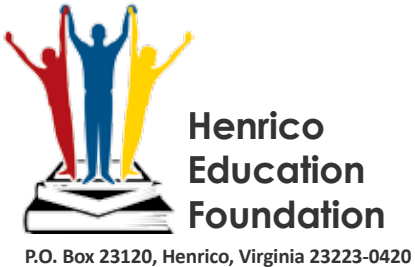


Henrico Education Foundation



LEADING CHANGE

Annual Report 2013-14
LEADING CHANGE



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Leading CHANGE

The classroom is constantly evolving. Every year, students and teachers are faced with new environments and challenges. At Henrico Education Foundation, we are committed to helping them navigate these shifting landscapes—and giving them the tools to stay ahead.

By pushing boundaries with our programming and financial goals, we can enable our educators and lead our students on a successful academic path through their primary and secondary years ... and beyond.

We can't do it alone. Your support is critical. It funds our innovative programming, initiatives for financial assistance, and most important, creates new opportunities for students who need it most.

Help us lead the change.



OUR MISSION

The Henrico Education Foundation promotes educational achievement by creating community partnerships that secure essential resources for success in Henrico County's schools and communities.

OUR VISION

To give all Henrico County students and teachers the tools they need to succeed so that our children are empowered to make positive contributions to our community and economy.

From the EXECUTIVE DIRECTOR



Susan Stanley,
Executive Director

Dear Friends,

Thank you for supporting us through another successful year! It's been a big one for us as we've explored the next step in Henrico Education Foundation's (HEF) development. We know change is essential for any organization to keep growing, and in 2013-14, we've been focused on exploring new programming and nurturing new relationships, all the while strengthening existing ties so HEF can continue doing amazing work.

Since 1998, we've been leading change in Henrico County Public Schools (HCPS), and our focus has always been to increase our support of Henrico students and teachers. To do this, we assess programs to align with instructional goals, explore additional funding channels with corporations and individuals, and collaborate with HCPS leaders to provide services to enhance instruction. **To date, the foundation has impacted more than 262,000 students and raised more than 3.8 million dollars in total revenue.** These are incredible numbers.

Our ability to make this kind of impact is through our relationships. I am extremely grateful to Henrico County Manager John Vitoulkas, HCPS Superintendent Dr. Pat Kinlaw, and a long list of community and corporate partners who have advised and supported HEF's mission and vision.

As the foundation board looks ahead to 2015, HEF will continue to embrace change with a new executive director on board. I leave this post with a sense of accomplishment for the growth of the organization and gratitude that I was a part of this important work that affects so many schools and children. The experiences I've had with HEF will be a part of me as I move on and continue to impact our community.

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With Grants, CLASSROOMS MAKE LEADERSHIP A HABIT



Everywhere you turn at Holladay Elementary School, there are colorful posters, murals and class projects referencing the work of author Stephen Covey. Why is a school so excited about the ideas of a business management guru? Because, say teachers, administrators and students, Covey's leadership principles work for education.

"We've ended up with an atmosphere that is warm, caring, accepting and has high expectations," says Kim Olsen, principal. "We've seen suspensions decline. We've seen office referrals decline. We've seen children working things out when they wouldn't talk to each other before."

Holladay is one of five Henrico County schools that has adopted an educational leadership process called The Leader in Me, patterned after Covey's book *The 7 Habits of Highly Effective People*. The aim is to cultivate character and create a thriving environment for learning.

Schools commit to a five-year process. Holladay is in its third year of the program

and Crestview its second. Three other elementaries—Ashe, Dumbarton and Harvie—are in their first year after getting \$6,000 start-up grants from the Henrico Education Foundation (HEF).

The ideas behind the seven habits make perfect sense to even the youngest students. "This afternoon, our classroom was a mess, as kindergarten classrooms get," says Crestview teacher Meg Zehmer. "I turned off the lights and said, 'I really need you all to synergize.' They know exactly what that means. I got out a timer, and in eight minutes, that classroom looked better than before it got messy."

School commitment is a must because the program is not cheap: It costs \$6,000 per year for five years for the extensive staff training, materials, online resources and consultation. Help from corporate and community partners can defray those costs, and the investment on both sides is worth it.

"Educators become so convinced that this can have such an impact on schools that

they don't hesitate to go out and ask for corporate help. And the model is widely used in the business world, so it's a natural fit," says Paula Roop, HEF program manager.

Zehmer agrees. "The process teaches essential leadership and life skills, which is exactly what parents and business leaders are demanding."

The **7** LEADER IN ME Habits

1. Be Proactive
2. Begin With the End in Mind
3. Put First Things First
4. Think Win-Win
5. Seek First to Understand, Then to Be Understood
6. Synergize
7. Sharpen the Saw

Source: *The Leader in Me, FranklinCovey Education*

2013-14 SNAPSHOTS



- Funded 23 innovative grants impacting 9,939 students, teachers and parents
- Supported student-led leadership conference impacting 150 public and private school student leaders across the region
- Impacted school learning gardens in four schools across the district
- After-school STEM camp expanded to serve a total of three challenged elementary schools, impacting 85 students and involving 18 engineers from 11 local firms
- Completed Go for the Goal strategic planning to enhance site-based program management at five challenged secondary schools
- Funded \$2,450 to assist 113 students from six schools going to national competitions in robotics, DECA and Destination ImagiNation
- 100 percent of challenged high school students receiving summer school tuition assistance completed coursework and are on track for on-time graduation
- Hosted Capital One *Bank It™* seminars at two challenged middle schools impacting 58 parents and students
- Assisted 270 students attending 48 field trips from 20 challenged schools
- Coordinated 35 community partners providing for challenged students in 41 schools as part of the School Supply Challenge

THANK YOU

The Henrico Education Foundation Board of Directors wishes to thank the School Board for its continued support of foundation programs and for its service as an advocate for HEF in the community. HEF staff would also like to thank the following HCPS departments for their collaboration this year:

- Elementary Education
- Exceptional Education
- Foundational Learning and Family Engagement
- Communications and Public Relations
- Instructional Technology
- Secondary Education

HEF POWERS
EDUCATION

15
years of service

262,013
students impacted

\$2,499,121
spent on tools
and resources

HEF Impact COUNTYWIDE

- ★ Innovative Grant
- △ Go for the Goal
- STEM Camp
- ✦ The Leader in Me
- ⬢ Tuition Assistance
- ▽ National Competitions
- Field Trip Assistance

SCHOOL SUPPLY CHALLENGE	
MAGISTERIAL DISTRICT	# OF SCHOOLS RECEIVING SUPPLIES
Brookland	10
Fairfield	12
Three Chopt	2
Tuckahoe	1
Varina	15



“HEF gave our school a springboard for multiple project-based learning experiences where students took ownership of their learning by integrating a bike-powered watering system in our school garden. This real-world learning experience gave our students the chance to step into leadership roles through class garden projects.”
Mike Dussault, Principal
Twin Hickory Elementary School



“Thank you so much for providing funds for us to attend the National Council of Teachers of English Convention to learn new ways of incorporating texts into language arts. We are firm believers that by showing teachers how to utilize new strategies that truly work, new doors to learning will open. Thank you for investing in us!”
Emily Stains and Jill Noguera
Varina High School

2013-14

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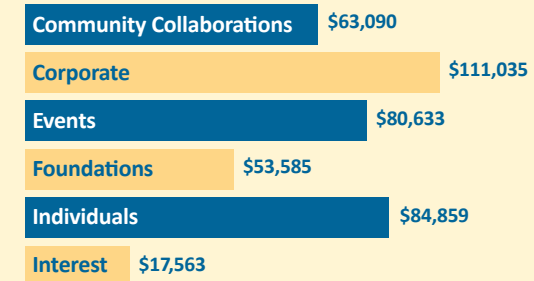
ANONYMOUS CONTRIBUTIONS

Contributors who wished to remain anonymous gave **\$12,826**

*Company matched employee contributions, multiplying the impact.

2013-14 FINANCIAL REVIEW

REVENUE \$410,765



EXPENSES \$410,588



2013-14 IMPACT REPORT

MAGISTERIAL DISTRICT	\$ SPENT TO SUPPORT STUDENTS/TEACHERS	# OF STUDENTS IMPACTED
Brookland District	\$44,270	4,667
Fairfield District	\$69,461	8,448
Three Chopt District	\$35,541	2,202
Tuckahoe District	\$24,927	1,298
Varina District	\$52,256	9,549
GRAND TOTALS	\$227,256	26,164

THANK YOU!

We also send our heartfelt thanks to the many businesses, civic organizations and individuals who so generously volunteered their time, talent and resources to invest in public education during the 2013-14 school year.

Care has been given to the accuracy of this list. We apologize for any errors and ask that you call us at 804-652-3869 so we may update our records.

2013-14 SCHOLARSHIP WINNERS



James Walsh, Short Pump Middle School
Mr. Walsh teaches world history and social studies and is earning his master's in educational administration and leadership from American Public University.



Debbie Gribben, Rivers Edge Elementary School
Mrs. Gribben is pursuing a master's in special education from Arkansas State University with a focus on gifted students.

The Mark A. Edwards, Ed.D. Education Scholarship assists Henrico County Public School (HCPS) employees who are pursuing a degree in education. Dr. Edwards served as Superintendent of Schools from 1994-2004, and he was committed to creating learning opportunities for HCPS employees as a means to provide the best education for our students. HEF awards two \$1,000 scholarships annually to employees pursuing an undergraduate or graduate degree in education.

SCHOLARSHIP	WINNER	SCHOOL
Ann M. Martin Learning for Life Scholarship	Faith Benson	Henrico High School
Baldacci Education Fund	Karoll Kettle	Henrico High School
Carol L. Kenzer Memorial Scholarship	Matthew King	MLW Governor's School
Dayne Kaufman Memorial Scholarship	Nick Czerwonka	Deep Run High School
Dr. Jo Lynne DeMary Scholarship	Journee Smith	Freeman High School
FLiPM Scholarship	Emily Tu Katiyla Goodman	Deep Run High School Deep Run High School
Governor James Gilmore, III Future Educator Scholarship	Amber White	Glen Allen High School
Highland Springs High School Class of 1967 Scholarship	Malakai Miller	Highland Springs High School
Jordan Blank Memorial Scholarship	Kristin Schaefer Zach Neveu	Tucker High School Tucker High School
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Thomas "TJ" Berry Memorial Scholarship	Matthew Austin Taylor	Varina High School

2013-14 GO FOR THE GOAL

Go for the Goal, HEF's signature leadership program, completed a strategic evaluation during the 2013-14 school year. While encouraging site-based management, the program continues to challenge students to think beyond middle and high school and explore possibilities for their future. Activities emphasize career exploration, communication and public speaking, personal management skills, team building and service to others.

G4G Black History Month Luncheon



Keynote speaker and local filmmaker Praheme with Fairfield MS students



Harvie ES Principal, Pam Bell, shares her story.

G4G End of Year Celebration



Celebrating with G4G students



A senior receives his medal.

Activities



Secondary students experience team building at Richmond Ropes.



Eighth graders tour University of Richmond.