

Thank You!

Our impact on students is only possible because of donors and supporters like you. Thank you for choosing to invest in Henrico's children!



Impact Report

2022

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Students, HCPS staff, and HEF staff prepare for a ribbon cutting for the new HEF-sponsored telehealth clinic at Glen Lea ES.



Time and time again the Henrico Education Foundation has shown they deliver for our students, teachers and families. From fostering innovation and supporting literacy initiatives, to ensuring Henrico families have a healthy meal or internet access during the pandemic for remote learning — no other organization has done more for Henrico schools. I look forward to HEF’s continued support and generosity as we work together toward a brighter future for Henrico County Public Schools.”

DR. AMY CASHWELL, SUPERINTENDENT
HENRICO COUNTY PUBLIC SCHOOLS

LETTER FROM LEADERSHIP

DEAR FRIENDS,

As a new school year approaches, it’s a good time to reflect on HEF’s accomplishments. In spite of a challenging year for public education, there are successes to celebrate. You are the reason for the accomplishments outlined in the following pages. During the 2021-2022 school year HEF impacted more than 36,575 students, teachers and parents — with over 93% of this impact made possible by donations directly from partners like you!

Last year, donors like you contributed nearly \$8 million to HEF, directly supporting students across Henrico. HEF is able to do more because of the generosity of donors like you! For example, your support has provided \$857,938 in Innovative Grants since 2014, impacting 137,788 students.

You’ve also helped HEF grow programming and launch new initiatives that strengthen schools, empower students and build supports beyond the classroom and the traditional bell schedule. We now receive grant funding to improve kindergarten readiness by bolstering local preschools and increasing access of Henrico children to quality PreK programs, and we’ve been able to expand our K-12 after school enrichment programs to twelve schools.

There is so much to be thankful for and you’ve been with us every step of the way. You are the reason we are able to grow programs and achieve outcomes for so many Henrico children. We are grateful for the incredible support you provide to HEF and our public schools. As we look ahead, there is still much work to be done. We have an ambitious goal and we’re asking for your help in meeting our vision to double HEF’s impact in 2023. We look forward to your continued partnership in the upcoming school year!

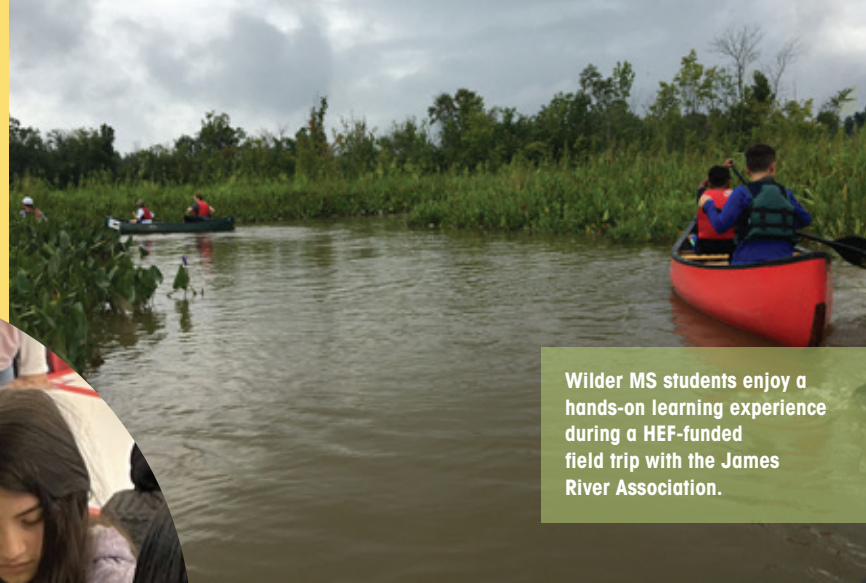
Serving together,

Gerald Britt
Board Chair
Henrico Education Foundation



Mike Taylor
Chief Executive Officer
Henrico Education Foundation





Wilder MS students enjoy a hands-on learning experience during a HEF-funded field trip with the James River Association.

OUR MISSION

The Henrico Education Foundation strengthens schools by advancing impactful initiatives that improve student outcomes.

OUR VISION

All schools are strong.
All students are prepared.

Our Actions are Based on Our Core Values

STUDENTS FIRST — Improving student outcomes is at the core of everything we do. As a part of that, we will advance initiatives that support the whole child.

ENGAGEMENT — We will involve our school communities in identifying needs and creating solutions.

CONTINUOUS IMPROVEMENT — We will use creativity and innovative thinking as we seek to improve our systems and processes.

ACCOUNTABILITY — We commit to evaluating the impact of our work and to seeking ways to increase the return on the investment the community makes in our schools.

EQUITY — We seek equity and accessibility for our students and our colleagues.



Pinchbeck ES students pose with new books provided by a HEF Innovative grant.

We Work in Partnership with the Henrico County Public Schools

The Henrico Education Foundation (HEF) is an independent nonprofit organization providing the Henrico County Public Schools (HCPS) with additional education programs, financial resources and support to increase student achievement. Since its founding in 1993, HEF has played a vital role in meeting the educational needs of Henrico's children.

Henrico County Public Schools has 72 educational facilities serving roughly 48,000 preK-12th grade students within the county's urban, suburban, and rural communities. As Virginia's eighth largest school district, HCPS serves diverse neighborhoods and student populations across a wide geographic area and encompasses both high poverty and affluent communities in five magisterial districts: Brookland, Fairfield, Three Chopt, Tuckahoe and Varina.

Rapid population growth has dramatically shifted the demographics and socioeconomics of the county, such that 64.6% of Henrico students are non-

Caucasian. Roughly half — nearly 23,000 students — are financially disadvantaged.

As is the case with schools across the country, the Pandemic has taken a toll on students, their families, and our teachers and staff. Recovery will be a priority. There is increased federal funding to help strengthen education. HEF sees particular opportunity to support growth in pre-school education and community schools.

Students participate in Gayton Elementary's Outside Inclusive Garden, a program funded by a HEF Innovative Grant.



Elko Middle School's journalism grant put power in students' hands to create student-led daily announcements, weekly news broadcasts and periodic newsletters to build a positive school climate.

HEF'S EQUITY STATEMENT

The Henrico Education Foundation is committed to creating and sustaining a diverse, equitable and inclusive learning environment where students recognize and reach their fullest potential.

As an organization, we are dedicated to strengthening equity within our schools and providing support to school leadership to bring forth the required change to encompass diversity and inclusion.

We will continue to examine our own policies and practices that relate to organizational governance and the support we provide to students and teachers. HEF recognizes the intrinsic value of every individual and that all students deserve equitable access to quality educational opportunities. HEF will operate within a structure of best practices in the education foundation industry and for the benefit of every student.

Supporting Students and Families beyond the Traditional School Day

COMMUNITY LEARNING CENTERS

With an integrated focus on academics, health and social services, youth and community development, the Community Learning Center (CLC) model aims to improve student learning and build stronger families and healthier communities. Using school facilities as a hub to deliver programs and services, the CLC brings together partners offering a range of support to students, families and the community. The CLC responds to challenges students face both inside and outside of the classroom with schools as “centers” of the community, open to students and families beyond the school day.

HEF’s CLC Initiative began in collaboration with Henrico County Public Schools (HCPS) in 2015 and currently serves seven CLC sites in Henrico schools with the plan to add more at the start of the 2022-2023 school year and gradually transition toward the goal of establishing a full-service community school model (more information available on page 6). Each school has a site committee that brings outside partners together with school staff

to develop strategies that improve the school and increase student success. **Academic and Enrichment Activities** — HEF’s CLC programs focus on literacy and math academic support and a myriad of enrichment opportunities for students to explore. Academic support includes homework help and student-centered instruction to support schools in remediation and tutoring. Enrichment activities vary across the schools but all involve elements of STEM, student choice, and opportunities to inspire, inquire, and innovate. Sample activities include:

- STEM and coding
- Audio/video production
- Visual and performing arts
- Piano and drums
- Hip hop dance
- College/career exploration
- Cooking
- Fitness
- Mentoring
- Horticulture

CLC students enjoy an exhibit during a field trip to the National Air and Space Museum.



SCHOOLS CURRENTLY SERVING AS COMMUNITY LEARNING CENTERS

- Glen Lea Elementary School
- Laburnum Elementary School
- Ratcliffe Elementary School
- Montrose Elementary School
- Fairfield Middle School
- Wilder Middle School
- Highland Springs High School



HEF CLC students participate in coding activities after school.



Removing Barriers: Increasing Student Healthcare Access

In December 2021, Glen Lea Elementary School celebrated an innovative new clinic that will help students get better access to health care and reduce missed instructional time. The Glen Lea Telehealth Clinic uses an internet webcam and other tools to enable students at the school in eastern Henrico County to consult with doctors, nurses, dentists and other health professionals.

The clinic, in the works since 2017, is a joint project of Henrico County Public Schools, the Henrico Education Foundation, Children’s Hospital of Richmond at VCU, and VCU Dental Care.



Glen Lea Elementary’s telehealth cart, which allows doctors and other medical professionals at VCU Health to remotely connect with school nurses and receive real-time health data while assessing students at the school.



A HEF CLC student poses with their artwork.

A Vision for the Future of Community Schools in Henrico

FULL-SERVICE COMMUNITY SCHOOLS

A public school functioning as the hub of its neighborhood, **full service community schools** unite families, educators and community partners to promote equity and educational excellence for every child, strengthening families and communities.

Research shows that the full-service community school approach has positive impact on:

- Student attendance
- On-time grade progression
- Reduction in disciplinary incidents
- Academic achievement

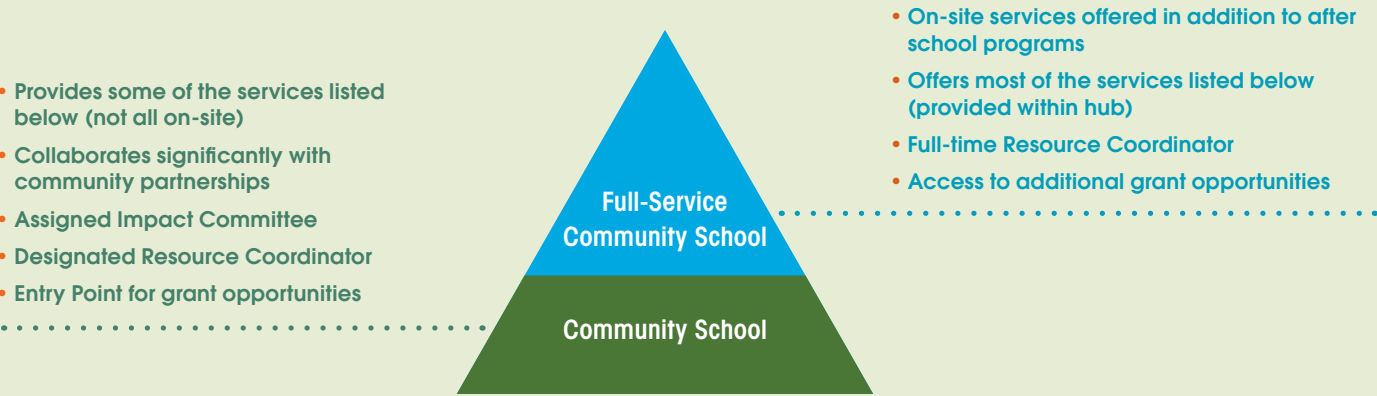
Conclusion: Well-implemented community schools lead to improvement in student and school outcomes and contribute to meeting the educational needs of struggling students.

HEF is collaborating with HCPS in developing a “**hub and spoke**” model for schools.

- “Spokes” — mobile, virtual, or remote services typically accessible during school hours with limited out of school time programs.
- “Hubs” — in-person expanded services that are accessible after school, on weekends and summers with additional services for the entire community.

Henrico’s first “hub” will be located at the **Oak Avenue Complex** near the Highland Springs HS campus.

What is a Community School?



Engaging Instruction



Expanded Learning Opportunities



College, Career, and Citizenship



Community Engagement



Health and Social Services



Early Childhood Development



Family Engagement



Youth Development Activities

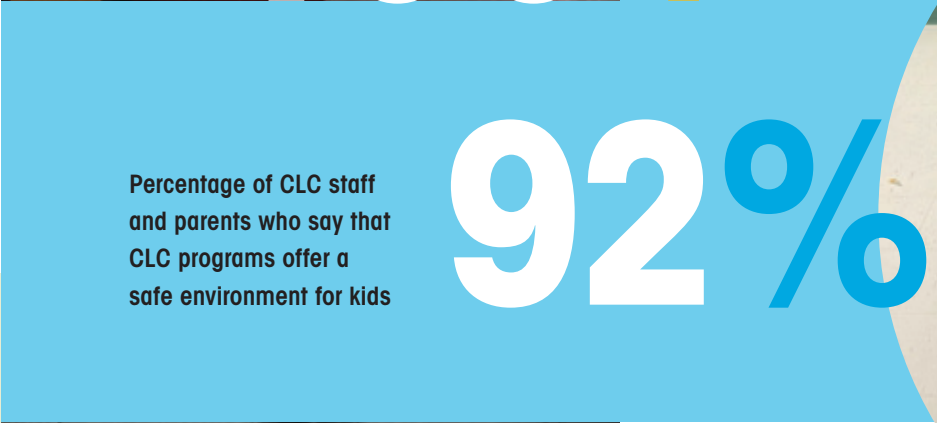


400+

Number of students served across five 21st-Century CLC sites during the 2021–2022 school year

87%

Percentage of elementary participants have a school day attendance of 90% or higher; 83% had fewer discipline referrals than non-participants



Percentage of CLC staff and parents who say that CLC programs offer a safe environment for kids

92%



72%

Percentage of survey participants who believe that daily activities offer opportunities for group learning and peer interaction



65%

Percentage who indicate that diverse program activities motivate students to attend

Building a Foundation for Success

Since 85% of brain development happens before a child turns 5 years old, the experiences a child has before entering kindergarten directly affect their future school and life success.

In the past few years, Kindergarten readiness scores indicated that as many as 43% of Henrico students arrive to school without the necessary skills to succeed in kindergarten.

With both of these things being true, the best way to ensure that a child has all the necessary skills to be successful in Kindergarten is to offer quality early learning experiences during the early years when the brain is developing.



HEF's early learning programs were created to address these gaps in access.

Community VPI — HEF Early Learning staff contract with select childcare centers willing to meet the quality standards of the public program to open classroom space to eligible students. From 2019–2021 the number of private programs participating has increased from 3 to 15 serving more than 75 students. The goal for 2022–2023 is to serve 250 preschool students, an increase in access of 27%. HEF's commitment to a public / private partnership puts them on track to provide early childhood experiences to every eligible child by 2024.

FINANCIAL SUPPORT IS EQUAL TO **\$6,250** PER STUDENT.

Preschool Development Grant — Awarded to HEF in 2020 to support quality assessment and improvement in community preschool and family day homes, the PDG grant provided funding for 103 classrooms in greater Richmond to receive coaching and incentive pay for teachers. After the success of year one, HEF was able to grow this project to 509 classrooms, increasing the number of participating classrooms by 300%. This commitment to quality assurance, means that every publicly funded site in Henrico County will be participating in quality assessment and improvement by 2023.

FINANCIAL SUPPORT IS EQUAL TO **\$4,416** PER SITE.

Mixed Delivery — This partnership with community childcare centers, allows families the option of choosing a high-quality, publicly funded, private preschool provider with a goal of increasing access and kindergarten-readiness. Grants are offered to local childcare centers to provide early learning experiences beginning at age 3. Since 2019, HEF has built a system utilizing 30 childcare partners, serving 317 students. This partnership between HEF and community programs not only improves the experience of children participating in the program, but all the children enrolled in that classroom.

FINANCIAL SUPPORT IS EQUAL TO **\$11,000** PER STUDENT.



144

Number of site observations conducted by the Early Learning Department during 2021–22.

Now Announcing: Virginia Early Learning Partners

In late 2019 HEF was asked to serve as fiscal agent for a preschool pilot that would create a partnership between public schools and private child care centers. Aligning with our mission to improve schools and assisting in kindergarten readiness, early learning became a department of HEF. In the last 3 years the early learning department has grown from that initial grant to supporting 3 additional early learning grants and providing access to more than 395 preschoolers that would otherwise not have the opportunity. This growth prompted the creation of Virginia Early Learning Partners, an initiative of HEF. This new organization will allow for HEF's framework of expanding early learning experiences to be shared in all areas of Virginia.



1700+

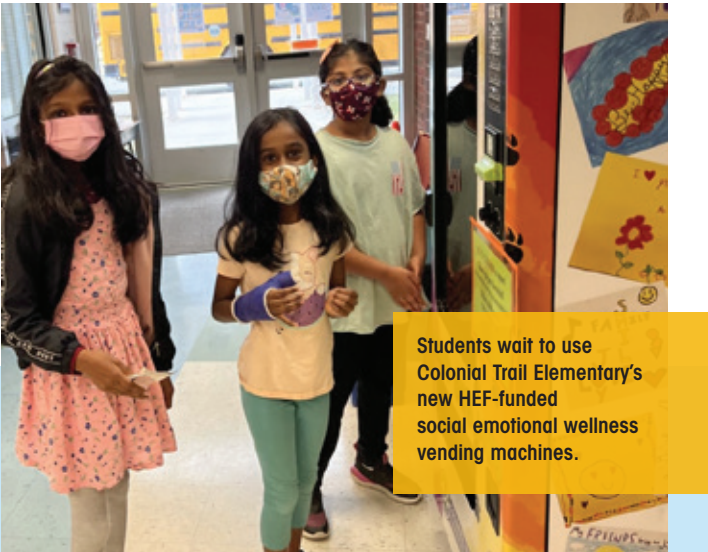
Number of books distributed to preschool students in 2021



Advancing Achievement and Fostering Innovation: HEF's Office of Educational Initiatives

INNOVATIVE GRANTS

HEF's signature grants program funds projects that are **innovative, support school goals** and have specific **measurable outcomes**. From January 2021 to June 2022 HEF grant cycles awarded **\$282,033 to 31 projects at 34 schools and education centers impacting 20,541 students, teachers and parents**. Funding priorities include literacy, social emotional learning, academic recovery, and life ready skills.



Students wait to use Colonial Trail Elementary's new HEF-funded social emotional wellness vending machines.

PROJECT SPONSORSHIPS

Additional sponsorships for **teacher training, literacy support and materials, environmental field experiences** and **workforce and career development** impacted 13,630 students and teachers in 39 schools and programs.



Students visit with goats at Gayton Elementary's HEF-funded outside inclusive garden.

“

The social-emotional wellness machines made possible by a HEF Innovative Grant have far exceeded expectations and greatly enhanced our school's culture. It's difficult to tell who has benefited more—the students, teachers, families and visitors who've received coins or the ones who provided them. What is certain is that joy and gratitude have been shared by all. HEF's Innovative Grants have the potential to promote meaningful and long-lasting changes in our schools.”

KEVIN SCHATZ, PRINCIPAL
COLONIAL TRAIL ELEMENTARY SCHOOL

“

I feel such joy looking at our new outdoor space and observing students playing organically in the garden, making new friends across grade levels. I no longer see students sitting alone during recess. I felt community rapport when leaving school late one Friday afternoon and saw neighborhood Dads and their kids playing disc golf together, rebuilding friendships that faded during quarantine.”

BECKY LUCAS, GRANT PROJECT LEAD
GAYTON ELEMENTARY SCHOOL

Innovative Grant Highlight: Future Learning Spaces

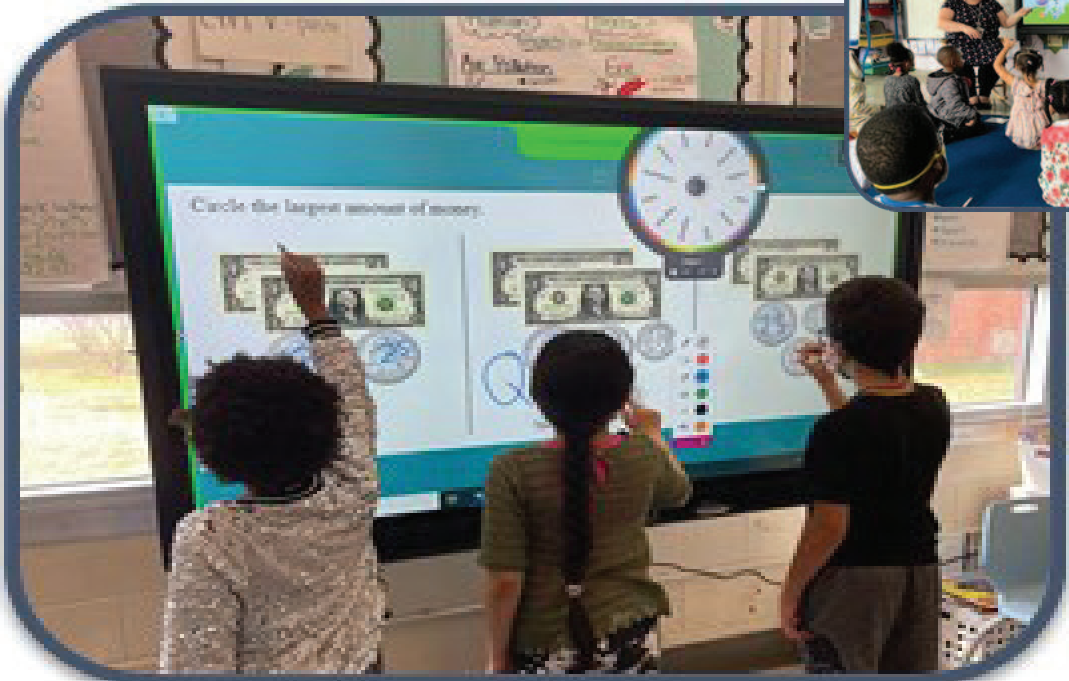
Origin — In the summer of 2020, HEF was asked by HCPS to fund an initiative designed to explore and test the possibilities for a next generation of student-centered learning. Beginning in fall 2020, Future Learning Spaces (FLS) was implemented in four HCPS classrooms — New Bridge PreK, Trevvett ES, Quioccasin MS and Varina HS — with full implementation during the 2021-22 school year.

The Project — FLS brings 4 key elements for an innovative approach: multiple touch displays throughout the classroom, ability for student screen sharing with peers and teachers, impact furniture for students and teachers and professional learning for faculty to best utilize the new equipment.

Outcomes and Benefits — Since December 2021 FLS classroom teachers facilitated more than 1700 presentation hours. FLS allows teachers to quickly access student feedback, increase student engagement and ownership and improve student confidence. It also allows for teacher mobility throughout the classroom and encourages student-student collaboration.

CHART TITLE TO COME

Grant Year	Amount Invested	Students Impacted	Number of Projects
2014-15	\$69,219	16,171	10 ES, 4 MS, 4 HS
2015-16	\$69,915	18,321	14 ES, 3 MS, 1 HS
2016-17	\$98,402	13,555	11 ES, 6 MS, 4 HS
2017-18	\$106,684	24,379	16 ES, 6 MS, 2 HS
2018-19	\$109,580	16,902	14 ES, 5 MS, 3 HS
2019-20	\$108,820	25,709	1 PK, 8 ES, 3 MS, 4 HS
2020-21	\$164,959	8,808	1 PK, 7 ES, 6 MS, 2 HS
2021-22	\$120,359	11,733	12 ES, 5 MS, 5 HS
TOTALS	\$847,938	135,578	2 pre-K/preschool 92 elementary 38 middle 25 high



Expanding Affordable Enrichment After the Bell

LEARNING & DISCOVERY

Launched at the start of the 2019-2020 school year, the Learning & Discovery Program is HEF's fee-based, daily afterschool program. Learning & Discovery staff provide a wide variety of enrichment activities designed to support student achievement in an affordable, safe, and fun after-school environment. Scholarships are available for financially disadvantaged students. Activities are tailored to the specific needs and interests of each school with input from school leadership, staff, and students sample activities include:

- Robotics and S.T.E.M. Programs
- Writing, Poetry, Journalism
- Reading & Language
- Music & Movement
- Environmental Stewardship, Service Learning
- Public Speaking, Drama
- Athletics, Yoga
- Homework Support
- Chess
- Art

SCHOOLS WITH LEARNING & DISCOVERY PROGRAMS

Colonial Trail Elementary School
Greenwood Elementary School
Shady Grove Elementary School
Skipwith Elementary School
Trevvett Elementary School



Number of Students served by Learning & Discovery Programs during the 2020–21 school year

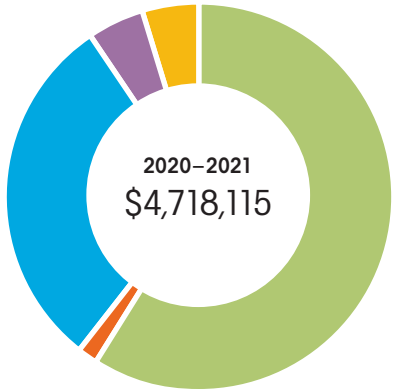
493



Savannah loves the program so much including Ms. Amber and all of her teachers. I hear all about doing yoga, piano, art and playing with friends. Thank you all so much for creating an after-school program where our child is so happy!”

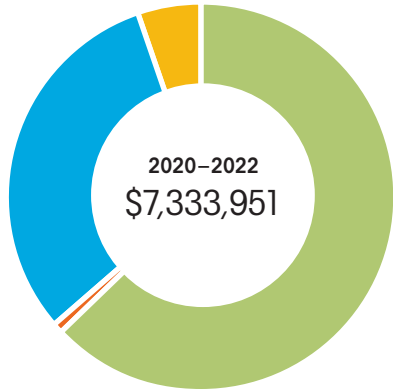
SHADY GROVE PARENT

FINANCIAL SUMMARY — EXPENSES



Fiscal Year 2020–2021

Grants	\$2,863,072	60.7%
Scholarships	\$15,250	0.3%
Program Service Expenses	\$1,399,144	29.7%
Fundraising Expenses	\$228,59	4.8%
Management & General	\$212,057	4.5%
TOTAL	\$4,718,115	100.0%



Fiscal Year 2021–2022

Grants	\$4,670,212	63.7%
Scholarships	\$10,400	0.1%
Program Service Expenses	\$2,267,806	30.9%
Fundraising Expenses	\$1,902	0.0%
Management & General	\$383,631	5.2%
TOTAL	\$7,333,951	100.0%

UNAUDITED AS OF 5-31-2022

HEF ADMINISTRATIVE STAFF

Mike Taylor Chief Executive Officer	Daniel Jongleux Program Officer, Learning & Discovery
Jay Shively Chief Development Officer	Chris Saraceni Program Coordinator, 21st Century Community Learning Centers
Michael Wertz Development Coordinator	Emily Stiker Program Coordinator, Learning & Discovery
Cindy Brown Communications Specialist	Trejahn Rutlin Academic Coordinator
Robin Rowland Executive Director Virginia Early Learning Partners	Jazmin Anderson Administrative/Human Resources Coordinator
Robin Wyatt Early Learning Coordinator	Laverne Wyatt Operations Assistant
Paula Roop Program Officer, Educational Initiatives	Gene Raines Finance Manager
Brittany Flippen Program Officer, Full Service Community Schools	

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