

Setting the Stage for Success

The Foundation Schools

2015-16 ANNUAL REPORT





CEO
Gina James

I AM HONORED TO CONTINUE serving the organization by embracing my new position as CEO of The Foundation Schools. I have had the pleasure of working as an educational leader in

our program for more than 17 years and have thoroughly enjoyed the experience of making an impact in the lives of students. Our history has involved years of serving students with complex mental health and educational needs. This meaningful work has been made possible by several phenomenal staff and board members who have consistently demonstrated their investment in our students' success.

We will continue to create a therapeutic school environment that supports students who are impacted by trauma. Barriers such as abuse and neglect, poverty, displacement, disrupted attachment and loss are just a few of the traumatic experiences which affect our students' academic availability. Sensitivity and responsiveness to these issues has allowed us to effectively intervene in order to support students in reaching their full potential, thus supporting our belief that all students are capable of experiencing success. Our knowledge and use of evidenced-based practices in serving this population has been a significant factor in helping our students overcome the most unimaginable obstacles as they journey toward reaching their dreams.

We remain committed to building a foundation for success for all students attending The Foundation Schools. I am beyond proud to be part of such an amazing mission and I am excited about our direction. We look forward to sharing the unique success stories of our amazing students!

“Our knowledge and use of evidenced-based practices has been a significant factor in helping our students overcome the most unimaginable obstacles as they journey toward reaching their dreams.”

—GINA JAMES



2016-17 BOARD CHAIR
Carla McGill

THE 2015-16 SCHOOL YEAR was a year of many successes and like all dynamic organizations, a few challenges along the way too. With the mid-year departure of our sitting CEO, we were fortunate to have Gina James, former Chief Academic Officer

and Director of the Largo school, step in as interim CEO. Mrs. James did an outstanding job and we are very grateful for all the fantastic work she has already accomplished and excited to see what's ahead as she officially moves into her role as CEO of The Foundation Schools.

Despite these diversions, the school has continued to grow and thrive! I would like to thank the Board, stakeholders, community supporters and staff members for their endless support and perseverance during this transition period.

I would like to pay special recognition to two exceptional board members for their years of dedication and commitment. First, Andre Gingles reached an impressive twelve year milestone of service. Andre- thank you for all that you have done so far- and all that you will help us to achieve in the future as a continued valued member of the board.

I also wish to acknowledge the contributions of Vice Chairman, Charlie Atwell. Charlie, too, has honorably served our board for twelve years and seen the school through many obstacles and transitions. Both of these men are long-standing contributors who have been instrumental in the successes that we celebrate today. We are thankful and indebted beyond words for their generous time, energy and devotion.

As the new Foundation Schools' Board Chair, I am committed to continuing the legacy of those before me in achieving our goals and mission. I know first-hand the amount of energy, time and hard work we invest in each of our students, and I am both proud and honored to lead this effort.



Setting *the* Stage!

For more than 40 years, The Foundation Schools have “set the stage” for success by providing critical education and support to students identified with emotional and behavioral disabilities to address their academic, social and emotional needs. In addition to their social and emotional challenges, more than 80 percent of our students live in poverty. Our team of dedicated staff, in conjunction with community partners and supporters, works diligently to provide the guidance, resources and opportunities for students to shine and actualize their best selves. We firmly believe our students can transition back to public school, become high school graduates and college students, become career-ready men and women and outstanding members of their communities—setting the stage for a lifetime of success.



Financial Statement

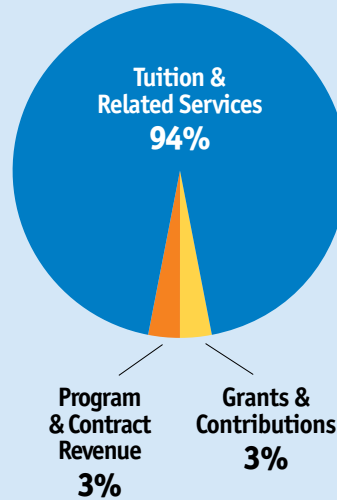
Tuition is paid by the State and local jurisdictions, but these funds do not cover the supplemental programs our students often require to succeed in school. Financial support from the community allows The Foundation Schools to introduce research-based approaches to prepare our students to be productive 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 more than 80 percent of our student population in the poverty range, the need for outreach services linking students and families to available resources has increased dramatically.

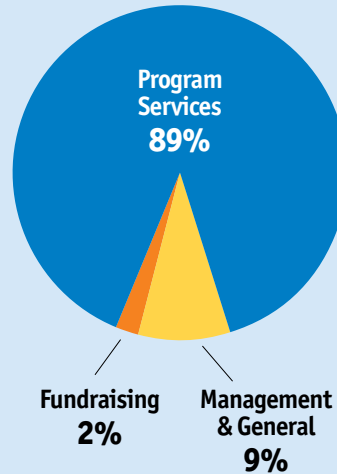
89 percent of revenue is spent providing programs and direct services for our students. According to the American Institute of Philanthropy, most highly effective charities spend 75 percent or more on programs. The Foundation Schools has been awarded the Independent Charities Seal of Excellence for meeting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



REVENUE



EXPENSES



Student Body Statistics

2015-16

Total Enrollment: 327

The Foundation School (Largo): **234**

The Foundation School of Montgomery County: **93**

REFERRING DISTRICT

PG: **43.4%**

MC: **25.7%**

DC: **24.2%**

Other: **6.7%**

GENDER

Male: **75%**

Female: **25%**

ETHNICITY

Non-Hispanic: **93%**

Hispanic: **7%**

RACE

African American: **88%**

White: **8%**

Asian or Pacific Islander: **0%**

American Indian or Alaskan Native: **2%**

Multiple: **1%**

Unreported: **1%**

GRADUATION RATE

The Foundation School (Largo): 20 of 22 **91%**

The Foundation School of Montgomery County: 5 of 6 **83%**

Overall: 25 of 28 89%

RELATED SERVICES

Students...

Receiving individual counseling: **100%**

Receiving speech therapy: **20%**

Receiving occupational therapy: **10%**

With dedicated aides: **18%**





Congratulations!

IN JUNE 2016, 25 STUDENTS RECEIVED THEIR DIPLOMAS as graduates of The Foundation Schools. For each student who walked across the stage, their journey to this milestone included many challenges and frustrations. However, despite their emotional disabilities and behavioral/academic hardships, they discovered success through persistence and the support of the staff, family, friends and community supporters.

On June 23, The Foundation School of Montgomery County graduated five students. Commencement speaker and alumnus, Rajon Jackson, reflected on his time at The Foundation Schools by commending the staff for not letting him internalize the negativity which surrounded him.

"I was labeled the bad kid, a trouble maker and not smart... So, since I heard those things all the time I believed all of it to be true. However, they (the staff) knew I had the tools to make it and they reminded me all of the time."

The next day, The Foundation School in Largo honored 20 graduating seniors—one of the largest graduating classes in our 41-year history. Notably, three students were recognized with the President's Award from the U.S. Department of Education.

Valedictorian E'Lexius Blackwell presented a moving speech which highlighted the importance of utilizing the therapeutic tools and coping techniques learned at The Foundation Schools. Post-graduation, Blackwell will be joining AmeriCorps and we could not be more proud of her!

"When I first got to this school... I felt as though I did not have a behavioral problem. This school has taught me a lot of things including how to use my coping skills, which I thought that I would never have to use."



◀ **FSMC alumnus Rajon Jackson** poses with his family after speaking at the Montgomery County school's graduation.



Valedictorian **E'Lexius Blackwell** addresses the Largo campus graduates and their supporters.



Class of 2016

Children's Mental Health Matters!

The Foundation Schools (TFS) participated in Children's Mental Health Awareness Week May 1-7, 2016 to teach our students, families, staff and local communities about the importance of children's mental health. Activities included an in-school flash mob, student writing contest, mental health-based curriculum and resiliency resources.



TFS student Yasmeine Ford won the 2016 Children's Mental Health Matters! poster design contest. Yasmeine also exhibited artwork at "Celebrating through Art: The First Lady's Mental Health Awareness Youth Art Display and Reception." Our students' artwork from The Foundation School of Montgomery County was featured in the 4th Annual Art Exhibit "Walk in My Shoes: Raising Mental Health Awareness Through Art" held at the American Visionary Art Museum.

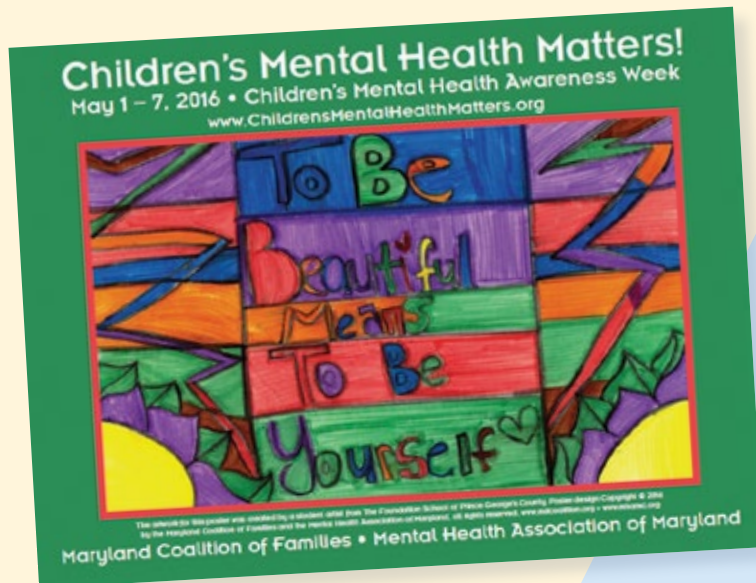
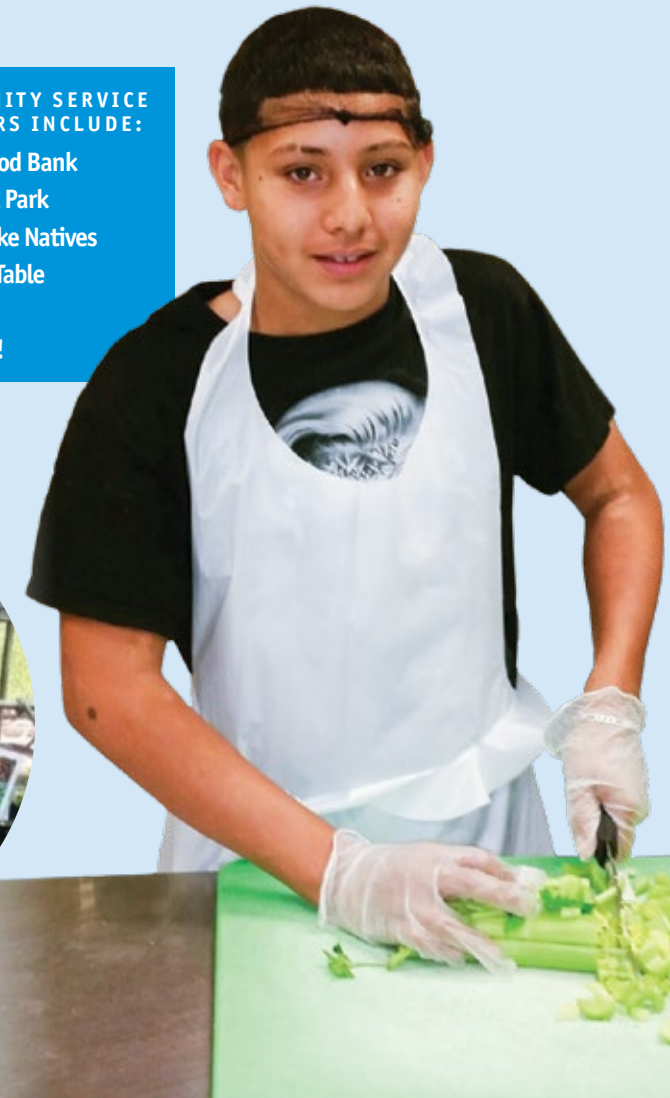


The Foundation Schools Gives Back

This past school year, our students took action to support our local communities by volunteering! Not only were they exposed to various learning opportunities, but they experienced the firsthand benefits of helping others in need.

COMMUNITY SERVICE PARTNERS INCLUDE:

Manna Food Bank
Greenbelt Park
Chesapeake Natives
Martha's Table
The ARC
and more!



Setting the Stage for Student Success



PBIS PROGRAM

With the implementation of the new **Positive Behavior Interventions and Supports** framework, every student has earned

80 percent

or more of their possible daily positive behavior points for more than half of the school year.

READING INTERVENTIONS



Piloted in two classrooms, the **Achieve3000** reading program improved the Lexile reading scores of 21 students by an average of

127 points

compared to previous reading interventions that yielded an annual growth in Lexile reading scores of 41 points per student per year.

“Amazing staff. If it wasn’t for Links my son would never have come to school.” —TFS Parent

FOUNDATION LINKS PROGRAM

Foundation Links served

150 STUDENTS

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

GOALS

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

Successful Intervention Outcomes

88%

Maintained a Successful Attendance Rate

89%

“I can count on TFS to support me and be there for my son in his most challenging moments.” —TFS Parent

FOOD FOR THOUGHT

The Foundation Schools served nearly

60,000 MEALS

through our **Food for Thought** program.

CAREER CONNECTIONS

More than

110

Individual Transition Plans (ITPs) have been created for postsecondary employment and postsecondary education/training.



TRANSITION RATES

12 percent

of our student body received the services and support necessary to successfully transition to a **Least Restrictive Environment (LRE)**.



Guests peruse the silent auction offerings and enjoy the evening at The Foundation Schools 2016 Benefit.



ON MARCH 30, 2016, NEARLY 300 GUESTS from across the greater Washington area came together at the University of Maryland Samuel Riggs IV Alumni Center to “Set the Stage” for the future success of our students with emotional and behavioral disabilities.

Raising nearly \$150,000, the event’s special appeal raised more than \$21,000 to support the basic and therapeutic needs of our students—our most successful appeal to date! Such generosity allows our students to truly be “school ready” mentally, physically and emotionally. Evening highlights included a powerful keynote address by Carol Beatty, Maryland Secretary of Disabilities, an upbeat student performance of “Gold” by Britt Nicole and a silent auction featuring amazing student art!

Thank you to our sponsors, board members, individual donors, volunteers, staff and Benefit Chair, Carla McGill of Hargrove, Inc. for making The Foundation Schools 2016 Benefit a tremendous success! It never ceases to amaze how compassionate and benevolent our supporters are each year.

Benefit 2016



◀ Yvette Colvin, Director of Operations, enjoys the evening with her family.

▶ Ashley Brown and Abigail Melvin of The Foundation Schools



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► Gina James (left) and Andrea Adler (right) present the Core Values Awards to Latonya Butler, Brooke Baker and Waltina Spencer.



▲ Incoming Board Chair Carla McGill, Keynote Speaker Carol Beatty, Outgoing Board Chair Andre Gingles, and TFS CEO Gina James.

► Students wow the guests with their performance of "Gold" by Britt Nicole.



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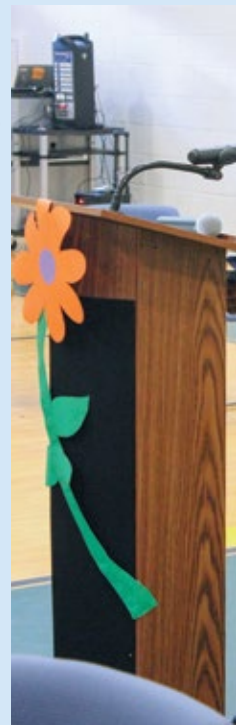
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The Foundation Schools

Gale Naquin, Ph.D.
CHIEF EXECUTIVE OFFICER
(July 2015–February 2016)
The Foundation Schools



Andrea Adler Core Values Awards

2016 WINNERS

THE CORE VALUES AWARD is given to one employee of The Foundation School of Montgomery County and two employees of The Foundation School in Largo, MD (lower and upper school). The winners are nominated by their peers at each school and best exemplify The Foundation Schools' Core Values of **TWIRL: Teamwork, Work Ethic, Integrity, Respect and Leadership**. In 2015, the Core Values awards were renamed to honor The Foundation Schools' past CEO, Andrea Adler, in recognition of her 34 years of service. Congratulations to this year's winners:



Ms. Latonya Butler

Ms. Butler teaches grades 3-4 at The Foundation School in Largo, MD. As a leader with a strong work ethic, Ms. Butler works diligently to ensure her students receive an exemplary education. As a team player, she is a role model and her positive attitude is infectious. There is no question that Ms. Butler is widely respected among her peers, and we are lucky to have her.



Ms. Brooke Baker

Ms. Baker is a high school social studies teacher at The Foundation School in Largo, MD. Her leadership is demonstrated through the coordination of high school enrichment activities in addition to the implementation of Positive Behavior Interventions and Supports (PBIS). Ms. Baker is an essential part of the team, and is willing to go out of her way to help others and ensure the staff is successfully working together.



Ms. Waltina Spencer

Ms. Spencer teaches 6th grade at The Foundation School of Montgomery County. She is known for her positive, professional and motivating demeanor. Her unrelenting dedication to her students shines bright as she embodies the core values of Work Ethic and Respect. Her leadership is demonstrated in the classroom and among the staff. For many, Ms. Spencer serves as a mentor who is readily available to assist others to the best of her ability, all with an open mind and open heart.



Our Staff

SCHOOL STAFF

Our staff consists of Principals, 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 Administration staff.

STAFF NOTES

Our teachers average 10 years of teaching experience. More than 40 percent have earned master's degrees, 77 percent have conditional or standard certification and 23 percent have an advanced professional certification.

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

On average, 58 percent of our employees have been with The Foundation Schools for five or more years, 27 percent for more than 10 years.

SCHOOL STAFFING FOR 2015-16

30 Special Education Teachers	1 Behavior Specialist
30 Instructional and Program Assistants	8 Clinical Intervention Coordinators and Specialists
2 Education Directors	2 Links Program Staff
1 Education Coordinator	2 Career Connections Staff
3 IEP Professionals	53 Dedicated Aides
2 Clinical Directors	4 Campus Administrative Staff
1 Clinical Coordinator	1 Library & Media Center Specialist
3 Psychiatrists	2 Principals
1 Director of Behavior Management	1 Vice Principal
1 Behavior Coordinator	

Administration

THE FOUNDATION SCHOOLS

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

SCHOOLS

THE FOUNDATION SCHOOL

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

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Gina James, M.A.
Gale Naquin, Ph.D. *Immediate Past CEO*

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OUR GOAL

To inspire, uplift, and motivate our students to strive for a bright future and see the places they can go.

OUR MISSION

Our mission is to provide a highly specialized educational and therapeutic program for students identified with emotional disabilities, as well as those with social, emotional and learning challenges, preparing them to be lifelong learners.

OUR VISION

All Students Experience Success

OUR CORE VALUES


- Teamwork**
- Work Ethic**
- Integrity**
- Respect**
- Leadership**

OUR 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!**

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