

*"Serving Young Men with a History of Serious Emotional, Learning & Behavioral Difficulties"*

TIMBER  
RIDGE  
SCHOOL  
2007 - 2008  
&  
2008 - 2009

# annual report



*TIMBER RIDGE SCHOOL IS A LICENSED RESIDENTIAL TREATMENT AND ACCREDITED EDUCATIONAL PROGRAM SERVING YOUNG MEN WITH A HISTORY OF SERIOUS EMOTIONAL, LEARNING, AND BEHAVIORAL DIFFICULTIES.*

**Timber Ridge School SHAPES the boy by providing a:**

**S**afe and supportive environment

**H**ope for his future

**A**dvocacy for his needs

**P**reparation and education for life-long learning

**E**mpowerment and assurance of

**S**uccess in his life.



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The Development Office has made every effort to acknowledge correctly the gifts of all who contributed to Timber Ridge School during the period between July 1, 2007 - June 30, 2009. If your name has been misspelled or omitted, please accept our apologies and advise us of the error.

Timber Ridge School adheres to a long-standing policy of admitting students of any race, color, national or ethnic origin to all the rights, privileges, programs, and activities generally accorded or made available to students at the School. It does not discriminate on the basis of race, color, national or ethnic origin in administration of its educational policies, admissions policies, athletic and other school-administered programs.

# A MESSAGE FROM

**Mr. George B. Caley - Chairman, Board of Directors**



*Mr. George B. Caley*

The economic global recession has affected us all at different levels; Timber Ridge School has been no exception. Like many non-profit organizations, the past two years have been quite challenging. Through the collective efforts of the Timber Ridge School Senior Management Team, and their valuable staff members who work directly with the boys we serve, the staff has been proactive and professional in helping meet the financial challenges the school has faced. Although Timber Ridge School has experienced some struggles, please know that the quality of the student program being offered at the School has not been compromised.

How did we get here? The Commonwealth of Virginia created a disincentive for students to be served in congregate care, or out of home placement, which is the heart and soul of Timber Ridge School. Thus, our enrollment decreased. Like many organizations of our type - operating a 100% tuition driven budget - we had to compensate for our decrease in enrollment to financially meet the needs of the organization. Some specific major initiatives taken included across the board salary reductions for every staff member, a hiring freeze, a 20% reduction in operational expenses related to staff, and restricted use of substitutes and overtime.

Speaking on behalf of the Board of Directors, we believe we have overcome our major financial obstacles and are very optimistic about the months and years ahead. Timber Ridge School is an excellent organization that provides a much needed service for troubled boys from many communities in both Virginia and West Virginia. We remain committed to our students, and the services we provide them, to help change their lives. Thank you for your continued support of Timber Ridge School and the boys entrusted to our care.

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# A MESSAGE FROM

**Dr. John J. Lamanna, Ed.D. - Executive Director**



*Dr. John J. Lamanna, Ed.D.*

Over the past 18 months, Timber Ridge School's need to expand student and family services has been a focal point for our Senior Management Team. With the need for our type of education continuing, and the available dollars to place children with us from individual localities declining, it has been a challenge. However, it was a challenge our Senior Management Team and, their dedicated staff members, heartily accepted as we knew our jobs were to best help the children in our care. When we look back in five years, I think we will determine this current reality will have made us better. This, in turn, will permit Timber Ridge School to provide more, effective, services to the boys and their families who come into our care.

In 2007 we received our Southern Association of Colleges and Schools (SACS) Accreditation. To receive this we had to conduct a year long self study to look inside our program and identify how we could become better. As a result of this process, we have continued to evaluate our services in this manner to this day. In doing so, we identified a trend that our students were remaining in our program, on average, a 35% shorter period of length of time over the past seven years. Because of this trend, our staff placed more emphasis on providing supports to students, parents and families to ensure a functional, effective setting upon a student's return home.

A new program we created is a Short Term Stabilization and Family Reunification Program. This program focuses on an average length of placement of six to nine months, coupled with intense family therapy and transitional services. To date we have served 14 students in this program. The key to this program is not only the students' progress on campus but what adjustments and successes occur at home. Regular home visits provide transitional activities supported by our case workers and processed with the family by our counseling staff.

Timber Ridge School is also now licensed to provide transitional day school instruction through our academic department. This program is only for students currently in our program and is designed to create a more positive transition for the student and family as he reenters the family setting. This program allows a student to continue receiving academic instruction during the day while transitioning home in the evening and weekends. The Senior Management Team realized there are students who flourish in our 10-1 student teacher ratio setting and our long standing partnership with localities and placing agencies called for creative ways to better address the individual needs of students in our program.

Our current reality has indeed given Timber Ridge School the opportunity to continue serving at-risk youth, and their families, in quite an impactful manner. As the Senior Management Team created more efficient ways to serve our students in a context of constraints, our mission, and how best to serve our student and their families, remained foremost and consistent.

I thank you for your continued belief in our efforts. I also look forward to sharing with you more information about these new services and how effective these programs are supporting our boys and their families.

# A MESSAGE FROM

**Mr. Troy G. Newbraugh, CFRE - Director of Development**



*Mr. Troy G. Newbraugh, CFRE*

**O**n behalf of the Timber Ridge School community, we are sincerely thankful for the generous support received from our loyal community over the past two years. Your gifts helped us continue to provide a first-class Timber Ridge School program and an opportunity for the boys in our care to make personal, life-changing, strides for a better tomorrow.

Whether it was an outright monetary contribution, gift in kind, or support of our ornament program, all contributions received are valued, needed, and sincerely appreciated. In 2010, we will be introducing our 15th anniversary issue of the Timber Ridge School/ Mort Künstler Collectible ornament series. Your collective support of this project over the past 14 years has been nothing short of remarkable as we currently mail order to 40 states, the United Kingdom, Canada, and France. Since the inception of this program in 1996, we have added over 3,000 new donors to the school while raising over \$550,000 in proceeds during this time. At Mr. Künstler's request, all of these dollars have been designated to our student's benefit.

As the Timber Ridge School staff continues their valuable work in assisting each student, please know your continued support, regardless of the size of your gift, is vital to the successful mission of our School. The 24 hour, 365 day a year care we provide is a very much needed educational opportunity for a distinct population of young people. We are thankful to our family of friends who, through their contributions, allow us to provide this valuable service. Your continued support and investment in our students' futures is appreciated.



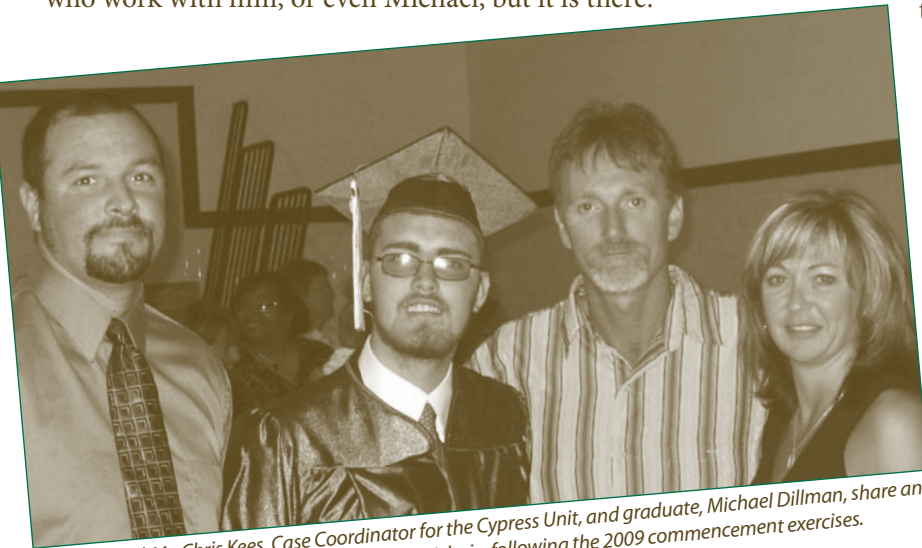
*Student's participating in the sack race during Olympic Day on the Timber Ridge School campus.*

# CURRENT STUDENT FEATURE

## Michael Dillman

Success... How is it measured?

In the instance of one Timber Ridge School student, Michael Dillman, success is measured in very small increments over a period of time. In fact, on a daily, weekly, or even monthly bases that success may not be apparent to the family, his agency worker, the staff members who work with him, or even Michael, but it is there.



(Left to Right) Mr. Chris Kees, Case Coordinator for the Cypress Unit, and graduate, Michael Dillman, share an enjoyable moment with his parents, Kaese and Valorie, following the 2009 commencement exercises.

Michael is eighteen years old and was admitted to our program in September of 2008. Prior to his placement, Michael had developed a pattern of acting out in public schools and in the community, and putting himself and others at risk. These dangerous outbursts continued during his first several weeks at Timber Ridge School. Managing those outbursts and teaching Michael techniques to manage his internal feelings was the first order of change. Michael also had difficulties making friends, staying focused, and taking responsibility for his poor choices.

Ms. Valerie Dillman, Michael's mother, has seen the changes in her son that have led to his success at Timber Ridge School. She states, "Michael has matured. He is better able to handle disappointments now. He thinks before reacting." She gives much of that credit for Michael's growth to the staff and program at Timber Ridge School. "I feel as if Timber Ridge has really embraced Michael. They care about his success. Before Timber Ridge, when people talked about Michael, I often felt like we were just getting lip service, but Timber Ridge has truly been invested in Michael. Along with the West Virginia Department of Health and Human Services, Casey (Michael's father) and I are part of a team. We process things together. It has taken a load off of our family. We couldn't be more pleased."

Since coming to Timber Ridge School, Michael has achieved significant milestones in his treatment, his educa-

tion and his life. Michael graduated from high school in June of 2009. He was one of twenty-five high school graduates, the largest graduating class that Timber Ridge School has ever had. Through hard work and a lower student teacher ratio (10-1), Michael was able to achieve the B honor roll consistently and able to graduate on time. Michael is sure that had he stayed in public school, he would not have graduated on time, if ever at all.

Michael has been the mascot for Timber Ridge School Titans sporting events, and has found acceptance and belonging, cheering for his team. Michael has shined while volunteering for community service projects such as visiting residents at the Veterans Hospital in Berkeley County, West Virginia. And, Michael has taken advantage of the many cultural activities offered at Timber Ridge School, everything from our summer on-campus concert series, to our guest hip-hop dance instructor from Shenandoah University.

When asked about the proudest moment he has experienced at Timber Ridge School, Michael was quick to comment on achieving his student outcomes goals. Smiling genuinely and with real pride, Michael stated, "I took my first independent store walk this weekend." Michael is quick to tell anyone who will listen, "It's because of the staff. Before I came to Timber Ridge, no one knew how to handle me. This place, the Cypress Unit staff, are just marvelous. Many members of the staff have been there for me. They talk to me, calm me down. Not just the staff in the Cypress Unit where I live, but everyone on campus!"

At Timber Ridge School, success is not measured with a blanket, where one size covers all. Instead, success must be measured individually for each student's needs are unique. There will be more successes for Michael Dillman both here as a student and in life past Timber Ridge School. By reaching his student achievement goals, Michael can earn more independence and will soon begin searching for employment off campus. He plans to continue his education and wants to continue giving back to his home community of Berkeley Springs, West Virginia through community service.

Success... how is it measured? For Michael Dillman... his growth, his maturity, the belief he has in himself... this is the true and valid measure of his success.



Michael Dillman, the "Titans" mascot.

**A**t Timber Ridge School, boys may be placed with us as early as 10 years of age. As our staff has a small amount of time to work with each boy, and assist with their treatment issues, one of our goals is to successfully reintegrate the student back with his family. In order to accomplish this goal, the family and the child must be willing participants in this progression. A great example of this taking shape is with former student, Andrew Evans, and his family from Front Royal, Virginia.

Andrew entered Timber Ridge School in November of 2005 and, by his own admission, was placed with us because, “I was having a whole bunch of trouble at home and was fighting a lot with my mom and dad.” Andrew’s father, Mr. Michael Evans, stated, “Prior to Timber Ridge, Andrew had been in other programs so



*Mr. Mike Evans, sits with his son, Andrew, at the dinner table in their home in Front Royal, Virginia.*

Andrew stated, “I really enjoyed punching the punching bag in Mr. Kennedy’s office while we talked.”

# FORMER STUDENT FEATURE

## Andrew Evans

we felt comfortable in comparing. From the outset, we felt Timber Ridge was very transparent. Along with the combination of the facility and the professionalism and understanding provided by the staff, we immediately felt comfortable.” He continued, “The other facilities didn’t try to address Andrew’s problems thus we felt his behaviors and issues were never addressed. The people at Timber Ridge treated Andrew like he was a family member, not a patient at a hospital.”

In speaking about his experience at Timber Ridge School, Andrew shared, “The staff members were very nice to everyone and made you feel safe.” He continued, “The three most important lessons I learned were self control, time management skills, and anger management skills. I never knew that by just taking a nap, the stress I was feeling could be gone by the time I woke up.

Andrew stated, “I enjoyed both the group counseling and individual counseling sessions. Therapy sessions with Mr. Kennedy were very beneficial to me. I have been trying my best to keep my anger management skills I learned memorized. I think about Timber Ridge once or twice a week, with good thoughts.” With a smile

Andrew left Timber Ridge School in April of 2007. Since departing, he has been home schooled by his parents and is now receiving homebound education services through Warren County Public Schools three hours a week. According to Mr. Evan’s, “The ultimate goal for Andrew is to fully transition back to public school for which he feels genuinely excited to accomplish.”

Mr. Evans added, “We found the monthly parent support groups provided by the school’s clinical staff to be very beneficial. It was important for us to know there were other parents in similar situations and we were not alone. We also needed reassurance that we were not bad parents and that our son needed help we couldn’t provide.” He continued, “The staff also gave Andrew the tools to work on his own needs and we knew what those tools were, too, so we could help from home. Whether it was through phone calls or weekends he earned to come home, we knew what was expected. We accomplished this success in partnership with the Timber Ridge staff.”

Andrews former Unit Director, Mr. Tim Elliott said, “I remember Andrew’s big smile. I’m glad to hear he is still smiling.”



*Twenty-five graduates throw their caps in the air following commencement exercises in June of 2009. This represented the school's largest ever graduating class.*

# ACADEMIC OUTCOMES

**T**imber Ridge School assesses student growth in many areas. One may ask, “How is success defined” or “What amount of change equals success during adolescence when ‘normal’ is often associated with moodiness, rebellion and self-centeredness?” As you read our success, please keep in mind these changes with our students who, as a group, were admitted to Timber Ridge School behind in their class work, struggling to maintain passing grades, and attendance in school being sparse. This group of boys also displayed frequent oppositional behavior, various emotional problems, and poor judgment that temporarily prevented them from living in their home community.

Although there is no single number that captures the total impact that Timber Ridge School provides our students we routinely measure academic growth. Using a well-known and well-standardized educational test battery, the Woodcock Johnson-III, Timber Ridge School students recently showed significant improvement over the course of the past academic year and our findings are below.

- reading speed (improved 1 grade level)
- understanding sentences and short paragraphs (improved 1.9 grade levels)
- broad reading skills (improved 1.2 grade levels)
- solving oral (practical) math problems (improved 1.3 grade levels)
- broad math skills (improved 8/10ths of a grade level)
- writing sentences with correct punctuation and relevant content (improved 1.3 grade levels)
- spelling (improved 5/10ths of a grade level)
- broad writing skills (improved 9/10ths of a grade level)
- general academic speed (improved 1 grade level)

We feel quite comfortable in saying our educational staff is doing a fabulous job in improving the abilities of our students in the classroom. Our 10-1 student-teacher ratio and the relentless extra help our teachers, and evening staff, provide positively impact these findings. We hope you find our results as encouraging as we do. In addition to the academic testing, we also survey and interview parents, students and their agency workers to make sure we remain helpful and effective in providing the best overall services our students need.

# INTRODUCTION TO THE DEVELOPMENT

## section of the 2007-08 and 2008-09 Annual Report

**T**imber Ridge School is extremely thankful for the generous support received from the community and our family over the past two fiscal years. In today's challenging economic climate, Timber Ridge School is now, for the first-time in decades, raising funds to assist with the School's annual operating budget. Through your outright monetary contributions, and through the purchase of our Mort Kunstler Collectible Ornaments, your generosity has helped to ensure that each young man in our program continued to receive the high quality service and education that our staff has provided over the past 40 years. We can say, with certainty, we will not compromise the quality of the program we provide our young men.

As you read in the message from our Board Chairman Mr. George Caley, please know the School designed and operated some major initiatives to help offset our operating budget. Because of the cost in producing our Annual Report, and wanting to make sure we provided the much needed services for our students, we elected to forgo the printing of a 2007-08 Annual Report. Please accept this two year Annual Report, which represents gifts received, over the past two fiscal years, covering July 1, 2007 through June 30, 2009. Donors who made contributions during both fiscal years are recognized by an asterisk after their names.

We realize that many of our friends and supporters in the community and our family are experiencing similar financial constraints. We have heard this from some directly and can appreciate, and understand, your positions. Please know, though, we value and trust your partnership with us as we continue to provide services and education to make a better life for the boys entrusted to our care.

Our heartfelt thank you to all who believe in and support the mission and work of Timber Ridge School.



*The middle school students of the Frederick County Public Schools Gifted Academic Program chose Timber Ridge School as the recipient for a recent fundraiser. Presenting a check to Timber Ridge School Director of Development, Mr. Troy Newbraugh, CFRE (center) are (l to r) Mr. Connor Poulton, Mrs. Joy E. Kirk (Gifted Resource Teacher), Mrs. C. Angela Mohr (Gifted Resource Teacher) and Mr. Evan Imlay.*

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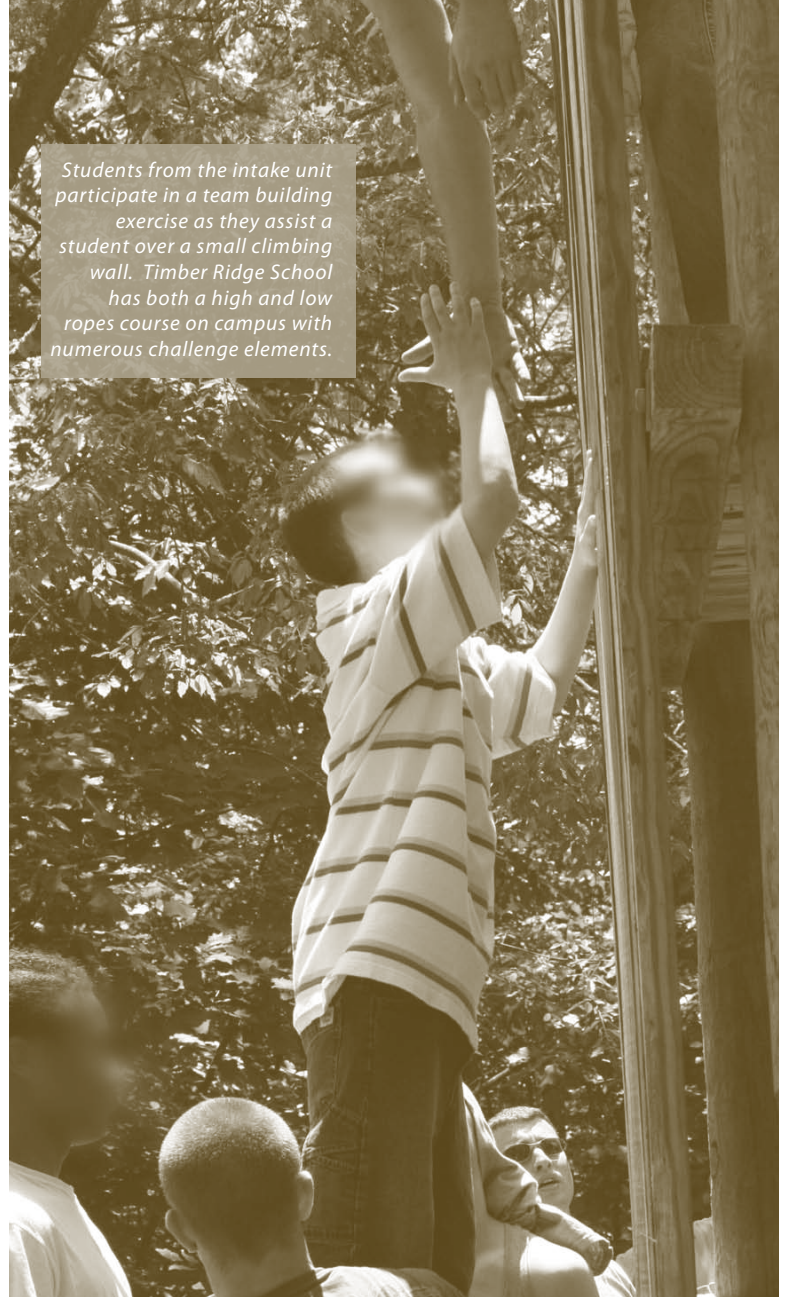
## TESTIMONIAL

**M**r. Lieberman teaches English at Timber Ridge School. The Frederick Eagles are the Home School Football Team from Winchester, Virginia. Below is an email Mr. Lieberman sent to the Timber Ridge School staff following a football game between our Titans and the Frederick Eagles.

*“A couple of the young men in my [Mr. Lieberman’s] youth group at church approached me to talk football. They were members of the Frederick Eagles. They wanted to let me know a couple of things about their game here at TRS last week. They said that the Titans showed so much class and sportsmanship, no matter which way the score was, it was an enjoyment to play football against them. I think it is a great testimony to the work that the coaches have done with this group of young men that the opposition would heap praise upon a team they lost to [Timber Ridge School won 22-19]. I think it also speaks well to what we do here as we SHAPE the lives of the total person.”*

*Testimonial from Mr. Jeff Lieberman*

*Students from the intake unit participate in a team building exercise as they assist a student over a small climbing wall. Timber Ridge School has both a high and low ropes course on campus with numerous challenge elements.*



### **Timber Ridge School is licensed by:**

- *The Virginia Department of Behavioral Health and Developmental Services - Expires 2010*
- *The Virginia Department of Education - Expires 2012*

### **Timber Ridge School is accredited by:**

- *The National Commission for the Accreditation of Special Education Services (NCASES) Expires 2010*
- *The Virginia Association of Independent Specialized Education Facilities (VAISEF) Expires 2013*
- *The Southern Association of Colleges and Schools/Council on Accreditation and School Improvement (SACS) Expires 2013*

### **Timber Ridge School is a member of:**

- *The National Association of Private Special Education Centers*
- *The Virginia Association of Independent Specialized Education Facilities*



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