



Communities
In Schools

Richmond

School Year Report 2025



Next Starts Now

Celebrating 30 Years of Impact
Powering What's Next—for **Every Student**





2025 Report Card

The primary mission of schools is to support student achievement. To reach this goal, children must feel safe, valued, and ready to learn. CIS builds that foundation by:

- Meeting students' basic needs (food, safe housing, clothing)
- Building social/emotional skills
- Connecting students and families in crisis to a referral network
- Supporting school attendance and addressing chronic absenteeism
- Drawing alongside school staff to build positivity and hope

With these core assets as our foundation, 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: Small Group Work** for students with common needs
- Tier 3: One-to-One** interventions and supportive guidance



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.

Real Results

In 2025, **48 CIS Site Coordinators** served **21,289 K-12 students** in **42 schools**, delivering Tier 2 and 3 support for **2,396 students**.

Among the group receiving intensive services, we tracked ABC's – Attendance, Behavior, and Course Performance:

71% of CIS students improved **ATTENDANCE**

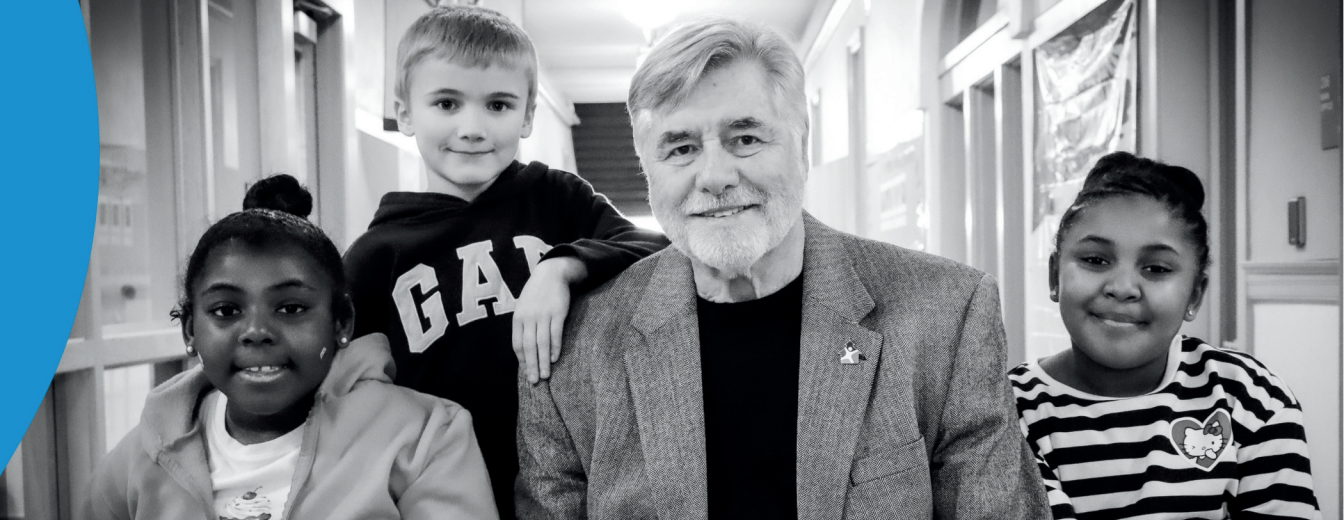
88% of CIS students improved **BEHAVIOR**

89% of CIS students improved **COURSE** Performance

AND 176 CIS seniors graduated for a 98% CIS graduation rate







Letter from President + CEO

Honoring the Journey, Powering What's Next

Dear CIS Friends and Stakeholders:

After more than five decades of serving the young people of Richmond, I am preparing to retire at the end of this school year. It has been a tremendous honor to spend 52 years in public education—first with Richmond Public Schools for 34 years as a teacher, principal, and administrator, and for the past 18 years leading Communities In Schools of Richmond.

Throughout this journey, one truth has remained constant: when young people are surrounded by caring adults who believe in them, they thrive. At CIS I've witnessed what's possible when that belief turns into action—when barriers are removed and needs are met, students can bring their full selves to school ready to learn. Watching our students rise and exceed challenges has been my greatest reward.

I have also been privileged to see what happens when an organization like CIS operates at full strength—when schools, families, and community partners align around one mission. Over these 18 years, CIS has grown from serving 12 schools to 42, reaching thousands of students each year with individualized supports and life-changing relationships. That growth represents more than numbers—it represents hope, opportunity, and proof that collective care changes outcomes.

What I have learned most deeply is that the obstacles facing our schools rarely start with our students. They are adult issues—systems to fix, commitments to renew—and they can only be solved when we, as a community, stand together for our children. I have been fortunate to serve alongside countless educators, staff, donors, and partners who do exactly that every day.

As I step away from this role, I do so with immense gratitude—for the students who have taught me resilience, for the colleagues who have shared this mission, and for a city that continues to fight for its children. My belief in the power of education and in the promise of Richmond's young people will never retire. Thank you for allowing me the extraordinary privilege of serving this community, and for believing—as I always have—that every student deserves a champion.

With deep gratitude and hope,

Harold Fitrer, Ed.D.
President & CEO



Where We Started

As we work to build what comes next.

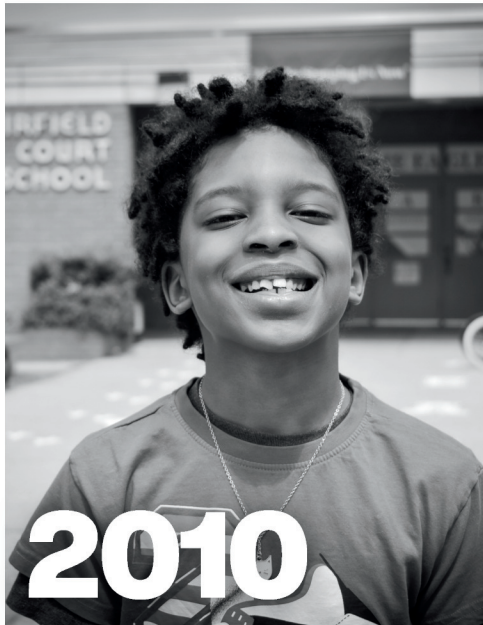


1996 The Richmond affiliate of Communities In Schools launched at Westover Hills and Swansboro elementary schools.

1998 Richmond Department of Social Services and CIS launched a public/private partnership to reposition city social workers as CIS Site Coordinators.



2008 Dr. Harold Fitrer retired from RPS and became the President & CEO of CIS of Richmond. Strategic Planning with Superintendent Yvonne Branden called for CIS to build capacity to serve all RPS comprehensive high schools, middle schools, and Title I elementary schools.



2011 CIS of Richmond became the first nationally accredited affiliate in the country and expanded our footprint to Henrico County Public Schools.

2015 CIS National introduced innovations to the CIS model with a greater focus on Individual Support Plans for students resulting in more group work and one:one interventions with students.

2016 Alongside the model, CIS invests in the training and delivery of trauma-informed care, building a greater inventory of social and emotional assets for students.

2019 CIS of Richmond deepens investments at the high school level with multiple site coordinators at single sites.



2020 In partnership with RPS, CIS ramps up to support students virtually and throughout the course of pandemic learning.

2025 And today, 30 years later our partnership takes place in 42 schools with 48 Site Coordinators ranging from K-1 interventions to workforce placement.

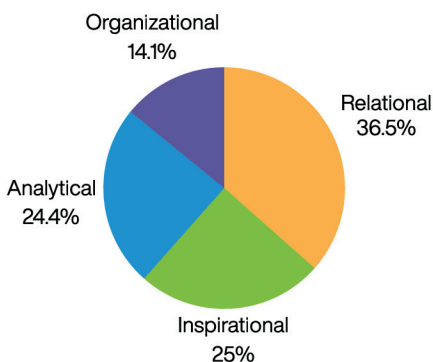


The Heart of Who We Are

Thirty years ago Site Coordinators focused on making sure students had what they needed to simply show up — food, clothing, stability, and a dependable adult at school. As school and student needs have changed, so has the role. Today, in addition to meeting basic needs, Site Coordinators lead social-emotional learning groups, use data to guide support, and partner with families and teachers to keep students engaged and confident.

Our team brings a wide range of professional backgrounds — education, counseling, social work, psychology, youth development — and that shows up in how they see themselves. Staff describe themselves as *Empathizers*, *Coaches*, *Catalysts*, and *Believers* — roles that reflect both their compassion and efficacy.

These strengths reflect the core of CIS: caring adults who listen, encourage, problem-solve, and walk beside students as they grow. **The work has evolved, but the heart of the role remains the same.**



Powered By People

The strengths that move students toward what's next

- Relational** Empathizer, Coach, Peace Keeper, Believer, Advocate
- Organizational** Deliverer, Time Keeper, Focus Expert, Planner
- Analytical** Analyst, Strategist, Thinker, Philomath, Brainstormer
- Inspirational** Optimist, Believer, Encourager, Motivator, Catalyst



The CIS Top Ten

30 Years of Practice, 30 Years of Proof

For three decades, Communities In Schools of Richmond has refined a model that meets students where they are AND propels them into the journey ahead. These ten practices represent the lessons learned from thousands of students, families, and evidence-based strategies that continue to drive results across our 42 partner schools.

1

Attendance Initiatives:

Early and proactive attendance efforts rebuild students' connection to learning and help reverse patterns of chronic absenteeism.

2

Emphasis on Tier 2 and Tier 3 Supports:

By delivering targeted and intensive interventions, CIS addresses the root causes of academic barriers that ensures every student gets what they need to thrive.

3

Aligning Work in Geographic Zones to Follow Kids and Families:

Zone-based alignment allows CIS to follow families in school feeder patterns across transitions, ensuring stability, continuity, and long-term trust.

4

Investing in Trauma-Informed Care and Staff Training:

By embedding trauma-informed practices, CIS staff help students feel safe, valued, and empowered to regulate emotions and re-engage in learning.

5

Using a Strength-Based Approach to Support Students:

Grounded in positive youth development theory, positive asset building supports resilience, confidence, and belonging.

6

Investing in Students' Social and Emotional Development:

Social-emotional learning isn't extra, it's essential. CIS integrates SEL into everyday student interactions, knowing it boosts both academic outcomes and lifelong wellbeing.

7

Presence of Bilingual CIS Site Coordinators to Support Latinx Students:

Bilingual coordinators connect families to resources and ensure Latinx students and caregivers feel seen and supported—an essential step toward equity and access.

8

Embracing a Data-Driven Culture:

Through ongoing collection and analysis, data guides interventions, measures progress, and ensures accountability. Numbers paired with relationships, drive real results.

9

The Power of Relationships Cannot Be Underestimated:

Relationships are the intervention. Decades of research confirms that one caring adult can change a child's trajectory. Every CIS Site Coordinator embodies that truth.

10

The Skills of the CIS Site Coordinator + The CIS Model Gets Results for Kids:

The CIS model provides the structure; the Site Coordinator provides the heart and skill. It's this blend of evidence and empathy that turns barriers into breakthroughs.

Meet Saa'id

A Journey of Meaningful Connections

Saa'id first met CIS in third grade at Chimborazo Elementary, where Site Coordinator Ricky Reese helped him navigate big emotions and build a bond that still remains nine years and three schools later. When gunshots hit his home before the first day of middle school, his family reached back out—and Ricky showed up immediately, making sure Saa'id stayed connected as he matriculated through MLK Middle and later Armstrong High.

Through every transition, CIS handoffs meant Saa'id never had to start over. Site Coordinator Tameka De'Priest and later Kristi Vandygriff offered steady support—checking grades, setting goals, and helping him manage both trauma and growth. Ricky remained a constant presence, even reconnecting his family to church, where Saa'id found belonging and leadership.

Now at Armstrong, Saa'id is thriving: building healthy routines, earning a 3.1 GPA, and stepping into “Let's Chop It Up,” a barbering, mentoring, and entrepreneurship program that helps him explore his future. He's gone from shutting down to opening up, from just getting through hard seasons to believing in what's ahead.

Saa'id is the story of CIS. When caring adults stay with a student across years and across schools, they don't just get by—they rise.



Saa'id & Ricky | 2016

Saa'id is always honest about his choices — the good and the bad. His capacity to share and trust allows for advice, feedback, and guidance. That growth mindset is such an important skill.



School Sites

Richmond Public Schools

Elementary Schools

Bellevue
Blackwell
Broad Rock
Cardinal
Carver
Chimborazo
Fairfield Court
Fox
Francis
Henry Marsh
Lois Harrison Jones
McClenney
Miles Jones
Oak Grove
Obama
Overby Sheppard
Redd
Reid
Swansboro
Westover Hills
Woodville

Middle Schools

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

High Schools

Armstrong
Huguenot
John Marshall
Richmond High School for the Arts
Thomas Jefferson

Henrico County Public Schools

Elementary Schools

Donahoe
Fair Oaks
Montrose
Highland Springs

Middle Schools

Elko
Fairfield
John Rolfe

High Schools

Highland Springs
Varina

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 250 active partners into the scope of services for Richmond and Henrico students for the 2025 school year. Our thanks and recognition to all the people in these partner organizations helping students reach their potential.

180 Degree Support Services
21st Street Baptist Church
31st Cares, Inc.
31st Street Baptist Church
4th Baptist Church
5 Loaves
63ThirtyFive Restaurant
6th Mt Zion Baptist Church
All Souls Anglican Church
Altria
Amazon
Ambassadors of Virginia
Anthony Sledge
Antioch Baptist Church
Area 10
Armstrong Leadership Program
Arrington Solutions LLC
Atlantic 10 Conference
Atlantic Outreach Group
Battery Park Christian Church
Befriend
Belmont Community Resource Services
Beulah Baptist Church
Big Brothers Big Sisters
Bless Cookies Community Network
Bon Air Baptist Church
Bon Air Christian Church
Bon Secours Richmond Community Hospital
Boys and Girls Club Metro Richmond
Boys to Men Mentoring
Brewers Cafe
Bridging RVA
Broomfield Memorial Church
Capital One
Capital Women's Club
Caring Closet
CARITAS
CARON
Cathedral of the Sacred Heart
Cedar Street Baptist Church
Centenary United Methodist Church
Challenge Discovery Project
Chicago Avenue Baptist Church
Chick-fil-A (Nine Mile Rd)
Chick-fil-A (White Oak Village)
Children Incorporated
ChildSavers
Chippenham Hospital
Christ Church Episcopal
Church Hill Association
City Church
Community Foundation for a greater Richmond
Conexus
Connecting2People
Cub Scouts
Delta Sigma Theta Sorority Inc.
Dominos
DuPont
Fairways
Family Lifeline
Feed More
Finney Foundation
First Baptist Church
First Baptist South Richmond Church
First Presbyterian Church
First Shiloh Baptist Church
First Tee of Greater Richmond
First Unitarian Universalist Church
Forever Girlfriends
FritoLay
Full Circle Grief Center
Future Center
Ginter Park Baptist Church
Ginter Park Presbyterian Church
Girl Scouts of the Commonwealth of Virginia
Girls Who Code
Good Shepherd Baptist Church
Greater Richmond Fit 4 Kids
GWHS Alumni
H.O.P.E. Foundation
Haleon
Heirs Contracting
Henrico County Sheriff's Office
Henrico Ministers' Conference
Highland Springs High School
HopeFor Learning
Horace Mann Insurance
Hourigan
Huguenot Class of '78
HumanKind (Economic Resource Center)
Inclusively Inclusive
International Rescue Committee
Iota Phi Lambda Sorority
J&R Towing
Justice Ministry
Lean In Girls
Liberation Church and Outreach Center
Life Church RVA
Little Duckling Academy
Little Hands VA
Long and Foster
Manchester Alliance
Mango Salon
Markel (BEAM- Black Engagement at Markel)
Mary Munford Elementary School
Master Your Moment
McDonald's
McKesson
Men in Action
Mending Fences, LLC
Metropolitan African American Baptist Church
Metropolitan Business League
Metropolitan Richmond Woman's Club
MH Boxes
Micah Initiative
Moore St Church
Mt. Calvary
Mt. Carmel Baptist Church



Mt. Gilead
 Mt. Nebo Baptist Church
 Mt. Vernon Baptist Church
 NASA
 New Covenant Sabbath Apostolic Church
 New Shelter Church
 NewBridge Baptist Church
 Newviews Productions
 Next Up
 Northside Outreach Center
 Northside YMCA
 Office of Community Wealth Building
 Offix
 Open Space Education
 Order of Eastern Star- Genesis 804 Chapter
 Owens & Minor
 Panera Bread
 Papa Johns
 Party Fairy Productions
 Pedestal Fund
 Pepsi
 Pi Beta Phi Alumnae Club
 Pink Collar Cares Charity
 POSH Co
 Prestige Image
 Publix
 Pungmul Play of Korea
 Ramsey Memorial Church
 RBHA
 Re-Cycle Bicycle Shop
 REAL Girls
 Refuge Temple Assembly of Yahweh
 Reville United Methodist Church
 Richmond City- Department of Public Works
 Richmond City- Parks, Recreation and Community Facilities
 Richmond Continental Societies
 Richmond Hill
 Richmond Korean Presbyterian Church
 Richmond Police Department
 Richmond Public Libraries
 East End Branch
 Hull St. Branch
 Richmond Public Schools Center for Families in Transition (C-FIT)
 Richmond Road Runners Club
 Rickey Johnson Foundation
 River Road Baptist Church (RRBC)
 Robinson Theater
 Rock Spring Baptist Church
 RUTH Foundation
 RVA 1004100
 RVA Financial
 RVA Social Connections
 Seed of Hope African Methodist Episcopal Church
 Shoes That Fit
 Sigma Gamma Rho Sorority Inc. Iota Sigma Chapter
 Southside Baptist Ministries, Inc.
 Speaking Spirit Ministries
 Spirit of Fire Fellowship
 St. Catherine's School
 St. Christopher's School Collegiate
 St. Bridget Catholic School
 St. Bridget Catholic Church
 St. Edward Catholic Church
 St. Elizabeth Catholic Church
 St. James Church

St. John's United Church of Christ
 St. Paul's Episcopal Church
 St. Philip's Episcopal Church
 St. Stephen's Episcopal Church
 Starbucks
 Swansboro Baptist Church
 Swansboro West Civic Association
 Sylvia's Sisters
 Temple of Judah Ministries
 The Caring Closet
 The Circle 804
 The Metro Richmond Partnership of Churches/Synagogue
 The Neighborhood Literacy Center
 The Supply Room
 Threads Uniform Agency
 TowneBank
 TriCities Support Services
 Trinity United Methodist
 Truist
 Trust Project
 Umoja
 Underwood Freight Lines
 United Ground Express at Richmond Airport
 United Way of Greater Richmond
 University of Richmond
 UR School of Law
 VA Bar Association Young Lawyers Division
 Virginia Commonwealth University
 VCU Black Girls in STEM
 VCU Basketball
 VCU Chemistry Service Learning
 VCU Civic Engagement
 VCU Developing Men of Color
 VCU Forensics Science Department
 VCU Professional Dev. Office
 VCU School of Dentistry
 VCU School of Medicine
 VCU Women in Science
 VCU Youth on the Rise
 Vignettes Home Staging
 Virginia Credit Union (RPS Saves)
 Virginia Department of Juvenile Justice
 Virginia Housing Authority
 Virginia League for Planned Parenthood
 Virginia Union University
 VJU Alumni Chapter
 Washington Commanders (Loads of Love)
 Wave Church
 Wawa
 We Matter
 Westover Hills Neighborhood Association
 Westview on the James
 Westwood Baptist Church
 Whatcha Need Clothing Store
 Williams Windows & Glass
 Wright4URealty
 WyldLife
 Yates Recycling
 YMCA of Greater Richmond
 Young Kings In Action
 Young Lives
 Young Queens In Action
 Young Life
 YWCA

CIS Honor Roll

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.

Gifts of \$100,000 & up

Altria Group
 Ballmer Group
 City of Richmond
 Commonwealth Savers (Virginia 529)
 Community Foundation for a greater Richmond (CF)
 Communities In Schools National Network
 Communities In Schools of Virginia
 Jean and Rob Estes Family Fund of CF
 Henrico County Public Schools
 Pauley Family Foundation of CF
 Richmond Public Schools
 Virginia Department of Education

Gifts of \$20,000 - \$99,999

CarMax Foundation
 The Estes Foundation
 Genworth Foundation
 Herndon Foundation
 Jackson Foundation
 Massey Foundation
 Memorial Foundation For Children
 Natalie Orfalea Foundation
 REB Fund of CF
 Reville United Methodist Church
 Richmond Association of Realtors
 Wendy and Tom Rosenthal
 Roddy and Fred Tattersall
 Kirk and Kelly Tattersall
 Cheri and Morris Taylor
 Bobbie and Jim Ukrop
 United Way of Greater Richmond and Petersburg
 The Windsor Foundation

Gifts of \$5,000 - \$19,999

Altria Group, Volunteer Projects
 Anonymous gift of CF
 Bank of America Charitable Foundation
 Melody Barnes and Marland Buckner
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 Michael Bisceglia
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 ECMC
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 First Presbyterian Church
 Mr. and Mrs. William Goodwin
 Thomas E. Gottwald

Bruce B. Gray
Grace and Holy Trinity Church
Jane and Jim Hartough
Wilbur Havens Charitable Fund
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Markel Corporation
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Meta
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Patient First
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Tom and Jeni Reedy
Richard S. Reynolds Foundation
Sara and Heath Galloway
Betty and Joshua Simpson
St. Paul's Episcopal Church
St. Stephen's Episcopal Church
Tredegar Corporation
Jayne and Bobby Ukrop
Virginia Foundation for Healthy Youth
Wassmer Family Fund
Wells Fargo Foundation

Gifts of \$1,000 - \$4,999

Allianz Partners USA
Anonymous
Astyra Corporation
J. Alfred Jr. & Margaret Broaduss
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Giving Together Insights of CF
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Engel Family Charitable Fund
Estes Express Lines
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Krissy and Jay Gathright
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Heritage Golf Group Dominion
Karen Hibbard
Jean and David Holman
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Kendall Hunt Publishing Co.
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St. Edward Catholic Church
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Thalheimer Family Fund

Thirty First Street Baptist Church
Tilghman Family Fund of CF
Ted and Katie Ukrop
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Universal Leaf Foundation
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Bill Weber
Anne Marie Whittemore
Williams Mullen Foundation
Janelle Wilson
Nicki and Sam Young

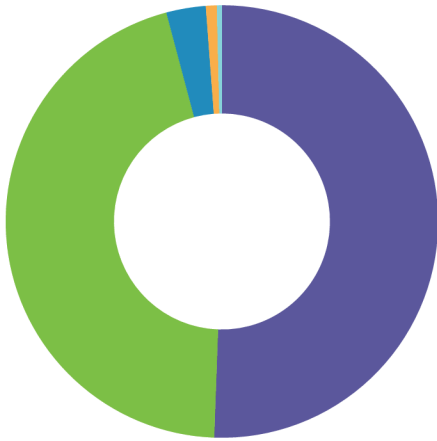
Gifts up to \$999

Marielle Abbott
Heidi Abbott
James Alexander
Deborah Altizer
Tiff and Kelly Armstrong
Brad and Frazier Armstrong
Sally Bagley
Richard and Neely Barnhardt Jr.
Mason H. Beazley
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Michael Yager
Jonathan Zur

Finances

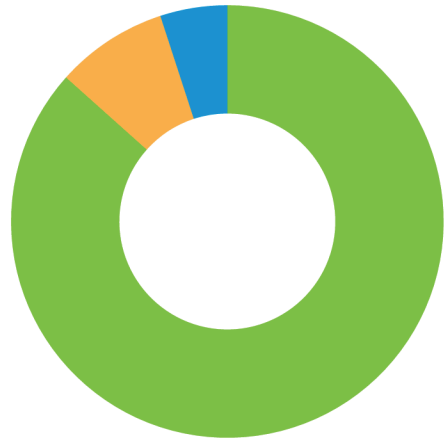
2025 Revenue



● Direct Public Support	2,530,250
● Local & State Funding	2,265,504
● Interest Income	147,621
● United Way	41,000
● Other	18,553

Total Operating Revenue \$5,002,928

2025 Expenses



● Program Services	4,328,546
● Management & General	418,914
● Fundraising	250,276

Total Expenses \$4,997,736

Review full CIS 2025 audited financials at www.guidestar.org
 Guidestar Platinum Transparency



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2025 Moving On Honors

A big thank you to **Meta** for their continued support as Lead Storyteller for the 2025 Communities In Schools of Richmond Moving On Honors.

This year, we celebrated My'Aria, Savion, and Chimere—three students whose strength, heart, and perseverance inspired us all. **Their stories reflect what's possible when young people are surrounded by caring adults who believe in them.**



 Meta



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