



**EVERYONE IS A HERO**

**THE FOUNDATION SCHOOLS  
2013-2014 ANNUAL REPORT**





# HEROES

## That's what our students are at The Foundation Schools!

Our students persevere, overcoming their failures and challenges, to become heroes to us all.

For nearly 40 years, The Foundation Schools has had the privilege of working with thousands of students with emotional disabilities who have endured despite overwhelming obstacles. This year The Foundation Schools launched several new programs to better serve our students and prepare them for successful futures. The expanded Transition/Career Connections program at our Largo school introduces students in grades K–12 to career options and helps them gain the necessary skills for their chosen profession. Music In the Key of Me at The Foundation School of Montgomery County helps students express themselves through positive outlets and encourages creativity and collaboration with peers. While tuition is paid by the State and local jurisdictions, supplemental programs such as these make a world of difference to our students and are made possible by heroes like you.

The Foundation Schools' extraordinary mix of academic support and therapeutic services in a caring and compassionate environment gives students another chance. Our dedicated staff are heroes as they work together to teach, inspire, and rebuild lives. Our donors and supporters champion our mission and help our students triumph over adversity.

## A MESSAGE FROM...



### CEO Andrea Adler

After 33 years with The Foundation Schools, it is with mixed emotions that I have made the decision to step down as CEO at the end of June, 2015. I feel extremely fortunate that I have had the opportunity to combine two passions which are central to my life—education and mental health—into a challenging career. Playing a part in the development and growth of The Foundation Schools is something that I have loved doing. And it is, of course, the reason that it is hard to leave!

However, I feel the timing is right. We have a great staff dedicated to providing the education, support, and care our special students need to be successful in life. We have an outstanding

Board of Directors committed to ensuring the continued growth and success of The Foundation Schools. We have excellent partnerships with our state and local education agencies, working together in the best interests of our students. And we have support from many community organizations, businesses, and donors who provide critical resources to support our mission.

I am extremely grateful for the combined efforts of all of you who work to improve the outcomes for our students. This is an amazing organization staffed and supported by outstanding individuals committed to making a difference in the lives of the special students we serve.



### Board Chair Andre J. Gingles

This year The Foundation Schools continued to progress in its efforts to better serve our student population, successfully graduate students, and to help them to transition into working adults. Administration, staff, and the Board of Directors have all assisted in efforts to make The Foundation Schools more known throughout the communities in which our schools are located and where our students live. Moreover, all of us have made a tremendous effort to reach out to institutions and businesses in the region which share our desire to provide a proper learning environment and education to all of our children.

The coming year will be a year of transition for The Foundation Schools. Andy Adler has served in multiple capacities for over three decades and most recently as CEO. She has led The Foundation Schools through an expansion of programs, budget and revenue stabilization,

expansion of our Board of Directors, and a growth in fund raising. She has decided to end her tenure when the current school year ends in June of 2015. Andy is a remarkable talent and her dedication to students and staff of The Foundation Schools is unmatched. Her leadership and personal touch will be missed by so many, including myself.

The Board has commenced a search process for Andy's successor and is committed to finding an individual capable of building upon Andy's great work. Our Board remains active in all aspects necessary for the growth of our schools, students, and staff. The Foundation Schools' Board of Directors looks forward to all of the challenges and opportunities that will allow us continued success. Join us with your insight, resources, and other contributions as we march forward to many more great years at The Foundation Schools.

## Statistics & Reports

JULY 1, 2013 THROUGH JUNE 30, 2014

Total Enrollment 351

### REFERRING DISTRICT

Prince George's County	40.7%
Montgomery County	29.3%
District of Columbia	24.2%
Other	5.8%

### GENDER

Male	72.6%
Female	27.4%

### ETHNICITY

African American	85.1%
White	8.0%
Hispanic	6.3%
Asian or Pacific Islander	0.0%
American Indian or Alaskan Native	0.6%

### GRADUATION RATE

FS Largo – 10 seniors, 8 graduates	80%
FSMC – 10 seniors, 8 graduates	80%
Overall – 20 seniors, 16 graduates	80%

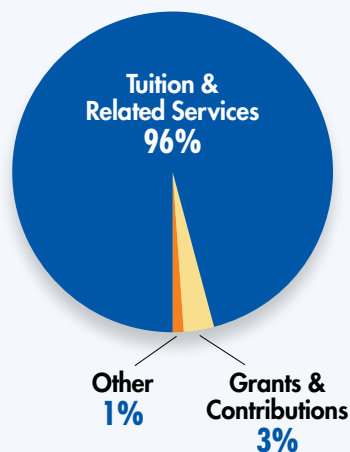
### RELATED SERVICES

Students...	
Receiving individual counseling	100%
Receiving speech therapy	14.5%
Receiving occupational therapy	7.1%
With dedicated aides	14.8%

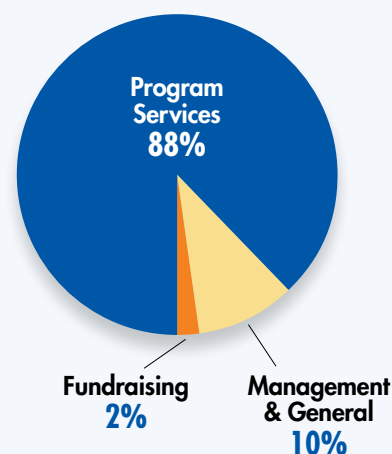
## Financial Statement

Our continuing challenge has been to meet the intensive educational, clinical and behavioral needs of our students. With 82% of our student population in the poverty range, the need for outreach services linking students and families to available resources has increased dramatically. 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 students to be productive and successful in their future academic and career paths.

### REVENUE



### EXPENSES



88% 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% 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.

# TAMARA

“So sit back and watch because I’m not done.”

## THE FOUNDATION SCHOOL OF MONTGOMERY COUNTY GRADUATION SPEECH

I first began attending the Foundation School of Montgomery County in the fall of 2010 after going to an alternative school where things didn’t work out for me. I returned to the Montgomery County Public Schools’ Central Office and they told me I would be coming to The Foundation School. At first I was hesitant and unsure if that was where I really wanted to be.

When I arrived for my intake I went in with a bad attitude, ready to dislike the school. I found fault in everything. The classes were too small and the staff and my peers were annoying. I let my anger get the best of me and I would get suspended, leave school without permission, and sometimes choose not to come to school at all. I was well known for my bad attitude and would regularly cuss at teachers. I felt like I could never win. I felt like everything was unfair and that they were always picking on me. My grades fluctuated between good and bad. One quarter I would get A’s and B’s then the next quarter, C’s and D’s. There were many challenges I had to face in my personal life which also made school a challenge when I was trying to balance everything on my plate. Although my challenges would overwhelm me for a time, I was always able to persevere and make sure I earned my credits.

Despite my initial reaction, being at The Foundation School benefited me in the end and made a difference in my life and my well-being. Over time, I believe I matured and learned to trust the staff and use the supports I had in place. I had a unique high school experience, going through two pregnancies, while working and attending school as I worked toward the goal of earning my high school diploma. Many people doubted that I would continue with school and make it here today, but I proved them wrong. It took a lot of growing and maturing to make it through. There were a lot of bumps in the road but I stuck with it through thick and thin. My faith and my determination helped me to persevere. Many times I thought of being mainstreamed back to my regular school, but after spending time at The Foundation School, I knew this was the best place for me to be. I’m thankful for the support I received



and in the end it changed my life for the better for me and for my kids. Today I feel I have a better attitude toward life and a better understanding of people.

The advice I have for the future graduates is to stay focused on your goals and stay focused on you. No one else is living your life, so make good choices and think about your future. Have faith in yourself when no one else does, and keep pushing because at the end of the day we all have a story and we all go through things in life. Some people’s struggles may be worse than others, but we can all have a happy ending.

I would like to share a poem I wrote about this day:

I made it... After this long journey I made it.  
Through the doubts and haters I made it.  
After I wanted to give up so many times I made it.  
Through the unfairness and stress I made it.  
Through not wanting to wake up and go, I made it.  
Through the skipping, suspensions, and storming out,  
I made it.  
For how long it took for me to learn, I made it.  
How long it took for me to grow and mature into, I made it.  
I don’t regret anything I’ve done because I made it.  
If no one else had faith I did and look where I am, I made it.  
So sit back and watch because I’m not done.  
There’s still another journey to accomplish and  
I’ll MAKE it again.

# ANTONIO

**"I'm hoping to get a good job and start taking care of my family..."**

## RECIPIENT OF EDUCATION AND HUMANITARIAN AWARDS FROM THE FOUNDATION SCHOOL IN LARGO

On June 14th, Antonio Y. graduated from The Foundation School in Largo and received the President's Education Award for exhibiting academic skills in the classroom and the Cliff Bivens Humanitarian Award in recognition of his community service efforts. Like many of his fellow graduates, Antonio's road to success was filled with challenges. Antonio came to The Foundation School four years ago after struggling for many years in the public school system. When he first arrived, he did not want to talk or complete any school work. Through the relationships Antonio built with staff, he eventually began to come out of his shell and actively participate in class.

Antonio's mother, Deborah, was awarded the Parent Award at graduation for her investment and involvement in her son's path to success. Deborah credits much of Antonio's progress to the staff of The Foundation School. She believes that her son grew up a lot during his time at The Foundation School and says that his therapist has been with him every step of the way. Antonio echoed this sentiment saying, "It has been great working with my therapist. She helped me to stay positive and kept me on a straight path to go where I needed to go. She believed in me. I'm hoping to get a good job and start taking care of my family like a man is supposed to."

Before leaving to celebrate Antonio's achievement with family and friends, Deborah said, "It's been like a second family. I love Foundation. I really do."



## PROFILES IN SUCCESS

# SHANAZIA

**“Without my anger being in control of me, I will be successful in life.”**



Shanazia T. came to The Foundation School in 2010 after her public school was unable to handle her behavioral and anger issues. While attending The Foundation School, Shanazia learned to deal with her frustrations, express her feelings appropriately, and ignore negative peer interactions. “I didn’t get the help I needed until I came to The Foundation School.”

Shanazia has found outlets for her anger through poetry and dance. Her poetry is featured on a web site where she hopes it will inspire others. She is a member of the Raw Element Dance Company, a group which performs at charity events.

Shanazia’s goal is to attend a four year college and eventually become a child psychologist or social worker. She wants to “give someone the help I didn’t get when I was young.” Shanazia made Honor Roll three quarters last school year and made significant academic improvements during her time at The Foundation School. She has successfully transitioned back to the public school system. Shanazia says, “Without the help and support from The Foundation School I would have been either in jail, residential, or kicked out of school because of my anger. But coming to The Foundation School, I’ve learned that fighting is not the answer, nor is violence. I’ve also learned that without my anger being in control of me, I will be successful in life.”



# AARON

**“The staff really cares about kids like myself. They want us to succeed.”**

When Aaron S. came to The Foundation School, he was dealing with emotional outbursts and had been kicked out of two public schools within a matter of months. In his own words, “Aaron four years ago was horrible. Cursing teachers out, flipping desks, throwing things, getting restrained, and leaving school without permission.” Aaron initially struggled at The Foundation School and was angry about his placement. However, after dealing with a significant loss in 9th grade, Aaron realized that, “the staff really do care.” Aaron then began focusing on and working toward his ultimate goal of transitioning back to public school. “I’m trying my best. I think about it (transitioning) every day.”

Aaron has, in fact, left The Foundation School and is transitioning back to the public school system through the Pathways re-entry program. Despite his rocky start, Aaron appreciates what The Foundation School has done for him and now respects the staff and the program. “I believe there are people here that can help you. The staff really cares about kids like myself. They want us to succeed. They don’t want to see us in jail or dead by 21.”



# COLLIN

**"I am glad I found the right place for me..."**



Collin M. enrolled at The Foundation School of Montgomery County (FSMC) in 2012 after several public school placements. While Collin was academically strong, he struggled emotionally in school, demonstrated poor self-control, and had difficulty with anger management.

After starting at FSMC, Collin improved in managing his emotions and learned to seek support from staff to help him handle conflicts and concerns in an appropriate manner. Collin learned new leadership skills which he demonstrates both in his classroom and throughout the school community. Outside of school, he takes an active role in volunteering in his neighborhood. Collin was able to make this transformation by setting goals for himself and working with his therapist to change his behavior and remain determined.

This past June, Collin was able to accomplish his ultimate goal of transitioning back to the public school system. Before leaving FSMC, Collin reflected on his time here and said, "I am glad I found the right place for me and was able to feel successful at school after a really rough couple of years."



# DEMIA

**"I wouldn't have gotten the help that I needed."**

Demia L. enrolled at The Foundation School of Montgomery County (FSMC) in 2012 after struggling with aggression and unsafe behaviors toward herself and others. At FSMC, Demia attends weekly individual counseling sessions to work on improving her self-esteem, problem solve peer conflicts, and discuss strategies to manage her anxiety with school work. Demia has also become an active participant in the pet therapy program and has used the skills she is learning to work through frustrating feelings.

Since her enrollment, Demia has made honor roll every quarter and was chosen by staff as a student ambassador to help new students adjust to the school. In the future, Demia hopes to attend college at Howard University, own her own home, and have a dog. Without FSMC, Demia says, "I wouldn't have gotten the help that I needed."

# 2014 FOUNDATION BENEFIT

## 2014 Benefit Sponsors

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## EVERYONE IS A HERO

Nearly 300 friends and supporters of The Foundation Schools attended our annual Art & Soul of Learning Benefit held at the University of Maryland's Samuel Riggs Alumni Center on March 27th. Robert Griffin Jr, father of renowned Washington Redskins quarterback Robert Griffin III, was our guest speaker. Students from the choruses of both schools performed "Hero," by Mariah Carey, which brought down the house.

Raising over \$200,000 to support vital programs not covered by tuition, it was our most successful Benefit yet. This year's Special Appeal raised over \$15,000 for the Mary Jane Kennelly Scholarship Fund which supports our graduates and students in post-secondary higher education, training, and academic enrichment opportunities to put them on the path to success. Our silent auction featured a variety of wonderful community donated auction items ranging from sports memorabilia to vacation getaways. As always the amazing student artwork was the true highlight for bidders.

Major support for the event came from our Hero Sponsor, Old Line Bank. We are grateful to our many sponsors and supporters for their contributions to the success of the evening. A special thank you to Board Member and Benefit Chair, Carla McGill, who orchestrated such a wonderful evening to help everyone be a Hero!



Board Member and Benefit Chair Carla McGill thanked friends and supporters on behalf of The Foundation Schools.

The University of Maryland Cheerleaders and guest auctioneer, Ernie Green, energized the crowd and helped make the night a success.





Robert Griffin Jr., our featured speaker, spoke of the importance of perseverance and teamwork.



Above left: Board Chair Andre J. Gingles, CEO Andrea Adler, Board Member Tara Jackson, Benefit Chair Carla McGill and guest speaker Robert Griffin Jr. Above: Andre Gingles pays tribute to treasured school supporter JoAnn Bell who passed away in June 2013. Below: Students prepare to perform.



# THANKS TO OUR CONTRIBUTORS

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### Frieda K. Lacey, Ed.D.

Dr. Lacey has had a distinguished career as a professional educator that spans over 40 years. She holds a doctorate in educational policy and leadership from The George Washington University, a master of education degree in special education from The University of Maryland, and a bachelor of science degree in elementary education from Norfolk State University.

She currently serves as the Director of Development of the George B. Thomas, Sr. Learning Academy, Inc., a non-profit community based tutoring and mentoring program. The Learning Academy's signature program, Saturday School, is a strategic partner of Montgomery County Public Schools and is designed to enhance and accelerate academic

achievement of students in the basic skills and core academic subjects. Dr. Lacey last served as the Deputy Superintendent of Schools for Montgomery County Public Schools. Over the years she served in a variety of roles including Chief of Staff to the Superintendent, Supervisor of Special Education and principal. She has previously served as MCPS' Equity Assurance Officer. Her career has been dedicated to providing all students access to outstanding education and has made it her lifelong goal to narrow the achievement gap. Frieda says, "Making a difference in the lives of children has been my mantra for more than forty years. For children with special needs, the challenge is even greater... Realizing the incredible work of The Foundation Schools and serving on the Board keeps my mantra alive!"



## CONSULTING PSYCHIATRIST

### Dr. Kimberly Walker

Dr. Kimberly Walker is the new consulting psychiatrist for The Foundation School in Largo. She attended the Tulane University School of Medicine and completed her General Psychiatry Residency at The Medical College of PA/Eastern PA Psychiatric Institute where she served as Chief Resident and completed her Child/Adolescent Fellowship. She previously worked for the Youth Advocate Program Family Clinic

and The Capital Area Intermediate Unit (CAIU) in Pennsylvania. She served CAIU in several different roles which sparked her interest in the interface of mental health and educational entities. Dr. Walker is excited for the opportunity to work for The Foundation Schools and says, "I want to help bridge the gap between mental health and education to help our children succeed."

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*The Foundation Schools*



# 2014 CORE VALUES AWARDEES



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. Congratulations to this year's winners:

## Ms. Diana Echeona

Ms. Echeona is the administrative assistant at The Foundation School of Montgomery County. She is a huge asset to the school community. She treats staff, students, and visitors with the utmost respect. She goes above and beyond and dedicates herself to making us a more effective program. She arrives early, stays late, and always has a positive attitude, greeting all who enter with a warm welcome and a smile. She offers her skills as a native Spanish speaker assisting Spanish speaking students and family members with translations ensuring they understand their schoolwork. She is a team player who assists others with excellence, accuracy, and efficiency. Diana is a true leader and is well respected by all who are lucky enough to encounter her.

## Ms. Barbara Jennai

Ms. Jennai is a teacher at the Largo campus whose work ethic is impeccable. She is a highly qualified teacher who garners an enormous amount of respect and exudes leadership in her classroom. She has the highest expectations for her students, is empathetic, and can tailor her approach to meet individual students' needs. She is a dynamic teacher who invests a great deal of time and energy to help her students learn and remain enthusiastic despite their deficits. Barbara volunteers for school wide initiatives and solicits donations for the school to provide additional opportunities for students. Barbara is a consummate team player, encouraging teamwork in both her peers and students.



# STAFF & ADMINISTRATION

## Our Staff Heroes

### SCHOOL STAFF

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

### STAFF NOTES

Our teachers average 12+ years of teaching experience. Over 65% have earned master's degrees, 77% have conditional or standard certification and 23% have an advanced professional certification.

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

At the start of the school year, 52% of our employees have been with The Foundation Schools for 5 or more years, 25% for 10+ years.

### SCHOOL STAFFING FOR 2013-2014

- 33 Special Education Teachers
- 33 Instructional and Program Assistants
- 3 Education Directors
- 2 Clinical Directors
- 2 Directors of Behavior Management
- 40 Dedicated Aides
- 4 Campus Administrative Staff
- 2 School Directors

### ADMINISTRATION

#### 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

GRADES 1-12  
1330 McCormick Drive  
Largo, MD 20774

#### THE FOUNDATION SCHOOL OF MONTGOMERY COUNTY

GRADES 3-12  
220 Girard St., Suite 300  
Gaithersburg, MD 20877

### KEY PERSONNEL

**Andrea Adler, LCSW-C**  
CHIEF EXECUTIVE OFFICER

**Lore Percival**  
CHIEF FINANCIAL OFFICER

**Kelli Kunert, LCSW-C**  
DIRECTOR OF COMMUNICATIONS AND DEVELOPMENT

**Yvette Colvin**  
DIRECTOR OF ADMINISTRATIVE SERVICES

**Michelle Lieberman, PHR, CEBS**  
DIRECTOR OF HUMAN RESOURCES

**Mark Deegan**  
DIRECTOR OF INFORMATION TECHNOLOGY

### SCHOOL DIRECTORS

**Sheila Cahill, Ed. D.**  
**Gina James, M.A.**

### PSYCHIATRISTS

**Peter Cohen, M.D.**  
**Caroline Cregan, M.D.**  
**James Herrera, M.D.**



### 2013-14 ANNUAL REPORT TEAM

#### COORDINATORS

Kelli Kunert • Jessica McGill

#### CONTRIBUTORS

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Mark Deegan	Barbara Jennai
Diana Echeona	Michelle Lieberman
Lisa Gordon	Cindi Weddington-Ruhl

# THE FOUNDATION SCHOOLS

TEAMWORK  
WORK ETHIC  
INTEGRITY  
RESPECT  
LEADERSHIP

## STUDENT 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**.

## VISION

Every Student Triumphs Over Adversity

## MISSION

We provide a specialized educational  
and therapeutic program for students with  
emotional disabilities and prepare them  
to be productive and successful in their  
future academic and career paths.

## CORE PURPOSE

To Provide a Vital Link for  
No Student to Be Left Out



The  
Foundation  
Schools

Together We Inspire  
and Rebuild Lives

[www.foundationsschools.org](http://www.foundationsschools.org)

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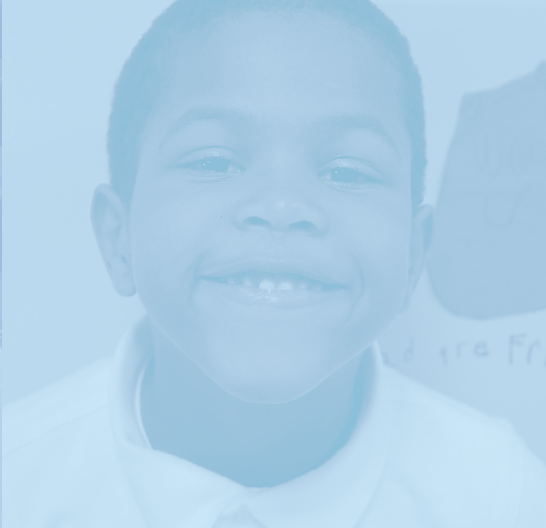
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