



Oh, the places they can go!

THE FOUNDATION SCHOOLS
2014-2015 ANNUAL REPORT



CEO
Gale Naquin, Ph.D.

Happy 40th birthday Foundation Schools! Our schools have a great history of serving students with emotional disabilities from the Washington metropolitan area. What an honor it is to be leading The Foundation Schools as the new Chief Executive Officer! This is an exciting time for our schools—we have both long standing employees as well

as new members of The Foundation Schools community who will be guiding our schools and departments; all who come with an impressive set of strengths and experiences.

I have inherited schools that have been built on a strong foundation with much detail to stellar compliance with the Code of Maryland Regulations. I am also privileged to be surrounded by professional staff and board members dedicated to our mission: *To provide a highly specialized educational and therapeutic program for children and adolescents in grades 1-12 with emotional disabilities and prepare them to be productive and successful in their future academic and career paths.*

My goals are to enhance our organization such that we are truly high-capacity schools which possess highly qualified dedicated staff, academic rigor, organizational coherence, integrated and aligned instructional frameworks and ample resources. Using a data driven decision-making model, we will provide our students with the skills and resources they will need to adapt, persist and thrive in our fast-changing world. As I begin my tenure as CEO, I will be working together with you, our community partners, donors and friends of The Foundation Schools to build capacity as we “Set the Stage” to reach boundless achievements in the years ahead.



BOARD CHAIR
Andre Gingles

2015 was an exciting transition year for all of us at The Foundation Schools (TFS). A herculean effort was overseen by board member Carla Hargrove McGill that led to our appointment of Dr. Gale Naquin as the new CEO, replacing long time CEO Andrea Adler. Former Largo School Director, Gina James, was named Chief

Academic Officer. We start the school year with new principals at both schools and a renewed sense of purpose in our great staff.

Dr. Naquin comes to us from New Orleans and has a background as a proven innovative leader. The board, along with executive and school staff, is firmly behind her efforts and looks forward to continuing to build upon the success of a great pedigree of talented and dedicated former TFS leadership. This year we will increase our efforts to make TFS more known. Successful outreach to partner with state and local institutions/businesses in order to provide a proper learning environment and education to all of our children remains a primary objective for the board.

Reward and fulfillment occur in June as students thrive, move forward and graduate. This is the result of many small steps, incremental achievements and collective efforts to reach children and youth in a manner that results in their ability to learn, respect life and make the societal contribution they are capable of making. Come see us and spend time with us at TFS this year, you will be awed by the triumphs that occur every day. Be part of our efforts—to “Set the Stage” for success.





Oh, the places they can go!

For every student who feels defeated and overwhelmed with frustration, the staff at The Foundation Schools has been by their side to help them overcome their emotional disabilities and actualize their potential. It is our mission to inspire, uplift and motivate our students to strive for a bright future and see the places they can go. Every student has their own story to tell and journey to travel, and our incredible staff provides them with the tools and guidance to do so. From transitioning back to the public schools and graduating with a high school diploma, to becoming contributing members of society, the students of The Foundation Schools demonstrate they are not confined to their past adversities and can discover success in their futures—they truly *can* go places.

For 40 years, The Foundation Schools' mix of academic support and therapeutic services has given thousands of students in grades 1–12 in the Washington metropolitan area another chance to reach their full potential. Our dedicated staff and community supporters serve as the catalyst to further our mission.

Together we inspire and rebuild lives!

Student Body Statistics

2014-2015

Total Enrollment	346
The Foundation School of Prince George's County	234
The Foundation School of Montgomery County	112

REFERRING DISTRICT

Prince George's County	41.0%
Montgomery County	28.3%
District of Columbia	23.7%
Other	7.0%

GENDER

Male	72.5%
Female	27.5%

ETHNICITY

Non-Hispanic	93.6%
Hispanic	6.4%

RACE

African American	86.7%
White	8.1%
Asian or Pacific Islander	0.0%
American Indian or Alaskan Native	1.4%
Multiple	1.4%
Unreported	2.4%

GRADUATION RATE

The Foundation School of Prince George's County: 16 of 19	84%
The Foundation School of Montgomery County: 3 of 4	75%
Overall: 19 of 23	83%

RELATED SERVICES

Students...	
Receiving individual counseling	100%
Receiving speech therapy	16.5%
Receiving occupational therapy	9.5%
With dedicated aides	18.2%

Financial Statement

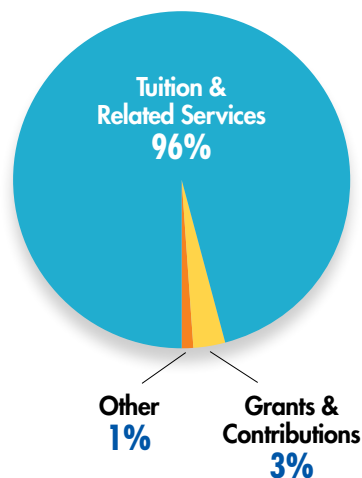
Tuition is paid by the State and local jurisdictions, but these funds do not cover the supplemental programs our students often require to succeed in school. Financial support from the community enables The Foundation Schools to introduce creative approaches to pursue our mission to prepare our students to be productive and successful in their future academic and career paths.

Our continuing challenge has been to meet the intensive educational, clinical and behavioral needs of our students. With 82 percent of our student population in the poverty range, the need for outreach services linking students and families to available resources has increased dramatically.

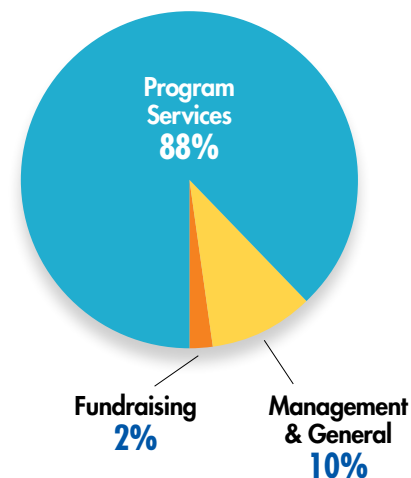
88 percent of revenue is spent providing programs and direct services for our students. According to the American Institute of Philanthropy, most highly effective charities spend 75 percent or more on programs. The Foundation Schools has been awarded the Independent Charities Seal of Excellence for meeting the highest standards of public accountability and program and cost effectiveness.



REVENUE



EXPENSES



Congratulations to Our 2015 Graduates

The Foundation Schools is proud to honor 19 triumphant seniors of the graduating class of 2015! The students who walked across the stage to receive their diplomas carried with them an individual journey of trials and tribulations, challenges and frustrations. While their emotional disabilities presented them with behavioral/academic difficulties, they were able to succeed in reaching an important milestone—graduation from high school. With the support of the school staff, along with their family and friends, our graduates reached a milestone that, for some, is a first in their family.

The Foundation School of Montgomery County graduated three seniors on June 18, 2015. To congratulate these students on their achievements, the commencement address was given by former program therapist Siobhan Robinson, LCSW-C. Her uplifting speech highlighted the continued success our seniors can attain beyond our walls: “Make a life that shows the greatness that is you.” The graduation remarks were presented by senior Christina R., who reflected on her experience with the school and her journey towards a remarkable milestone.

“Coming to the Foundation School gave me the new start I needed and I was ready. Things just seemed to keep getting better. Where I previously had negative school experiences, at The Foundation School, I was connecting with people that would eventually change my life and my attitude about my education. With the guidance and support I received, I finally felt that I could have a productive, fruitful future if I kept working and kept the commitment I made to myself to get to this stage. Even though I liked the school, many days my behaviors got the best of me, but the staff saw me through and they did not give up on me, even on my worst days.”

The next day, The Foundation School of Prince George’s County celebrated the graduation of 16 seniors. With a roar of applause for each graduate, the level of support and happiness in the room was palpable. Valedictorian Shakia P. presented a moving speech concluding with an unforgettable piece of advice for her peers:

“I know the people sitting here today and those that support you feel the same way about you, class of 2015. They believe in us. Let’s make them proud and give our lives everything that we have to give, because you never know what good things may come out of them.”

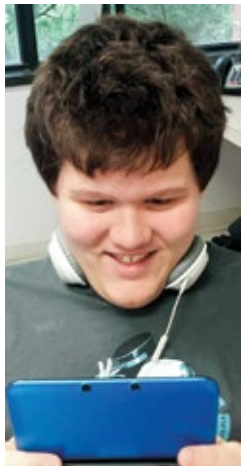
The ceremony showcased a choral performance of Katy Perry’s “Roar” and emotional senior reflections delivered by program therapists. The commencement address was given by Carolyn Boston, Vice Chair, District 6, Prince George’s County Board of Education. We are grateful for her participation and support.

“Let’s give our lives everything that we have to give, because you never know what good things may come out of them.” —FSPGC Valedictorian Shakia P.



▲ Largo Valedictorian Shakia P.
◀ FSMC Class Speaker Christina R.





“I would not be going to school.”

Luke J. came to The Foundation School of Montgomery County (FSMC) in 2014 with attendance issues. His truant behavior was the product of

LUKE

anxiety, a poor sleep routine and placement in programs that did not meet his needs or accommodate his disability—so much so that Luke was homeschooled before enrolling at FSMC.

We are proud to report that after a year with us, Luke’s attendance, behavior and grades have greatly improved. “I have been going to school more often. The instruction here at FSMC is different than the public school that didn’t have the right tools,” says Luke.

Through individualized therapy, academic modification and staff support, Luke’s classroom behavior is constantly improving. Beyond his gains in attendance, Luke’s behavior and social skills have been enhanced, and he has grown into a helpful peer and leader. Without FSMC, he states, “I would not be going to school.” Luke hopes to continue on his upward mobility by pursuing his dreams of becoming a computer programmer after high school.



“FSMC helped me accomplish my goal to graduate high school.”

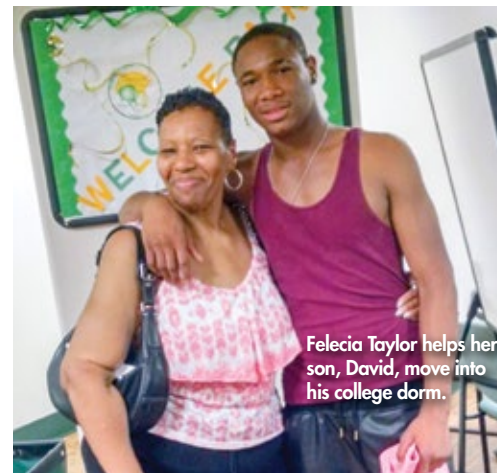
Tiera I. arrived at The Foundation School of Montgomery County (FSMC) in 2007 after her previous school was unable to meet her behavioral and

TIERA

emotional needs. As her erratic behaviors escalated, it was evident that Tiera required the critical individualized support and therapy provided by our schools.

The trust she established with staff bolstered her confidence to reach out for help when she was experiencing personal or academic challenges. Her initial difficulty communicating and socializing improved and she became an active participant in the school’s cooking group. Subsequently, Tiera discovered her independence and identified her true passions, leading her to an internship at the Sunflower Bakery.

Tiera graduated from FSMC in 2015 with honors and was continued to work with her job coach at the Family Service Agency to hone her interviewing skills and pursue her career dreams. When reflecting on her experiences and accomplishments at FSMC Tiera states, “FSMC helped me accomplish my goal to graduate high school.”



Felecia Taylor helps her son, David, move into his college dorm.

MS. TAYLOR

“Parents could be a part of the team, and not just sit on the sidelines.”

PARENT’S PERSPECTIVE

Like most parents, Ms. Felecia Taylor always wanted her son David to reach his full potential and succeed; however,

the academic and therapeutic support that David required was not available at the public school he was attending. After doing her research and hearing good things about The Foundation Schools (TFS) she knew, “In order for David to be successful, this is what we needed to do.”

Ms. Taylor describes David’s initial behavior as combative, stubborn and distrustful. Slowly, she witnessed his challenging behavior transform and he began to display the potential she knew he had. Ms. Taylor attributes David’s behavioral improvements to the school therapists, stating, “The exceptional counselors would hold him accountable for his actions and encourage him to improve.” She was especially impressed with the specialized attention staff provides to students and parents, stating, “Parents could be a part of the team, and not just sit on the sidelines.” When asked if Ms. Taylor would recommend TFS to other parents, she had this to say, “I highly recommend The Foundation Schools. Talking from experience, we received the best. There was no question that went unanswered by the exceptional staff.”

David has continued to make his mother proud as a thriving college student! Through the overwhelming support of his family, TFS staff and peers, David pushed himself to achieve something he never imagined—multiple college acceptances. We are so proud to be a part of David’s success, and cannot wait to see all of the places he can go!

The Foundation Schools Go the Extra Mile



FOOD FOR THOUGHT

In 2014-2015,
The Foundation Schools
provided more than
65,000 MEALS

MUSIC IN THE KEY OF ME



"Being in The Foundation Schools' chorus has **helped me to never give up** even when I'm doing something I'm unsure of, like singing. I think the song that we are going to perform at the Benefit shows how people feel about life and **the importance of staying strong**, no matter what."

— Jaida, 9th grade Chorus member

Our innovative programs go the extra mile to create windows of opportunity for our students, allowing them to explore their creativity, collaborate and discover success. These programs include **Foundation Links**, **Career Connections**, **Food for Thought** and **Music in the Key of Me**. Because tuition paid by the state does not cover our vital supplemental programs, the need for community support is paramount to ensure our students can become outstanding members of their communities.

FOUNDATION LINKS

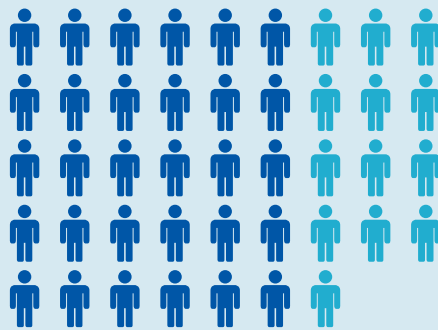
The Foundation Links program prevents truancy and dropout and provides crisis intervention to re-engage students in the educational process.

They helped me not give up on my son.

Foundation Links served

215

unique students through a range of onsite and community-based efforts to support student attendance and classroom performance.



= 5 FSPGC students = 5 FSMC students

Goals

- ★ Attendance
- ★ Basic Needs
- ★ Family Support
- ★ Medication
- ★ Community Resources
- ★ Student Emergency
- ★ School Documentation

Successful Goals

91%



CAREER CONNECTIONS

More than
75%
of seniors plan to attend
COLLEGE
post-graduation

86%
of seniors plan to get a
JOB
post-graduation



100%
of students know how to use
PUBLIC TRANSIT



▲ Benefit chair Carla McGill, CEO Andrea Adler, Board Chair Andre Gingles, and incoming CEO, Dr. Gale Naquin.

▼ The dining room awaits while guests mingle and peruse the silent auction offerings; a rousing standing ovation for the student performance.



Oh, the places they

The 2015 Foundation Schools Benefit held on March 26 was a wonderful display of awe-inspiring community support for our students in need. The University of Maryland Samuel Riggs IV Alumni Center hosted nearly 300 guests who were eager to bid on impressive student art and a silent auction. The evening radiated with a powerful keynote address by Prince George’s County State’s Attorney, Angela Alsobrooks. The highlight of the night, the captivating student performance of Katy Perry’s “Roar,” met with a standing ovation.

The night’s events raised \$150,000 to support our vital needs programs. Notably, the event’s special appeal supporting the Career Connections program was the most successful to date, raising nearly \$20,000. The Career Connections program supports our students’ successful transition from The Foundation Schools to post-secondary education or the world of work by exposing our students to critical areas, including interviewing skills, job training and career development coaching, college application assistance and internships.

Thank you to all who attended. Your unrelenting support makes a difference in the lives of our students! A special thank you to our sponsors, board members, staff, volunteers, vendors and Benefit chair Carla McGill—your generosity makes a lasting impact on the future success of our students, and we cannot wait to see **“Oh, The Places They Can Go!”**



Can go!

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▲ Students perform Katy Perry's "Roar" for guests.

► Angela Alsobrooks, Prince George's County State's Attorney, delivers the keynote address.

▼ Board Vice Chairman Charles Atwell



▲ Prince George's County Executive Rushern Baker III and the crowd enjoy the program; inspirational stories of just a few of our successful students are featured in a display.



Robert Griffin Jr. and his wife, Jacqueline.

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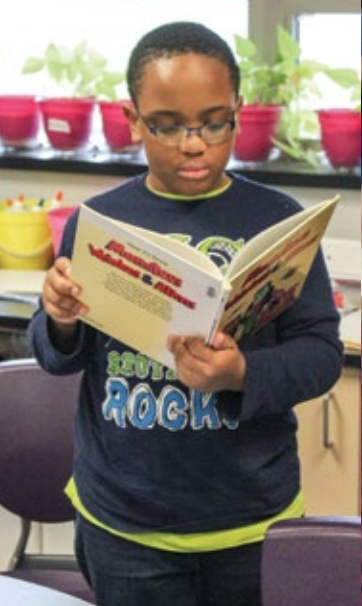
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2015 Andrea Adler Core Values Awardees

In honor of our past CEO, the Core Values Award has been renamed in recognition of her service

The Core Values Award is given to one employee nominated by their peers from each school who best exemplifies The Foundation Schools' Core Values of Teamwork, Work Ethic, Integrity, Respect and Leadership on a daily basis. In honor of our past CEO, Andrea Adler, the Core Values Award has been renamed in recognition of her 34 years of service.

Congratulations to this year's winners:

Ms. Abigail Eder

Ms. Eder teaches grades K-2 at The Foundation School of Prince George's County, and her enthusiasm for teaching elevates the level of learning in her classroom. Not only is she creative and flexible with her lessons, but she is, above all, committed and dedicated to her students' success. Because Ms. Eder actively demonstrates core values, she is an incredible asset to the core value committee, and through her compassion for the environment, she started a recycling committee. She has utilized these leadership positions to teach her students about the importance of core values and taking care of the planet. Ms. Eder displays integrity and respect for the staff and students and we are grateful to have her!

Mr. Clark Weigel

Mr. Weigel teaches in the newly developed autism spectrum classroom at The Foundation School of Montgomery County and has truly excelled in this position. His strong work ethic brings him to work every day committed to



Desiree Davis, Education Director, The Foundation School of Montgomery County, award recipients Clark Weigel and Abigail Eder, and Gina James, Director, The Foundation School of Prince George's County.

finding new ways to engage his students and help them grow. His positive attitude is infectious and it motivates his students and colleagues to persevere in their work. He is clear, consistent and dependable which is essential to his students' success. Mr. Weigel is a natural leader and true role model, treating students and colleagues with great care and respect. He is a huge asset to the FSMC team!

Our Core Values:
Teamwork
Work Ethic
Integrity
Respect
Leadership



Our Staff

SCHOOL STAFF

Our staff consists of School, Education, Clinical and Behavior Directors, Teachers, Therapists, other Related Service Providers, Admissions Coordinators, IEP professionals, Psychiatrists, Program Assistants and Dedicated Aides, Crisis Intervention Program Coordinators and Specialists, Links Program Staff, Career Connections Staff, a Library & Media Center Specialist, and Administrative Staff.

STAFF NOTES

Our teachers average 10 years of teaching experience. More than 55 percent have earned master's degrees, 77 percent have conditional or standard certification and 22 percent have an advanced professional certification.

Our program therapists all hold master's degrees, are licensed and have an average of 15 years of clinical experience.

On average, 50 percent of our employees have been with The Foundation Schools for 5 or more years, 27 percent for 10+ years.

SCHOOL STAFFING FOR 2014-2015

2 School Directors	1 Behavior Coordinator
30 Special Education Teachers	9 Clinical Intervention Coordinators and Specialists
30 Instructional and Program Assistants	2 Links Program Staff
3 Education Directors	2 Career Connections Staff
3 IEP Professionals	53 Dedicated Aides
2 Clinical Directors	4 Campus Administrative Staff
3 Psychiatrists	1 Library & Media Center Specialist
1 Director of Behavior Management	

Administration 2014-15

THE FOUNDATION SCHOOLS

6000 Executive Blvd.
Suite #605
Rockville, MD 20852
301-881-0078
301-881-8515 (fax)
www.foundationsschools.org

Schools

THE FOUNDATION SCHOOL OF PRINCE GEORGE'S COUNTY

GRADES 1-12
1330 McCormick Drive
Largo, MD 20774

THE FOUNDATION SCHOOL OF MONTGOMERY COUNTY

GRADES 1-12
220 Girard St., Suite 300
Gaithersburg, MD 20877

Key Personnel

CHIEF EXECUTIVE OFFICER
Andrea Adler, LCSW-C

CHIEF FINANCIAL OFFICER
Lore Percival

SCHOOL DIRECTORS
Sheila Cahill, Ed.D.
Gina James, M.A.

DIRECTOR OF COMMUNICATIONS AND DEVELOPMENT
Kelli Kunert, LCSW-C

DIRECTOR OF ADMINISTRATIVE SERVICES
Yvette Colvin

DIRECTOR OF HUMAN RESOURCES
Michelle Lieberman, PHR, CEBS

DIRECTOR OF INFORMATION TECHNOLOGY
Mark Deegan, M.Ed.

PSYCHIATRISTS

Peter Cohen, M.D.
Caroline Cregan, M.D.
Kimberly Walker, M.D.

2014-15 ANNUAL REPORT TEAM

COORDINATORS

Kelli Kunert
Sara Beegoo

CONTRIBUTORS

Rachel Babiskin
Germanie Brown
Jamie Cheeks
Mark Deegan
Diana Echeona
Lisa Gordon
Barbara Jennai
Michelle Lieberman
Veronica White

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TWIRL

THE FOUNDATION SCHOOLS' CORE VALUES

TEAMWORK • WORK ETHIC • INTEGRITY • RESPECT • LEADERSHIP

MISSION

The Foundation Schools provides a highly specialized educational and therapeutic program for children and adolescents in grades 1-12 with emotional disabilities and prepares them to be productive and successful in their future academic and career paths.

VISION

Every student triumphs over adversity.

CORE PURPOSE

To provide a vital link for no student to be left out.

PLEDGE

I will **LEAD** by example and **WORK** hard to achieve my goals.
I will be a **TEAM**mate today so that I can be a **LEADER** tomorrow.
I will show my own **INTEGRITY** to earn the **RESPECT** of others...
Because these are my **CORE VALUES!**



Together We Inspire and Rebuild Lives

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