

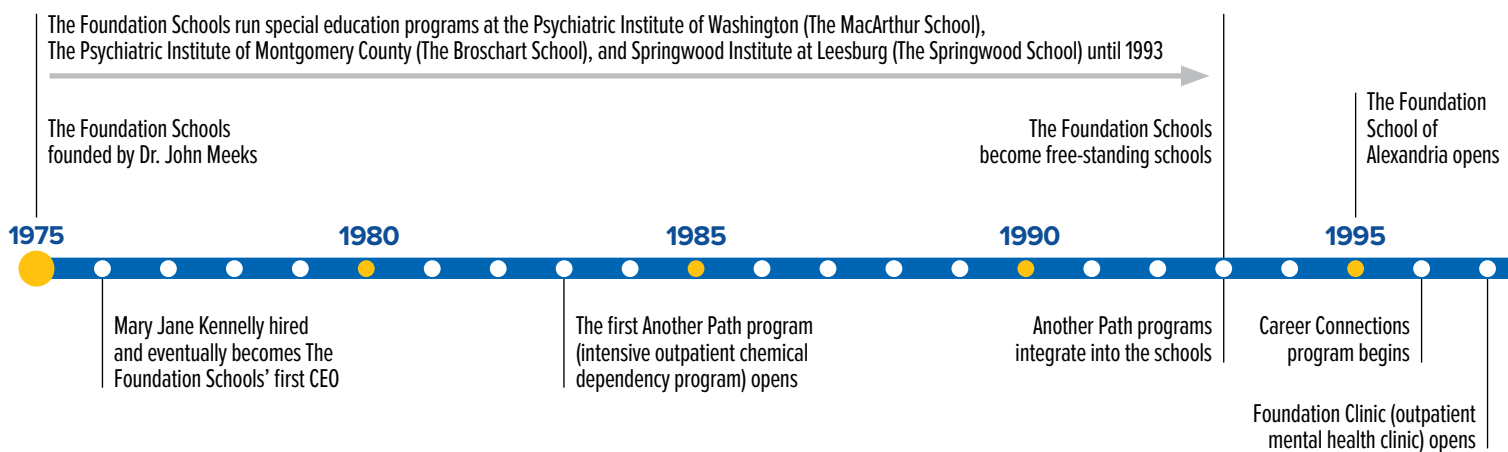


THE FOUNDATION
SCHOOLS **2019-20**
ANNUAL REPORT



45

YEARS OF MAKING A DIFFERENCE



THE FOUNDATION SCHOOLS

has had the distinct honor and privilege of making a difference in students' lives for 45 years. Some children need specialized help and services to reach their full potential. Together, we have provided the support, care, and educational interventions needed to make a difference for more than 6,000 students in the last 15 years alone, enabling them to realize a future not otherwise imagined.

Since 1975, The Foundation Schools has helped students in grades K-12 from throughout the Washington metropolitan area conquer their academic, mental health, behavioral, and social challenges. Coupled with their behavioral health challenges, 80 percent of our students are also economically disadvantaged. Currently, The Foundation Schools serves more than 340 students a year with emotional disabilities and autism. Our students' successes have been our greatest accomplishment of the past 45 years and we look forward to creating brighter futures for years to come.



Foundation Links wraparound program begins
Fundraising efforts begin and community partners generously support our important work

2000

The Foundation School of Alexandria merges with The Foundation School in Prince George's County

The Foundation School in Largo, a state-of-the-art 58,000 square foot facility, opens, merging the intermediate and high school

2005

Initiation of the Mary Jane Kennelly scholarship fund
Food for Thought program begins

The Foundation School of Montgomery County expands and moves to Gaithersburg
Andrea R. Adler becomes CEO
Core Values developed

2010

The Deamonte Driver Dental Project celebrates the first mobile dental clinic at TFS

Foundation Training Institute launches

2015

Gina R. James takes the helm as CEO

The Foundation Learning Center opens, becoming the third separate school, and prepares for expansion

2020

45th Anniversary!



45 YEARS OF SERVING STUDENTS!

TO ALL OF OUR EMPLOYEES, STUDENTS, STAKEHOLDERS AND FRIENDS,

We thank you for your commitment to The Foundation Schools. In 1975, we began servicing students with special needs and we continue today, 45 years later, committed to our mission to provide highly specialized educational and therapeutic programs for students identified with special needs to prepare them to be lifelong learners. We are dedicated to providing an environment where students can experience success and our families can count on our support.

In 2019, we made significant progress in the execution of our strategic plan and achievement of our mission and vision. We successfully opened our third school, The Foundation Learning Center, which serves students with autism in grades K-8 from throughout the Washington metro area. As our programs continue to grow and we navigate through the many challenges of this year, we placed intense focus on incorporating a variety of technologies and innovative educational solutions to provide a continuity of educational and related services for our students to help them on their journey to achieve success.

We are prepared to become even stronger by working through solutions to the challenges we face today in the global health crisis. Our students are great champions of triumphing over adversity, and with your support we can continue to make a difference in the lives of students with special needs for years to come. The past support of our donors is greatly appreciated and we acknowledge the difficult times for many as this health crisis continues to negatively impact institutions, businesses, and their workers. To the extent a gift is within your means, it is greatly appreciated.

A donation envelope is included with this report or you can donate online at foundationschools.org. You can designate your donation to the area that speaks to you. We are excited to offer Maryland Community Investment Tax Credits for donations over \$500 by Maryland residents to support The Foundation Learning Center. Your donation will qualify for a 50% tax credit in addition to your regular write-offs. If you have any questions or need more information, please contact Kelli Kunert, Director of Communications & Development at 301-881-0078 x 0105 or kkunert@foundationschools.org.

**“Dr. Meeks once told me,
‘No matter what roadblocks
come in your life, you can
overcome them if you put
your mind to it.’”**

—TJ, Class of 2003,
Foundation School of Alexandria



GINA R. JAMES
CHIEF EXECUTIVE
OFFICER



ANDRÉ GINGLES
BOARD CHAIR

OUR 5-YEAR GRADUATION RATE IS **91%**

**NATIONALLY, 65% OF STUDENTS
WITH DISABILITIES AND 84% OF
REGULAR EDUCATION STUDENTS
GRADUATED IN THE 2015-16
SCHOOL YEAR** —National Center for
Education Statistics, U.S. Dept. of Education



**“We have proved to everyone
that we are not statistics. The
teachers have taught us not
to be afraid to learn. We have
accomplished a great deal
and become better people.”**

—Valedictorian Marquita,
Class of 2005 graduation speech
to her peers, the first graduating
class of the Largo school



THE FOUNDATION LEARNING CENTER IS MAKING A DIFFERENCE

To better serve the region's growing population of children with autism, The Foundation Learning Center opened its doors in a new facility in the fall of 2019 and quickly reached capacity.

All of our teachers are certified, and every staff member is enrolled in or has completed a Registered Behavior Technician (RBT) or higher training course for certification in Applied Behavior Analysis (ABA).

- 80% of our staff have completed the course to become a RBT.
- Three staff have completed the coursework necessary to become a Board Certified Behavior Analyst. Our goal is to be a 100% ABA and Autism Specialist trained staff.

Expansion of the program is underway so we can serve more children. It will include new classrooms, a larger gym area, outdoor playground, life skills room, and a host of other amenities that will benefit our students.

"Thank you for allowing me to get a 'peek' into your classroom Zoom sessions with Ms. White and Ms. Saunders today.

"I absolutely enjoyed it and I feel like the students have the opportunity to make instructional gains with the way you have designed your virtual instruction.

"Although you already have small groups, your use of the 'break out' rooms allows for an individualized instructional focus for each student as individualized extensions are needed. The integration of videos and reinforcement materials, advance organizers, etc., all help with the bottom line—good teaching!"

—Feedback from a Prince George's County Public School representative

FLC HAS RETAINED MORE THAN 95% OF OUR TALENTED STAFF

AVERAGE RETENTION RATE FOR SPECIAL EDUCATORS IS 75%

—Iris Center at Vanderbilt University



“Staff have really been a shoulder, an ear, and I can never ever repay for those moments. Honestly, we couldn’t have made it without you.”

—Parent of a male 2020 graduate speaking about Links

HERE'S THE DIFFERENCE **LINKS** MADE IN 2019-2020

Many of our children come from families that are struggling, which impacts student attendance, motivation, and behavior. Links is a program that works with families to support our students' success. Links staff provide wrap around services to meet our students' needs.

For example, one of our student's parents broke down in tears when our staff dropped off a Chromebook to their home. Our student was having trouble accessing lessons online, but within a half hour, they were able to return to learning.

■ **1,916** contacts with families, compared to 1,245 in 2018-19

■ **10** contacts per student, compared to 8.2 in 2018-19

■ Positive attendance outcomes **92.8%**

■ Family engagement yields a positive outcome rate of **97.9%** and our family support goals yielded a positive outcome rate of **95.7%**.



ANGEL, CLASS OF 2020

THIS PAST
YEAR, **LINKS**
SERVED
191 STUDENTS

“This is why we are here ... Angel would not be standing here accepting her diploma without the dedication, support, kindness, and help we provided her and her family throughout the years she attended The Foundation School!” —Principal Tori Wilson

OUR TEACHERS AVERAGE 10 YEARS OF TEACHING EXPERIENCE



MS. LOPEZ



MS. WHEELER



MS. JENNAI
AND CLASS
AT GODDARD

COMMITMENT IS KEY TO THE DIFFERENCE WE MAKE

- The Foundation Schools have achieved **one-to-one computing** for students.
- **47%** of teachers have master's degrees.
100% have conditional, standard, or advanced certification.
- Our program therapists all hold master's degrees, are licensed, and have an average of **15 years** of clinical experience.
- **40%** of our employees have been with The Foundation Schools for five or more years, **27%** for more than 10 years.
- We trained all our staff in the **Ukeru** behavior management system, which established our staff's primary response technique to "receive" our students' anger and frustration. Ukeru is a Japanese term meaning "to receive," and has allowed our students to recognize our school as a safe haven in which they can express their frustration and anger as needed, as we teach them skills to communicate in a more socially acceptable manner.

OUR COMMITMENT SHOWS IN CHALLENGING TIMES

The awesome staff at TFS is what has created the successes of the last 45 years and will continue to drive our success in the future. Here are a few examples:

- After noticing a student wasn't regularly engaging with distance learning, Ms. Lopez, dedicated aide, assessed the situation and spent three hours with his father to help him login and use our online programs.
- Ms. White, autism teacher, finds ways to bring the world to her students through virtual field trips and community based activities.
- Ms. Ellis, dedicated aide, assisted a student who was having difficulty using technology and wasn't consistently participating. She took extra time after class to help him, easing his anxiety and stress.
- Ms. Jennai, middle school teacher, taught parents how to engage their children in distance learning and routinely checks in on their well-being.
- To help fill the gaps, Ms. Kulnis, therapist, and other staff personally delivered bags of groceries to our families in need.

GOOGLE CLASSROOM TRAINING

We are so proud of our talented team who continue to grow during the pandemic. Teachers at The Foundation School in Largo are completing the required Google for Education coursework and performance-based exams to become Google Certified Educators.

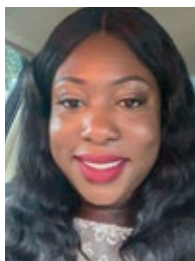
2020 ANDREA ADLER CORE VALUES AWARD WINNERS

Commitment and dedication to the students and their coworkers define all of our awardees. They go beyond what is required to ensure the success of our students.



DANIELLE BOZEMAN
THE FOUNDATION LEARNING CENTER

Ms. Bozeman is a teacher who is emerging as a leader—taking on additional roles without hesitation and helping others when needed. She has excellent communication skills, is reliable, and responds to every situation with the utmost tact and professionalism.



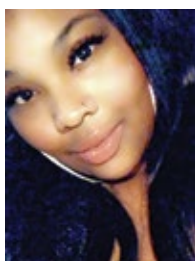
FAITH AYENI
LARGO LOWER SCHOOL

Ms. Ayeni is a therapist and a compassionate advocate for students. Ms. Ayeni, with her amazing spirit, displays patience, keeps a positive attitude, and deeply cares about her students and work.



NATASIA SAUNDERS
LARGO HIGH SCHOOL

Ms. Saunders has stepped into her role as program assistant with ease and consistency. She supports all classrooms and is a calming presence during heightened situations. She has also shaped our basketball players into motivated student athletes.



CLEO'TA ELLIS
FOUNDATION SCHOOL OF MONTGOMERY COUNTY

Ms. Ellis is a dedicated aide with endless patience and great relationships with students. She thinks creatively in her interactions, proactively responds to behavior incidents, and constantly looks for ways to help and improve.



MS. ELLIS



MS. WHITE



MS. KULNIS
DELIVERS

“You have changed my behavior with humorous talks and you’ve made me a better student by encouraging me right when I had no more motivation for school. I want to share my biggest accomplishments in life with you and I have no one else to recognize at the ceremonies but you!! And again thank you for everything and for an amazing 2020 school year you’ve given me with your presence!”

— Silvia, Class of 2020, The Foundation School of Montgomery County



MS. WASHINGTON



IN THE LAST
15 YEARS
ALONE, WE
HAVE SERVED
NEARLY **6,000**
STUDENTS



**FOOD FOR
THOUGHT**
SERVED
40,982 MEALS
THIS PAST
SCHOOL YEAR

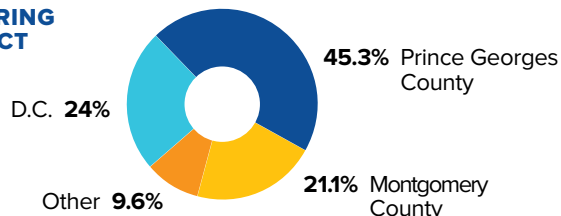


2019-2020 STATISTICS

ENROLLMENT

- 201** The Foundation School (Largo)
- 108** The Foundation Schools of Montgomery County
- 33** The Foundation Learning Center
- 342** **Total Enrollment**

REFERRING DISTRICT



GRADE BREAKDOWN



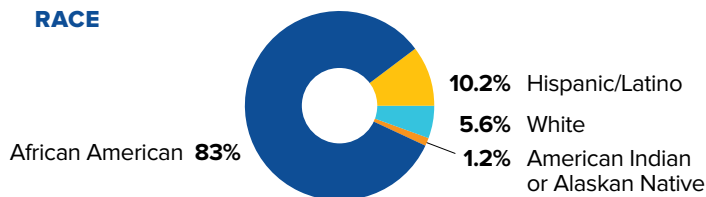
GENDER



ETHNICITY



RACE



GRADUATION RATE

- 100%** The Foundation School (Largo): 10 of 10
- 86%** The Foundation School of Montgomery County: 6 of 7
- 94%** Overall: 16 of 17

RELATED SERVICES

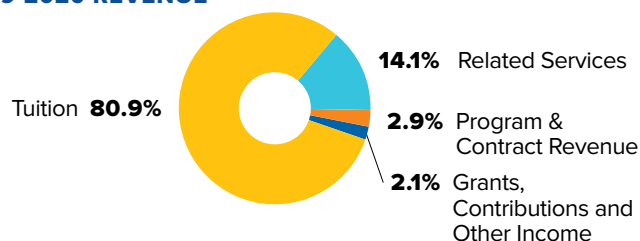
- Students ...
- 100%** Receive individual counseling
- 27.2%** Receive speech therapy
- 22.5%** Receive occupational therapy
- 36.3%** With dedicated aides

FINANCIAL STATEMENT

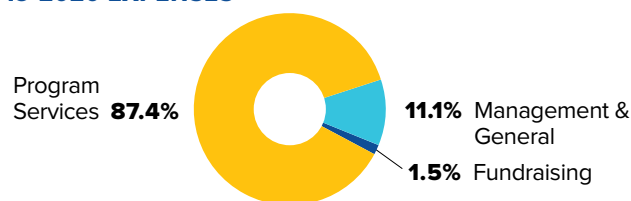
The Foundation Schools is a 501(c)3 nonprofit organization committed to transparency through annual audits and 990 reporting while providing the highest level of service to our students. The organization's primary revenue comes from tuition and related services paid by the state and local school systems. These funds do not cover the supplemental programs our students require to succeed in school. Community support through grants and contributions from our partners and donors enables The Foundation Schools to further our mission of preparing students to become successful contributing members of society.

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

2019-2020 REVENUE



2019-2020 EXPENSES



87.4% OF REVENUE IS SPENT ON PROGRAMS AND DIRECT SERVICES FOR STUDENTS

ACCORDING TO THE BBB WISE GIVING ALLIANCE, A CHARITY MUST SPEND 65% OR MORE OF ITS EXPENSES TO DIRECTLY FUND PROGRAMS TO ACHIEVE ACCREDITATION



THANK YOU FOR MAKING A DIFFERENCE

GIVING CIRCLES

FOUNDATION CHAMPIONS

Ralph and Janice Shrader

PRESIDENT'S CIRCLE

\$20,000+

Clark-Winchcole Foundation

The Morris and Gwendolyn Cafritz Foundation

1975 CIRCLE

\$10,000-\$19,999

Greater Washington Community Foundation

Prince George's County Council
WesBanco Bank, Inc.

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\$5,000-\$9,999

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Gingles, LLC
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\$1,000-\$4,999

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PepsiCo Foundation
Sara Phang
Purple Line Transit Partners
Sean Schofield and Valerie Barton
The Meltzer Group
Vestry Of St. Barnabas Church
Steve and Barbara Wege
WesBanco Community Partner Relief Fund
Jean Woods

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\$500-\$999

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Cheryl Roberts-Samsingh
The Foundation Learning Center (FLC)
The Foundation School of Montgomery County (FSMC)
Jeff Waite and Elizabeth Phang
Tikita Williams

CENTURY CLUB

\$100-\$249

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Monique Ellison
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Monica Gonzalez
Paul and Tara Jackson
Maryland Charity Campaign
Freidoon Malek

SPECIAL THANKS TO THE INCREDIBLE SPONSORS OF OUR CANCELED 2020 BENEFIT

who generously donated their sponsorships to fund our growing distance learning needs and autism program expansion when our schools were forced to close due to COVID-19. Their generosity has filled the gap and helped us meet vital needs.

MASTERPIECE

WesBanco Bank, Inc.

IMPRESSIONIST

Centerpointe Business Park
CICONIX LLC
Gingles, LLC
McNamee Hosea

EXPRESSIONIST

Ascellon
Baker Donelson
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Chesapeake Home Health Care
Bonnie and Harold Himmelman
PepsiCo Foundation

CANVAS

Carrollton Enterprises
Gorfine, Schiller, and Gardyn
Hopwood Financial Services
Barbara and Steve Wege
The Meltzer Group
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NFP
Purple Line Transit Partners

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Lawrence and Sandra Taub
The Foundation School - Largo (FSEM and FSHS)
Veronica White
Charlotte Wunderlich
Sheila York

IN-KIND DONORS

Andy & Bob Adler
 All Fired Up
 Anonymous
 Arena Stage
 Arthur Murray Dance Center
 Ascellon Corporation
 Auction Knights
 Audubon Naturalist Society
 Avenue Apothecary & Spa
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 Baltimore Symphony Orchestra
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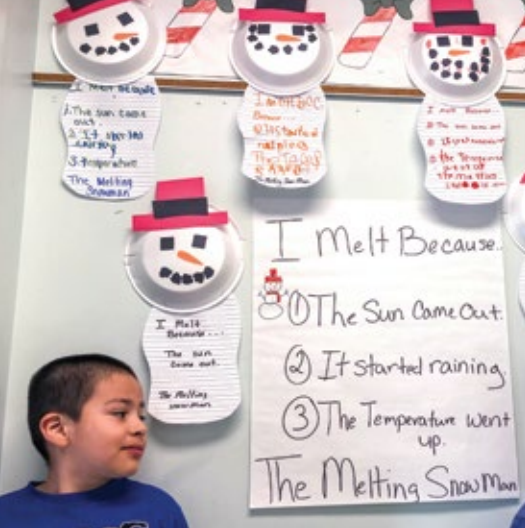
Amanda Malone
 Marriott Spirit to Serve Committee
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 MasterMind Professional Development,
 LLC
 Theresa McAlpine
 Susan McGlynn
 Meadows Farms
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 Medieval Times
 Jill Mischo
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 Money One Federal Credit Union
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 Monster Mini Golf
 National Democratic Institute
 Andrea Nickels
 Old Bust Head Brewing Company
 Olney Theatre Center
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 Susan and John Judge
 Texas Roadhouse
 The Walrus Oyster & Ale House
 Toby's The Dinner Theatre of Columbia
 Total Wine & More
 Vamoose Bus
 Vestry of St. Barnabas Church
 Volunteers of America Chesapeake
 Wades Point Inn on the Bay
 Washington International Horse Show
 Washington Wizards
 Marquita Washington
 Watermark Cruises
 Wegmans Woodmore
 Elizabeth Weitman
 Veronica White
 Patricia Wilson
 Kia Wright



**“When I’d say, ‘I can’t do it,’
 the staff pushed me to do
 better and not give up on
 myself. They believed in
 me when I didn’t believe in
 myself. I never had someone
 care that much about me and
 want me to finish school!”**

—Tatyanna, Class of 2020,
 The Foundation School - Largo





BOARD OF DIRECTORS

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HONORARY BOARD MEMBERS

JoAnn T. Bell*

Kay Lippman*

Dr. John Meeks*
Founder, The Foundation Schools

*Deceased

SCHOOL STAFFING FOR 2019-2020

The Foundation Schools is approved by the Maryland State Department of Education and the District of Columbia and meets the curriculum requirements of each student's local school system. Our dedicated interdisciplinary team is committed to making a difference in our students' lives. Our staff includes:

33 Teachers
32 Program Assistants
17 Program Therapists
4 Principals
4 Education Directors
1.5 Diagnostic-Prescriptive Teachers
2.5 IEP Professionals
3 Clinical Directors
2 Psychiatrists
2 Directors of Behavior Management

8 Behavior Specialists
2 Behavior Coordinators
2.5 Links Program Staff
1.5 Career Connections Staff
5 Administrative Assistants
2 Admissions Coordinators
1 Library and Media Center Specialist
1 IT Specialist
3 Occupational Therapists (OT)
5 Speech and Language Pathologists (SLP)

ADMINISTRATION

The Foundation Schools
1330 McCormick Drive
Largo, MD 20774

301-881-0078
301-881-8515 (fax)

SCHOOLS

THE FOUNDATION SCHOOL
1330 McCormick Drive
Largo, MD 20774

Grades K-8
Tori Wilson, M.A., Principal

Grades 9-12
Ebonye Young, M. Ed., Principal

THE FOUNDATION SCHOOL OF MONTGOMERY COUNTY
220 Girard Street, Suite 300
Gaithersburg, MD 20877

Grades 1-12
Tamiko Lobaugh, M.A., Principal

THE FOUNDATION LEARNING CENTER
855 Brightseat Road
Suite 855
Landover, MD 20785

Grades K-8
Tikita Williams, M. Ed., Principal

KEY PERSONNEL

CHIEF EXECUTIVE OFFICER
Gina R. James, M.A.

DIRECTOR OF FINANCE
Amir Malek

DIRECTOR OF COMMUNICATIONS AND DEVELOPMENT
Kelli Kunert, LCSW-C

DIRECTOR OF OPERATIONS
Yvette Colvin

DIRECTOR OF HUMAN RESOURCES
Michelle Lieberman, PHR, CEBS

DIRECTOR OF INFORMATION TECHNOLOGY
Walter Gonzalez

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Caroline Cregan, M.D.
Willie Hamlin, M.D.

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Tikita Williams

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(1) mail: U.S. Department of Agriculture, Office of the Assistant Secretary for Civil Rights, 1400 Independence Avenue, SW, Washington, DC 20250-9410; (2) fax: (202) 690-7442; or (3) email: program.intake@usda.gov.

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Equity Assurance and Compliance Office, Office of the Deputy State Superintendent for Finance and Administration, Maryland State Department of Education, 200 W. Baltimore Street - 6th Floor, Baltimore, Maryland 21201-2595; (410) 767-0426 - voice; (410) 767-0431 - fax; (410) 333-6442 - TTY/TDD



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 **TEAM**mate today so that I can be a **LEADER** tomorrow.
 I will show my own **I**NTEGRITY to earn the **R**ESPECT of others...
 Because these are my **CORE VALUES**!

foundationschools.org

 facebook.com/FoundationSchools

 [@FoundSchoolsMD](https://twitter.com/FoundSchoolsMD)

EIN: 23-7425256

“No matter the detours, the roadblocks, or dark nights, continue your heart’s desire ... With your dreams and heart to lead your way, you can conquer any goal.”

—Michael, Class of 2020,
 The Foundation School - Largo





IN THE LAST YEAR, WE HAVE
INCREASED OUR **SOCIAL MEDIA**
AUDIENCE REACH BY **131%**

JOIN US ON FACEBOOK AND TWITTER TO SEE
WHAT OUR STUDENTS AND STAFF ARE UP TO THIS YEAR
AND HOW YOU CAN HELP OUR STUDENTS!

 facebook.com/FoundationSchools  [@FoundSchoolsMD](https://twitter.com/FoundSchoolsMD)

