



# HOME WORKS!

THE TEACHER HOME VISIT PROGRAM

Partnering families and teachers  
for children's success.

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## 2018-19 Annual Report

## LETTER FROM THE CHAIR

As the new Board Chair, I would like to first recognize my predecessor, Amy Murphy. HOME WORKS!'s foundation and the Board of Directors' strength is a credit to Amy's leadership over the last six years. I am so grateful to have Amy as a partner in her new role as Board Chair Emeritus acting as a key advisor for HOME WORKS!. Many thanks to Amy for all she has accomplished and for her future contributions!



This is a very exciting time for HOME WORKS!. As the organization continues to evolve and grow, our Board continues to play a critical role in shaping this great program for future success. I am thrilled to see leaders from a diverse set of companies and organizations come together for the common goal of helping children succeed through parent and family engagement. Operating as a high-performing nonprofit is a key success measure which we bring to every meeting and discussion. Our Board, in partnership with our organizational leaders, continues to build on best practices. The insights we have gathered from evaluation ultimately help us positively affect even more children in our community.

Board engagement at HOME WORKS! is strong. Each board member is actively engaged at board meetings and as members on finance, program, fundraising, operational excellence, and governance committees. Our diverse Board benefits from leadership from many professions including a deep presence from the education sector.

After serving on the Board for the last four years and seeing our development as an organization, I am elated by what the future holds for the families we support and those we will reach in the coming years. To our donors, I want you to know your participation in this mission is essential, and on behalf of our Board of Directors, I want you to know that we deeply appreciate your contributions to this great program.

**Jeff Esserman**

*Board Chair*



**Tosha Bridges – Parent** | *Gateway Elementary, SLPS*

After the home visit, I received daily calls from Ms. Jackson updating me on my son's behavior. Ms. Jackson made a huge difference in his life. His latest scores have come up and he behaves better now. I am seeing differences at school and at home.



## WHO WE SERVED

### Charter School

La Salle Middle

### Hazelwood School District

Southeast Middle

### Marshall School District

Early Childhood Learning Center

Benton Elementary

Eastwood Elementary

Northwest Elementary

Southeast Elementary

Spainhower

### Mehlville School District

Beasley Elementary

### Normandy School District

Lucas Crossing Elementary

### Parkway School District

Fern Ridge High

### St. Louis Public Schools

Gateway Elementary

Meramec Elementary

Stix Early Childhood Center

Patrick Henry Elementary

Vashon High

Woerner Elementary

### School District of University City

Brittany Woods Middle

University City High

### Wentzville School District

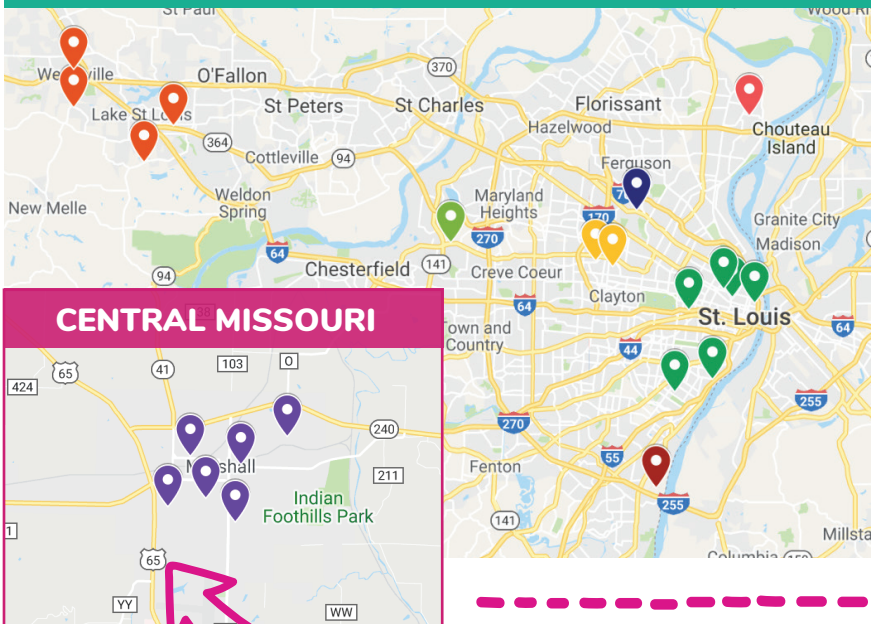
Frontier Middle

Heritage Primary

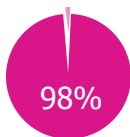
Prairie View Elementary

Stone Creek Elementary

## MAP OF SCHOOLS SERVED



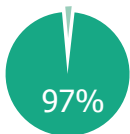
## 2018-2019 ACCOMPLISHMENTS



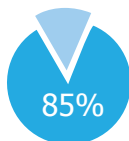
98% of parents surveyed at family dinners reported that attending made them feel **welcome and more connected to their child's school.**



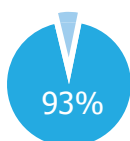
88% of surveyed parents reported that teacher home visits were "extremely helpful" or "very helpful" in providing **new ideas and resources** to support their child's learning at home.



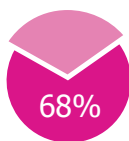
97% of surveyed teachers reported that home visits strengthened their understanding of their **students' cultures and home lives.**



85% of surveyed teachers reported that home visits improved their **relationships with their student's families** "very much."



93% of surveyed teachers reported that home visits provided them with practical information or insights that they could use to inform their **teaching practices and to individualize student instruction.**



68% of teachers observed improvement in students who had issues with **academic performance.**

## IN THE NEWS



On April 15th 2019 HOME WORKS! CEO & Founder, Karen Kalish, spoke on St. Louis Public Radio's St. Louis on the Air about the impact of HOME WORKS! in St. Louis area schools. Karen was accompanied by Diane Dymond, Principal of Stix Early Childhood Center (St. Louis Public Schools), and Lisa Pines, Vashon High (SLPS).



In March 2019, HOME WORKS! CEO & Founder Karen Kalish and Wentzville School District Superintendent Dr. Curtis Cain sat down with Mike Ferguson on Missouri Viewpoints to share the positive role home visits play in improving student success.



On October 26, 2018, Fox 2 News covered a HOME WORKS! family dinner at Stix Early Childhood Center (SLPS) and interviewed teachers and families about the impact HOME WORKS! has made.



## STAFF SPOTLIGHTS



**Betty Tobler**  
Program Leader



### **HOME WORKS! Parent**

*Northwest Elementary,  
Marshall*

My son was scared and cried for the first two weeks of school. We had a home visit, and he became more comfortable with his teacher and has not cried since the home visit. We ALL became more comfortable with the teachers and the school.



### **What do you like about working at HOME WORKS!?**

At HOME WORKS! we touch the future through each individual child, the siblings, and the parents. Our parent and family engagement intervention asks families to practice regular one-on-one academic support with their children, which has the capacity to transform families and communities. Through parent and family engagement we see a ripple effect from the child to the family, to the neighborhood, and eventually to our society. If enough teachers work to build strong relationships with their students' families, we will see real change for our society. What we do for one impacts us all, as long as we sustain it.

### **How has your role at HOME WORKS! changed over the years?**

My role as program leader has evolved over the last five years. Now, teacher trainings are conducted by program leaders instead of a designated trainer, which allows program leaders to deepen their relationships with each school. Last year, program leaders began accompanying teachers on a few home visits. This is a great idea because it allows program leaders to observe home visits as they are being conducted, which provides a wealth of information for program evaluation and development. Program leaders are also now visiting the classrooms of teachers to provide encouragement and support.

### **What improvements and successes have you seen over the years at HOME WORKS!?**

We have come a long way with data collection and with program monitoring since I began with HOME WORKS! in March of 2014. Moving to a computerized database to generate reports came with a learning curve; however, the resulting efficiency and analysis made this move more than worthwhile. With continued improvements each year, our current database applications have made it so much easier to provide up-to-date reports and program evaluations with our teachers and schools. Along with the continued improvements made to the data collection process has come direct portal access for lead teachers who can now register and update their accounts in the data portal, register for training, enter their home visits, and make certain corrections. Site coordinators at each school can now monitor their school's progress by accessing the portal directly and then use that information to better support the program.



## STAFF SPOTLIGHTS

### Why do you think data collection and analysis are so important at HOME WORKS!?

Management expert, Peter Drucker said, “You can’t manage what you can’t measure.” Data collection and analysis are critical to understand the impact of the program and to know if we are achieving our program’s objectives. HOME WORKS! must know if schools are successfully implementing the program. Data on home visits and teacher and staff participation can indicate whether a school is having issues and in need of more support. Also, data helps us improve the program’s components and teacher training. Our number one goal is to collect and analyze data to learn, grow, and improve so that we can ultimately obtain evidence that supports replicating our program in schools everywhere.

### How has your role at HOME WORKS! changed over the years?

When I started at HOME WORKS! five years ago, the position was brand new. A simple web-based portal for teachers to log home visits had just been launched – before visits had been logged on paper forms. A need for real-time information about the program existed, so I developed monthly visit and program fidelity metrics using spreadsheets. Over the years, my role has changed as I now manage a larger quantity of data, greater in complexity in a more sophisticated database that provides some real-time information. We have worked with outside evaluators to help HOME WORKS! implement a powerful tool to ensure data accuracy and to generate reports.



**Kathy Coyle**  
Data Manager

### What improvements and successes have you seen over the years at HOME WORKS!?

The second iteration of our database makes it easier for teachers to log visits, reduces errors in visit logs, and gives schools the capability to view program data online. Schools can see how many visits have been completed, by which staff, and to which students.



**Julia Binning – Teacher** | *Heritage Primary, Wentzville*

I was nervous about the visit because I needed to address a student who was below grade level. (In kindergarten, students should know 52 letters. He only knew 21.) With my colleague’s help, we talked about further enrichment opportunities for him in a safe space – in the home – where nobody would be judged. I was so pleased we could address this challenge in a comfortable, non-threatening place away from school.





## DONOR SPOTLIGHT

### What makes you support HOME WORKS!?

We read about HOME WORKS! in *Sophisticated Giving* and we were immediately struck by the program's approach to increase students' ability to learn. HOME WORKS! is innovative and that attracted our attention. Karen Kalish established the organization by thinking outside the box to address an important need in the St. Louis area and the wider community.

We support HOME WORKS! because it supports the whole world in which the students live. Teachers make visits to their students' homes and offer parents advice and direction on how parents can assist in their children's learning. The home visits are coupled with family dinners held at their child's school, and this creates a community of friendships and collaboration between schools and families. We went to a school dinner at Hazelwood Southeast Middle attended by parents, students, and their siblings. Teachers, counselors, and administrators were there, and we had a great time. We also like innovation.

We continue to give to HOME WORKS! because we believe strongly in its approach to making permanent changes in the lives of students. HOME WORKS! has the statistics to prove their efforts have made big impacts.



Amy & Jeff Call

### What is your favorite aspect about the HOME WORKS! program?

Our favorite aspect about HOME WORKS! is its dedication to getting the parents involved in their children's education. That alone creates increased attendance at schools and better grades, and it also honors a healthy family life and creates stronger bonds between families within the school.



Families and teachers join together at a HOME WORKS! family dinner, December 2018.



## BY THE NUMBERS



**2,263**

Total Visits



**6,751**

Total People Impacted



**1,714**

Students Visited

## 23 PARTICIPATING SCHOOLS

**3** Early Childhood Centers

**4** Middle Schools

**12** Elementary Schools

**4** High Schools



**28**

Family Dinners



**3,343**

Family Members Attending

**WOW!!!**

**9** Parent Teacher Learning Team Meetings

**551** Families at Parent Teacher Learning Team Meetings

**86** Teacher Trainings

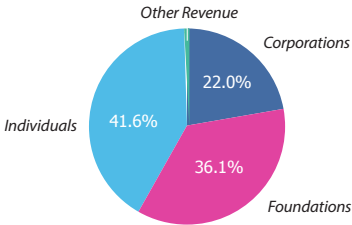
**507** Teachers Trained

**351** Teachers Active in the Program



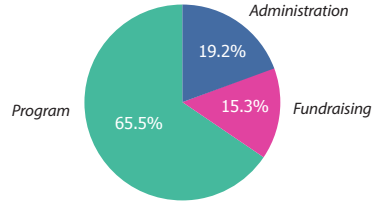
# FINANCIAL REPORT

## INCOME



Corporations:	\$163,255.25
Foundations:	\$268,600.00
Individuals:	\$308,830.01
Other Revenue:	\$2,295.10
<b>TOTAL INCOME:</b>	<b>\$742,977.36</b>

## EXPENSES



Administration:	\$156,382.90
Fundraising:	\$124,977.64
Program:	\$533,828.39
<b>TOTAL EXPENSES:</b>	<b>\$815,188.93</b>

On June 30th, 2018 the HOME WORKS! Board of Directors approved a change in accounting methods from cash to accrual which resulted in a reclassification of committed donations.



Source: Kerber, Eck, & Braeckel Independent Auditor's Report dated June 30, 2018. HOME WORKS! meets all charity standards of the Better Business Bureau.

# THE RANDOMIZED CONTROLLED TRIAL STUDY IN REVIEW

In 2017, Concentric Research (Drs. Lauren Scher and Sherri Lauver) began a randomized controlled trial (RCT) study of HOME WORKS! – the gold standard of evaluation. The RCT was funded by the Institute of Education Sciences at the U.S. Department of Education for a short-duration, low-cost study to measure our program's impact on students in 11 Title I elementary schools in St. Louis Public Schools. The RCT offered a peek into what is possible for this intervention.

The RCT study found that:

- Teachers overwhelmingly reported positive benefits to participating in home visits.
- HOME WORKS! showed potential for impacting chronic absenteeism (students missing 10% or more school days).

HOME WORKS! has made impactful changes to our program as the result of the RCT, and we look forward to continuing our research to build the strongest possible program for our students.

HOME WORKS! learned that:

- The first year of program implementation is difficult in low-performing, high-need schools.
- Parents need more specific strategies to use at home to increase the academic achievement of their children.
- Parent and family engagement has a greater impact when it is embedded in schools.

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*Frontier Middle, Wentzville*

This year I was new to Frontier Middle and the public school system. I did not know many people or any of the teachers. My parents wanted to learn more about the school I went to and my teachers, so we signed up for HOME WORKS!. First, we went to a family dinner at school with some of the teachers at Frontier. My teachers and my parents got to talk in the gym about some information about my school while all the kids hung out near the gym. A few months later, my science teacher Mrs. Greiner and Coach Riva visited my house to talk about school. My parents and I got to talk casually about some of my interests including the Science Fair. Mrs. Greiner encouraged me to do the science fair – and I ended up winning 1st place at the regional level. This program helped my parents get clearer insight into what I was doing in school.



# WHO WE ARE

## Mission

The mission of HOME WORKS! The Teacher Home Visit Program is to partner families and teachers for children's success.

### Guiding Principles

We believe that...

- All parents want the best for their children.
- Families play a key role in children's life path.
- All children can learn.
- Learning creates opportunities.
- Individual differences must be respected.
- Open, honest communication is essential.
- A strengths-based perspective promotes respect, trust, and effective outcomes.

### Core Values

- Collaboration
- Continuous Improvement
- Diversity
- Innovation
- Integrity
- Persistence
- Respect
- Transparency
- Trust

### Vision

Every child makes the grade.

### The HOME WORKS! Goals are to improve:

- School readiness
- Attendance
- Classroom behavior
- Homework completion
- Academic achievement

...by preparing teachers to make home visits that build trust and relationships between teachers and families and help families know how to support learning at home.



**Dianne Dymond – Principal** | *Stix Early Childhood Center, SLPS*

There was a pre-school child who didn't trust the teacher or the teacher assistant, and because of that he acted out in the classroom. The teacher went on the visit and built that relationship with that child and his family. After the home visit, he stopped having issues with his teacher and classmates. Now that behavior is under control, the child could start learning and become successful in his environment.



CEO & Founder Karen Kalish  
meeting a student at a HOME  
WORKS! family dinner,  
December 2018.





THE TEACHER HOME VISIT PROGRAM

teacherhomevisit.org  
314-325-9901  
1968 Innerbelt Business  
Center Drive  
St. Louis, MO 63114