

THE FOUNDATION SCHOOLS
2016–2017 ANNUAL REPORT



Building a
Foundation
to Empower the
Future



A MESSAGE FROM...



CHIEF EXECUTIVE OFFICER

Gina James

I am truly grateful to be leading The Foundation Schools as the Chief Executive Officer. This has been a time of transition and I am truly excited and committed to ensuring the vision that “All Students Experience Success”! Our goal is to inspire, uplift, and motivate our students to strive for a brighter future and believe they can achieve their dreams. We put the students at the center of all we do providing excellent education and clinical support to each student we serve.

During the past year we have dedicated ourselves to our mission to provide highly specialized educational and therapeutic programs for students identified with emotional disabilities, as well as those with social, emotional, and learning challenges, preparing them to be lifelong learners. We have collectively developed The Foundation Schools’ strategic plan that will set our priorities and guide our decision making to enhance school programming, strengthen staff and leadership development, and optimize our financial position.

This report documents a year’s accomplishments and forward programming towards our vision. It takes a team to continue the growth of an organization, and I have a great team of professionals and Board of Directors that support The Foundation Schools. We are grateful for all who contribute their time, generous donations, resources, and expertise that help our students and families thrive and empower the future!



2016–2017 BOARD CHAIR

Carla McGill

The 2016–2017 school year was a year of growth for The Foundation Schools. In her first full year as CEO, Gina James moved the program in some exciting new directions as we worked to meet the challenging and changing needs of our students. Important collaboration with the public school systems in Maryland and the District of Columbia led to increased services to students on the autism spectrum, increased focus on career and vocational training, and the addition of kindergarten to our certification status. I am amazed and proud of the entire staff of The Foundation Schools for their tireless efforts to serve our students.

I am also proud of our Board of Directors who have stepped up in so many ways to help our students. Fundraising continues to be extremely important in order for The Foundation Schools to provide many of the extra services our students require, and board members have been generous with their time to help raise these needed funds. I want to thank all of them for their commitment and their efforts to ensure that The Foundation Schools continues to thrive.

Finally, I want to thank our many donors, volunteers, school system personnel, and parents who have helped make this such a successful year.

Building a Foundation

For more than 40 years, The Foundation Schools has built a foundation to empower the future success of our students. The Foundation Schools provides highly intensive, tailored academic and therapeutic interventions along with supportive programs such as Foundation Links and Career Connections. We pave the way for our students to become contributing members of society by conquering their behavioral, academic, and social challenges. In addition to these challenges, more than 80 percent of our students struggle with poverty.

Annually, we educate and nurture more than 350 students with emotional disabilities and students on the autism spectrum in grades 1-12 from throughout the Washington metropolitan area. Our dedicated staff makes a huge impact on our students' lives and our community by educating, counseling, and guiding our students to successful futures. By helping our students succeed, we impact our communities and empower the future for all of us!



Financial Statement

Tuition is paid by state and local jurisdictions, but these funds do not cover the supplemental programs our students often require to succeed in school. Community support enables The Foundation Schools to introduce creative approaches to further our mission of preparing students to be successful in their future academic and career paths.

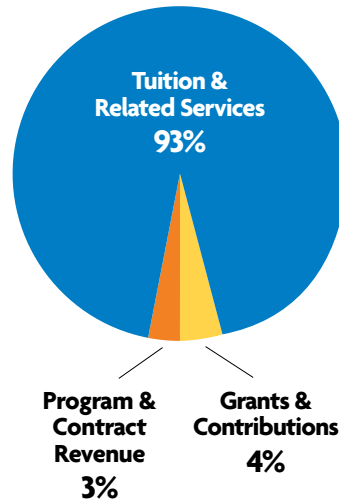
Our continuing challenge has been to meet the intensive educational, clinical, and behavioral needs of our students. With 80% of our student population living in poverty, the needs are great. Outreach services linking students and families to available resources are vital to our students' success.

89% 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

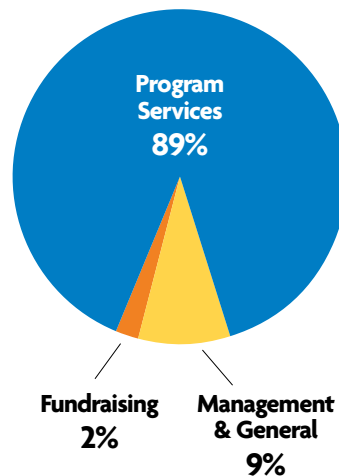
more on programs. The Foundation Schools has been awarded the Independent Charities Seal of Excellence for meeting the highest standards of public accountability and program and cost effectiveness.



REVENUE



EXPENSES



Student Body Statistics

2016–2017

Total Enrollment: **350**

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

The Foundation School of Montgomery County: **116**

REFERRING DISTRICT

PG: **41.7%** MC: **26.6%**

DC: **24.3%** Other: **7.4%**

GENDER

Male: **75.1%** Female: **24.9%**

ETHNICITY

Non-Hispanic: **90.6%** Hispanic: **9.4%**

RACE

African American: **86.9%**

White: **8.0%**

American Indian or Alaskan Native: **2.3%**

Multiple: **1.4%**

Unreported: **1.4%**

RELATED SERVICES

Students...

Receiving individual counseling: **100%**

Receiving speech therapy: **22.6%**

Receiving occupational therapy: **11.1%**

With dedicated aides: **22.6%**

GRADUATION RATE

The Foundation School (Largo): 15 of 18 **84%**

The Foundation School of Montgomery County: 9 of 10 **90%**

Overall: 24 of 28 **86%**

EXIT STATISTICS

27% of our student body made a successful transition from The Foundation Schools through graduation or return to a Least Restrictive Environment.



Foundation Links 173

Number of students served by
Foundation Links during the
2016-2017 school year

91.3%

Positive outcome rate for
family support interventions

Foundation Links program provides:

- Attendance intervention -
- Crisis intervention -
- In-home counseling -
- Transportation assistance -
- Access to psychiatric consultation -
- Medication -
- Navigation of social service processes -
- Basic needs -

"The Links program has been very helpful to me and my son. They have provided support to help with my son's attendance, provided home visits, encouragement, and transportation." —TFS Parent

"At previous schools, I really didn't have any real supports. But since coming to Foundation, I have so much help."

—TFS Parent



Graduation Rate 87%

The Foundation Schools'
five-year graduation rate

Only 40 percent of students with Emotional and Behavioral Disorder (EBD) graduate from high school compared to the national average of 76 percent. —Data Resource Center for Child & Adolescent Health (2005/2006)



Transition Rates 11%

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

The Foundation Schools have received recognition from the Prince George's County Public School system for successfully returning the most students to LRE in 2016-2017.

"The career program has helped me get into college and provides guidance for life."

—Michael R., TFS Graduate



Food For Thought 60,000+ Number of meals provided during the 2016-2017 school year



Career Connections 148

Individual Transition Plans (ITP)
created for postsecondary
employment and postsecondary
education/training.

"The career program inspires me to get the job done and never give up." —Yasmeine F., TFS Graduate



Mentoring Through Physical Education Focus on the Positive

The mission of the program is to influence a positive change in the way students behave, through positive thinking, that leads to positive results, by engaging in physical activities.

"Being mentored through physical education helped me reduce my AWOLs. I stopped cursing a lot. I also learned that if you want something, you need to show that you want it in a positive way." —8th grader

"The mentoring program has been great for me. I learned self-control and that there is a time and place for everything, and that anything I wanna do in life takes going through a process to accomplish it." —11th grader

ALUMNI STORIES

TJ

“The skills I have today are because of The Foundation Schools, and I don’t think I would be where I am today without them.”

Tjamanquie, or “TJ,” is an alumnus of the The Foundation School of Alexandria, class of 2003. She was able to receive the specialized guidance and care she needed from The Foundation Schools in order to thrive and go on to help others. She is currently working for the District of Columbia General Family Shelter as a Family Tracking Officer, which she really enjoys. She receives great satisfaction from giving back and helping families in need. TJ is also a wife and proud mother of three boys. She credits The Foundation Schools with helping her to take a good look at life, supporting her, and caring about her.



TJ at District of Columbia General Family Shelter



Delonte

“Without the leadership I received while attending The Foundation Schools, I do not think it would have been possible to reach the heights that I have today. I am forever grateful for the compassion, understanding, and enthusiasm that was shown to me.”

Delonte came to The Foundation Schools in the 5th grade. He was open to learning and utilized the help offered at The Foundation Schools to the fullest. Delonte enlisted in the Marine Corps as an Aviation Ground Support Equipment Electrician which enabled him to support himself, travel, and pay for school. In July 2013, he volunteered for assignment as a Marine Embassy Security Guard in the wake of the attack in Benghazi and provided protection for Vice President Joe Biden in Europe. While stationed at the American Embassy in Japan, he served on the President’s detail alongside the Secret Service. He currently serves as a Criminal Investigator in the United States Marine Corps Criminal Investigation Division and has risen to the rank of Staff Sergeant. Delonte credits The Foundation Schools for helping him to refocus his energy into positive things such as music, poetry, and creative writing.

Rajon

“When you support places like The Foundation Schools, you’re really supporting the people that come out of it. It’s an investment... If you invest into The Foundation Schools, look at all the people like me that you can get coming out of that place.”

Rajon is an alumnus of The Foundation School of Montgomery County, and the subject of our inspiring video that you can view on our website. Rajon’s story reflects the vital work of The Foundation Schools and its impact. He believes that The Foundation Schools gives kids a safe haven, and an outlet that is very much needed. Rajon is married and has three children. His wife, Measha, is also grateful for The Foundation Schools, “If he hadn’t gone there, he would not be the person he is today.”

Rajon is currently the sous chef at Blackfinn Ameripub in Washington, D.C., and is training to take on a larger role in the organization.



Rajon is sous chef at Blackfinn Ameripub.



Rajon with Glenn Brooks, Videographer and Featured Presenter at 2017 Benefit



Riko

“I didn’t have nothing growing up so I know how it feels. I just want to give back.”

We are so proud of our former student Riko. He attended The Foundation School of Montgomery County in 2011. In a very short period of time, as an entrepreneur and the owner of RichSoles, a successful sneaker boutique in Wheaton, Maryland, Riko reached out to us to give back to current students of The Foundation Schools. He personally delivered \$400 worth of supplies for our annual school supplies drive. Riko reflects on his altruism from his perspective as a former student: “I didn’t have nothing growing up so I know how it feels. I just wanna give back.” Riko is an excellent example of how our students empower the future. Riko’s advice to current students is “Don’t let nobody hold you down. Never give up on yourself.”

Davion

Davion attended the Foundation School of Montgomery County since his 6th grade year. Over the years he has grown in immeasurable ways. In his middle school years, Davion often destroyed property and became physically aggressive as he was learning how to control his emotions. He required the services of a dedicated aide due to these behaviors. However, over the course of his high school career with the support of staff, Davion was able to reduce his aggression to almost zero, fade from his dedicated aide, and become a leader in the community. He earned honor roll in his 11th and 12th grade years and ended his last semester with straight A’s. This year, he earned a \$1,000 Maryland Association of Non-Public Special Education Facilities (MANSEF) scholarship, which will help him with tuition and other expenses for his first semester at Montgomery College where he plans to study Information Technology. Davion’s story of success is a gratifying one for all who have watched him grow and mature over the last seven years, and we are excited for his future.



Ze’Are is an enthusiastic 2017 8th grade graduate from the Largo campus. We can’t wait for his alumni story to unfold!



2017 BENEFIT

Terrific
auction
items to
choose
from!



Board members Eric Randolph, André Gingles and Jim Cornelsen mingle with guests.



Judge Davey,
Calvin Hawkins,
Dianne & Steve
Proctor



Our event
always makes
guests smile.



The Foundation Schools' annual benefit was held on Thursday, March 30, 2017 at The University of Maryland Samuel Riggs IV Alumni Center. The event raised more than \$150,000 in vital funds and increased awareness of the invaluable work of The Foundation Schools. This year's program featured Rajon Jackson, an alumnus of The Foundation School of Montgomery County and an original video that demonstrates how The Foundation Schools impacts students' lives. It is a must-see! Find it on our website at www.foundationalschools.org.

The evening included the amazing vocal talents of our students who performed "The World's Greatest" by R. Kelly. Our students selected this song as a reflection of this year's theme of "Empowering the Future." Our students also contributed their artistic talent by creating incredible works of art for the silent auction.

Thank you to our sponsors, board members, volunteers, community business partners, and staff for making the 2017 benefit one to remember. We are so grateful to all who support our mission and invest in the future of our incredible students and our communities.

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The Foundation Schools' students give back to their communities

This year, students contributed to their local communities in big ways. Students at both schools volunteered at SOME, Food & Friends, Martha's Table, Capital Area Food Bank, Habitat for Humanity, and Salvation Army to help others in need. Students in our Strive to Succeed workroom partnered with the Arc of Prince George's County to make blankets for children with developmental disabilities. Students also helped beautify and preserve their local community at Patuxent River Park and Chesapeake Natives. It is especially rewarding and fulfilling for our students to give back. We are so proud of our students!



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Dr. John Meeks Tribute

In October of 2016, The Foundation Schools lost its beloved founder, Dr. John Meeks. Dr. Meeks was a pioneer in the field of special education for children and adolescents challenged with emotional problems. In the early 1970's, Dr. Meeks recognized the need for students to be in school while they were hospitalized and receiving mental health treatment. In 1975, he hired Mary Jane Kennelly, and together they established what was later to become The Foundation Schools. Dr. Meeks believed that encouragement and positive feedback were far more productive than criticism and punishment.

Over the past 40-plus years, Dr. Meeks' vision of providing a mix of academic support and therapeutic services in a specialized school setting has given thousands of students in the Washington metropolitan area a chance to reach their full potential. The Foundation Schools will carry on his legacy by ensuring that students with emotional and behavioral disabilities are given another chance.



Staff Reflections

“Dr. John Meeks was committed to building a solid foundation to meet the complex psychological and special education needs of the very special children and adolescents we serve. And as Dr. Meeks always said, our students are the “bravest individuals.”

—Lore Percival, CFO

“Dr. Meeks was a visionary and an innovator who had all the attributes of a great leader. His leadership enabled a dream to become reality. He was a leader, a teacher, a listener, a healer, an organizer who valued people, and took the time to get know the students and staff.

—Theresa McAlpine, LGSW,
Director of Foundation Links

“The man that started it all. Dr. Meeks was a role model, a mentor, and an inspiration to me. Very few people have impacted my life as Dr. Meeks has. When I think about how his vision has grown, it makes me feel like anything is possible.”

—Joe Green, Foundation Links
Attendance Coordinator

Congratulations to Our Recipients

The Core Values Award is given to employees who best exemplify The Foundation Schools' Core Values of TWIRL: **Teamwork, Work Ethic, Integrity, Respect and Leadership.**

We are so fortunate to have such dedicated and talented professionals helping to “Build a Foundation to Empower the Future” for our students. Congratulations to the 2017 Core Values Award winners!



Past CEO and board member Andrea Adler (left) and current CEO Gina James (right) presented the 2017 Core Values Awards to Donica Stevens, Rachel Babiskin and Sicilia Weaks at this year's spring Benefit.

LARGO ELEMENTARY/MIDDLE SCHOOL

Donica Stevens

Ms. Stevens is a Clinical Intervention Specialist in the Elementary/Middle School in Largo and is a true team player. She is consistent and is always there for the students and her teammates. She uses her superior relationship and crisis intervention skills to help deescalate situations and ensure the safety of students, staff, and the program. She communicates effectively and compassionately to students and staff, even in the most difficult of situations. Ms. Stevens initiated a back to school hygiene drive, enlisting her friends and family as donors, to ensure all students had access to the necessities needed to start the school year off right. Her dedication, and helpful and caring nature are an example to all around her.

LARGO HIGH SCHOOL

Sicilia Weaks

Mrs. Weaks teaches math in the High School in Largo and holds her students to high academic standards, reflecting her deep respect for their ability to learn, grow, and excel. Mrs. Weaks comes early and leaves late. She is diligent, ensuring all her students receive differential instruction, and that her classroom is in order and conducive to learning. She provides high caliber, supportive instruction to her students. She also readily welcomes new staff and helps them learn classroom routines, expectations, and how to write IEPs. She demonstrates care for each student and staff member in her class. Her commitment to her students is a model for all staff.

THE FOUNDATION SCHOOL OF MONTGOMERY COUNTY

Rachel Babiskin

Ms. Babiskin is a program therapist at The Foundation School of Montgomery County. Ms. Babiskin consistently demonstrates a great attitude no matter what she is asked to do, and she often goes above and beyond the original request. She has identified many new opportunities for our students and staff and always works her magic to secure the best deal possible. For instance, she has arranged trips to California Pizza Kitchen, Giant, CVS, and Home Depot for students to explore vocational options. She brought in the Epilepsy Foundation to ensure that staff were prepared to deal with our students who have seizures. Additionally, she arranged for the Epilepsy Foundation to present their puppet show to the elementary students and then obtained a donation of puppets and a puppet stage for the students to use. Ms. Babiskin has an outstanding work ethic. She has developed into a leader in the school and is always building the program to be the best for the students. She is an inspiration to her peers.

STAFF AND ADMINISTRATION

Our Staff

SCHOOL STAFF

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

STAFF NOTES

On average, 43% of our employees have been with The Foundation Schools for five or more years, 27% for 10+ years.

Our teachers average 11 years of teaching experience. Over 40% have earned master's degrees, 77% have conditional or standard certification.

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

SCHOOL STAFFING FOR 2016-2017

32 Special Education Teachers	1 Behavior Specialist
30 Instructional and Program Assistants	9 Clinical Intervention Coordinators and Specialists
17 Program Therapists	2 Links Program staff
2 Principals	2 Career Connections staff
1 Vice Principal	62 Dedicated Aides
2 Education Directors	4 Campus Administrative Assistants
2.5 Diagnostic-Prescriptive Teachers	1 Library & Media Center Specialist
3 IEP Professionals	2 Admissions Coordinators
2 Clinical Directors	2 IT Specialists
3 Psychiatrists (PT)	3 Occupational Therapists (PT)
1 Director of Behavior Management	5 Speech and Language Pathologists (PT)
2 Behavior Coordinators	

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 1-12
220 Girard St., Suite 300
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OUR GOAL

To inspire, uplift, and motivate our students to strive for a bright future and believe they can achieve their dreams.

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 TEAMmate 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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