

2018 ANNUAL REPORT

# IN SCHOOLS FOR KIDS



Communities  
In Schools

Kalamazoo

**2018-2019**

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# A NOTE FROM OUR LEADERSHIP

Dear CIS Friends,

Two ideas come together in our annual report to you: common ground and possibilities. Common ground is something we may all feel is in short supply, but at Communities In Schools, we see a shared belief and determination across our community that all kids succeed in school and in life. While you may have a different reason for investing in our kids and their success than your neighbor or your coworker, we can all agree that when our community's kids succeed – as students, as the future workforce, as the next generation of parents – we are all better off.

This annual report lets you know where we have already had an impact on student success and asks you to consider, “What if...?” Imagine what it would be like if all kids who need a school-based resource coordinator to help them overcome the obstacles to success had one.

Remember John Lennon singing “Imagine”? “You may say I’m a dreamer, but I’m not the only one. I hope some day you’ll join us....” Imagine 100% of our kids graduating. Imagine the most talented workforce in Michigan, right here in Kalamazoo. Imagine a community where all children grow up to be happy, healthy and productive adults.

Thank you for joining with us. Together, let’s imagine and pursue the possibilities.



**Tony McDonnell**  
2017-18 Board President



**Pam Kingery**  
Executive Director

CIS IS ALL IN FOR KIDS AT 20 KPS SCHOOLS

# YOUR SUPPORT AT WORK IN SCHOOLS

**12,898**

## KIDS' CLOSET

Clothing, personal hygiene products, and school supplies donated by the community distributed to students to address basic needs.

**828**

## VOLUNTEERS

Individuals who shared their time and talent with students through CIS, an increase of 125 volunteers over the 2016-17 school year. Of those volunteers, 31 interns provided around 8,200 hours of support.

**1,715**

## DENTAL ASSISTANCE

Student visits for dental care (exams, cleanings, fluoride treatments, sealants, fillings) coordinated by CIS.

**976**

## PHYSICAL HEALTH

Student visits for health-related needs to the Mobile Health Clinic coordinated by CIS.

**302**

## MENTAL HEALTH

Students connected with professional mental health services, including individual counseling and group services, such as grief & loss, social skills, and conflict management.

**13,619**

## FOOD ASSISTANCE

Food Packs distributed to students during the school year. Four full-service, school-based food pantries also supported students by filling 2,790 four-day food orders. Four mini food pantries provided 12,579 pounds of food to students.

**135**

## VISION ASSISTANCE

Students provided with assistance to get vision exams and eyeglasses.

**60**

## PARTNERSHIPS

Community partners, in schools for kids, worked with CIS to deliver resources and services to students in 20 schools.





## WHAT'S YOUR WHY?

### 01 of 06

I work in marketing but have been active in coaching and mentoring youth for a few years. I have an interest in education and if I were to return to freshman year of college again I would become a teacher.

I was excited to join CIS because I didn't need a specific degree, long resume, or extensive training to become a tutor. I only had to be willing to give my time - just one hour a week! I was placed at Washington Writer's Academy and love being part of the program there. The site coordinators support me and help my students get the resources they need.

The impact created by CIS tutors is apparent - from hearing a student say "I wish you were here every day!" or an end-of-year thank you note saying "thanks to you I like reading now" - my experience at WWA has been very rewarding. Communities In Schools helps create an equitable school system in Kalamazoo by ensuring students who might otherwise be left behind get the attention they need.

- *Ann Cultice, CIS volunteer*

### 02 of 06

My why begins with my passion for this community. I grew up in Kalamazoo and attended Kalamazoo Public Schools K-12. I've always had the motto that Kalamazoo is the best city in the world at any point in history. My reasoning for that motto is no city in history has more family and friends than Kalamazoo. So Kalamazoo truly has my heart. CIS plays an integral role for me as I have moved into a phase of my life where the most important thing left for me to do is guarantee a better future for our children; I believe that starts with supporting and investing in our youth. I want to see every aspect of a child's life successful. I'm honored to support Communities In Schools and the work and energy they invest towards our future.

- *Eric B. Cunningham, Kalamazoo City Commissioner and Director of Programming, Big Brothers Big Sisters, A Community of Caring, CIS partner*

### 03 of 06

I give my time because I believe that education is foundational to the growth and success of our community, and I greatly appreciate the opportunity to be a tutor through CIS. My goals are to reinforce classroom learning or fill any gaps, help students stay positive about school, and strengthen students' belief in their own academic abilities. My hope is that this means more doors will be open to these kids when they complete high school.

- *Joel Schneck, CIS volunteer*

[Continued →](#)





## WHAT'S YOUR WHY?

### 04 of 06

“One hour a week can change the life of a student” were the words from a CIS staff person that started my journey with CIS. Here is my WHY story:

I am new to Kalamazoo. Due to my father’s military service I attended over 10 schools before college. Even though it was very inconstant, I loved school. My passion for learning was sparked from curiosity. Every new school year meant new friends, new cultures, and sometimes a new language.

Education in Kalamazoo is unique with the opportunity of The Promise. Students can complete college with this financial support. One of the missing links is guidance to understanding what that means. How do we help students understand the path laid in front of them who may not have support in understanding the dedication and resources available to achieve their goals? How can we help them imagine themselves as lawyers, doctors, or architects by giving them the opportunity to get to know one and hear their story?

I am an Architectural Associate. In our AIA code of ethics, it is encouraged to “be involved in civic activities... to improve public appreciation and understanding of architecture” E.S. 2.3. My hope is to impact one student to make an educated decision for their future career.

A couple weeks ago I met a middle school student. After meeting me she said, “I didn’t know women could be architects.” I encourage my professional community to invest one hour. Come face to face with the future of Kalamazoo.

- *Nadine Rios-Rivas, CIS volunteer*

### 05 of 06

At Pfizer in Kalamazoo we have a strong desire to make lasting connections in our community. The Pfizer colleagues that volunteer their time with CIS have a real passion for working with students to inspire them to consider a career in manufacturing, from chemists to production colleagues to engineers to skilled trades. We want to support our local students to find areas of interest that may lead them back to Pfizer as young adults when making career choices. We are committed to bringing our message to students in CIS programs, providing positive role models for them and sharing our career stories.

- *Pfizer, CIS partner*

## BY THE NUMBERS

# IN SCHOOLS TO SUCCEED

In addition to coordinating resources and services that are broadly available to students within a CIS-supported school, CIS provides targeted and sustained support to students who are not proficient in academics, attendance, and/or behavior in order to improve their school success.

In partnership with students, their families, and school staff, CIS assesses students’ needs, sets goals for improvement, identifies and connects resources to address needs, and monitors progress towards established goals. There were 1,308 students—about 11% of the total student population in the 20 CIS-supported schools—who received this level of support and for whom progress was evaluated.

## MATH

**49%**

of K-8 students made 1+ year's growth in Math from Fall 2017 to Spring 2018.

**6%**

of K-8 students who were below grade-level in Math in Fall 2017 reached or exceeded grade-level by Spring 2018.

## READING

**54%**

of K-8 students made 1+ year's growth in Reading from Fall 2017 to Spring 2018.

**7%**

of K-8 students who were below grade-level in Reading in Fall 2017 reached or exceeded grade-level by Spring 2018.

## ATTENDANCE

**13/15**

For students regularly attending the CIS After School Program, there was a positive impact on school day attendance at 13 of the 15 schools.

**+929**

2017-18 students missed a combined 13,867 days of school, excused and non-excused, during the 2017-18 school year. In 2016-17, those same students missed a combined 12,938 days of school. The severity of the influenza season in 2017-18 likely had an impact on students' school attendance.

## ADVANCEMENT


**57%**

of 9th – 11th grade students earned sufficient credits to advance to the next grade.

**95%**

of high school seniors working with CIS graduated with their class in June 2018.



A photograph of two young women standing in front of a large, dark sign that reads "Student Commons". The woman on the left is wearing glasses and a light-colored jacket, while the woman on the right is wearing a dark blue quilted jacket. They are both smiling. In the background, there is a stone wall and some outdoor lighting. A small sign above the main sign reads "Kalamazoo VALLEY TOBACCO".

# Student Commons

## A STORY OF SUCCESS

# FULFILLING HER PROMISE

Ever since she was a little girl, when her mother first asked her what she wanted to be when she grew up, Nejaya Moore dreamed of becoming a police officer. “I’ve always wanted to help others,” she says. But that future faded away in high school as her grades slipped.

This 2018 Kalamazoo Central High School graduate describes herself as intuitive and sensitive, “though you may not know it because I’m a Virgo, so I can come off kind of cold, but I’m not.” Virgos are also capable and smart, and while Nejaya had all these qualities, her grades didn’t reflect it.

“Without CIS, I most likely wouldn’t have graduated high school,” says the eighteen-year-old. “CIS helped me actually get back on track with my school work and realize what was important, and what to think about for my future,” she says. “When I first entered high school, I wasn’t thinking about that at all.” She vividly recalls her first introduction to CIS. “My mom was meeting with teachers during the school’s open house and was introduced to CIS Success Coach Ms. [Jenna] Cooperrider. “When she learned I could get tutoring help through CIS, my mom



signed me up on the spot and I was forced to go,” she recalls with a smile.

CIS Success Coaches allow Communities In Schools to have a larger footprint in larger schools. For Nejaya, having Jenna’s one-on-one support was the tipping point that got her back on track and on the road to graduation.

“When I meet with a student for the first time, says Jenna, “I want to engage them and get buy in from them. I start off by saying, ‘This is me.’ Then I’ll ask, ‘Who are you?’ and ‘Do we want to work together and make good things happen this school year?’”

Nejaya did. So, together with her CIS Success Coach, she established goals of getting back on track with her grades and graduating on time from high school with her peers. Jenna coordinated services to help Nejaya attain her goals and the two met regularly to discuss how she was progressing.

“People may say they want help, but they don’t always embrace it when it’s offered,” says Jenna. “It can be a scary thing, to try something new. Yet, from the beginning, when I’d ask Nejaya, ‘Do you want to do this? Or try that?’ Nejaya said, ‘Yes! Yes! Yes!’”

Nejaya backed up her “yes’s” with action. She worked hard with CIS volunteers like Susan “Susie” Knox, a chemical engineer, retired from Pfizer, who provided the tutoring she needed to help her get back on track academically. “Science wasn’t easy for me,” says Nejaya, so to have tutors like Ms. Knox in several subject areas “helped explain things and gave me a new way to understanding.”

By taking advantage of counseling through Family & Children Services, Nejaya learned strategies that she continues to use to this day, “like positive thinking and writing down gratitude thoughts.”

As her academics improved, Nejaya also began preparing for success beyond high school. She attended AT&T Career field trips, participated in CIS’ Making Cents money management workshop, sponsored by Comerica. She went on



***CIS Success Coaches allow Communities In Schools to have a larger footprint in larger schools. For Nejaya, having Jenna’s one-on-one support was the tipping point that got her back on track and on the road to graduation.***



college visits and participated in Pfizer’s career exploration in the industrial trades.

Nejaya transformed her failing grades into A’s and B’s and her hard work did not go unnoticed by her principal and teachers. During her senior year, Nejaya received the KPS Turnaround Award which recognizes students who have made significant progress in academics and/or behavior.

A Kalamazoo Promise Scholar now working on her associate degree at Kalamazoo Valley Community College, Nejaya exudes a quiet confidence. She loves spending time in her favorite place: the library, reading and studying. She’s looking forward to entering the police training academy offered through the Kalamazoo Law Enforcement Training Center at the college. “Nejaya is becoming the woman she is meant to be,” says Jenna. “She knows who she is and she is owning it. She is amazing.”

Her struggle these days? How to say thank you to those who’ve helped her along the way.

“I’ve been helped by so many,” Nejaya explains. “Now that I’m where I’m at in life, I understand and appreciate my mother and the support she gave me. But how do I thank her for everything she’s done?” How also to thank KPS teachers like Sharon Sankarsingh and Kelly Killen, who not only taught her, but inspired her? What about the countless CIS partners and volunteers who surrounded her with support? Her CIS Success Coach, who placed them in her path? “Without Ms. Cooperrider, I wouldn’t be in college right now,” she says. And then there’s the incredible gift of the Kalamazoo Promise. How, she wonders, to even begin thanking anonymous donors who are helping her achieve her dreams? “There is no good enough way to say thank you,” she sighs.

In fulfilling her promise, Nejaya Moore is living out her thank you every day. She’s in college and on course to achieving her dream of helping others by becoming a police officer and protecting and serving the very community that raised her.

That’s the best thanks there is.



# CELEBRATING THE CHAMPS AMONG US

## ALL IN FOR KIDS

In May, our community came together for the 11th annual Champs Celebration, presented by Kalsec. More than 400 of you helped honor community partners and volunteers who actively put forth time, energy, talent and resources to fulfill the CIS vision – an engaged community where every child fulfills his or her promise.

The Gulnar Husain Volunteer Award was also introduced for the first time. This new recognition, established by the Husain family, honors Gulnar's long-time contributions to CIS and the community.



### 2018 CHAMPS

Black Student Union at WMU, CIS Higher Education Partner  
Kalamazoo College Civic Engagement Scholars, CIS Higher Education Partner

Math Squad, CIS Volunteers

Nkenge Bergan, Director of Student Services for KPS

Diane Fuller, CIS Volunteer

Chris Werme, CIS Volunteer



### 2018 GULNAR HUSAIN VOLUNTEER AWARD

Sally Stevens

### 2018 DIETHER HAENICKE PROMISE OF EXCELLENCE

Dr. Marilyn J. Schlack



## SCHOLARSHIPS & GRANTS

# CONTINUING A LEGACY

As part of our legacy as the former Kalamazoo Public Education Foundation (KPEF), CIS continues to administer a small number of endowed grants and scholarships that benefit KPS students and staff. In 2017-18, the following grants and scholarships were awarded.



## WHAT'S YOUR WHY?

### 06 of 06

I love connecting WMU School of Social Work students to Communities In Schools of Kalamazoo because it allows them to directly impact children's lives in a positive way. Because CIS recognizes the value in every single child in Kalamazoo graduating from high school, our WMU students are able to see social justice in action.

The support and resources CIS gives to Kalamazoo Public Schools students is outstanding! Our WMU students are able to identify appropriate community resources to assist CIS students. Communities In Schools values training and supervision for our WMU Social Work Students. This commitment shows that CIS is committed to building an infrastructure of support for individuals being served by CIS, and for those working there.

– *Stephanie Lagalo, Director of Field Education, WMU School of Social Work, CIS Partner*

## CLARA HARBECK MEMORIAL FUND GRANT

Awarded to principals for a project directly benefiting students  
*Excalibur Team, Loy Norrix High School*  
*Linda Mitchell, Lincoln International Studies School*  
*Mark Tobolski, Milwood Magnet Middle School*

## KAY M. LABONTE MEMORIAL FUND GRANT

Supports projects that enhance middle and high school students' study of the visual arts  
*Cindy Van Lieu, Gregg Stevens & Mandy Clearwaters*

## NATHANIEL MCCASLIN EARLY INCENTIVE SCHOLARSHIP

College scholarship awarded to 8th grade black African-American students to aid their academic pursuits after graduation  
*Kanejia Connor*

## JACK HAMILTON MEMORIAL FUND GRANT

Supports projects that bring performing, visual, or literary arts into an elementary classroom or school  
*Jeanna Cervantes-Hickman, Winchell Elementary*  
*Karen Kempe, Washington Writers' Academy*  
*Debra Norton, Woods Lake Elementary*  
*Abbey Ruffer, Milwood Elementary*  
*Amber Beeman, Todd Patrick, Marlena Smith & Mandy Clearwaters*

## RICHARD N. PERCY MEMORIAL FUND SCHOLARSHIP

Supports professional development of KPS teachers and administrators that address their personal interests and creative or artistic talent  
*Julia Davis*  
*Christopher Barrett*

## CIS/KPEF SCHOLARSHIP

Awarded to a graduating senior who plans to pursue a career in the field of education  
*Ashton Watkins*



## COMMITTED TO THE FUTURE

# EVERY GIFT KEEPING KIDS IN SCHOOL

### CHAMPIONS

Anonymous  
Catalyst Development Co., LLC  
City of Kalamazoo  
Harold and Grace Upjohn Foundation  
Irving S. Gilmore Foundation  
Kalamazoo Community Foundation  
Kalamazoo Public Schools  
The Marvin & Rosalie Okun Foundation  
Michigan Health Endowment Fund  
The W.S. and Lois VanDalson Foundation

### VISIONARIES

Tim and Joy Light  
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Kalsec, Inc.  
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### HEROES

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BASIC  
Chemical Bank  
Edwards Garment  
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Fifth Third Bank  
Beverly and Geoffrey Grambau  
JP Morgan Chase  
Maestro  
Preston S. and Barbara J. Parish  
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The Edward J. Fletcher Foundation  
Darren and Bridget Timmeney  
TowerPinkster  
Tyler Little Family Foundation & Mary L. Tyler – in honor of Janice Brown  
Elizabeth Upjohn Mason – in honor of Tim Light  
John and Jennifer Ward  
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Ms. Joan Colgren  
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CSM Group  
John Curran and Sakhi Vyas – in honor of the Champs Awards  
Christina Czuhajewski  
Judy D'Arcangelis – in honor of KPS

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Theresa and Randy Hazard	Mr. Steve Olson	Dana Underwood – in memory of Donna J. Underwood	Emily Mahoney
Jim and Martha Hilboldt – in memory of Jack R. Blanke	George and Valerie Opdyke	Wendy Van Peenan and Rod Malcolm	Tony & Theresa McDonnell
Robert and Jennie Hill	Cathy Oprea Rockhill and Jim Rockhill	Courtenay VanderMolen – in honor of Pam Kingery	David and Mary McMorro
Ms. Shirley Hill	Mary F. Oudsema - in honor of Bitty Dorr	Holly and Joe Walls	Kathleen Murphy and Jeffrey Brown
Robert and Lynn Horton	Dr. Mark Orbe and Ms. Natalie Jones Orbe	Ms. Evelyn Ware	Debra Newsome
John Howard and Mary Lou McCormick-Howard	Mark and Donna Oudersluys	Von and Fran Washington – in honor of Carol Payne Smith	Kathleen and Brian Richards
Joanne Thieme Huffman	Bernard and Lisa Palchick – in honor of Dr. Tim Light	Chris Werme and Michelle M. VanTorre Werme	Greg Socha and Tracy Wilson
Scott Hunsinger	Jeff and Margaret Patton		Amy and Paul Terzino
Theresa Jacobson	Marcy Peake – in honor of Makela Jordan		Cathy Ullrey
Barbara and Jerry James	ProInspire – in honor of Moses		Jennifer Valdez
Laurel Jefsen – in memory of Doug Thompson			Laura Veneracion
Deb and Arnie Johnston			Ineke Way
Judy K. Jolliffe			Sara Wick
Kalamazoo County Association of Retired School Personnel			Raye Ziring

This annual report recognizes those who gave financial gifts between July 1, 2017 – June 30, 2018. For a list of donors who gave in-kind gifts, including those made to the CIS Kids' Closet, visit our website, [www.ciskalamazoo.org](http://www.ciskalamazoo.org).

We make every effort to recognize our donors accurately. If we have omitted you or made a mistake in listing you, we need to know! Please accept our apologies for any oversights and contact us at (269) 337-1601 or email Emily Kobza at [ekobza@ciskalamazoo.org](mailto:ekobza@ciskalamazoo.org) with the corrected information for future publications.

2017-18 EXPENSES & REVENUES

# FISCAL MANAGEMENT

## 2017-18 EXPENSES

TOTAL EXPENSES	\$3,680,824	%
21st CCLC After School Programs	\$2,019,084	54.85%
Greater Kalamazoo Girls on the Run	\$168,745	4.58%
Integrated Student Services	\$873,150	23.72%
Volunteer and Partnerships	\$92,141	2.50%
Grantmaking & Scholarship	\$11,308	0.31%
Health	\$164,928	4.48%
General & Administration	\$179,462	4.88%
Fundraising & Marketing	\$172,006	4.67%

## 2017-18 REVENUE

TOTAL REVENUE	\$3,530,920	%
Contributions	\$274,388	7.77%
Foundations and Endowments	\$729,704	20.67%
Greater Kalamazoo Girls on the Run	\$17,949	0.51%
Government Grants	\$2,068,984	58.60%
Kalamazoo Public Schools	\$353,916	10.02%
Program Revenues	\$30,208	0.86%
In-kind contributions	\$54,750	1.55%
Other revenues	\$1,021	0.03%

The CIS After School Program is funded by the Michigan Department of Education (21st Century Community Learning Centers) and in partnership with Kalamazoo Public Schools.

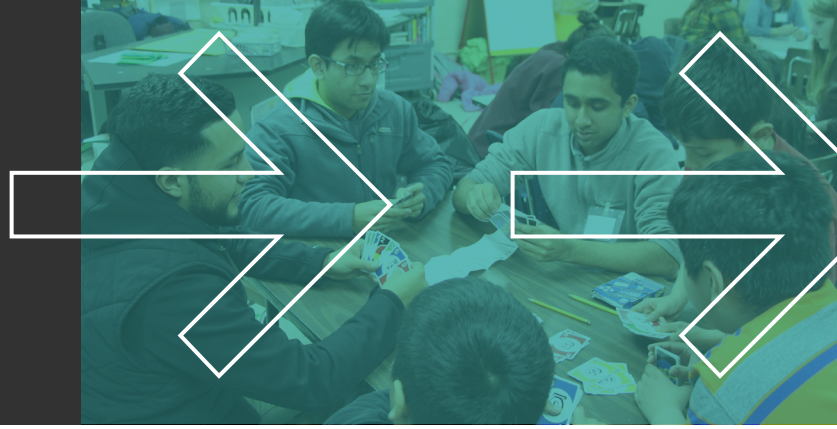
Gifts made to the CIS Promise Me Campaign, launched in 2012, are used to cover 2017-18 operating expenses. Those gifts were accrued in a prior year's revenue, but used against this year's expenses.

CIS has served as the fiduciary for Greater Kalamazoo Girls on the Run through September 30, 2017. Effective October 1, 2017, GKGOTR is a separate not-for-profit entity. GKGOTR revenues are used solely for that purpose. The difference between 2017-18 expenses over revenue was covered by GKGOTR carry forward from the previous year.



# LOOKING FORWARD

We are encouraged by rising student achievement, including increased graduation rates, over the last several years. And there is still more work to be done. Four areas of focus for 2018-19 are:



## ⇒ READING

In 2019-2020, third grade students who are not proficient in reading will be retained per the “Michigan 3rd Grade Reading Law” that was passed two years ago. Less than half of third-graders in Michigan are deemed proficient in reading.

Volunteers are a significant source of academic support, and CIS is working to:

- Retain and recruit more volunteers, especially male volunteers, and
- Offer literacy and math trainings to volunteers, working with the school district and community partners.

## ⇒ MENTAL HEALTH AND SOCIAL-EMOTIONAL LEARNING

It is estimated that at least one in five students has a mental health need that impacts his or her activities of daily living, including fulfilling their academic potential. In communities with substantial poverty, far too many students experience multiple adverse events and the trauma that goes with them, which can affect brain development. CIS will continue work with its partners to:

- Increase the number of students receiving professional mental health services or other social-emotional learning support, and
- Increase the community’s understanding of trauma, its effect on kids, and how to best support students who have experienced it.

## ⇒ ATTENDANCE

Missing just 18 days of school in a year puts students at risk of not graduating from high school on time. While there are broader challenges like housing, transportation, and child care that can impact kids’ attendance, CIS is committed to:

- addressing critical contributors to chronic absenteeism, such as unmet health and basic needs, at school,
- working as part of school teams to implement practices proven to increase students’ school attendance, and
- sharing a consistent message that every minute counts – the importance of being at school on time, every day, all day.

## ⇒ SERVE MORE STUDENTS

CIS has been able to intensively serve a little more than 10% of students in the 20 KPS sites it supports. CIS will work to increase the number of full-time Site Coordinators in elementary schools with large numbers of students who qualify for free and reduced price lunches. This additional time is leveraged to support greater numbers of volunteer tutors, address more basic needs, and provide more case management support so more students can get the support they need to succeed in school.



# IN SCHOOLS FOR KIDS

2017-18 ANNUAL REPORT