

2015 annual report

Our society should be judged by its concern for the quality of life for all its members without exception.

— E. LAKIN PHILLIPS, FOUNDER

Greetings Friends of PHILLIPS,

For 49 years we have been committed to never giving up on a child while providing specialized education, community programs and individualized support services. Over the past year we continued to fulfill the goals of our strategic plan, 20/20 for 2020. Specifically, we lay the groundwork for expansion in our school and career technical education (CTE) programs.

CTE falls under the umbrella of Career Partners. This included the development of our micro greens program, Growing Futures that launched in the fall of 2015. We are adding a commercial kitchen to our Laurel School program to be able to provide a culinary arts program. Our students in the Building Futures building trades education program neared completion of the 4 bedroom, 3 ½ bath house they are constructing in Fairfax and ground was broken to begin working on our second house! We are able to grow year after year because we do not give up!

This sentiment was recently echoed by a former Laurel student who visited in order to say thank you to staff. "They did not give up on me," he shared as we waited for the teachers to finish with afternoon bus duty. Struggling while a student, Anthony was on the path of the traditional school to prison pipeline before he came to us. The harsh reality is that too many adolescents are incarcerated, sometimes for life. This is a travesty for so many children, their families and our communities. A bad decision is often the result of traumatic life experiences and unfortunately that youthful indiscretion often means the end of their lives. Also, one of five children/youth experience a mental health disorder in any given year. Yet we know that with the right interventions and supports their needs can be managed and positive growth is possible. That's why our work is vitally important as we help our youth to be productive and positive, as we support youth with



autism spectrum disorders and intellectual disabilities to have a successful school and family experiences and prepare for the transition to the world of secondary education or work.

As you read this report you will learn about our successes in the classroom, awards and recognitions throughout the year, and our plans to continue to ensure every child we touch reaches their full potential. I would like to challenge you to make a personal pledge to help us reach our goals by investing your time, talent or treasure to build our commercial kitchen and hydroponic farm by January 2016.

Thank you for embracing our mission.



Charles Kehler, Chairperson
Principal, Altus Realty
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Accomplishments

PHILLIPS made many headlines in 2014-2015 for their innovative programs and leadership.

PHILLIPS’ Principal Named a Washington Post Principal of Excellence; Leader of School for Youth with Special Needs Recognized for Vision

Trudy Bell, the long-time principal of the Annandale location of PHILLIPS Special Education Day School, was honored with the Washington Post Distinguished Educational Leadership Award, which recognizes principals who go beyond the day-to-day demands of their position to create an exceptional educational environment.

EY Honored with Community Engagement Award at Twentieth Annual PHILLIPS Programs Gala

Ernst and Young (EY) received the PHILLIPS Program’s *Community Engagement Award* at the 20th Annual Gala. EY was honored with the award for their longstanding commitment to PHILLIPS and the community we serve. Kevin Virostek, EY Managing Partner accepted the award. “EY is very excited to accept this award,” Virostek said. “We take our Corporate Social Responsibility very seriously at EY and when we look out at potential partners The PHILLIPS Program jumps to the top of the list.”

PHILLIPS Named Finalist for the Fairfax County Chamber of Commerce Outstanding Corporate Citizenship Award in the Non Profit of the Year Category!

This award honors individuals, businesses and non-profits for above-and-beyond business leadership and corporate social responsibility.

PHILLIPS Building Futures ~ Fairfax Celebrates Groundbreaking of second house to be built commencing this spring!

Building Futures is a vibrant program teaching building trades and soft skills as part of our Careers Partners division.



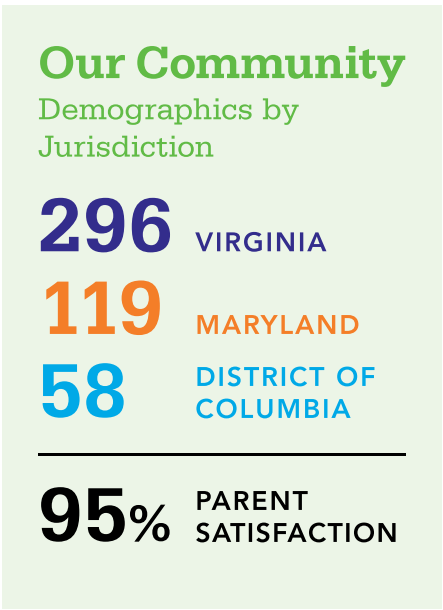
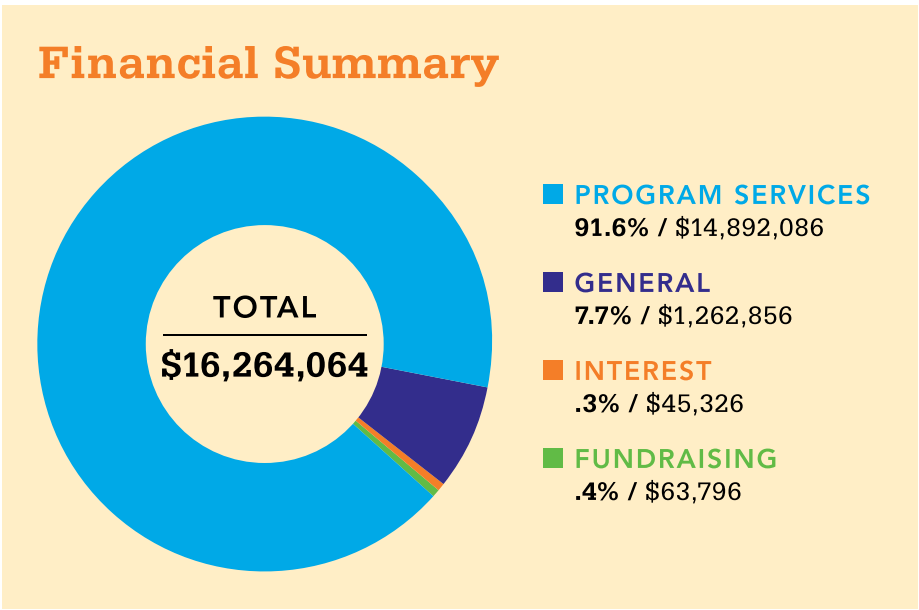
Family Partners home-based therapy and support service community program also had significant accomplishments this past year.

Most notably, the *Strong Families Parenting* education class, an initiative with Arlington County, has been offered to five cohorts to date with more planned for the future. Parents referred to the class are empowered with a practical approach to applying the “Five Protective Factors” in their daily lives. Feedback has been very positive. As one parent noted, “...I now appreciate the impact of adult behavior on young children.”



The staff are wonderful people. They go above and beyond in helping our daughter. I am very happy with them and forever grateful.

— PHILLIPS PARENT



Did You Know?

People with a disability historically are more likely to be unemployed.

Students with disabilities are reported to drop out at a rate three times that of their nondisabled peers. Further, young people with disabilities continue to experience lower academic achievement and employment rates as well as higher levels of dependence, social isolation, and economic instability. In November 2015, the unemployment rate for people with disabilities was double the unemployment rate for people without a disability.

According to the National Disability Rights Network, "Increasingly, large numbers of persons with mental illness, cognitive disabilities and/or physical disabilities are coming into contact with the adult correctional system. It is estimated that as many as 50 percent of prisoners have a mental illness or other type of disability. Jails and prisons have become the "new asylums" — a costly response to mental health care."

As a country over a 20 year period there was a 121% increase in funding to build prisons compared to a 31% increase to build schools.

According to the Bureau of Labor Statistics a barrier to employment is a lack of education and training.



Career Technical Education (CTE) Programs Create Positive Outcomes!

Fortunately, studies have shown that students with disabilities who participate in a Career Technical Education (CTE) program may greatly increase their chances for postsecondary success in both academia and employment. PHILLIPS Programs reported last year about our successful Building Futures ~ Fairfax and Loudoun programs where students were building a 4 bedroom, 3 ½ bath house and renovating various dwelling units. In addition our CTE program partners with over 18 employers who host our students in career preparation programs. The outcomes for Building Futures and community work experiences/internships lay the foundation for expanded programs with Growing Futures and a culinary arts program.

In 2014 PHILLIPS partnered with Blue Planet Environmental to install a hydroponic micro greens farm at our Laurel campus. The goal is to create a career preparation program encompassing state of the art vertical

gardening that addresses issues in our communities such as food deserts.

This innovative program is educating our students on the plight of access to sufficient fresh produce. This endeavor will also yield job opportunities within the horticulture industry.

In conjunction with the hydroponic farm, PHILLIPS is embarking on a \$600,000 Capital Campaign to build our Career Partners program and a commercial kitchen in order to offer a culinary arts program for high school and post-secondary students.

Outcomes of Culinary Arts Program:

Students can earn the National Restaurant Association Educational Foundation's Pro Start (teaches culinary techniques and management skills) and ServSafe (learn about foodborne illness, how to prevent it and how to train employees in food sanitation) certificates which qualifies students for jobs in the culinary and hospital industries. It also prepares students for programs at the community college and for employment after graduation.



Financial Goals

\$300,000

COMMERCIAL
KITCHEN

\$250,000

CAREER PARTNERS
PILOT PROGRAM
TWO YEAR
START UP
FUNDING

\$50,000

INDOOR
MICRO GREENS
FARM

Annual Donors 2014-2015

Your philanthropic investments in fiscal year 2013-2014* have made it possible for PHILLIPS Programs to continue its mission and provide its children and families every advantage to ensure they develop to achieve their greatest individual success. Thank you for your commitment and generosity to our youth.

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* PHILLIPS Fiscal Year
Operates September 1 –
August 31 Annually

I have been involved with PHILLIPS since 1999. While serving on the Board of Trustees I was also a volunteer at the Laurel campus. I have many wonderful memories working with the students there, but one eight year old boy stands out. He was a prolific reader until his adoption fell through. The disappointment was so great he forgot how to read. But the staff wrapped themselves around him and helped him overcome his disillusion. Working in the lower school, I saw firsthand how the PHILLIPS staff provides the love, care and structure needed to make the child whole again.

— MARTHA SCHWIETERS, PHILLIPS BOARD OF TRUSTEES

2015 Annual Gala and Donors

The Triple Crown: A Hats and Horses Affair was the theme of PHILLIPS 2015 Annual Gala, which brought together more than 250 individuals from the community for a fun and festive evening to benefit our youth. Proceeds from the 2015 gala made a direct impact to PHILLIPS New Horizons Fund, a fund that provides seed money to develop and enhance new services for our children and families. Thank you for all of our community partners, staff and friends who made this event a true success!



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** PHILLIPS Fiscal Year
 Operates September 1 –
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PHILLIPS works as a team and their communication to me as a parent is such an improvement from what I have experienced with other programs in the past. I feel that everyone here is committed in helping my son achieve.

— PHILLIPS PARENT



The Kauffman Group donated an \$8,000 repair to our bus circle!

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Coordinator of Research and Evaluation



Adam

Adam is a tall slender young man with very high intelligence but he has difficulty interacting appropriately. He knows more about military history than most university professors and can explain the nuances of battles to any interested listener. The biggest issue facing Adam is difficulties with socializing and trusting others which make relationships difficult. Because so many jobs require at least some element of people skills, it's not rare to have trouble finding and holding down a position that supports sensory and social needs. Two months ago Adam's team decided to try something new. While his demeanor with people is often harsh and insensitive, his reaction to animals is nurturing and caring. This first came to light when his teacher brought in hermit crabs. He cradled these fragile animals and was protective, so the Career Tech Ed team reached out to the Alexandria Animal Shelter where he has been volunteering once a week for two hours for several months. This internship has had a transformative effect that continues in the classroom. From all indicators, Adam may have found his vocation.

Adam's educational journey has been a very challenging one for all of us and those who have endured through the early years and his transition to PHILLIPS can very much appreciate how far he has travelled and the hurdles he has surpassed to get to where he is today. Clearly he would not have been able to do that without the special types of people who make up the PHILLIPS staff.

— ADAM'S FATHER

Travis

Travis (pseudonym), a very quiet, shy and timid boy, attended PHILLIPS from the time he was 8 years old until 17. He was a ward of DC living with a foster family in Maryland. Travis was desperate to be reunited with his mother, and constantly sabotaged his foster situation in an effort to return home. Last summer he re-joined his mom and step dad along with five siblings, but dropped out of school. His parents were afraid that if he was enrolled in a special school it would somehow cause them to lose their benefits because his last name was different from theirs. From August – December he sat at home watching his brothers and sisters until his teacher and one of our behavior staff, Mr. Marvin Dandy, stepped in. Mr. Dandy went to the home to deliver an IEP. Mr. Dandy connected with Travis' stepfather and helped him overcome his fear of "the system" and was able to convince the parents to attend an IEP meeting to process the paperwork in order to enable Travis to return to PHILLIPS. "I had a lot of sleepless nights thinking about the best strategy to engage the parents and give them insight on the process," reflected Mr. Dandy. After two months, six personal visits and over 15 phone calls and emails to various school administrators and service providers, Travis returned to PHILLIPS and became a member of the Building Futures program. Today, he makes eye contact, is articulate and will shake your hand. His academics and self-esteem have improved and he is motivated to work hard.



Their Potential, Our Commitment

PHILLIPS Programs for Children and Families is a unique nonprofit that works to ensure that youth with a variety of challenges, and strengths, and their families benefit from education, family support services, community education and advocacy. Through excellence in specialized education, community programs and individualized support services, we provide our youth and families every advantage to ensure they develop to achieve their greatest success.

Since 1967 PHILLIPS has provided a place where children and youth struggling in traditional settings can get the education and support they need to grow emotionally and academically. We have a commitment to the community and to the young people we serve and strive to help them reach their full potential every day.

PHILLIPS Programs include:

PHILLIPS School~ Annandale

7010 Braddock Road
Annandale, VA 22003
703.941.8810

PHILLIPS School~ Laurel

8920 Whiskey Bottom Road
Laurel, MD 20723
301.470.1620

PHILLIPS Building Futures~ Fairfax

7010 Braddock Road
Annandale, VA 22003
703.941.8810

PHILLIPS Building Futures~ Loudoun

13850A Freedom Center Lane
Leesburg, VA 20176
703.669.0740

PHILLIPS Family Partners

7010 Braddock Road
Annandale, VA 22003
703.658.9054



PHILLIPS Programs



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