Worry less, shine more.

Targeted Support for Shelby County Students Facing Adversity in Daily School Life
At Communities In Schools of Memphis (CIS of Memphis), we know that every student has the potential to succeed—and we’re committed to helping them visualize and achieve success. We want our young people to hear these four little words as much as possible: We believe in you. When children feel surrounded by positivity, their confidence is built and becomes unwavering. Through one-on-one relationships woven throughout our programs, CIS of Memphis provides that positivity to students, resulting in the poise and fortitude they need in life.

CIS of Memphis also believes that every young person needs and deserves a safe place to learn and grow. Our specialists work directly on campuses to support individual students and the whole school. We help to ensure that school environments are safe and inclusive of all students. We do this by diligently working with teachers and school leaders to implement initiatives to improve the school climate, resolve conflicts, prevent violence, and help students cope with trauma.

CIS of Memphis not only supports Memphis scholars on a primary and secondary level, but also beyond. In doing so, we added an exciting enhancement—the College & Career Readiness Program. Already, this program has transformed young lives during an important phase of life—the transition into adulthood. This comprehensive program allows rising juniors and seniors to get the kind of guidance all youth need to identify goals for life after high school and then provides real world support to advance them to where they dream of going—from college to employment to financial stability.

Dear Supporters and Advocates of Shelby County Students,

We believe they have what it takes to shine. Our proven in-school model of Integrated Student Supports mitigates the everyday problems they are coping with. So ideally, they worry less, and excel more.

Last year, helping our young people reach their potential looked like this:

• Supporting 7,365 Shelby County students on 16 campuses
• Meeting the basic needs of thousands of students by distributing supplies such as food, bedding, school supplies, clothing, transportation passes, and much more
• 24,411 case-managed services were provided by CISM
• 78% success rate was achieved through specialized and individualistic interventions
• 60% of participants had improved attendance rates
• 90% of participants had improved academics

CIS of Memphis is inspired by all that we have accomplished and hope you’ll join us in celebrating the power of believing in our youth. The caring people who tell kids every day, “we believe in you,” are also out there every day doing whatever it takes to show them just how committed we are to their success. This devotion is making a huge difference all throughout Shelby County, thus we keep at it. We’re never giving up on our youth. We’re true believers in seeing them soar.

Sincerely,

Sonji Branch
Chief Executive Officer
Communities In Schools of Memphis

We are In Schools to Shape Futures.

Our school-based specialists work directly on elementary, middle, high school and college campuses. In addition to providing support to individual students, we support the whole school, helping to ensure that school environments are safe and inclusive of all students.

Services Included:

- Family Engagement
- Enrichment
- Mental Health
- Physical Health
- Basic Needs
- Behavioral Interventions
- Community & Service Learning
- College & Career Prep
- Life Skills
- Academic Assistance

The Work of CIS

Develop relationships with caring adults
Develop social, emotional, and academic competencies
Improve attendance, behavior, and coursework
Reduce dropout rates
Increase graduation rates
Increase postsecondary enrollment, persistence, and completion
We believe in involving the community.

“We believe in involving the community.

“I’m very grateful and thankful for the Student Support Specialist (S3) at my child’s school, as well as CIS of Memphis as a whole. I love CIS of Memphis because they have been such a wonderful, faithful, outstanding group of people who have given my family such great inspiration. They are true evidence that ‘Angels’ are among us. There have been rough times, but thanks to CIS of Memphis and my child’s S3, a way was made possible. I can’t put into words how much my heart has rejoiced and how thankful we are. Webster’s Dictionary doesn’t have enough words to explain my gratitude. Thanks for all that you do, and much love.”

– Richardson Family, Aspire Hanley Elementary School Parent

“CIS of Memphis has been a great asset to Aspire Hanley Elementary School (AHES). Ms. Fondren has been an S3 at AHES for 3 years now, and she has been a true blessing. To have someone a part of our team to: build positive relationships with parents; provide resources for our families; bring in community partners into the school; assess the needs of our scholars and families, develop supports to aid those needs; all while creating fun initiatives that motivate our scholars to come to school, is a huge relief and was a big need. I am so thankful for the CISM Program being at Aspire Hanley, and I think all schools should have a CISM Student Support Specialist, but you cannot have mine!”

– J. Isom, Aspire Hanley Elementary School

“CIS of Memphis has been more than a help to me. Mrs. Jackie, an S3, has not only helped me navigate various school experiences, but also motivated me to stay focused through obstacles. I feel more willing to face future challenges that may be ahead of me.”

– Jamisha G, Southwest TN CC ‰ 2021

“CIS of Memphis has really prepared me for my future. Ms. Kasey, an S3, has shown me new opportunities and doors I can walk through. CISM gives me motivation to pursue college, a career, and strive for better.”

– R. Loza, Senior at Oakhaven High School

We believe in making an even bigger impact.

Our work is undergirded by an evidence-based methodology that we know is effective, but we’re not stopping there. By looking even deeper and studying which supports work best with which students in specific situations, we can develop even more advanced metrics to inform best practices moving forward. We continually study data to ensure that we’ve got the right mix in place to provide the right support at the right time in the schools we serve.

Through the launch of our College and Career Readiness Program, we are now providing the coaching and counseling older students need to be well equipped to execute a plan for post-secondary education, vocational training and/or a military or other career. Our specialists help students with all the important steps to be able to reach their full potential in adulthood:

• Prepping and applying to the ACT
• Exploring scholarships and financial aid
• Acquiring job interview attire
• Securing state issued identifications
• Touring colleges, universities and trade schools
• Participating in mock job interviews
• Discovering internships and career fairs
• Securing reliable transportation
• Setting goals when undecided

2019 PARTNER SCHOOLS

<table>
<thead>
<tr>
<th>ACHIEVEMENT SCHOOL DISTRICT</th>
<th>SHELBY COUNTY SCHOOLS</th>
</tr>
</thead>
<tbody>
<tr>
<td>ELEMENTARY SCHOOLS</td>
<td>ELEMENTARY SCHOOLS</td>
</tr>
<tr>
<td>Aspire Hanley Elementary</td>
<td>Perea Elementary</td>
</tr>
<tr>
<td>Cornerstone Elementary</td>
<td>Promise Academy Hollywood</td>
</tr>
<tr>
<td>Denver Elementary</td>
<td></td>
</tr>
<tr>
<td>MIDDLE SCHOOLS</td>
<td>MIDDLE SCHOOLS</td>
</tr>
<tr>
<td>Humes Prep</td>
<td>Grandview Heights Middle</td>
</tr>
<tr>
<td>Lester Middle</td>
<td>Riverview K-8</td>
</tr>
<tr>
<td>Wooddale Middle</td>
<td>Sherwood Middle</td>
</tr>
<tr>
<td>Kirby Middle</td>
<td></td>
</tr>
<tr>
<td>HIGH SCHOOLS</td>
<td>HIGH SCHOOLS</td>
</tr>
<tr>
<td>Fairley High</td>
<td>Hamilton High</td>
</tr>
<tr>
<td></td>
<td>Manassas High</td>
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<tr>
<td></td>
<td>Mansfield High</td>
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</table>
Why case management is critical.

Last year, more than 1,000 students received case managed support, which means we worked with them to provide four or more services. Our model is unique in that it is designed to address numerous obstacles at once, whereas other programs can only tackle one challenge at a time. We can address multiple indicators or hardships simultaneously, and for case managed students, this is a game changer.

<table>
<thead>
<tr>
<th>STUDENT GOAL</th>
<th># OF STUDENTS WITH GOAL (833 STUDENTS)</th>
<th># OF STUDENTS MET GOAL/MADE PROGRESS</th>
<th>% OF STUDENTS MET GOAL/MADE PROGRESS</th>
</tr>
</thead>
<tbody>
<tr>
<td>IMPROVE ATTENDANCE</td>
<td>930</td>
<td>661</td>
<td>71%</td>
</tr>
<tr>
<td>IMPROVE ACADEMICS</td>
<td>108</td>
<td>97</td>
<td>90%</td>
</tr>
<tr>
<td>IMPROVE SCHOOL BEHAVIOR</td>
<td>101</td>
<td>74</td>
<td>73%</td>
</tr>
<tr>
<td>IMPROVE COLLEGE READINESS</td>
<td>597</td>
<td>552</td>
<td>92%</td>
</tr>
<tr>
<td>IMPROVE SOCIAL/EMOTIONAL LEARNING</td>
<td>160</td>
<td>86</td>
<td>54%</td>
</tr>
</tbody>
</table>

Only contains students with Goal Achievement status and some students have more than one goal. Eighty-seven (87) students were exited or released early without goal achievement. Of the 87, 33 students received services but were not on the caseload long enough to document progress. Possible reasons for early exit include transferring schools, student expulsion, parent/student rescinding consent, or parent/student non-compliance.

Case Managed Students (K-11) - 782 Total

- 85% of our case managed K-11 students were promoted.
- 98% of case managed seniors graduated.
- 90% of case managed students met/made progress towards academic gains.
- 71% of students met/made progress towards attendance goals.

Ninety-five (95) students transferred out of the program/school before their end-of-year status was determined.
We believe being present at school changes everything.

When kids miss school, they are missing out on the chance to shape an amazing life. In Shelby County, the number of students considered chronically absent (missing 10 percent of days enrolled for any reason) is staggering. Far too many of these students face a variety of challenges that limit their access to the resources that all students need, enabling them to show up at school on time and ready to learn. We continue to stay intensely focused on tackling chronic absenteeism because these students are counting on us to clear the pathway for them to succeed academically, attain their high school diplomas, and pursue rewarding post-secondary opportunities. The better we can become at understanding underlying factors contributing to missed days, the better we will become at making adjustments based on data to turn it around.

The priorities shaping our future.

As we stay strategic in our efforts to help more students, we will focus on three main priorities going forward.

**SUSTAIN: Building Financial Sustainability**

In FY 20, we witnessed a significant increase in CIS of Memphis’ operational capacity. As a result, we have diversified our revenue and improved our ability to receive and manage federal funds. We remain committed to our pursuit of a stronger and well supported affiliate. Momentum is on our side!

**DEEPEN: Forging Powerful Partnerships for Bigger Impact**

In collaboration with Southwest Tennessee Community College (SWTCC) and the Workforce Investment Network, we launched our College and Career Readiness partnership expanding our continuum of care for students at eight Shelby County schools and SWTCC. As part of this work, we are creating forging pathways of support needed to propel high school students beyond college and career.

**GROW: The Fierce Urgency of Now**

We will continue to advance our efforts in becoming the local subject matter experts on Integrated Student Supports. By creating tools to track, vet, and refine practices designed to improve learning environments, CIS of Memphis will solidify itself as a “need to have” versus a “nice to have” in school turnaround efforts.

This year, we seek to:

- Continue to support our partners
- Grow thoughtfully
- Strengthen our financial sustainability
- Retain top talent through more effective performance management supports

**PERCENT OF ALL CASE MANAGED STUDENTS MAINTAINING OR IMPROVING ATTENDANCE**

<table>
<thead>
<tr>
<th>Category</th>
<th>Attendance Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Elementary</td>
<td>65%</td>
</tr>
<tr>
<td>Middle</td>
<td>63%</td>
</tr>
<tr>
<td>High</td>
<td>59%</td>
</tr>
</tbody>
</table>

**MALE/FEMALE BREAKDOWN OF STUDENTS MAINTAINING OR IMPROVING ATTENDANCE**

<table>
<thead>
<tr>
<th>Gender</th>
<th>Attendance Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>55%</td>
</tr>
<tr>
<td>Male</td>
<td>45%</td>
</tr>
</tbody>
</table>

42% of previously chronically absent case managed students were able to move completely out of chronic absenteeism by the end of the year.

70% of previously chronically absent case managed students improved their attendance by the end of the year.

This year, we seek to:

- Continue to support our partners
- Grow thoughtfully
- Strengthen our financial sustainability
- Retain top talent through more effective performance management supports
We believe they can soar.

Through the support we bring into the schools, we are showing Mid-South students we believe in them. We feel what they feel. We understand what they are going through and have the resources to make it better. We will do whatever it takes to help them shine now and soar later in life.