH COMMON NEEDS
- TIER 3: ONE-TO-ONE INTERVENTION

REAL RESULTS
DURING THE 2018-2019 SCHOOL YEAR, 7,544 STUDENTS WERE CONNECTED TO RESOURCES AND 773 STUDENTS RECEIVED INTENSIVE CASE-MANAGED SERVICES. AMONG THE GROUP RECEIVING INTENSIVE SERVICES, WE TRACKED THEIR ABC's:

- 83% IMPROVED THEIR ATTENDANCE, BEHAVIOR, AND/OR ACADEMICS
- 99% OF K-11 STUDENTS WERE PROMOTED TO THE NEXT GRADE
- 96% OF SENIORS GRADUATED OR RECEIVED A GED
- 97% OF THE SENIORS THAT GRADUATED, HAD A SOLIDIFIED ACADEMIC OR CAREER PLAN

57 VOLUNTEERS AND 29 INTERNS SHARED TIME WITH K-12 STUDENTS. 62 PARTNERS SUPPORTED HAMPTON ROADS STUDENTS. 73 SENIORS GRADUATED, WHO OTHERWISE MAY HAVE DROPPED OUT; 11 SITE COORDINATORS WORKED INSIDE 12, K-12 SCHOOLS IN HAMPTON ROADS.

WE ARE IN SCHOOLS TO HELP KIDS STAY IN SCHOOL
OUR WHY

Remember when you were a teenager — what sorts of things kept you from going to school? For many of us, illness and family emergencies were the primary barriers. But for millions of students today, the barriers include not having appropriate shoes or clothes, having to stay home and watch younger siblings, or trauma made worse by lack of mental health services.

This is the harsh reality for far too many kids in the U.S., as a staggering 14.5 million children are living in poverty. In fact, students attending Title 1 schools are more likely to be chronically absent than their peers. Young children living in poverty are three times more likely to repeat a grade, and students from economically challenged families are two times more likely to drop out than their higher-income peers.

These disadvantaged students, along with students with disabilities, English language learners and students of color, all continue to graduate at much lower rates than their peers — further increasing the cycle of poverty.

Students in the low-income communities CISOHIH serves are:
- More likely to be chronically absent from school
- Three times more likely to repeat a grade
- Two times more likely to drop out
OUR HOW

IT SOUNDS LIKE AN OVERWHELMING ISSUE, BUT THE SOLUTION IS SIMPLE: YOUNG PEOPLE OF ALL BACKGROUNDS AND ABILITIES THRIVE WHEN ADULTS CARE ABOUT THEM ON A ONE-ON-ONE LEVEL.

THAT’S EXACTLY WHAT COMMUNITIES IN SCHOOLS OF HAMPTON ROADS PROVIDES IN SCHOOLS EVERY DAY. WE HARNESSE AVAILABLE RESOURCES IN COMMUNITIES AND MATCH THEM WITH EACH STUDENT’S NEEDS TO HELP THEM OVERCOME THE ACADEMIC AND NON-ACADEMIC BARRIERS TO ACHIEVEMENT.

OUR UNIQUE MODEL OF INTEGRATED STUDENT SUPPORTS HAS HELPED MAKE A DIFFERENCE IN THE LIVES OF MILLIONS OF CHILDREN FOR MORE THAN 40 YEARS AND LOCALLY SINCE 2012. BUT WE CANNOT DO THIS WORK ALONE — AND THERE’S MUCH MORE TO BE DONE. TOGETHER WE MUST CONTINUE TO PARTNER WITH SUPERINTENDENTS, PRINCIPALS, TEACHERS, STATE AND LOCAL POLICYMAKERS, AND COMMUNITY AND FAITH-BASED ORGANIZATIONS TO BREAK THE CYCLE OF POVERTY AND EMPOWER STUDENTS TO CREATE BETTER LIVES, BETTER COMMUNITIES, AND A BETTER WORLD.

TOGETHER WE MUST LEND A HAND TO BE ALL IN FOR STUDENTS AND ENSURE THAT EVERY CHILD IN HAMPTON ROADS HAS THE SAME OPPORTUNITY TO SUCCEED IN SCHOOL AND ACHIEVE IN LIFE. YOU CAN JOIN IN BY ADVOCATING FOR US, VOLUNTEERING WITH US, AND DONATING TO US.

OUR HOW
OUR STEWARDSHIP

OUR THANKS TO ALL THE INDIVIDUALS, FOUNDATIONS, CORPORATIONS, AND ORGANIZATIONS THAT GENEROUSLY SUPPORT COMMUNITIES IN SCHOOLS OF HAMPTON ROADS. YOUR CONTINUED INVESTMENT ENSURES THAT YOUTH HAVE THE TOOLS THEY NEED TO ENGAGE AT SCHOOL AND GRADUATE WITH A DIPLOMA AND A PLAN FOR THE FUTURE.

COMMUNITY HERO GIFTS
$100,000 AND UP
HAMPION ROADS COMMUNITY FOUNDATION
VIRGINIA BEACH PUBLIC SCHOOLS
SCHOOL SUSTAINER
$20,000 - $99,999
ALTHACA GROUP INC.
COMMUNITIES IN SCHOOLS OF VA
DEPARTMENT OF EDUCATION
COMMUNITIES IN SCHOOLS OF VA
LANDMARK FOUNDATION
PORTSMOUTH GENERAL HOSPITAL FOUNDATION
SUNTRUST

STUDENT ADVOCATE
$5,000 - $19,999
ANONYMOUS
BANK OF AMERICA
BRIDGTON PEANUTS
LANCEY CASES
LANCEY FEDERAL CREDIT UNION
PORTSMOUTH SERVICE LEAGUE
PNC BANK
P & A GROUP
SUFFOLK PUBLIC SCHOOLS
WAWA HERO AWARD
WELLS FARGO
VIRGINIA PORT OF AUTHORITY

BACKPACK TEAM
$1000 - $4999
ACTINA
ALISON JOHNSON
BUSINESS EXPERTS LLC
COMMUNITIES IN SCHOOLS OF VA
CYNDI TUMBY
DEBORAH CASSIDY
FESTIVENTS
FRONLAND FARMS

JANU FOUNDATION
HAMPTON ROADS COMMUNITY FOUNDATION
MARISA STEWART
PAMELA CONNER
NORTH SUFFOLK ROTARY
TIDEWATER CHILDREN'S FOUNDATION
RICHARD BENNETT TRUST
SOUTHEASTERN VIRGINIA COMMUNITY FOUNDATION
SUFFOLK FOUNDATION
TOWNEBANK
UNITED WAY INDIVIDUAL DONORS
UNIVERSAL AIR AND GAS PRODUCTS CORPORATION
WHITNEY GUTTEN

ABC'S CLUB
$500 - $999
200+ MEN INC.
4M PART
ALAN MATTHES
ALAN WILLETTE
BRANDY COX
DAVITA
DIX DEFENSE
EASTERN VIRGINIA MEDICAL SCHOOL
FIVE RINGS FINANCIAL
HOPE R. SINCLAIR
JAMES SCHLOSS
JUSTIN SORENSON
LAKESHIA CAREY
LEVI WILSON
LONDON BRIDGE TRADING CO.
MARK CARVER
MSP DESIGN GROUP
PALM BAPTIST CHURCH
POTENTIALS IN LIFE

RECH FOUNDATION
RENAISSANCE COUNSELING SERVICES
RENATA MYKLES
ROBERT NUTT
ROD LIFE
ROSS GIFTS
SEVEN SUMMITS FAMILY SERVICES LLC
SHERRI LEDET
SHERRY STORY
SKIMA PI PHI BETA LAMBDA BOULE
SMITH INC.
TOM JOHNSON
TRI SOLUTIONS INC.
WAYNE SHIFFLIE
WINSTON ODOM
1-2-3 CLUB

GIFTS UP TO $499
ALFA CUSTOM CLOTHING
AJAYE ROLLERSON
AL DIAZ
ANDREW BROOKS
ANGELA GRAVES
ANNE WILDER
B.E.A.C.H INC.
BENJAMIN BROWER
BCC BUSINESS DEVELOPMENT
BRIAN CASSEL
CATHERINE ESTEFAY
CASWELL FAMILY
CHERISH KENDALL
CLEO SPEDMAN
CRISTIAN CONNETO
DEBORAH OWENS-PICKNEY
DEXBROOKS
DERAN WHITNEY

DON COMER
DONNISHA LEVERT
DUSTIN RINEHART
ELIZABETH MEIA
ETHAN CASSEL
FIRST BAPTIST CHURCH SOUTH HILL
FOOD LION
FRANK JONES
RIS MATHIS-SPILLMAN
INTERNATIONAL LONGSHOREMAN ASSOCIATION LOCAL 1248
ISRAEL HOLLEY
JACK DODGE
JAYLYN SNICKER
JENNIFER CARTRIDG
JENNY HILDE
JOHNNIE WATSONS JR.
JOSHUA PRETLOW
JULIAN MORA
KALITA CUFFEE
KATHERINE JOHNKE
KATHY KOUTEN
KEISHA VERNON
KEISHA COBBS
KURT KIONS
LATISHA MATHIS
LEVY WILSON
LONDON BRIDGE TRADING CO.
LYNDA JONES
MARGARET HILL
MARIE SHEPHERD
NATE SINGH
NO HYPE SPORTS FOR SOCIAL MEDIA
NORA WAGGOMAN
QUENTIN BROWN
RICARDO PORTER

ROBERT BROWN
RODENICK LIFE
SARAH CUNNINGHAM
SARAH JULIEN
SECOND CALVARY BAPTIST CHURCH
SHAKILA STEWART
SHAMARA MATHIS
SHELLELL BELL
STEPHANIE SAIDER
STENETTE BYRD
THOMAS DODSON
TIARA WESTON
Tiffany Harris
Tiffany Wilson
Tiffany Worley
TIMOTHY GATSON
TROY COPPA
TRAVIS AMES
VAN NOLAND
VIRGINIA MARSH
WALKER PHILLIPS
WALTER SCHMIDT
WENDY B. LOCK
WENDY HOSICK
WILLIAM ZACZYNISKI
WINSHIP TOWER
WIP & ASSOCIATES
YMCA OF SOUTH HAMPTON ROADS
OUR PARTNERS

THE CIS MODEL OF INTEGRATED STUDENT SUPPORT (ISS) 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 FULL POTENTIAL.

200+ MEN
4H YOUTH DEVELOPMENT
AETNA
ANTHEM HEALTHKEEPERS PLUS
AUTOBELL
AVIATION INSTITUTE OF MAINTENANCE
BANK OF AMERICA
BAYSIDE BOYS ORGANIZATION
BETA LAMBDA BOULE
BLISS BAKERY
BOOK EXCHANGE
BRANCHING OUT MENTORING
BUSINESS EXPERTS, L.L.C.
CENTURA COLLEGE
CHICK-FIL-A
COVER 3 FOUNDATION
CULINARY INSTITUTE OF VIRGINIA
DAVE AND BUSTERS
DIAMONZ ARE FOREVER SOCIAL CLUB, INC
DOLLAR BANK
DOLLAR GENERAL
DREAMS INSTITUTE
EASTERN VIRGINIA MEDICAL SCHOOL
FIRST TEE
FOOD LION
FOR KIDS
GIRL SCOUTS OF COLONIAL COAST
HAMPTON ROADS TRANSIT
HAMPTON ROADS WORKFORCE COUNCIL
HEALTHY SMILES MOBILE DENTAL
HOPE CHARITABLE SERVICES
KEYS TO SUCCESS, LLC
KATRINA FREEMAN
KIDZ ROC
KROGER
LEAGUE OF EXTRAORDINARY MEN AND WOMEN
LITTLE CAESARS PIZZA
MARCO’S PIZZA
MARTHA C. STEWART FOUNDATION
MCDONALD’S
MISS FULL FIGURE VA
MOVING FORWARD, REACHING BACK
MS. PINEAPPLES PHOTOGRAPHY
NO FATHER NO EXCUSE
NORFOLK POLICE DEPARTMENT
NORFOLK STATE UNIVERSITY
POP CULTURE
PORTSMOUTH POLICE DEPARTMENT
PORTSMOUTH SHERIFF DEPARTMENT
REECH FOUNDATION
SEVEN SUMMITS FAMILY SERVICES
SISTER CIRCLE (NORFOLK STATE UNIVERSITY)
SMART TRANSITIONS, TOGETHER WE CAN FOUNDATION
SUNTRUST
THIRD BAPTIST CHURCH
TIDEWATER COMMUNITY COLLEGE
UNITED FOR CHILDREN
USS GEORGE WASHINGTON CVN 73
VIRGINIA COOPERATIVE EXTENSION
WALMART
WAVY TV 10 COATS FOR CHILDREN
WELLS FARGO

WAYS TO LEND A HAND

INTERNS

ANAMARIA ROMAN
APRIL BRICKHOUSE
ASHLEY MACK
ASHLEY MCTINTOSH
ASYA NELSON
AYANA WILLS
BREONA PITCHETT
BRIANA BETHEA
CHRISTAL THOMPSON
COURTNEY WRIGHT
DESTINY ROGERS-SHERROD
DEVON VANBURSKIRK
EMILY GARNER
ERIC FLOYD
KATRINA LONG
LAKAYLA COX
MAYA PERSON
MADINAH COX
NYKEYA PETTY
QUEENIE WILLIAMS
SANDRA ALLEN
SELWA BADRA
SHELBY DECHAMPS
SIQUEST SMITH
STACY MCKINNEY
TANISHA CRUZ
TAIA PAGE
TYANA MCMILLIAN
WENDY SALGADO

“PROGRAMS DON’T CHANGE CHILDREN, RELATIONSHIPS DO.”

-Bill Milliken, Founder of Communities In Schools
OUR FINANCIALS

REVENUE

- DIRECT PUBLIC SUPPORT = $534,269
- BOARD & INDIVIDUAL = $24,588
- LOCAL SCHOOL FUNDING = $147,880
- IN-KIND = $22,000
- TOTAL REVENUE = $728,737

EXPENSES

- PROGRAM SERVICES = $505,596
- MANAGEMENT & GENERAL = $62,867
- FUNDRAISING = $55,133
- TOTAL EXPENSES = $623,596

81% of funding went directly to program support

REVIEW CISOFHR 2018 AUDITED FINANCIALS AT WWW.CISOFHR.ORG
MY FIRST YEAR AS A SITE COORDINATOR

When I first started as a Site Coordinator I went in with a very optimistic mindset. After all, it was a great feeling knowing that I was going to make an impact. Reality set in quickly and I soon found out what a middle school could be like. The kids were loud and very playful and within the first couple of hours there was a fight. Needless to say that by the end of the week, I felt I might not be ready for this position. Unfortunately, I had taken on the attitude most people have when met with a difficult situation, I was afraid.

On my shoulders sat the task of coming into a school that seemed chaotic, and I was to reform it. This paralyzed me with the sense that I could not do anything and left me sitting in my office wondering what would be the next step. Then, with a twist of fate, a situation arose that required me to lend a hand. A first year teacher seemed overwhelmed by her student’s playfulness in the classroom and she appeared to be at her wits end. It was then that I realized I was not the only person dealing with this new challenges and if I was to help support this school, I needed to take action. I walked into that classroom and helped settle the kids down with conversation and directives to get back on track. I knew knew that the fear that I felt was from not trying to understand or get to know the students.

I realized that the students are just kids and when we make them out to do something they are not we miss the chance to meet them where they are. Now I take the time to get to know every student I come across. With every story, I realize that they are doing through unimaginable things and felt afraid just like I did. So, I created a place where students could come to vent and relax no matter what the situation. I realize that they only way to help is to be there for them. Over the school year I have helped families with donations, helped students with personal as well as academic issues, and worked to create lasting changes for the school. I have created so many bonds and lasting experiences with the students as well as the faculty. I honestly could not ask for a better school or experience. I have grown as a person during my time at Ruffner Academy and would not change it for the world.

Joseph Jones
<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Company/Role</th>
</tr>
</thead>
<tbody>
<tr>
<td>WENDY HOSICK</td>
<td>BOARD CHAIR</td>
<td>CIS OF VA RETIRED</td>
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<tr>
<td>DUSTIN RINEHART</td>
<td>VICE CHAIR</td>
<td>THE PORT OF VIRGINIA</td>
</tr>
<tr>
<td>KURT KONDAS</td>
<td>IMMEDIATE PAST CHAIR</td>
<td>UNIVERSAL AIR &amp; GAS PRODUCTS CORP.</td>
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<tr>
<td>MARK CARTER</td>
<td>BANK OF AMERICA</td>
<td>ALISON JOHNSON</td>
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<td>REED &amp; ASSOCIATES MARKETING</td>
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<td>WINSTON ODOM</td>
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<td>KA EDUCATION CONSULTANTS, LLC</td>
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<td>PAMELA CONNOR</td>
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<td>LAKEISHA CAREY</td>
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<td>SUFFOLK PUBLIC SCHOOLS</td>
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<td>REECH FOUNDATION</td>
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<tr>
<td>DR. ROYCE BURNETT</td>
<td></td>
<td>DR. ANGELA REDDIX</td>
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<td>ARDX</td>
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<td>DR. JOHNNY GARCIA</td>
<td></td>
<td>SIMS INC.</td>
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<tr>
<td>JULIAN JAQUEZ</td>
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<td>WHITTENGY GUYTON</td>
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<td>WELLS FARGO</td>
<td></td>
<td>SYNERGY HEALTH CO.</td>
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<td>OLIVIA THOMAS</td>
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<td>DEBORAH CASSIDY</td>
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<tr>
<td>SUFFOLK PUBLIC SCHOOLS</td>
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<td>PRA GROUP</td>
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<tr>
<td>JOY MORBIA</td>
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<td>WOWW PODCAST</td>
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</tbody>
</table>
OUR TEAM

AUNDREA CUFFEE
DEONNA DORAN
THEUS DIXON
SYDNEY FERRER
SHERWOOD GRESHAM
KESHA HINTON
JOSEPH JONES
MALCOLM JONES
DAREA KEY
LATHANIEL KIRTS
KATRINA LONG, MSW
RACHEL MOORE
BREONNA PRITCHETT, MSW
IRIS MATHIS-SPELLMAN, MSW
JAMES WHITAKER
ISAAC WHITE

LEADERSHIP TEAM
HOPE R. SINCLAIR, PH.D
SHAKIYA STEWARD, MA

OUR SCHOOLS

HAMPTON HIGH SCHOOL
BRIGHTON ELEMENTARY*
DOUGLASS PARK ELEMENTARY*
CRADOCK MIDDLE
I C NORCOM HIGH
WILLIAM E WATERS*
BOOKER T WASHINGTON HIGH
CHESTERFIELD ACADEMY
GRANBY HIGH
SUBURBAN PARK ELEMENTARY
WILLIAM RUFFNER ACADEMY

SUFFOLK PUBLIC SCHOOLS
ELEPHANT’S FORK ELEMENTARY
KINGS FORK MIDDLE*
BAYSIDE 6
BAYSIDE MIDDLE
BETTIE F WILLIAMS ELEMENTARY

*NEW SCHOOLS DURING 2019-2020 SCHOOL YEAR