



Welcome

Back to Classrooms

Rebuilding Resilient School Communities





2022

Report Card

The primary mission of schools is to support student achievement. To reach this goal, children must feel safe, supported, and ready to learn. So what can Communities In Schools of Richmond (CIS) do to build resilience across school settings?

- Meet basic needs (food, safe housing, clothing)
- Build social / emotional skills
- Model mindfulness and resiliency
- Build a referral network for students in crisis
- Support school culture and climate
- Draw alongside school staff to build positivity and hope

With these core CIS assets as the foundation for work, we returned to classrooms to employ a reengagement strategy, ready to meet students and families where they were. The CIS model offers a framework using tiered supports to engage 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-to-One interventions and guided support

Real Results

In 2022, 50 CIS Site Coordinators served 21,693 K-12 students in 39 schools, delivering Tier 2 and 3 support for 2,470 students (12% of the total students served). Among the group receiving intensive services, we tracked ABC's – Attendance, Behavior, and Completion:

56% of CIS students improved ATTENDANCE

72% of CIS students improved BEHAVIOR

100% of CIS Seniors graduated with their peers (136 students)

Communities In Schools of Richmond surrounds students with a community of support, empowering them to stay in school and achieve in life.



“Millions of students have to be supported to catch up academically and process trauma, something that educators say will take several years.”

– Politico, April 2021

Letter

from President and CEO

Dear CIS of Richmond Friends and Advocates:

We’re back – and it has been so much more than what we expected. The return to school, we believed, would be a huge relief for many children and families. We anticipated learning loss and socialization issues. We anticipated grief and behavioral challenges. But the number of students managing significant mental health crises has been a constant part of the return to in-school learning.

Disruptions in education nationwide turned a spotlight on existing racial and economic disparities. Even before the outbreak, students in vulnerable communities – predominately Black and Latino areas – were facing inequality in everything from technology to basic nutrition to student-teacher ratios and after-school programs. That spotlight is now fully focused on the mental health of children — challenges that are so widespread that they are impacting even our youngest students with anxiety, trauma, isolation, violence, and self-harm.

The American Academy of Pediatrics is calling for community-based systems of care that connect students in need of behavioral health services with evidence-based interventions in their homes,

communities, and schools. Programs like Communities In Schools of Richmond and our partner network.

The primary mission of schools is to support student achievement. Children must first feel safe and supported before they are ready to learn. When a school partners with CIS, it gains a liaison that focuses on bringing resources into schools to support basic and behavioral needs that allow children to learn and teachers to teach.

While the 2022 school year was difficult, just like always, we celebrated tiny wins. We also felt the ripples of grief, trauma, and violence in our communities. We practiced and modeled self-care. We took a breath and we are ready to support students in the new school year.

Our focus for 2023 will continue to be on reengagement; CIS will employ strategies that are flexible and adaptable to meet kids where they are. I thank you for your continued support of CIS as we work toward an effective and collective community response to support students in our region.

Harold Fitrer, Ed. D.
President and CEO

Guideposts

of Reengagement

Our mission, to surround students with a community of support, drives our position that integrated student supports are necessary to effectively reengage students. Throughout 2022, the CIS model focused heavily on addressing attendance, behavioral regulation, basic needs, and crisis intervention for students both on caseloads as well as school wide. The pillars of reengagement included:

Reconnect with Students and Families:

- Check-ins with students
- Recognize, empathize with recent experiences
- Build strong trusting relationships

Support Recovery:

- Assess student and family needs
- Coordinate and deploy basic needs
- Address urgent mental health and well-being

Reengage with the Learning Environment:

- Coordinate school climate initiatives
- Monitor and address the social and emotional well-being of students

“The freshmen were seventh-graders last time they were in school. They went from recess and cartwheels to ‘what do you want to be when you grow up?’ They still see themselves as young students who want recess.”

Basic Needs



Ready to Learn

Working collectively inside and across schools, CIS site coordinators, school social workers, school counselors, family liaisons, and school behavior specialists engaged with significant numbers of students in crisis each day. While crisis response often starts with addressing a basic need – a family emergency, food instability, clothing needs – it can often lead to a long-term relationship to help support a student and their family.

When adults can address the root causes of basic needs insecurities, they can match supports that will help students thrive. During the 2022 school year, many CIS partners and volunteers provided resources to meet immediate needs, allowing us an entryway for deeper conversations. CIS may initially step in with groceries, but that can often lead to housing referrals, mental health support, after-school programs, and opportunities to set up short and long term goals.

Over a two-week period, CIS Site Coordinators clocked how they spent each school day. The data shows that the largest blocks of time were spent addressing basic needs and student crisis — the data does not reveal the growing number of new students each day either referred to CIS or requesting services.



Partner Requests	4%
Student Crisis	34%
Basic Response	21%
Unscheduled Meetings	14%
Principal Requests	10%
Parents	10%
Coverage for School Staff	7%

“No day looks the same but there are patterns. I can usually count on a line of students out the door each morning. A day can start with the first hour interacting with students or deescalating situations that occurred in and out of school. It can be non-stop with kids coming to me or meeting with the school counselor.”
 – CIS Site Coordinator



Attendance

Every Day Counts

“At Communities In Schools of Richmond, our greatest skill set maps to creating an environment where every student wants to come to school.”

In Virginia, K-12 public school students are required to spend 180 days in school a year. Missing one day of school every two weeks adds up to 18 days – or 10% of the year—which research shows is the strongest predictor of dropping out of school. But absenteeism is not just about an individual. When students miss school, it impacts their learning but it also impacts school climate and the effectiveness of teachers with other students.

In January, the absentee rate in Richmond Public Schools reached a high of 36%, but this is not just a local issue. According to Education Week, rates of chronic absenteeism have as much as tripled during the national crisis, with even higher rates for vulnerable populations. After two years of unprecedented disruption, CIS invested additional time and personnel to support school wide and individual student's attendance goals.

Site Coordinators worked with every CIS student to address challenges and set goals for attendance. For many students, a daily encounter with the CIS Site Coordinator made the difference between choosing to come to school or not. The attendance interventions included:

- Developing agreed upon attendance goals
- Daily check-ins
- Outreach to parents
- Problem-solving with students and parents
- Eliminating attendance barriers to include food, clothing, housing
- Developing individual and school-wide attendance incentives
- Acting as a liaison/advocate among school administration, teachers, social workers

Attendance Works Recommends:

Communicate the importance of attendance; share messages across all platforms about the value of attending school.

Create a positive school climate; students are more likely to attend school when they have positive, supportive relationships.

Use data to target supports; engage cross disciplinary teams to identify students needing specific support to improve attendance.





Behavior

Social and Emotional Well Being

Experiences of social isolation during the COVID-19 pandemic created unprecedented challenges for students and families, highlighting the need for social-emotional learning more than ever (SEL). These competencies include non-academic skills that allow kids to set goals, manage behavior, build relationships, and process the emotions required for developmental growth.

CASEL (Collaborative for Academic, Social, and Emotional Learning) identifies

5 competency areas:

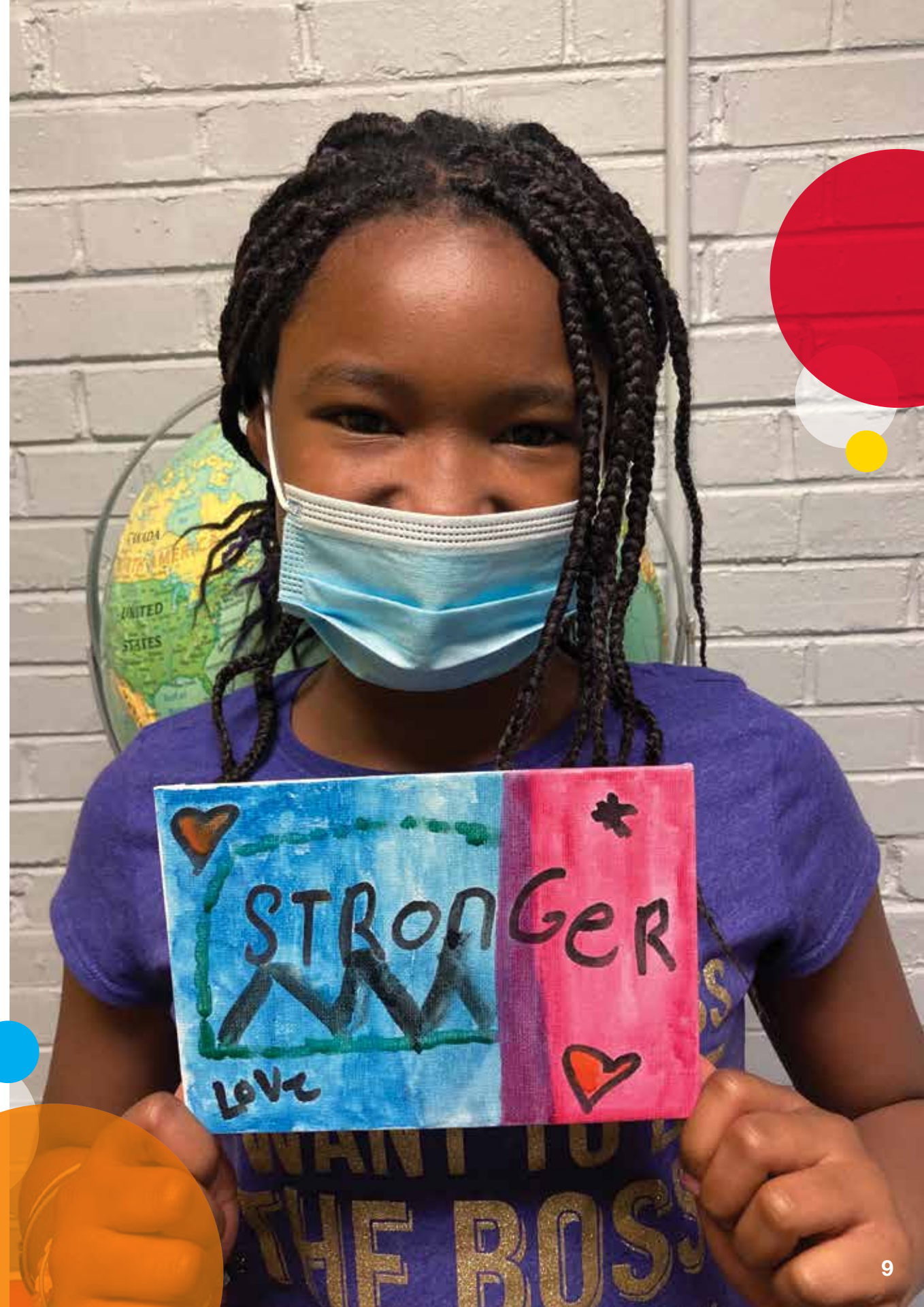
- Self-awareness
- Self-management
- Social awareness
- Relationship skills
- Responsible decision making

Site Coordinators conducted a pre- and post-assessment with every CIS student to get a picture of their social/emotional well-being. While these assessments tend to be a snapshot of a single day or moment in time, they offer some insight into a student's understanding of their own emotional vocabulary. Students

struggled all year with anxiety, loss, lack of expression, grief, frustration, and isolation. The CIS team relied heavily on training to reduce the impacts of secondary trauma and build resiliency under unrelenting stress. Interventions included:

- Daily check-ins
- Relationship building
- One-to-one supportive guidance
- Small group engagement addressing social / emotional development including grief, self-esteem, LGBTQ, substance abuse, anger management, leadership, pro-social skills, mindfulness, and gender specific group work

“A child in foster care wouldn’t talk to any adult at school for months. I was able to connect him with a former teacher at another school. This started a trust between us and he is truly a different kid than the one I met months ago. He has the biggest smile. It brings me joy to know that he feels loved, seen, and heard at school. – CIS Site Coordinator



School Sites

Richmond Public School

Elementary Schools

Bellevue
Blackwell
Broad Rock
Cardinal
Carver
Chimborazo
Fairfield Court
Fox
Francis
Henry Marsh
Holton
Ginter Park
Miles Jones
Oak Grove
Obama
Overby Sheppard
Redd
Reid
Southampton
Swansboro
Westover Hills
Woodville

Middle Schools

Albert Hill
Binford
Lucille Brown
Boushall
Henderson
Martin Luther King, Jr.
River City

High Schools

Armstrong
Franklin Military
Huguenot
Thomas Jefferson
John Marshall
George Wythe

Henrico County Public School

Elko Middle
Fairfield Middle
John Rolfe Middle
Highland Springs High

Partners

The CIS Model of Integrated Student Support (ISS) depends on the commitment of partners to deliver the very best for students. CIS welcomed back 350 active partners into the scope of services for Richmond and Henrico students for the 2022 school year. Thank you for your perseverance and presence.

100 4 100 Project
2nd Presbyterian Church
31st Street Baptist Church
5 Loaves Corp
6 Pic
7th Street Christian Church
A Book for Me
A Different World Home Services
A Different World Transportation
All For One Supportive Services
All Souls Episcopal Church
Alpha Gamma Chapter of Kappa Alpha Psi Fraternity VUU
Alpha Kappa Alpha Sorority Omega Rho Omega Chapter
Alpha Phi Alpha Fraternity
Anna Julia Cooper Episcopal School
Anthem Health Keepers
Antioch Baptist Church
Armstrong Center for Empowerment (ACE)
Armstrong Leadership Program (ALP)
Art 180
Asbury United Methodist
BareSoul Yoga
Battery Park Christian
Beaver Booster PTA
Befriend
Beta Epsilon Chapter of Delta Sigma Theta Sorority VUU
Bethany Christian Church
Betty Strothers
Big Brothers Big Sisters
Big Green
Black Men Read
Blackwell
Blackwell Community Center
Blackwell Preschool
Blessings For You Adult Day
Blessings in a Backpack
Blue Sky Fund
Bob and Martha Proutt
Bob Argabright
Bon Air Baptist Church
Bon Air Christian Church
Bon Secours
Box Tops for Education
Boys & Girls Club Metro Richmond
Breast Cancer Foundation of Virginia
Bridging RVA
Broad Rock Baptist
Broadrock Public Library
Broomfield Memorial Church
BSWC
Burger King
Cameron K. Gallagher Foundation
Capital Caring Health
Capital City Lodge #107
Capital One
Capital One - Card Risk Team
Caring Clothes Closet
CARITAS
Caron
Cedar Street Baptist Church
Celebrate RVA
Celebration Church
Center Church
Challenge Discovery Projects
Chanel's Cookies and Crumbs
Charles and Wanda Gill Family
Charmettes (Richmond Metropolitan Chapter)
Chick-Fil-A
Child Savers
Children Incorporated
Children's Museum of Richmond
ChildSavers
Chippenham Hospital
Christ Church Episcopal
Church Hill Activities and Tutoring (CHAT)
Circle Square Salon
City Church
City of Richmond Department of Parks and Recreation
Coaches in the Classroom
CodeVA
Commonwealth VA Chapter of the Links, Inc.
Community 50/50

Conexus
Continental Societies
Cornerstone
Community Farm
CoStar
Counsel Connect
Crenius US/UK
Curative Conversations
Radio Talk Show
Cynthia Schmitz
Dallas Dance
DaVita
Department of Housing & Urban Development
Department of Public Works
DJ DUUK
DJ Frank Rite
DLA Aviation and Defense Supply Center Richmond (Angel Tree)
Dominion Energy
EAB
East End Mason Lodge-233
Ebenezer Baptist Church
Emmanuel Episcopal Church
Erie Insurance - Richmond Branch
Essence of Worship (Virginia Union University)
ExCELL
EY College Map
Faith Community Baptist
Fan District Association
Fan Women's Association
Federal Reserve Bank of Richmond Lunch Buddies
FeedMore
First Baptist Church Midlothian
First Presbyterian Church
First Unitarian Universalist
FLAVA Ministry
G.A.M.E. Love Campaign
Gamma Chapter of Alpha Phi Alpha Fraternity Inc (Virginia Union University)
Ginter Park Baptist Church
Ginter Park Garden Club
Girl Scouts of America
Girls for A Change
Girls on the Run
Glean, LLC
Good Shepherd Baptist Church
Grace and Holy Trinity Episcopal Church
Greater Richmond Church of Christ
Greater Richmond Fit4Kids
Greater Richmond SCAN
GSK Consumer Healthcare
HCA Healthcare
HCA Healthcare

Helen Trevey
Henrico Education Foundation
High Point Barber Shop
Highland Park Community Church Family
Holland Baking
Holy Rosary Catholic Church
Home Depot
HOME of VA
Hope for Learning Foundation
Hourigan
Housing Families First
Huguenot Trail Rotary
Human Services Richmond
Humans for Good
Iota Phi Lambda
John Tyler Community College School of Nursing
Joseph Bousaba Dentistry
Juice Life RVA
Junior Achievement
Junior League of Richmond
KD Real Estate Investors
Keith Sneed Homes
King's Dominion
Koinonia Independent Methodist Church
Kroger
Kroger Community Rewards
Kiwanis
LaDIFF
Las Amigas, Inc., Henrico County Chapter
Lewis Ginter Botanical Garden
Lewis Ginter Community Association
Liberation Church
Lit Limo
Little Hands Virginia
Live Red Foundation
Liz Moore & Associates
Long & Foster Realtors
Long & Foster Realtors, Strawberry Street
Long and Foster REALTORS, Grove Avenue Office
Lota Phi Lambda
Love Center of Unity Full Gospel Church
Lowe's (Sheila Lane)
Lumber Liquidators
Madison Temple Zion
Manchester Groom Saloon
Manchester YMCA
Mango Salon
McDonald's
McKesson
Meaningful Meals
Mending Fences
Metropolitan African American Baptist Church
Metropolitan Richmond Partnership of Churches

Metropolitan Richmond Partnership of Churches' "New Shoes for Back to School" Ministry
MICA
Cathedral of Sacred Heart Milk & Cookies
Mission from the Heart
Moore Street Baptist Church
Mount Carmel Baptist Church
Mount Gilead Full Gospel International Ministries
Mount Olive Baptist Church
Mount Tabor Baptist Church
Ms. Deborah Hanson
Mt. Calvary Baptist Church
Mt. Nebo Baptist Church
Nannette Hutchens
New Bridge Baptist Church
New Life Deliverance Tabernacle
New Shoes for Back To School
NextUp RVA
NextUp: R.E.A.L. Girlz
Nibble Nook (Food Pantry)
North Avenue Richmond Public Library
Northside Church of Richmond
Northside YMCA
Oakwood Arts
Office of Community Wealth Building
Owens & Minor
Pepsico
Peter Paul Development Center
Planned Parenthood
Podium RVA
Positive Reflections
Quinn Evans
R&R Food Distribution
Ramsey Memorial United Methodist Church
Relationship Foundation of Virginia
Renew Richmond
Reveille United Methodist
Rhema Word Ministries
Richmond Baptist Association
Richmond Behavioral Health Authority
Richmond Children's Hospital
Richmond Community Church
Richmond Fire Department
Richmond Flying Squirrels
Richmond Jewish Coalition for Literacy
Richmond Partnership of Churches
Richmond Police Department

Richmond Police Department - 2nd Precinct
Richmond Presbyterian Korean
Richmond Public Library
Richmond Public Schools
Richmond Toolbank
Richmond West Breakfast Lions Club
Ricky Johnson Foundation
River Road Baptist
River Road Presbyterian
River Road United Methodist
Robinson Theatre
Rock Spring Baptist Church
RRHA
RVA Future Center
Safe Routes to School
Saint James Baptist Church
Sauer's Garden Association
Science Museum of Virginia
Scripps Howard Foundation
Second Baptist Church Southside
Side by Side
Sigma Gamma Rho Sorority Inc. - Iota Sigma Chapter
Sigma Gamma Rho Sorority Inc. - Tau Chapter
Sisters United
Sixth Mount Zion Baptist
Sky Zone
Sneed's Nursery
Soldiers Serving God
Soliel Lindsey/Sol Rise Essentials
South City Church
St. Andrews United Methodist
St. Bridget's Catholic Church
St. Edwards Catholic Church
St. John's Church
St. Paul's Episcopal Church
St. Philip's Episcopal Church
St. Stephen's Episcopal
STEMTREE
Successful Family Services
Succor
Sumer Strawbree Publishing
Swansboro West Civic Assoc.
Sweet Frog White Oak
Sylvia's Sisters
T-mobile
Temple of Judah Ministries
The Career Cheerleader (Cara Pressley)
The Collective RVA
The Excellence Closet
The Fresh Anointing Cathedral
The Greater Faith Temple
The Life Church RVA
The Market @ 25th

The Metro Richmond Partnership of Churches
The Pace of Richmond
The Richmond Rotary Club
Third Street Bethel A.M.E.
Tilt Creative and Production
TJ Viking Fund
Too Smart 2 Start
Richmond Toolbank
TowneBank Richmond
Trinity Lutheran Church
Trinity United Methodist
Truist
Tuckahoe Presbyterian Church
Ukrop's Threads
United Church
US Department of Labor
United Way of Greater Richmond and Petersburg
University of Richmond
UPS Freight
Urban Baby Beginnings
VA Bar Association Young Lawyers Division
VA Barber School
VA League of Planned Parenthood
VA Retirement System
VCU
VCU Chemistry Service Learning Class
VCU Forensic Science Club
VCU Forensic Science Service Learning Class
VCU Forensics

VCU Health Hub @ 25th
VCU Health SHINE Team
VCU Honors Program
VCU School of Dentistry
VCU School of Social Work
VCU's Developing Men of Color
Virginia Credit Union
VUU
VUU Mentoring Program
Washington Commanders - Loads of Love
Wave Church
WCVE
WealthBuilding Solutions, Inc.
Wegmans
Westover Hills Neighborhood Association
Westover Hills United Methodist Church
WestRock
Westwood Baptist Church
White Oak Community Church
Woodville Presbyterian Church
World of Mirth
WTVR
YMCA of Greater Richmond
YMCA Y-Achievers
Young Life
Young Lives
Youth Ambassadors of Virginia
Zay and Shay Edgeston
Zeta Phi Beta Sorority, Inc.

Giving

Our thanks to all the individuals, foundations, corporations and organizations that generously support Communities In Schools of Richmond. Your continued investment ensures that urban 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 Up

Altria Group
City of Richmond
Henrico County Public Schools
Pauley Family Foundation of CF
Richmond Public Schools
RPS /Elementary and Secondary School
Emergency Relief Fund

Robins Foundation Virginia 529

School Sustainer Gifts \$20,000-99,000

Capital One
CarMax Foundation
Community Foundation for a greater Richmond (CF)
Communities In Schools of Virginia
Dominion Energy
Robey & Jean Estes
Estes Express Lines

Foundation for the Carolinas
 Herndon Foundation
 Jackson Foundation
 Martha Grover Estes Foundation
 Massey Foundation
 REB Fund of CF
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 Richmond Association of REALTORS
 Sheryl Robins
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 Kirk & Kelly Tattersall
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 United Way of Greater Richmond and Petersburg
 Wells Fargo

Student Advocate
Gifts \$5,000-19,999

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 Bank of America
 Cameron Foundation
 Chesterfield Education Foundation
 Mary Sue & Tom Donahue Farrell Family Charitable Trust
 Gary & Patricia Fenchuk Freeman
 Genworth
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 Thomas E. Gottwald
 Bruce Gray
 Jim & Jane Hartough
 Life Center Church
 Lumber Liquidators
 Markel Corporation
 McGuireWoods
 Morris Taylor
 Patient First
 Pinkerton Family Foundation
 Thomas Reedy
 Jim & Mollie Reinhart
 Mark & Susan Sisisky
 St. Paul's Episcopal Church
 St. Stephen's Episcopal Church
 Swedish Match
 Tredegar Corporation
 Bobby & Jayne Ukrop
 Ukrop's Threads
 Virginia Credit Union
 Andrea Wassmer

Scott & Elizabeth Weiss
 Eleanor & Spencer Williamson
Backpack Team
Gifts \$1,000-4,999
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 Al & Margaret Broaddus
 Melody Barnes and Marland Buckner
 Dr. and Mrs. Caravati
 Marguerite Casey Foundation
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 First Presbyterian
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 Henrico Education Foundation
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 Wawa Foundation
 Bill Weber
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 Brian White
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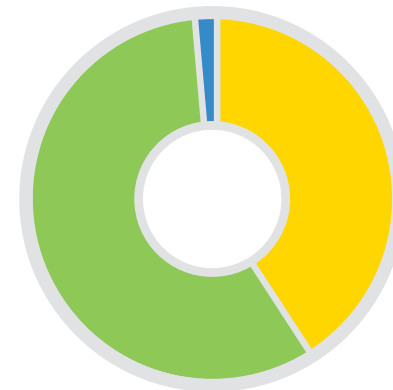
ABC's Club
Gifts up to \$999
 Barbara Addington
 Barbara Alexander
 Kevin Allison
 Carroll Andrews
 Tiff & Kelly Armstrong
 Astyra Corporation
 Paul Atkinson
 Frank Atkinson
 Sally Bagley
 Kathryn Barber
 Theresa Barnes-Pirko
 Camilla Battle
 Orlando Beale
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 Ashley Bland
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 Jayne Bryant
 Jason Bulluck
 Ben & Zoe Bunnell
 Caley Cantrell
 Capital Trees
 Katherine Cassada
 Church Hill Association of RVA Inc
 Christ Church Episcopal
 Donna Claytor
 Rhonda Colley
 Timothy Cook
 Corinth United Methodist Church
 Annette Cousins
 Donald Cowles
 Richard & Aggie Cullen
 Thomas Cox
 Srikirshna Dammalapati
 Mariam Davidow
 Kimberly Davis-Wiley
 Stephanie Davis
 Joy Davis
 Kristin DeGruy
 James Dyke
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 Catherine Estevez
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 Knights of Saint Philips Men's Fellowship
 Monica Kohler
 Patte Koval
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 Katherine Lehnen
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 Jonathan & Claudette Lewis
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 Enrique Mayor-Mora
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 Michelle Mogel
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 Kamini Pahuja
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 Aaron Pinksy
 Zhila Pirmazar
 Linda Plummer
 Crystal Potee

Mary Powell
 Cassie Price
 Virginia Price
 Virginia Realtors
 Ann Reavey
 Kaye Redford
 Elizabeth Redpath
 Joseph Reid III
 Raymond Rivers
 Bill Roberts
 Kaern & Leonard Rogers
 Elaine Ryan
 Maria Sarahan
 Barry & Emilie Saunders
 Mike Schlosser
 Frederick Schutt
 Keisha Scott
 Nancy Senn
 Laurie Shadders
 Katherine Shelah
 Austin Shepard
 John Sherman Fund of CF
 Sixth Mount Zion Baptist Church
 Laura Skarie
 William Smith
 Lisa Speller
 Robin Spicer
 Florence Starke
 Martha Steele
 Lauren Stevens
 Jill Swinger
 Jorli Swingen
 Sally Tirs
 Bess Toole
 Tuckahoe Presbyterian Church
 Caroline Tucker
 Elizabeth Tyler
 Universal Leaf Foundation
 United Way of South Hampton Roads
 Linda Vantuyle
 Dearsley Vernon
 Virginia Commonwealth University
 Walter West Bible Class
 Judith Waldron
 Elaine Waldrop
 Nathaniel Wells
 Richard Whitt
 Robert Wilson
 Courtney Winters
 LaMarcus Wise
 Murray Wright
 Steven Yeakel
 Sam Young
 Jonathan Zur

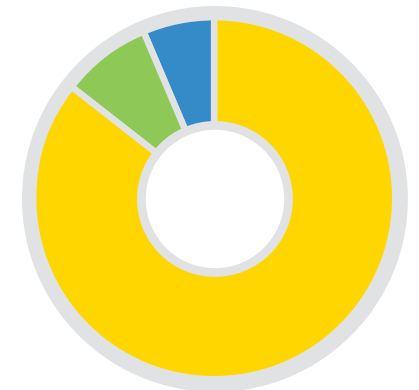
Finances

2022 Revenue



Direct Public Support	1,829,615
Local and State Funding	2,580,933
United Way	50,000
Total Operating Revenue	4,460,548

2022 Expenses



Program Services	3,484,048
Management and General	329,728
Fundraising	205,338
Total Expenses	4,019,114

Review full CIS 2022 audited financials at www.guidestar.org



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