



Pittsburgh Area Community Schools



Impact Report 2023

OUR VISION

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OUR MISSION

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OUR COMMITMENT

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From Our Executive Director

The community school strategy is something we've been working on to deploy since I joined CISPAC 8 years ago. We've been working hard to provide and connect students and families with the resources they need to succeed.

With the launch of the Full-Service Community School Model, we now have more resources than ever and have done all the groundwork so that we can hit the ground running. As we usher in this new era, CISPAC is transforming into Pittsburgh Area Community Schools (PACS), giving us the flexibility to create the programs Pittsburgh needs, and track the proper kinds of data, while continuing to provide our students excellent support.

With a greater number of staff who are focused on making community schools stronger and bringing in outside support to wrap around the schools, **we have gained capacity and built an incredibly strong team.** We not only have grown in staff, we have grown in expertise. Now with over 40 staff who are so seasoned in community school work, has made our work much more effective.

Our team works to build relationships with families and school staff so we can all work together. **With our expansion, we have an opportunity to create a turnkey process to implement a community school that we hope to share with other districts in the region.** We will be bringing together all the schools participating in our work so they can learn from one another and understand all the nuisances of the Full-Service Community School model to deploy it in the most successful way.

Our leadership in the schools has played a role in this network, but **it is important that we amplify the voices of the students and their parents who hold a diversity of**

With our expansion, we have an opportunity to create a turnkey process to implement a community school that we hope to share with other districts in the region.



perspectives, so they continue to be involved at all levels. We want this strategy to be embedded within the fiber of the community, so that no matter what happens in the district, this strategy won't go away and will be held onto by the community so they have access to the schools and the schools have access to them.

The increase in capacity that we've experienced has allowed us to take advantage of supporting the community in deeper ways. Hoping to prevent violence in the schools and create a more cohesive community, we've taken on violence prevention, working with individuals in the community and connecting with those in the school.

Our overall hope is that we take this school transformation to a new place so that it keeps moving. It's going to be a long, hard road, but we will continue to see change slowly. **The systems and collaborations we put in place, we want to last beyond our intervention.** We are working to solve a problem, and if we solve it, we should no longer be intervening. Our goal is to find solutions so that schools can operate and carry out the community school strategy after our engagement has ended.

Bridget

Bridget Clement
Executive Director

Full Service Community School Launch

Just two years ago, every member of CISPAC’s staff could easily fit in one room, one small room. Today, the agency has 39 staff, a new larger space, and two new community offices. The growth is important because it means we are increasing our capacity to both serve more students and to provide an even deeper level of care.

One example of our expanded service capacity is that in addition to Site Coordinators in each school building, **we now have Resource Specialists that help to coordinate community resources for students and their families.** They tackle difficult issues like chronic absenteeism and help parents to feel comfortable being involved in their child’s education. They provide warm hand-offs to community providers to help families with a range of struggles from a lack of basic needs to homelessness.

level so that staff are well-suited, well-trained, properly resourced, and supported to provide direct service to high-need students.

As the organization has grown program-matically, budgetarily, and in staffing we have also honed our service delivery approach to align with the full-service community school model. **As you will read throughout this report, the community school movement is the centerpiece of CISPAC’s work.**

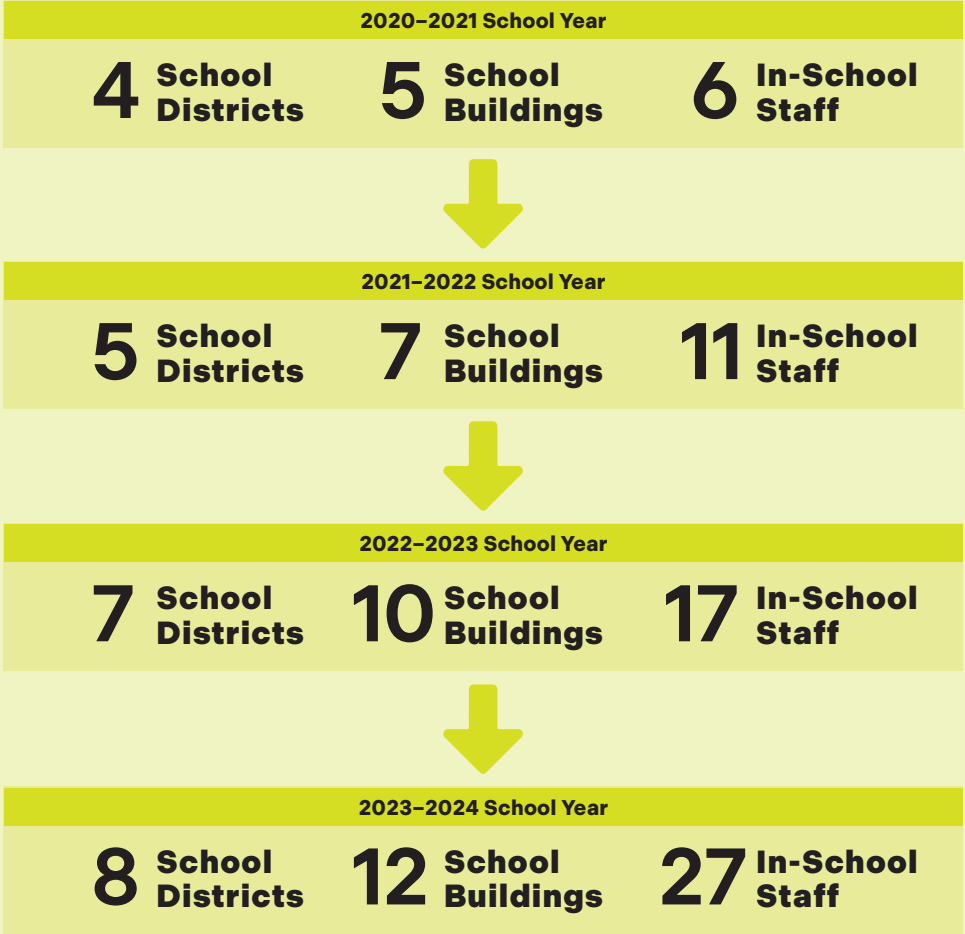
Over the last eight years, our focus has been on delivering integrated student support throughout the greater South-western Pennsylvania region. That work provided a stepping-stone to building a regional network for Full-Service Community Schools. **We now spearhead the community-school model in five school districts in Allegheny County alone.** In Westmoreland County, we use the community-school approach to focus on the issue of chronic absenteeism.

As we continue to grow, **we remain ever steadfast to our mission to surround students with the tools they need to succeed in school and to thrive in life.** We appreciate your investment in our mission — none of it is possible without our community of supporters.

CISPAC was intentional to build capacity on the administrative level so that staff are well-suited, well-trained, properly resourced, and supported

CISPAC’s administrative team has also grown, which is critical to support programmatic growth. For example, we hired Thelina Williams as the agency’s first Finance Manager — CISPAC can now do all finance and Human Resources functions in-house. We also brought on Monte Robinson, the agency’s first Chief Program Officer. It is important to recognize that **CISPAC was intentional to build capacity on the administrative**

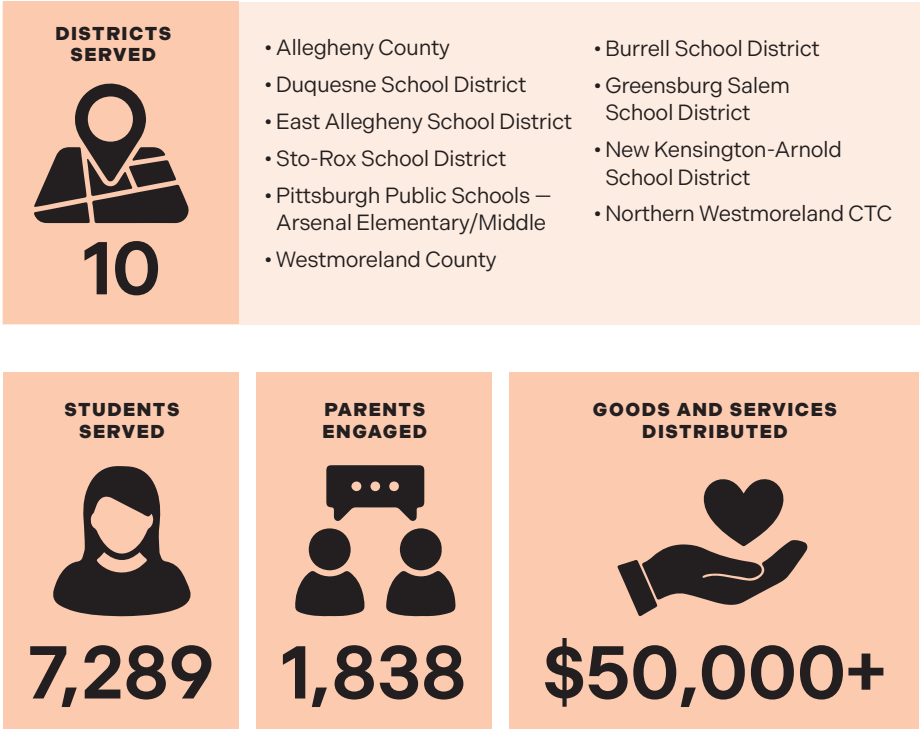
OUR GROWTH AT A GLANCE



Need a Title Here

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2022–2023 AT A GLANCE



Robinson’s background as a counselor is a cornerstone of his approach at CISPAC, infusing his work with a deep understanding of relationship building and empathy.



Monte Robinson, assuming the role of Chief Program Officer at CISPAC in February 2023, brings a wealth of experience and passion to his position. Grounded in a family legacy of service providers, Robinson’s exposure to therapy and social services from a young age aid the foundation for his career. **At CISPAC, Robinson leads, manages, and coordinates the work of multiple program areas within the organization to carry out the Full-Service Community School model.**

Monte began community school work in 2012 at the Homewood Children’s Village (HCV). He was the Community Site Manager/Coordinator at U-Prep for 2 years and then was promoted to the Community School Director. He was at HCV for 7 years and delved into supervision and program development. This role led Robinson to his former position, as Pittsburgh Public School’s Community School Coordinator, continuing his community school work, working to refine the community school model. In this position, Robinson continued supervision and his skills in program development, leading him to his role as Chief Program Officer at CISPAC.

Robinson’s background as a counselor is a cornerstone of his approach at CISPAC, infusing his work with a deep understanding of relationship building and empathy. Drawing on his counseling experience, he deftly manages crises with a calm demeanor, providing crucial

guidance to those he leads. This unique perspective enhances his ability to foster meaningful connections with peers and subordinates alike.

In addition to counseling, his experience as a coach has influenced how he interacts with his staff in a major way. This background has influenced his team development, creating a culture and system of how to operate. **As both a coach and Chief Program Officer, Robinson focuses on the importance of winning as a team and holds the knowledge and experience for how to address and handle shortcomings.** He knows how to delegate tasks effectively amongst his team, putting the people in the right places to succeed. In this role, he both represents and holds support for his team. Robinson says that without coaching, he wouldn’t be the professional he is today.

Beyond personal growth, Robinson envisions CISPAC as a trailblazer in community school work, aspiring to implement a model that positively impacts students and families. **His goal is for CISPAC to serve as a national example for community school initiatives, setting the standard not only in the Pittsburgh region but across the entire nation.** At the heart of his mission is the desire to create lasting, positive change in the communities CISPAC serves, making a meaningful impact on the lives of students and families.

Anti-Violence Work in McKees Rocks

For over two decades, Mike Mott, the Cure Violence Manager at CISPAC, has been a dedicated force for positive change in his community of McKees Rocks. With a profound commitment to giving back, Mott's mission is to uplift the community, one relationship at a time.

Despite the fluctuations in violence over the years, Mott describes the McKees Rocks community as resilient. Recognizing the negative impact of sporadic violence on both the community and its students, Mott and his team at CISPAC, under Cure Violence Global, work tirelessly to implement violence prevention programs.

Their approach is comprehensive, focusing on interrupting potential conflicts, changing behaviors, and mobilizing the community to redefine norms. Mott, inspired to be a friendly and guiding presence, plays a pivotal role in this transformative process.

Whenever a shooting happens in the neighborhood, the team immediately works in the community to cool down emotions and prevent retaliations — working with the victims, friends and family of the victim, and anyone else who is connected with the event. The team continues to work with them, sometimes following the shooting for months, offering mediation and support to resolve any issues peacefully.

To identify and change behaviors, **Cure outreach workers, trained in a culturally-appropriate and trauma-informed approach**, connect with those at the

highest risk of violence. By discussing the consequences of violence and facilitating access to social services like job training and treatment, they aim to reduce the risk of violent incidents.

Beyond crisis response, the team actively participates in community and school events, engaging with students, families, businesses, and community members. **Their goal is not only to educate but also to provide resources and essential contacts.** The team understands the importance of proactive violence prevention, and their presence at events contributes to building awareness and establishing connections with community members.

Mott proudly describes his team as best suited for this crucial work. **Credible, focused, passionate about their community, and familiar with the challenges of being underdogs, the team mirrors Mott's unwavering commitment to community development.** Together, they persistently work to build a stronger, safer McKees Rocks, overcoming challenges and tirelessly contributing to the well-being of their community.

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Extending Our Reach in Sto-Rocks

Sakinah Shaahid-Lowman, an integral member of the CISPAC team since September 2019, embarked on her journey as the Career Exploration Specialist and Mentor Specialist. Rooted in a diverse background encompassing case management, foster care, mentoring, business management, and programming, Sakinah has become a driving force in the organization.

Transitioning into her current role as Team Manager, **Sakinah is enthusiastic about building on the foundations laid in Sto-Rox while extending the organization's reach to connect with more families and students.** Leveraging her best practices and organizational skills, she aspires to enhance the effectiveness of the work undertaken by CISPAC.

At the core of Sakinah's responsibilities as Team Manager is the implementation of the Full-Service Community School (FSCS) model under the four pillars. **Her focus is on making a tangible impact, fostering student success, and surrounding them with community resources** to promote stability and independence.

...these rooms remain freely accessible, allowing families and students to take what they need.

Sto-Rocks Resource Room



Her focus is on making a tangible impact, fostering student success, and surrounding them with community resources to promote stability and independence.



Sakinah's team at Sto-Rox diligently manages after-school programs catering to K-6 students. They recruit and oversee partners and students while meticulously tracking behavioral and academic progress. **Offered 3-5 days a week, these programs span art, sports, homework help, and more,** providing students with diverse opportunities for growth.

Crucial to the FSCS model, these after-school programs aim to involve every student in at least one program. **The objective is to monitor and assess the long-term impact on students,** exposing them to real-life critical thinking, problem-solving, conflict resolution, and teamwork.

Sto-Rocks After-school Program



Sto-Rox is also home to three resource rooms managed by CISPAC staff, serving students and families throughout the district from K-12. Sakinah and her team ensure these rooms remain freely accessible, allowing families and students to take what they need. **Stocked with essentials such as shoes, clothing, hygiene items, toys, and perishable food items, these rooms are a lifeline for families facing economic challenges.** Donated by personal contributors, community partners, and CISPAC, these resources alleviate financial burdens and offer a sense of community support.

Sakinah's commitment to the CISPAC mission shines through in her multifaceted role, creating a positive impact on students, families, and the community as a whole.



Attendance Work in Westmoreland County

The 2022-23 school year marked our entry into Burrell, Greensburg Salem, and New Kensington-Arnold school districts as we began a new Attendance Improvement Initiative. We are pleased to report, CISPAC reached over 2,600 Westmoreland County students with school-wide services like food distributions, back-to-school bashes, and more. But our greatest successes come in our intensive case management for students who were struggling the most.

Each case-managed student and the story of how we help is unique. For example in Burrell, one student was missing a lot of school due to transportation issues and lack of support at home. The anxiety over what she was already behind on in class led to more and disengaging from school. Her improvement plan included **weekly in-person meetings** to talk obstacles and struggles, **daily texts of support** from our Attendance Improvement Specialist, helping to **work out a transportation plan**,

and working with the student's teachers to **get caught up on assignments** she was struggling with. The student graduated in the spring and **is now attending college**. She has stayed in touch with PACS, reporting she is doing well in school and tried out for the volleyball team.

Our work in Westmoreland County is just getting started. We can't wait to share more stories like this as we bring more kids back to school in the new year!



"You genuinely changed my life and helped me to learn healthier habits. You helped me finish high school in a way I can be proud of. I honestly don't think I will struggle in college solely because of you. Your words of encouragement will always be in the back of my mind."

— Antonio C. , New Kensington-Arnold Student

YEAR 1 WESTMORELAND STATISTICS:



279
Student Referrals



150
Direct Family Connections / Visits



150+
Hours of Student Support Meetings



145
District Staff Supported

Board of Directors

Chair

Mr. David Babst
VP, Agency Development
& Partnerships, Level Agency

Members

Mr. Donald Bluedorn
Managing Shareholder,
Babst Calland

Ms. Marla Bradford
Director of DEI, Greater
Pittsburgh Community
Food Bank

Ms. Jennefer Bartholomew
Associate Director, Wealth
Management Lending, UBS
(Secretary)

Mr. Shawn Fox
President, RDC, Inc.

Mr. Nick Habursky
Deputy General Counsel, Edge-
Co Holdings, Inc.

Mr. David Howard
Executive VP Sales,
ServiceLink (Vice Chair)

Mr. Fredrick A. Massey, Jr.
Principal, Visions 2020 LLC

Mr. Nicholas O'Brien
Administrative Executive
Officer, Second Infantry
Brigade Combat Team,
PA Army National Guard

Mr. Andy Stanton
Partner, Jones Day
(Treasurer)

Ms. Barbara VanKirk
CEO, IQ, Inc.

Staff

Administrative Staff

Lauren Brown
Chief Advancement
Officer

Bridget Clement
Chief Executive Officer

William Evans
Human Resources &
Payroll Specialist

Nicole Hill
Executive Assistant

Sarah Kanar
Marketing and
Communications
Coordinator

George Moura
Giving Manager

Emily Pushic
Data Management and
Analytics Specialist

Dawn Siatkosky
Accountant

Thelina Williams
Finance Manager

Program Staff

LaQuandra Bennett
Team Manager

Sara Berg
Director of Program
Success

Bryan McCarthy
Team Manager

Monté Robinson
Chief Program Officer

Julianna Sehy
Manager of Community
Partnerships

**Sakinah Shaahid-
Lowman**
Team Manager – Sto-Rox

Elizabeth Pattakos
Community Partnership
Specialist

Duquesne
Alexis Thomas
Resource Specialist

East Allegheny
Courtney Brown
Resource Specialist

Haley Savel
Site Manager

Jenica Schoolcraft
Resource Specialist

Greensburg-Salem

Christina Hayden
Attendance
Improvement Specialist

Heather Lake
Family Engagement
Specialist

New Kensington- Arnold

Carissa Bost
Family Engagement
Specialist

Tessa Falatovich
Attendance
Improvement Specialist

Westmoreland CTC
Christine Clevenger
Attendance
Improvement Specialist

Sto Rocks

Amera Khalil
Resource Specialist

Anthony Jackson
Site Manager

Madison Bonaddio
Site Manager

Latisha Lewis-Favers
Site Manager

Sto-Rox CURE Violence

Roger Howell, Jr.
CURE – Violence
Interrupter

Rhonda Johnson
CURE – Community
Outreach

William LaRue
CURE – Violence
Interrupter

Mike McCarthy
Program Supervisor –
CURE Violence

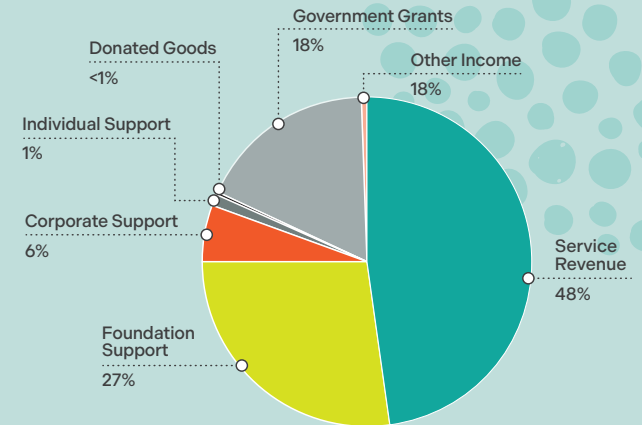
Mike Mott
Program Manager –
CURE Violence

Corey Sidberry
CURE – Community
Outreach

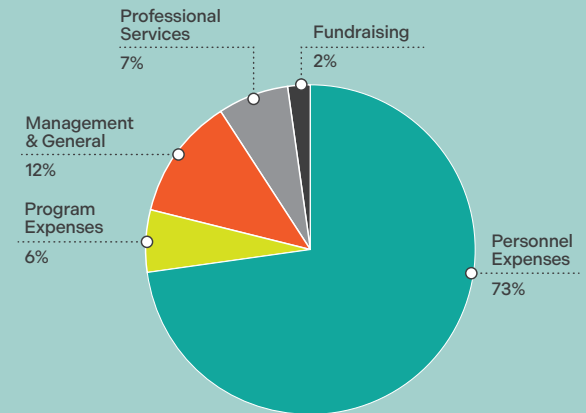
Jaron Whitner
CURE – Violence
Interrupter

Financial Data

FY23 Revenue



FY23 Expenses



FY23 Program Expenses

