

2023-24

Quarter 3 Report

Jan. - Mar. 2024



Communities
In Schools®

Memphis





As quarter 3 culminates and we move into the final months of yet another amazing school year, I am filled with immense gratitude and excitement for the remarkable progress we've made. This quarter has been a testament to the transformative power of partnerships, which have not only enhanced our mission but also set the stage for a sustainable and impactful future.

In the months ahead, we will begin to gear up for our expansion into 15 more schools next fall as a continuation of the Scaling for Success Initiative.

This three-year growth initiative began with 10 additional schools joining the CISM network back in August. This will increase our total schools receiving integrated student support from 20 to 35 and set the stage for us to further fulfill our mission of surrounding students with a community of support. Of course, as we extend our reach, the importance of partnerships becomes increasingly critical.

We made profound strides in quarter 3 to forge relationships that will help us serve more students and families.

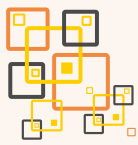
New strategic alliances with CIS of Tennessee and CIS of Appalachian Highlands will not only enable us to better serve families in our region but also deepen our collective voice and impact across the entire state. Thanks to the United Way of the Mid-South, we've also been able to expand the reach of our Care Coordination program from one hub to five, significantly increasing our capacity to support Memphis families on their journeys to self-sufficiency.

Looking ahead, we are filled with immense joy as we prepare for high school graduation season, a time of celebration and achievement. This year, we will honor over 125 graduates at our Pathways to Success Celebration, inducting dozens more into our Alumni Network to support their post-graduation journeys.

None of this would be possible without the unwavering support of our partners and supporters, nor could any of the progress we've made through three quarters of the year or all of the expansion we are eagerly anticipating.

As you will learn on the next page from our Director of Operations & Finance Kelsey Kenniel, our commitment to scalability and sustainability will ensure CISM can continue to deliver support where it's needed most for years and generations to come.

***Committed to equity and opportunity,
- Teshanda***



The Power of **PARTNERSHIPS**

Research consistently shows that organizations with strong partnerships are more effective and sustainable. According to a recent study by the Stanford Social Innovation Review, "Collaborative efforts in the nonprofit sector can lead to a 30% increase in resource mobilization and a 25% improvement in service delivery efficiency." This insight underscores the transformative power of partnerships, a principle that has been vividly demonstrated in our journey this quarter.



Kelsey Kenniel
Director of Operations & Finance

As I reflect on Quarter 3, I marvel at the unique and pivotal partnerships that have enhanced our mission at Communities In Schools of Memphis (CISM). This period has been marked by remarkable strides in sustainability, collaboration, and impact, setting the stage for a brighter future for our students, families, and dedicated staff.

In a landmark move, we are in the process of finalizing the formation of a strategic alliance with two fellow affiliates, CIS of Tennessee and CIS of Appalachian Highlands. This alliance is more than a partnership; it is a blueprint for how organizations serving similar communities can work together to amplify their impact. By uniting our efforts in policy development and joint funding applications, we are poised to serve more students and families across Tennessee. This collaboration not only strengthens our collective voice but also demonstrates the power of unity in driving systemic change.

Our partnership with United Way of the Mid-South has also reached new heights, culminating in a recent ribbon-cutting ceremony. We are proud to be one of their largest partners, expanding our reach from one hub to five. This growth is a testament to our commitment to serving more Memphis families and signifies our ability to sustainably scale our operations and deliver comprehensive support to those who need it most. Internally, we remain deeply committed to our staff's well-being. Based on feedback from recent surveys, we have made significant enhancements to our benefits and bonus structures. This initiative reflects our recognition of the invaluable contributions of our team and our dedication to creating a supportive and rewarding work environment.



A recurring theme throughout these developments is the strength of our partnerships—both internally and externally. These collaborations are not merely functional; they are transformative. They illustrate our evolution from a “charity” to a robust organization with substantial partnerships that recognize the complexity and cost of our work.

Together, we are building a sustainable model that ensures our students, families, and staff receive the resources and support they deserve. You don't go from a \$2 million budget to an \$8 million budget alone in the nonprofit space. It takes building relationships and showing impact, making people want to contribute to your bottom line to get this work completed!

As Helen Keller once said, "Alone we can do so little; together we can do so much." This quote embodies our journey and the collective effort that propels us forward. We are excited to continue this journey with our partners and supporters, confident that our united efforts will yield lasting benefits for our community.

Together, we are creating a brighter, more sustainable future for all Tennesseans.

DELIVERING ON OUR PROMISES



ADVANCE EDUCATIONAL EQUITY

- CISM held a collective meeting with our partners at CIS of TN and CIS Appalachian Highlands in Nashville for the creation of an alliance! Department leaders from each affiliate created the draft for our vision and began uncovering essentials and game-changing questions for future collaborative opportunities in the areas of federal and state funding applications, innovative programming approaches that serve all Tennessean families, data collection and metrics, and other strategic planning best practices.
- CISM program lead Tasia Wilson participated in a site visit to the Harlem Children's Zone as part of our preparation for implementing the More For Memphis plan.



PREPARE MORE STUDENTS AND FAMILIES FOR SUCCESS IN LIFE

• Integrated Student Support (ISS)

- Student support specialist Lakesha Carver expanded future possibilities for a group of 30 students during a tour of the Edge Motor Museum after they expressed an interest in auto mechanics. The trip was also a reward for maintaining exemplary school attendance.
- Specialist Ebony Campbell hosted a blazers and pearls event for Westside Middle School students who graduated from their Tier 2 small groups on bullying prevention in partnership with UCAN Memphis. The students received ties, blazers, and pearls, and 8th graders were presented with laptops sponsored by UCAN.
- Belle Forest Community School had an official Community School ribbon cutting for their new parent resource room. In partnership with specialist Shannon Walton, more students and families will have the opportunity to benefit from community resources located within reach at the school.



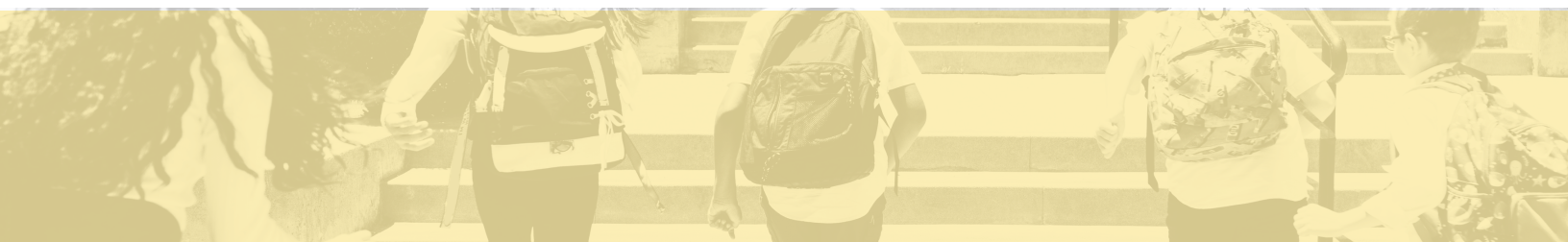
PREPARE MORE STUDENTS AND FAMILIES FOR SUCCESS IN LIFE (Cont.)

• College & Career Readiness CCR:

- CISM hosted a scholarship workshop for six students to teach them how financial aid is processed, how tuition cost is calculated, best practices for accepting loans, and completing FAFSA. The students also received a list of websites used to conduct scholarship research.
- A group of 14 students took part in a time management workshop, where they learned about tools and best practices for efficient time use and maximizing productivity. Participants left more confident in planning to ensure work-life balance and completing tasks that will lead to success in school and work.
- The CCR team joined various Greater Memphis Workforce Development partners, including the American Job Center, in exposing over 3,000 8th-grade students to career possibilities during the 2024 West TN Pathways 2 Possibilities 8th Grade Career Expo.
- The 2024 Spring College Tour began with a meet and greet for CCR team members, students, and parents, where the attendees received luggage, CISM swag bags, hygiene kits, and an itinerary for their four-day trip to New Orleans. Five students attended the tour, which included visits to Xavier University and Dillard University and exposure to unique industries, like glass blowing at New Orleans Glass Works. The hardworking students experienced fine dining while learning from successful business people, and they also had the opportunity to learn about New Orleans culture by visiting the Backstreet Cultural Museum, Tremé's Petit Jazz Museum, and attending a New Orleans Pelicans game.
- CISM's College & Career Readiness students faced off in March Madness, a challenge of interview skills. They were encouraged to apply for a fictional CISM position, which involved an application round, elevator pitch round, and final round featuring a full mock interview. JaKalya Payton, a junior at Raleigh-Egypt High, was this year's grand prize winner. She earned a cash prize for her confidence and overall preparedness during each round. March Madness is one of the CCR Program's favorite annual traditions, as it provides a fun and challenging way for students to gain practical skills to support their pursuit of career pathways.

• Care Coordination:

- CISM held a ribbon-cutting ceremony on March 6th to celebrate and honor the partnership with United Way's Drive the Dream program. This event served as a platform to showcase the significant contributions of our Care Coordination team, who actively collaborate with families to help them overcome crisis situations and achieve self-sufficiency. CISM holds a prominent position as one of the largest hubs for United Way's Drive the Dream program. Partners from Seeding Success and Memphis Shelby County Schools were also present, further demonstrating our shared commitment to empowering our community.





BUILD A VIBRANT CULTURE OF INCLUSIVITY

• **Collective Impact:**

- The CISM collective impact team met at Shelby Farms for a 2-day retreat where they reviewed current progress of the current AOPs and began planning next year's AOP. The 2024-25 plans will focus on intentional collaboration and responding to organization-wide data.
- CIS national kicked off its annual Equity Fundamental Series. As a partner in this work, CISM supported planning the goals of the sessions, identifying the speakers, and compiling and sharing important DEI resources across the national network.
- CISM was honored to be recognized as an MPROVE awardee at the inaugural Slingshot MPACT awards for significant improvements in poverty-fighting effectiveness in 2023.
- CISM hosted its second annual Reading Carnival in celebration of Read Across America week at Dunbar Elementary. Students were challenged to read a book and design a bookmark (for elementary grades) or create an original rap or poem (for middle and high school). Schools with the highest participation won the carnival. As the winners, Dunbar Elementary staff and students were treated with carnival games, food, music, and more. CISM staff and volunteers were on site to read to students in celebration of literacy.
- CISM hosted potential funders All Points North for a site visit at Cummings Elementary. The visit highlighted the incredible partnership between S3 Carissa Allen and her Cummings Elementary school leadership team. If funded, the Middle School to Masters initiative will increase college and career readiness support in middle school.
- The DEIB advisory committee led focus groups with members of the staff in order to deep dive into the results of the staff engagement survey. Key insights gathered during this process will better equip leadership to respond to the needs of the team and increase engagement and building a more vibrant culture.
- A group of seven CISM alumni had the opportunity to visit STAX Museum during this quarter's alumni engagement event, which supports our goal of "Building an Alumni Leadership Community" by fostering an environment for peer-to-peer learning. The alumni leaders did just that, coming together to learn more about each other and pick up some knowledge on the history of Memphis music.
- CISM participated in the Security to Wellbeing community of practice offered by Building Movement Project. As a member of the cohort, CISM learned best practices for shifting from an organization focused on providing direct services to one that demonstrates the importance of empowerment and positioning students and families for self-sufficiency.



DELIVERING ON OUR PROMISES



BUILD A VIBRANT CULTURE OF INCLUSIVITY (Cont.)

• Operations:

- The Operations & Finance team created the draft of our annual operating plan for fiscal year 2024-25, marking the first time we've ever directly created goals that tie to the students and families we serve. The overarching themes are in the areas of educating students, families and staff on benefits, new hire processes, total compensation, offer letters, and the like that put them in positions to advocate for themselves as they "achieve in life."
- In an effort to enhance employee benefits and gain insights into the satisfaction of our team, our Diversity, Equity, Inclusion, and Belonging (DEIB) team was invited to review a benefits survey to ensure an inclusive planning process that allows for diverse perspectives in decision-making.
- CISM welcomed a new consulting firm, Novateur Brand Architecture (NBA), to help build out our 10-year celebration in 2024-25. This upcoming year we are planning for quarterly events leading up to the celebration, which will include more fundraising opportunities and contribute to a larger footprint in our community.



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slingshot
Memphis

IMPACT
AWARDS

CISM BY THE NUMBERS



CISM Operations: Evidence of Impact



PROGRAM EXPENDITURES

80%

Amount of CISM budget invested annually in programming, including supportive services, direct assistance, whole-school support, materials, and salaries for school/community-based team members

11K+

Total students supported through the Integrated Student Support model

\$650K+

Funding for College and Career Readiness programming and materials, Care Coordination direct assistance, and youth homelessness prevention



COMPETITIVE SALARIES

As part of the 2024-25 budget, CISM is preparing a competitive compensation package to retain and recruit top talent to help support our mission and deepen our impact.

100%

Paid benefits

4%

401K match



Plus - Bonuses & PD

\$180K

Invested in performance bonuses, professional development opportunities, and team-building so far in 2023-24



BUDGET GROWTH

\$8.1M

After more than doubling the operating budget from \$2 million to \$4.8 million in the past two years, CISM is forecasting an \$8.1 million budget for fiscal year 24-25.

This is due to CIS National Scaling to Success expansion efforts, as well as potential new funding sources like Temporary Assistance for Needy Families (TANF) and increased contributions from the Workforce Innovation and Opportunity Act (WIOA).



PROGRESS SNAPSHOT — Quarter 3



Integrated School Supports (ISS)

>> Student Goals

- Academic – 76% of case-managed students making progress
- Attendance – 70% of case-managed students making progress
- College & Career Readiness – 100% of case-managed students making progress
- Behavior – 87% of case-managed students making progress
- Social-Emotional – 80% of case-managed students making progress

>> School Goals

- Chronic Absenteeism – 56% of schools making progress
- School Climate – 100% of schools on track
- Family Engagement – 100% of schools on track

College & Career Readiness Goals

- \$321,000+ – Student Wages Earned (Q1-Q3)
- \$62,000+ - Student Services & Incentives
 - Transportation - 120 students
 - College Tours - 48 students
 - Workshop (seminar, food) - 39 students
 - Rent Assistance/Utilities - 8 students
 - Books/Applications - 7 students
 - Background Screening for WEX Employer - 2 students
 - Obtaining ID(s) - 2 students
 - Tools/Work Supplies - 2 students
 - Uniforms - 2 students
 - Certification/Exams - 1 student

Alumni Network

- 11 – Actively Engaged in Alumni Network Programming
- 2 Hours - Career Exploration
- 1.5 Hours - Referral/ Resume Assistance
- 14 Hours - Workshop Participation





A Transformative Journey

Success Story

We are thrilled to share the inspiring journey of MT, one of our dedicated clients in the Care Coordination program. In 2022, MT joined us with a single goal: to find resources and support to overcome homelessness. Through the unwavering dedication of the Care Coordination team and MT's personal perseverance, they worked closely together to access essential assistance, guidance, and resources.

MT's passion for creativity and her determination to turn her dreams into reality have been the driving forces behind her remarkable progress. She actively participated in workshops and events, demonstrating incredible resilience and a relentless commitment to overcoming her challenges. With the support of the Care Coordination team, MT and her family secured stable housing through MIFA, providing them with a solid foundation and a renewed sense of purpose and direction.

With newfound confidence and ongoing support, MT embarked on a journey of personal growth and healing. Her transformative experience inspired her to give back to the community. With the support of her family, friends, and Care Coordinator, she organized a healing retreat called "Life is a Canvas Painting." This retreat, one of MT's many visionary projects, highlights her remarkable determination and resilience.

MT's achievements have not only transformed her own life but also touched the lives of many others. Her story is an inspiring testament to the impact of CISM's programming and the power of personal relationships.

Quarter 4 - April - June 2024

>> Integrated Student Support (ISS):

- CISM's Integrated Student Support (ISS) program will take initial steps to expand into 15 new schools, increasing the total number of partner schools from 20 to 35 schools. This will enable us to break down barriers for a larger number of students and families and connect them to resources to fuel their success in school and life.

>> College & Career Readiness (CCR):

- What's Next Event – With graduation season approaching, CISM will host 28 high school students and their families for the 2024 "What's Next?" event in May. The annual event offers graduating seniors the opportunity to explore and discuss multiple post-graduation pathways, empowering them to take the next steps toward achieving their goals!
- Pathways to Success Celebration – One of CISM's proudest and most memorable annual traditions will take place June 6th. CISM will celebrate 125 graduating seniors for all they've overcome in school and life. Each graduate will receive a kit with essential supplies to prepare them for a successful start in their chosen pathway, including college, career, and the military.

>> Care Coordination:

- The Care Coordination team is expanding its reach by partnering with schools and community organizations to raise awareness and offer immediate support to families.
- Starting in June, the Care Coordination team will offer quarterly workshops for parents to enhance their knowledge and skills in specific areas of interest.

>> Alumni Network:

- Alumni Induction – CISM will welcome nearly 60 alumni from the classes of 2020-2024 into the Alumni Network cohort on April 8th at the inaugural Alumni Induction Ceremony. The Alumni Network provides a continued connection between students and families served by CISM, offering a community of support as alumni work toward achieving in life.

>> Operations:

- CISM will conduct the annual performance 360 reviews for CISM team members in alignment with a newly created bonus structure.
- The annual Board retreat will include approval of the new 24-25 fiscal year budget with TANF and scaling to success funds for expansion to 30 schools.
- New Board members will be appointed: Chas Harris (Chair), Lauren Holland (Co-Chair), Ray Dahmer (Secretary) and Gia Stokes (Treasurer)
- The 22-23 audit and 99 will be approved by the Board.

>> Collective Impact:

- CCR and ISS staff will bring a group of CISM students on a tour of the 164th Airlift Wing in Memphis and hear from different Air National Guard members about career and education opportunities with the Air National Guard.
- CISM is partnering with school principals to provide Developmental Relationships and Trust-Based Relational Intervention training to first-time teachers, with Cummings K-8 serving as the pilot school for this program.
- Summer Institute 2024–CIS of Memphis will gather for its 4th annual summer institute. This year's institute, themed "deepening our impact", will focus on how we as an organization can effectively advance educational equity in our respective roles. Institute will take place on June 27-28 and be held in the New Memphis Training Room.

