

Meeting Kids Where They Are



Communities
In Schools

Richmond



BRILLIANT

At Communities In Schools of Richmond (CIS), we surround students with a community of support, empowering them to stay in school and achieve in life.



2023 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 resilience
- 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 assets as the foundation for our work, CIS employs strategies and action plans to meet students and families where they are. 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 2023, 50 CIS Site Coordinators served 20,038 K-12 students in 39 schools, delivering Tier 2 and 3 support for 2,497 students (11% of the total students served). Among the group receiving intensive services, we tracked ABC's – Attendance, Behavior, and Completion:

70% of CIS students improved ATTENDANCE

79% of CIS students improved BEHAVIOR

81% of CIS students improved COURSE Performance

98% of CIS Seniors graduated with their peers (138 of 141 students)



Letter from President and CEO

Every child needs an advocate at school who knows them, knows their family, and can offer support. At Communities In Schools of Richmond (CIS), our greatest skill set maps to creating an environment where every student feels seen, heard, and welcomed at school.

Relationships matter.

Dear CIS Friends and Stakeholders:

In 2023, we planned for a second post-Covid transition year – CIS set out to triage our model to focus on what kids needed most: access to basic needs, attendance support, and regular mental health check-ins for kids experiencing crisis *and* kids who appeared to be doing okay.

As a part of transition, CIS engaged our school partners to secure time in the school day to deliver CIS supports, strengthen the referral network for students and families, and build on effective collaboration at and across schools.

Many of the pre-Covid activities like career exploration, grade level transition activities, and family engagement events returned to CIS calendars. We welcomed old and new partners back into schools. Volunteers returned as readers, lunch buddies, and mentors. They were embraced by students and teachers alike as they supported events and provided direct assistance.

Much like the pandemic school years, Tier 1 activities were dominated by deploying basic needs. Food, clothing, and referrals for housing and financial assistance continued to be in demand all year.

Embedded in every school day, was the goal to create environments where kids can be fully themselves. This is the relationship work. When students feel seen, heard, and welcomed at school, they are more resilient and better able to cope and manage stressful situations. When kids feel like someone knows them and believes in them, there is a greater motivation to engage and succeed.

Plans for the 2024 school year are guided by our **5-Year Strategic Plan: Relationships Matter**. As we move out of crisis and into stability, our goal is to drive stability into purpose. Thank you for your continued investment in our youth. I look forward to your partnership as we collectively shape a student-centered service delivery model that builds on students' assets and mixes data with social and emotional development to help students grow.

Sincerely,
Harold Fitrer, Ed.D.
President and CEO

(Learn more about the Five-Year Strategic Plan at www.cisrva.org)

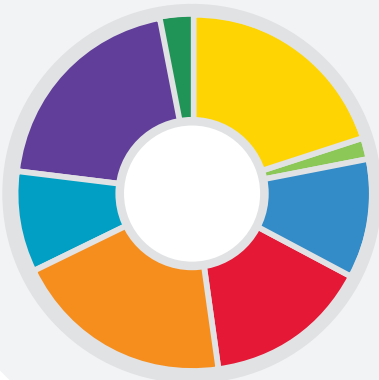
What We Learned

As evidenced in the Report Card data (page 1), CIS made significant strides in impacting attendance for case-managed students at the elementary and middle school levels. Whole school incentive programs, strong collaboration across school personnel, one-to-one check-ins, and small group work proved effective for students in grades K-8. At the high school level, attendance improved marginally. For many high school students, increased school and community violence, mental health triggers, and disengagement were all contributing factors to absenteeism.

CIS Site Coordinators reported a graduating scale of difficult student behaviors. Beginning in elementary

school they saw emotional regulation issues, overstimulation, and student conflict. The secondary school CIS Team reported an escalation of behaviors including withdrawal, defiance, physical violence, and self-harm. As site coordinators reflected on the school year, food and clothing (40%) were primary needs of both case-managed students and whole school populations. Throughout the pandemic, CIS was able to access emergency funding sources for groceries, school food pantries, and clothing. We anticipate that these needs, alongside mental health, will continue as we move into the 2024 school year.

Unpacking Student Needs 2023



● Clothing	20%
● School Supplies	2%
● SEL	11%
● Mental Health	15%
● Grief	20%
● Housing	9%
● Food	20%
● Attendance Education	3%



Self-Expression

When students are encouraged to express themselves, it builds confidence, independence and creativity. It leads to agency and the ability to actively participate in setting achievable goals, problem solving, overcoming obstacles, and finding success. **Through social and emotional tools, CIS works with students to help them express feelings and voice their needs.**

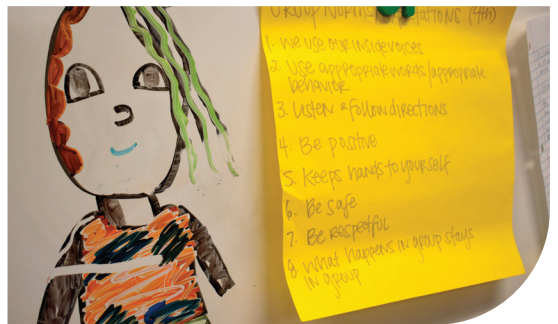
As students enter Ms. Johnson's CIS office for an SEL (Social Emotional Learning) small group, they are offered a few minutes to reflect and let go of anything that has happened before this moment. They have learned the tools to release their worries and stress. They can acknowledge it, feel it, discuss it—*or not*. Students move around the room, they talk one-on-one or with Ms. Johnson, and many head to the shredder. This gesture of naming your anxiety in writing, shredding it, and letting go, sets the stage for group work to begin.

A fourth grade student in Ms. Johnson's group shares her own success story about a struggle she was having with an adult at school. She explained that she was getting in trouble for not engaging or completing assignments. Before allowing the situation to escalate, the fourth grader decided to use her communication skills and have a conversation with her teacher. Alongside Ms. Johnson, the student, shared her own story which led to a mutual understanding about how she could be her best self in the classroom.

“If you speak to people about how you are feeling you can change things. I felt like I could share my feelings because Ms. Johnson makes me feel empowered. I know she's behind me.”

“My goal is to create a space where students feel safe and vulnerable but also empowered to share their thoughts and feelings. When children have the opportunity to feel seen, heard, and respected, they own their voice. And strengthening student voice matters. It is a critical skill in youth development that leads to adults who can self-advocate, self-regulate, and emotionally communicate. Honoring and strengthening these skills allows students to trust themselves to make conscious decisions.”

— Armoni Johnson, Henry Marsh Elementary School Site Coordinator





Connectivity

The desire to belong is a fundamental part of human nature. When kids feel out of place, when their sense of belonging is threatened, that discomfort and self-doubt can have far-reaching effects.

A defining tenet of CIS is to make sure every child feels welcome at school.

Mentoring is part of the CIS fabric at River City Middle School. Since 2011 students and mentors have carved out time every week to navigate the uncharted world of middle school. This connection is visible in students' lives, but also has lasting impacts for the adult mentors. Alex Bailey, RCMS Site Coordinator reflects, "I think that, for both children and adults, authentically connecting with others who have your best interest at heart returns you to your most true and whole self."

Mentoring sessions begin with an opening circle—an opportunity for everyone to reset and practice mindful-

ness. One of Alex's main goals for the program is to get people talking. Conversation starters can initially take the form of games, but as the weeks move forward mentors and mentees are visiting like old friends.

Sometimes this takes a while. For one seventh grade boy, his main objective was to avoid all meaningful connection, including putting as much physical space as possible between himself and his mentor. Challenge accepted—the mentor continued to show up, week after week after week. They ended the year as the most connected duo.

"A safe and validating relationship with an adult ultimately is the most valid and trusted protective factor against trauma a kid could have. Aside from this, having this sort of relationship in your life enhances your self esteem and sense of self-security."

— Alex Bailey, River City Middle School Site Coordinator

Thank you to Dominion Energy and Virginia Credit Union for their continued partnership in this mentoring program.

"Through mentoring, we have had the phenomenal opportunity to serve as role models, planting seeds of hope, support and encouragement with our mentees. Positive and trusting relationships are built, which serve as the foundation to boosting our mentees' self-esteem, confidence, helping them believe in their abilities and potential. Our mentors also help guide and develop life skills, such as communication, problem solving and decision making."

— Viki Frankenburger, Virginia Credit Union Mentor

Safe Spaces

Feeling safe and valued is vital to a child’s development. Safe spaces allow students to connect with others and develop a sense of community, reducing feelings of isolation and loneliness. **For many students, the CIS Site Coordinator is a critical safe space in their lives.**

When asking Highland Springs High School students about CIS, they responded not with a program description, but with descriptions of individuals and feelings. “My CIS person gives me a space of comfort in school. Whenever I’m off track, they bring me back to who I know I am. They make me feel like I can reach the future I want, and not be stuck in the same place. They make you know you have someone, that we’re never alone.”

Walking through the halls of Highland Springs High School with the CIS Team is an emotional experience. There are shout-outs, and hugs, and for a few, expressions of relief knowing that they are seen and counted. A group of juniors and seniors all reported that the most important take-away they had from working with CIS was the ability to be fully themselves. Working alongside a CIS Site Coordinator, students felt encouraged to do the hard work of self-discovery; finding out who they are and who they want to be beyond the walls of high school.

Beyond the conversation and laughter, students quietly discuss the agreement they each have with CIS to hold themselves accountable for high expectations and to personally model safe adult behaviors and relationships. “They know a different part of us. The person we are. They know us better. Even with our friends sometimes we want to be someone we are not. It’s easy to act like someone else to our friends, but they know the difference, and they’ll call us on it. They want us to be better.”

They guide, they listen, they offer space – and sometimes that changes lives. “Ms. Mack-Kent and Mr. Vines probably saved my life. They’ve stopped me from leaving school. I wanted to drop out like four times. I did leave for a little and they brought me back. I’ve been here every day. I know I wouldn’t be here without them.”



“CIS fosters both real and healthy relationships with all students, not just the students on our caseload. Every student in school is aware of the basic needs and supportive services we provide to HSHS. We build trust across the community and students know that what they share with CIS is confidential. This opens up settings for 1:1 conversations that get to the core concerns and barriers that hinder their academic success and daily attendance.”

– Marquee Vines, Highland Springs High School Site Coordinator.



School Sites

Richmond Public Schools Sites

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 Schools Sites

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 over 350 active partners into the scope of services for Richmond and Henrico students for the 2023 school year. Our thanks and recognition to all the people in these partner organizations helping students reach their potential.

2nd Presbyterian Church	Cameron K. Gallagher Foundation	Faith Community Baptist
31st St Baptist Church	Capital One	Federal Reserve
4th Baptist Church	Caring Clothes Closet	FeedMore
5 Loaves Corp	CARITAS	Final Notice Towing and Recovery
A Sisters Love LLC	CARON	First Baptist South Richmond Church
AKA Sorority Inc.	Cedar Street Baptist Church of God	First Presbyterian Church
All Souls Anglican Church	Challenge Discovery Projects	First Unitarian Universalist
All Souls RVA	Chicago Avenue Baptist Church	Fit 4 Kids
Alpha Kappa Alpha Sorority Inc.	ChickFila	Fox PTA
Amazon	Child Savers	Gamma Phi Delta
Anthem Health Keepers	Children Incorporated	Ginter Park Association
Antioch Baptist Church	Children's Museum of Richmond	Ginter Park Baptist Church
Art 180	ChildSavers	Girls on the Run
Asbury United Methodist	Christ Church Episcopal Church Hill	Girl Scouts of America
Back to School Shoe Ministry	Church Hill Academy of RVA	Good Shepherd Baptist Church
Battery Park Christian Church	City of Richmond	Grace and Peace Missionary Baptist Church
Beaver Boosters PTA	Parks and Recreation	Greater Brook Road Baptist Church
Befriend	Department. of Public Utilities	Greater Richmond Church of Christ
Belmont Community Resource Center	Department of Juvenile Justice	Greater Richmond SCAN
Betty Strouthers	Collegiate	Greater Richmond United Way
Beulah Baptist Church	Community Foundation for a greater Richmond	HCA Healthcare
Big Brothers Big Sisters	Continental Societies	Henrico Heroes
Blessings For You Adult Day Services	Costar	Henrico Homeless Shelter
Blossoming Roots Flower Supply	Cristo Rey High School Richmond	Henrico Minister's Conference
Bon Air Baptist Church	Cub Scouts	Henrico Sheriff's Office
Bon Secours	Dick's Sporting Goods	Home Depot
Boys and Girls Clubs of Metro Richmond	DJ Frank Rite	Hope for Learning
Boys to Men Mentoring	Dollar Tree (Cowardin Ave.)	Hourigan
Breast Cancer Foundation of Virginia	Dominion Energy	HumanKind - RVA Family Crisis Fund
Bridging RVA	ExCELL	Iota Sigma Chapter of Sigma Gamma Rho Sorority, Inc.
Broad Rock PTA	EY College Map	Jewish Coalition for Literacy
Broomfield Christian Methodist Church		Joye of Beauty

Louis A. Collins, Jr Lowe's	Richmond Fire Department	Successful Family Services	VCU School of Dentistry	Community School Fund (VDOE)
Lyndale Baptist Church	Richmond Hill	Swansboro Baptist Church	VCU School of Nursing	Jean & Rob Estes Family Fund of CF
Manchester Groom Saloon	Richmond Partnership of Churches	Sylvia's Sisters	VCU School of Social Work	Henrico County Public Schools
Mango Salon	Richmond Police Department	Target	VCU SHINE	Pauley Family Foundation of CF
Martial Arts World Henrico	Richmond Public Libraries (Hull St. Branch)	Team Excel	VCU SNMA	Rebuild Virginia
Mary Mumford PTA	Richmond Public Library, East End Branch	Temple of Judah Ministries	VCU Spanish	Richmond Public Schools
McDonald's	Ricky Johnson Foundation	The Hair Palace RVA	VCU Women in Science	Robins Foundation
McKesson	River Road Church, Baptist	The Life Church	Vibra Hospital of Richmond	Bob & Anna Lou Schaberg Foundation
Mending Fences	River Road United Methodist Church	The Market @ 25th	Village of Faith Ministries	Virginia 529
Mercy Mall	Robinson Theater Community Arts Center	Threads Uniform Agency	Virginia Department of Juvenile Justice, 13th District Court Service Unit	School Sustainer Gifts \$20,000 - \$99,999
Metropolitan African American Baptist Church	Rock Spring Baptist Church	Timeless Realty	VOWS Foundation	Capital One
MICAH	Rose Realty	Timmons Group	Washington Commanders - Loads of Love	CarMax Foundation
Milk & Cookies	RVA ToolBank	TowneBank	Wave Church	ChildFund International
Montrose Ave Neighborhood Association	S.C.O.R.E. in Communities	Trinity United Methodist	Wave Foundation	Communities In Schools National Network
Mount Tabor Baptist Church	Saint Bridget Catholic Church	Truist	Wegmans	Dominion Energy
Mt. Carmel Baptist Church	Seed of Hope AME Church	Tuckahoe Presbyterian Church	Westover Hills Neighborhood Association	Martha Grover Estes Foundation
Mt. Calvary Church	Sharon Baptist Church	United Baptist Church	Westover Hills PTA	Faison Fund
Mt. Gilead Baptist Church	Share Our Strength	United Church RVA	Westover Hills UMC	Herndon Foundation
Mt. Gilead Full Gospel International Ministries	Side by Side	United Ground Express, Richmond International Airport	WestRock	Jackson Foundation
Mt. Nebo Baptist Church	Sigma Gamma Rho Sorority Inc. (Iota Sigma Chapter and Tau Chapter)	University of Richmond	Westview on the James	Massey Foundation
National Association of Homebuilders	Sixth Mount Zion Baptist Church	VA Credit Union	Westwood Baptist Church	Memorial Foundation for Children
New Bridge Baptist Church	Sneeds	VA League of Planned Parenthood	White Oak Community Church	Meta
New Light Baptist Church	Speaking Spirit Ministries	VACDC	YMCA Richmond	Pinkerton Family Foundation
New Shelter Church	St. Catherine's School	VACU	Young Life	REB Fund of CF
Next Up	St. Christopher's School	Virginia Commonwealth University (VCU)	YoungLives	William C. Reed, Jr.
Northside Outreach Center	St. Paul's Episcopal Church	VCU Chemistry	YWCA Richmond	Reveille United Methodist Church
Northside YMCA	St. Edward Catholic Church	VCU Developing Men of Color		Richmond Association of Realtors
Old Navy, Colonial Heights	St. Elizabeth's Catholic Church	VCU DMC		Wendy & Tom Rosenthal
Order of Eastern Star (Mary Elizabeth 313)	St. James Baptist Church	VCU Forensics		St. Paul's Episcopal Church
Owens & Minor	St. John's United Holy Church	VCU Rise Above		Fred Tattersall
PAWS for Reading	St. Michael's School			Mr. & Mrs. Fred Tattersall
Peter Paul	St. Paul's Episcopal Church			Kirk & Kelly Tattersall
Professional Women in Building Council	St. Stephen's Episcopal Church			Morris C. Taylor
Quinn Evans	Stemtree of Midlothian			James & Barbara Ukrop
R.E.A.L. Girlz				United Way of Greater Richmond & Petersburg
Ramsey Memorial				Wells Fargo Foundation
RBHA				Student Advocate Gifts \$5,000 - 19,999
Reveille United Methodist Church				Katie Atack Smith
Richmond Chapter of Continental Societies				Atlantic Union Bank

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
Brookfield Foundation

Communities In
Schools of Virginia
City of Richmond
Community Foundation
for a greater
Richmond (CF)

Bank of America
Claneil Foundation
Donahue Family
Foundation
Enterprise Holdings
Barrington Family
Foundation
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St. Stephen's
Episcopal Church
Tredegar Corporation
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Virginia Credit Union
Wassmer Family
Foundation
Elizabeth & Scott Weiss

Backpack Team
Gifts \$1,000 - 4,999

Astyra Corporation
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Bunnell Family Fund
CAF America
Capital One Brand
Associates
Charles & Betty Caravati
Foundation Fund
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DPR Construction
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Siegfried Eckhaus
Farrell Family
Charitable Trust
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Building
Jean Holman
Hourigan Construction
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Jon Moore
Chris & Dena Moore
Jennie O'Holleran
Prabir Purohit
Quaker Thrift Store
David & Betsy
Richardson
Ridgeway Foundation
RPS Education
Foundation
David Ryan
Dr. Travis & Jennie Shaw
Mark B. & Susan B.
Sisisky Fund of CF
Robert C. Sledd
St. Edward
Catholic Church
William & Barbara
Thalhimer
Charles W. Tilley
Towne Bank
Katie & Ted Ukrop
Nicole & Jeff Ukrop
Laura & Ned Valentine
Ventas Charitable
Foundation
Gary Wallace
Wawa Foundation
William Webber
Anne Marie Whittemore
Brian White
Spencer & Eleanor
Williamson
Michael Woodard

ABC's Club
Gifts up to \$999

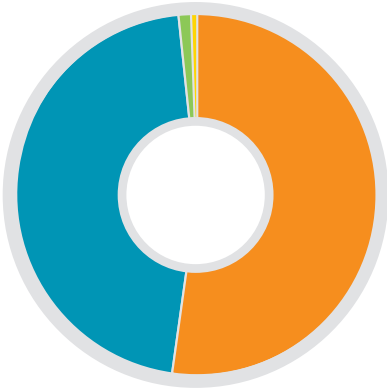
Christa Acampora
Kevin Allison
Ernest Allen
Amazon Smile
Carroll Andrews
Tiff & Kelly Armstrong
Kathryn Bagwell
Terry Barnes-Pirko
Wendy Baucom
Robert & Christine
Bingham
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YourCause
Mary & John Zeugner
Jonathan Zur

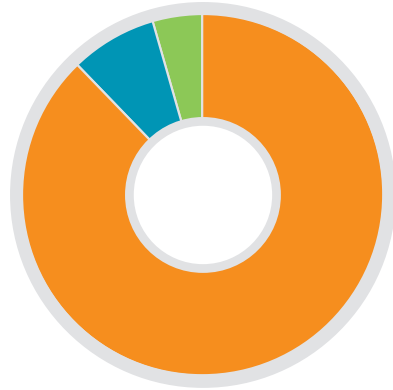
Finances

2023 Revenue



○ Direct Public Support	2,819,337
○ Local and State Funding	2,490,681
○ United Way	50,000
○ Other	25,375
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Total Operating Revenue	5,385,393

2023 Expenses



○ Program Services	3,972,574
○ Management and General	343,234
○ Fundraising	196,552
Total Expenses	4,512,360

Review full CIS 2023 audited financials at www.guidestar.org
2023 Guidestar Platinum Transparency

Platinum
Transparency
2023

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In 2023, CIS welcomed back **Moving On - CIS of Richmond Honors**.

A big thanks to Meta for jumping in as our Lead Storyteller and congratulations to our 2023 awardees.
Top: David, Janiah;
Bottom: Victoria

