

BELONG



2022-2023 GRATITUDE REPORT

Thank you to our donors for supporting our mission of empowering children who learn differently for 35 years.

FROM OUR FAMILIES: PERSPECTIVE AND HIGHLIGHTS



"Our child's teachers are setting him up for success. The Advocate Teacher concept works exceptionally well for our whole family. Our child's interests and individual needs are effectively considered and communicated."

"I really appreciate everything the teachers do, and I just love to see my daughter's new enjoyment in school and her self-confidence."



"CBA gets an A+ from this family. It's been a LIFE-CHANGING influence on my son. We will forever be grateful for the school; it has profoundly impacted his attitude towards education."



"I appreciate that the curriculum at CBA is robust and up to the academic standards of other schools. I feel the small number of students in each class is a great help to my child. I also love the acceptance and diversity the school offers."





OUR MISSION

Chesapeake Bay Academy educates students through academic programs individualized to address their learning differences, empowering them with the skills and confidence necessary for success in higher education, careers and life.

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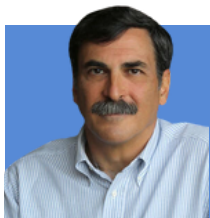
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A MESSAGE FROM OUR BOARD CHAIR

Dear CBA Family and Friends,

Chesapeake Bay Academy has been a significant part of my family's life for decades. Shortly after our daughter enrolled at CBA she told us that this was, "her school." I've since learned that at CBA, every student feels a sense of belonging.

CBA has an exceptional team. The staff and teachers create a supportive and caring learning environment where every student can be self-assured and emotionally strong, learning to deal with their challenges and preparing to lead productive lives. Our dedicated board is enormously talented, hard-working and caring. Parents and caretakers are important partners in contributing to the overall educational experience. CBA's innovative and collaborative culture is enriched through the integration of technology, an emphasis on individualized instruction, and continuous professional development for our faculty.

CBA works to support children with learning differences across the community, well beyond our walls and is sought out across the region to provide specialized training for professional educators and others who advocate for students with learning differences.

The Virginia Association of Independent Schools (VAIS) Accreditation Team, who conducted the required 10-year accreditation process in March 2023,

**THE VAIS TEAM LAUDED CBA'S HIGHLY
PERSONALIZED PROGRAM, WHERE
STUDENTS ARE EMPOWERED
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FULL POTENTIAL.**

validated the CBA experience. The team lauded CBA's highly personalized program, where students are empowered to develop the skills and confidence to achieve their full potential. Our students find success in institutions of higher education, in careers and in life.

Today, serving as the Chairman of the Board, I follow the example of my beloved daughter and say CBA is "my school," too. There is no other school in Hampton Roads with the powerful combination of instructional expertise, technological integration, and pure heart that allows our students to find a place where they truly belong. The evidence can be found within the pages of this report. I am sincerely proud and gratified to say, I will always belong to the community of Chesapeake Bay Academy.

With gratitude,

Dave Levin, M.D.
Chair, Board of Trustees



A MESSAGE FROM OUR HEAD OF SCHOOL

Dear CBA Community,

Our long-anticipated accreditation visit by the Virginia Association for Independent Schools (VAIS) occurred in March 2023. This was CBA's 10-year visit, during which every element of our school's operations was reviewed. Hearteningly, the team recognized that CBA has made significant strides in compensating our outstanding faculty, establishing an endowment, using technology in new and innovative ways and committing ourselves to creating a more just and equitable community. That said, I was most proud of their commendation around the culture of our school.

During their visit, VAIS team members met with CBA stakeholders across our school community – students and parents, faculty and staff and the Board of Trustees. Each of these groups spoke of their sense of belonging. Students find a safe place with peers who are “like them.” Parents find a connection to others who have faced similar challenges in supporting their children. Faculty find an exciting collegial environment where they are empowered to develop cutting-edge interventions for their students. Board members work together to create a bright future as CBA strives to firmly establish our organization as a national leader in the education of students with learning differences.

Today, CBA continues to develop new partnerships across the Hampton Roads

CULTURE OF BELONGING:

“STUDENTS AND FAMILIES FEEL A STRONG SENSE OF BELONGING AS PART OF THE CBA COMMUNITY, AND EXPRESS PROFOUND APPRECIATION FOR THEIR EXPERIENCE AT THE SCHOOL.”

- VAIS VISITING TEAM REPORT, MARCH 2023

region and beyond. With the establishment of the Center for Educational Research and Technological Innovation (CERTI), our community has expanded to include collaborators at The Ohio State University and Carnegie-Mellon University, in addition to our long-time partners at Eastern Virginia Medical School, Old Dominion University and Virginia Wesleyan University.

As our outreach expands the sphere of our work, I remain mindful of the importance of the committed and caring community that we have nurtured. With the time, talent and treasure of so many, CBA will continue to grow while intentionally maintaining our close-knit community. Please know that, today and always, YOU BELONG!

Sincerely,

**Judy Jankowski, Ed.D.
Head of School**

A HAPPY SURPRISE: CBA EARNs SIGNIFICANT SUPPORT



By Judy Jankowski, Ed.D., CBA Head of School

Early last June, Chesapeake Bay Academy welcomed a dynamic new member of our community. Dr. Shantanu Tilak, newly graduated Ph.D. candidate from Ohio State University, took on leadership of the Center for Educational Research and Technological Innovation (CERTI) at CBA. Dr. Tilak joined the community and immediately connected. He has provided professional development for our teachers, presented to the Board to share his upcoming research efforts, become a core member of the administrative team and become a student favorite as he seamlessly conducts his work in our makerspace and upper school mathematics classrooms.

My efforts with Dr. Tilak have involved co-writing grant applications to support the work of CERTI. Grant writing can sometimes be tedious work. That said, Dr. Tilak took it on with great energy. The process has provided us with a meaningful opportunity to focus our efforts and clearly articulate the vision of CERTI moving forward.

Unquestionably, the largest and most comprehensive of those grant applications was submitted to the Yass Foundation. With writing starting in late June and

WHAT IS THE YASS PRIZE?

The \$1 Million Yass Prize celebrates the country's education provider that best demonstrates the STOP principles: Sustainable, Transformational, Outstanding, and Permissionless.

submission in mid-July, we put the application to bed and moved on with the important work of launching the new school year. Imagine our surprise when we learned in mid-September that of 2,000 applications received for the Yass Prize, CBA had been selected as one of sixty-four quarterfinalist candidates!

Fast-forward to October, CBA was then announced as Semifinalists! At the time of publishing this report, CBA will receive \$200,000 and will also be considered for a finalist berth in mid-November, which has the potential to lead to even greater funding and recognition.

Dr. Tilak and the Yass Prize are both tremendous gifts to CBA that will continue to grow in the coming year. Who knows how things will develop - I can't say, but I know it will be exciting to watch. Stay tuned!☺



WHY WE SUPPORT: PARENTS SHARE THEIR SON'S STORY OF BELONGING

By Dr. Tom Cholis and Allison Eney

When you have a child who learns differently, the early years are often spent sitting through evaluations, assessments, and IEP meetings where the focus is placed squarely on deficits. We were those parents. We have reams and reams of documents comparing our son to baselines and graphs. And honestly, we

were weary with being told what didn't measure up. We knew Thomas had challenges, but we also knew in our heart of hearts, that he also had great potential. So was the challenge all his to conquer, or was it for us to find a key to unlock what we knew was there?

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And the answer was both. We had always planned to keep Thomas in public school through fifth grade. Third grade had been somewhat of a struggle, he often came home shut down and exhausted – going into “cocoon mode,” as we called it. We planned to attend a CBA open house in the summer of July 2022, knowing that CBA was a possibility for down the road. Open house turned into a private tour with and then a mad dash to get all of our application materials in so Thomas could begin his fourth grade year at CBA. That visit, and Thomas’ two-day preview during the summer program (which turned into a week because he wanted to keep going) were all that it took. We knew CBA was where he needed to be.

Last September, when the first event of the year rolled around, the Fun Run, he actually asked to participate with his friends. As parents, this was mind-blowing to us on two fronts: first, because it was an outside-of-school-hours activity he asked to do; and second, because he wanted to participate with FRIENDS. The friendships that have grown amongst his classmates have been amazing to watch. And for us, the connections we have made with other parents have been so affirming – we, too, have a whole new tribe of friends.

Since that first school event, it has been

our pleasure to participate in the Annual Auction & Gala and Fund-A-Cause. Thomas’ grandparents, all retired educators, have equally recognized the strides Thomas has made since coming to CBA, and have come on board to participate in Grandfriends Day and the CBA Golf Tournament. These are all events that we, as a family, plan to participate in for years to come. With each initiative to which we are able to contribute, we know our investment supports an extraordinary group of educators teaching a phenomenal group of students with a unique and tailored educational experience that can be found nowhere else.

It is difficult to put adequate words to what CBA means to our family. For the first time, Thomas is in a learning environment that plays to his strengths, makes common-sense accommodations and nurtures emerging skills each and every day. The teachers and staff have taken a child that was truly in academic and sensory survival mode, and brought out a student who loves learning, is willing to try new things and is finding hidden talents. Thomas eagerly jumps in the car at pick-up to tell us everything he did that day and what new things he learned. Gone are the days of “cocoon mode,” our child has found his wings.©

STANLEY F. BALDWIN: A NEW CHAPTER OF SERVICE FOR LONGTIME LEADER

Now Trustee Emeritus, Mr. Baldwin has served the CBA community since 2006

Stanley F. Baldwin joined the board in 2006 and served as Board Chair from 2013-2019. In addition, Mr. Baldwin was also co-chair and cabinet member of the Transformation Capital Campaign, helping to raise \$1M a year for 5 consecutive years. Mr. Baldwin's efforts were central to the school's ability to pass legislation to aid fundraising efforts. Both Stan and his wife Dolly have spread the great word of CBA and their visibility across the community has raised CBA's stature and prestige.

Mr. Baldwin has over 35 years experience providing legal services to corporations in the areas of business law, securities regulation, insurance, managed care and corporate finance. In 2011, he retired as Executive Vice President, General Counsel and Secretary for Amerigroup Corporation and currently serves as a board member and investor in several start up health care companies.

While no longer Board Chair, Stan will remain active in the CBA community. CBA extends our deep appreciation to Stan for his past service as well as his continued commitment to our school.🙏



GROWTH IN LEADERSHIP: WE'RE PROUD TO WELCOME OUR NEWEST TRUSTEES

JULIE HASHAGEN



Julie Hashagen is a founding partner and former Director of Operations for Enspire Energy, LLC, a local gas marketing company. The company quickly grew and won the fastest growing woman-owned company in the US. Her professional roles include strategic planning, mergers and acquisitions, commodity trading, portfolio management and human resources work. She has served on several boards, as well as served as an ombudsman for the US Navy. Julie is the proud mother of 3 adult sons. She is also engrossed in the arts community. She is an avid photographer and home designer. Her work has been featured in local museums, galleries, and magazines. Julie has been a regular attendee at our annual auction over the past few years and we appreciate her growing commitment to the CBA community.

DAVID RATHBONE



David Rathbone is an American photographer, printmaker, and woodworker living and working in Virginia Beach. His work explores the beauty of landscapes and our connection to them. In 2014, David founded Saw & Mitre Frame Company where he has worked with hundreds of photographers to display their work in his handcrafted frames. As an accomplished woodworker and photographer, David seeks to create a complete experience for the viewer. Handcrafting both the prints and the frames allows for a truly unique work of art. David holds a bachelor's degree in marketing and a master's in business administration from the College of William & Mary in Williamsburg. Prior to setting off on his own creative endeavors he worked in various corporate roles. He is a self-taught photographer. Most recently he has exhibited work at the Brock Gallery in Virginia Beach. The Rathbone family have been long-standing supporters of the school and we are honored to have David join our community.



A TRADITION OF GIVING: FOR THE LEVIN FAMILY, A LEGACY OF GRATITUDE AND GIVING BACK

With a special focus on education, family makes a point to meaningfully serve their community

Sharing Thanksgiving dinner is a family tradition across America. Family members from near and far come together to enjoy the comforts of a delicious meal, perhaps followed by watching a little football or the newest movie release.

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EDUCATION AT THE HEART

BETTY, THE NOW 94-YEAR-OLD FAMILY MATRIARCH, BELIEVES THAT EDUCATION IS THE KEY TO SUCCESS AND A LIFE WELL-LIVED.

BETTY HOLDS A VERY SPECIAL PLACE FOR CBA IN HER HEART FOR HELPING HER GRANDDAUGHTER, SARAH (CLASS OF 2012), REACH HER POTENTIAL, AND FOR ALL OF THE STUDENTS WHOSE LIVES HAVE BEEN TRANSFORMED BY A CBA EDUCATION.

For the Levin family, Thanksgiving is a very special celebration, with its own tradition that began many decades ago.

Over the years, the tradition has grown in meaning as sons and daughters married and had children of their own, expanding the family circle. For the Levins, like many others, it is a time where shared religious beliefs and family values are celebrated.

So, before the feasting on turkey and all the trimmings begins, the family gathers around the table. One by one, each member shares what they are most grateful for and what they have done over the past year to help others. In this way they reaffirm their long-held belief that it doesn't matter your age or position in life, you can always give through service to others; that it is incumbent upon all of us as citizens to make life better and to think beyond ourselves. The discussion ends with the youngest of the family being encouraged to find a cause or

organization that is meaningful to them and get involved.

It is clear, the Levin family leads by example. The children of the late Eugene "Buddy" Levin and wife Betty were mentored in community leadership and philanthropy from their youth. Buddy and Betty supported numerous organizations, with education-related efforts at the forefront. Betty, the now 94-year-old family matriarch, believes that education is the key to success and a life well-lived. Betty holds a very special place for CBA in her heart for helping her granddaughter, Sarah (class of 2012), reach her potential, and for all of the students whose lives have been transformed by a CBA education.

Nancy Levin, daughter of Betty, cherishes the Thanksgiving tradition with family. Even as a child, her philanthropic mindset was being cultivated. She began her long history of giving by sharing a portion of her allowance to plant trees in Israel. Nancy especially recalls a trip with her father to attend the US Open Tennis Tournament in New York. Though many years have passed, she can still recall the following quote at the base of a statue of Arthur Ashe: "From what we get, we can make a living. What we give, however, makes a life."

This Thanksgiving, CBA is grateful to the Levin family, and to all of those included in this report who have looked beyond themselves to share their time, talent and treasure with our community. To all of you this Thanksgiving, may your life be enriched through your support of Chesapeake Bay Academy.©

ALUMNUS: CBA EMPOWERED ME TO SUCCEED

By Patrick McKneely, Class of 2016

My name is Patrick McKneely and I am currently working for the Department of the Navy as a civilian Radiation Control Technician in the Department of Defense. I implement radiological controls for nuclear submarines and aircraft carriers to make sure the environment, people, and buildings are safe. It is a challenging and exciting job - no two days are the same!

It's hard to believe that I graduated from CBA in 2016. During my senior year, I dual enrolled at Virginia Wesleyan University (VWU) and CBA. I took an introductory business class at the university which allowed me to get used to the campus and what professors expected. While at VWU, my business class featured a group project where students had to come up with a product, develop it, and see it through to completion. My group was a mix of traditional college students and some other upper school students from CBA. At the end of the class, there was a "Shark Tank" presentation and our group won!

While at CBA, I always enjoyed science class and labs with Mr. Foss. These experiences were so much fun that I



I AM GRATEFUL FOR MY TIME AT CBA AND THE OPPORTUNITY DUAL ENROLLMENT AFFORDED TO ME.

decided to pursue degrees in environmental science and business. The rigorous schedule of dual enrollment at VWU and CBA prepared me to achieve success as a college student, an athlete on the swim team, and working on campus. I graduated from Virginia Wesleyan University in 2020 with a degree in Environmental Studies and a minor in Business Administration. I am grateful for my time at CBA and the opportunity dual enrollment afforded me. All these experiences helped me transition easily to the college environment and I still use many of the organizational skills in my job and personal life that I developed while at CBA.🙏



Pictured: 2016 "Shark Tank" Winners Isaac Rubin, Michael Delianides and Patrick McKneely with Dr. Jankowski, Head of School.



LEARNING LEGACY: THE EPITOME OF DEDICATION, MS. LIANA NOBRE SHINES

We celebrate Ms. Liana Nobre, the Director of Lower School, as she marks her 15th year at CBA

Liana joined the CBA community in 2008 as a lower school teaching assistant and grew into her new role as a classroom teacher three years later. While serving as a classroom teacher, she earned her Master's in Special Education from Regent University as part of CBA's pilot cohort in a partnership with the university. In 2020, Ms. Nobre moved into a leadership position as Director of Lower School and successfully navigated the division through the pandemic by being an early adopter of new technologies to serve her students on campus, as well as virtually.



**"BUILDING STRONG
RELATIONSHIPS OR CONNECTIONS
WITH OUR STUDENTS IS KEY TO
THEIR LEARNING EXPERIENCE.
IT'S THE LITTLE CONVERSATIONS
THAT MAKE THEM FEEL VALUED
AND IMPORTANT. TAKING THE
TIME TO REALLY LISTEN TRULY
MAKES A HUGE DIFFERENCE
AND POSITIVE IMPACT."**

- MS. LIANA NOBRE

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If one were to ask about Ms. Nobre's teaching style, the answer would be "the relationship comes first." Perhaps her biggest cheerleader at CBA is her colleague, Margaret Meyers, who states: "Liana works hard to establish solid relationships with all lower school students and their families. She understands the direct correlation between social-emotional well-being and academic growth. Liana's dedication to her students is truly inspiring. She is the hardest working person I know with a work ethic that is unrivaled. She somehow manages to successfully balance her teaching and leadership roles at CBA while also being a loving and supportive mother to her daughter, Iris. I had the privilege of co-teaching with her in lower school in 2015-16. Watching Liana at work in her classroom is an absolute joy!"

Originally from Portugal where her mother owned a florist shop, Liana and her family moved to New York when she was 9. The family later relocated to Virginia Beach to be closer to relatives.

For Liana, CBA is more than just her workplace, it's home. While her daughter Iris was never enrolled as a student, the CBA community watched her grow as she helped her mom after school and on weekends with classroom projects, volunteered at numerous family events, and spent her summers working in our enrichment program. Iris is now a senior in high school and an accomplished soccer and basketball player.

In addition to being CBA's Director of Lower School, Liana is also the school's resident florist for special events including our annual auction and



**"WATCHING LIANA AT WORK
IN HER CLASSROOM IS AN
ABSOLUTE JOY!"**

- COLLEAGUE MARGARET MEYERS

graduation. She also spearheads the school's "Fun Committee" by orchestrating monthly contests and the holiday gathering to increase faculty and staff engagement and boost morale.

As Ms. Nobre is serving her 15th year at CBA, we take this moment to share our gratitude for her hard work and dedication to our community. Ms. Nobre, thank you for ALL that you do! ☺



END OF AN ERA: CELEBRATING SHARON SHARP

As you approached the CBA entrance and peered through the front glass doors, there stood one of CBA's longest serving ambassadors. For 20 years, Sharon Sharp with her bright smile, cheerful attitude and warm hello greeted students, parents and visitors. She embraced the CBA culture of belonging, ensuring that all students felt welcomed, comfortable, and part of the school family. In June 2023, Sharon graced the CBA entrance for the last time and crossed into the wonderful world of retirement.

Sharon was a ray of sunshine who knew every student. She cherished having the opportunity to watch each child grow and wept at every graduation ceremony as each student was recognized for their special accomplishments. Sharon had a

pleasant rapport with parents and grandparents where she would listen thoughtfully as they spoke with pride about their children.

Always gregarious, Sharon shared her gift by working at the front desk, serving as an admissions officer, and the community relations manager. An avid sports enthusiast, Sharon attended all of the school's athletic events and was the official score keeper at basketball and volleyball games.

As a tribute to Sharon, CBA hosted a reception that was attended by current and former students, parents and board members. CBA is grateful for Sharon's decades of service to our community and wishes her much joy and happiness in retirement. ☺



DEIJ IS IN OUR DNA: BELONGING IS CRITICAL TO STUDENT SUCCESS

By Barbara Hamm Lee, Consultant, Sharing Info, LLC

As the Diversity, Equity, Inclusion and Justice (DEIJ) Consultant for Chesapeake Bay Academy, it is my job to educate, empower and encourage faculty, staff, administration, and board in the areas of diversity, equity, inclusion and justice. It's hard work. It's personal. It's uncomfortable. It calls for internal and external bravery.

Yet Chesapeake Bay Academy leaders have not only stepped up to the plate but have put words into action – so much so, that their efforts are noticed and applauded by those outside the school.

Let me tell you what has been accomplished since this work began in earnest in 2019. A diversity task force, under the leadership of Board member Tom Hasty, and made up of faculty, staff, administration and board members was established.

CULTURE OF BELONGING:

DEIJ: THE VISITING TEAM APPLAUDS THE SCHOOL'S COMMITMENT TO AND PROGRESSIVE STANCE ON DEIJ. FACULTY WERE INTIMATELY INVOLVED IN THIS WORK, AND THE PROGRAMMATIC COMMITMENT TO DEIJ CAN BE SEEN THROUGHOUT THE CURRICULUM. CHESAPEAKE BAY ACADEMY SERVES AS A MODEL TO OTHER INDEPENDENT SCHOOL COMMUNITIES FOR ARTICULATING AND LIVING THIS BOLD, CLEAR, AND MISSION-ALIGNED PHILOSOPHY.

- VAIS ACCREDITATION FINAL REPORT

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A DEIJ mission statement was created, revised, approved by the board, and posted on the school's website. Faculty implemented creative ways to incorporate diversity into the curriculum. Faculty and staff attended workshops, reviewed materials, held great discussions tackling difficult subjects, and bonded even more tightly as a group. DEIJ goals were incorporated into the five pillars of the strategic plan; results are evident in marketing materials, hiring decisions, the admissions process and more. DEIJ is embedded in the school's DNA.

I will admit, my job was made easier because neurodiversity is at CBA's foundation. It was not a stretch for faculty and staff to incorporate equity, inclusion and justice as the rest of the building blocks. CBA is truly a place where everyone belongs.

So why do we care? We care because belonging is critical to the success of our students. When a student feels that he/she/they belong, learning increases. Stress is minimized. Friendships are more genuine. Self-esteem rises. Conflicts decrease. When parents, caregivers, and families have a sense of belonging, students thrive academically, emotionally and socially. New adult friendships develop. Parental engagement increases. Community is strengthened. When faculty and staff have a sense of belonging, productivity rises. Retention increases. Recruiting the best becomes easier. Stress decreases. Creativity soars.

And when all of this is going on, others notice. This is what the Virginia Association of Independent Schools (VAIS) Accreditation Team had to say about the culture of belonging at CBA:

STATEMENT OF DIVERSITY AND INCLUSION

Chesapeake Bay Academy creates and fosters a diverse, anti-racist, inclusive and accepting environment for all those who engage in and with our community. We are committed to aligning our policies, programs, processes, and people with our core values of education and inclusion, integrity and respect. We actively stand against discrimination based on race, religion, gender, gender identity, sexual orientation, country of origin, and physical or cognitive differences. It is our intent that every individual who engages with CBA feels accepted, represented, and empowered to share their beliefs and opinions.

Students and families feel a strong sense of belonging as part of the CBA community, and express profound appreciation for their experience at the School. Parents passionately articulated that their children feel safe and nurtured at CBA; these students love the space they are in, and the faculty has rekindled their love of learning. Students are excited to come to school and parents expressed how CBA has benefited their own mental health by providing a refuge for families who have long fought the public school system or other independent schools for an educational program that fit the needs of their students. CBA has been a beacon of hope for these families and students.

Are we done? Nope. But we are off to a terrific start, thanks to the willingness of all involved to engage in the difficult and meaningful work. I am honored to be a part of the CBA family, to be trusted with educating, empowering and encouraging faculty and staff during this journey. I am so proud of the work that has been accomplished so far and excited about what is to come. *We belong!* ☺



CERTI: NURTURING BELONGING THROUGH EDUCATIONAL RESEARCH AND PRACTICE

By Dr. Shantanu Tilak, CERTI Director

In a time where education has become a highly malleable experience, having been virtual and/or hybrid for the past few years, the role of technology in learning is one that needs to be investigated. Scholarship in educational technology has attempted to champion this cause, investigating how to create and evaluate the effectiveness of tools that increase individual knowledge uptake, and those that allow students to collaborate. The field has also made strides into understanding how students with learning differences interact with these tools. At Chesapeake Bay Academy, we have been committed to testing such models of technology-assisted classroom behavior and human-computer interaction; but specifically designed for neurodiverse learners. Our goal is to provide an emotionally and cognitively adaptive educational environment to our learners through a supportive educational community they can proudly say they belong to. We use technology in innovative ways here, and teachers at the school call themselves early adopters of many technologies.

Our teachers have used innovative tools such as customized e-books, interactive interfaces, telepresence robots, virtual reality, and making/tinkering technology, and have been stewards of implementing CBA's model of individualized learning. The introduction of Vibe Boards into our classrooms led to the creation of shared interfaces where every child, remote or in-



person, received egalitarian support to do their work. Remote peers were able to interact with the physical classroom through Kubi telepresence robots. With students returning in person, and the operationalization of a flexible upper school learning model, we have given our upper schoolers the ability to take ownership of how they learn. These fascinating phenomena all have one thing in common; they pivot technology to create a community of learners where everyone is appreciated; where everyone can tap into an individualized learning experience while not feeling like they live on an island.

With the establishment of the Center for Educational Research and Technology Innovation (CERTI), the school's research arm, we aim to not only study these naturalistic classroom environments at our school, but also make these efforts and curricula created by our teachers known to the wider public. Professional development efforts and targeted research grants are being designed and worked on to implement at CBA.

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Through these efforts, we will make the experiences of neurodiverse students better understood to the larger scientific community, and laymen too. But what is the purpose? The primary focus of public schooling is focused inclusionary classrooms where students with learning differences are pulled out for bridging instruction. There needs to be an understanding of how one can create an environment where learning differences are not perceived as a deviation from the norm, rather just as a human difference that lets an individual tap into new forms of learning. Viewing educational environments as human and artificial or technological systems linked by cybernetic feedback loops may allow us to create a model to better understand these phenomena without our biases and expectations in the picture.

In working to better understand how teaching and learning at CBA works by applying a cybernetic approach to research, CERTI is creating partnerships between our students, teachers, researchers, and academics at local universities, and stakeholders across our community. The goal is to support programs of research and educational practice that help create inclusive educational environments with a cybernetic twist. I welcome you to join me in creating a dynamic lab devoted to pivoting the potential of technology to create high-variety educational environments where we all can belong. 🌐

WE THANK OUR DONORS



Supporters of Chesapeake Bay Academy contribute in many ways including contributions to the Fun Run, Annual Fund, Annual Auction & Gala, the Golf Classic, and more.

To all who make this vital work possible through your continued financial support, THANK YOU!!!

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THE ZOOM ROOM

SPECIAL GIFTS FROM COMMUNITY SUPPORTERS

ALLEGRA MARKETING PRINT MAIL FOOTPRINT FUND



More than a decade ago, Allegra Hampton Roads launched its FootPRINT Fund, which awards marketing communications and print services to select applicant nonprofit organizations to enhance their image, expand their services and extend their marketing communications and printing budgets. This is CBA's 4th year as recipients of the award and we are grateful to Allegra for their support and long-standing partnership with the school.

JPIXX



For ten years Jpixx has been capturing and telling the stories of the CBA community. They are more than a partner, they are family. In addition to producing our video content, they support our annual golf tournament and auction as they "Capture Life Creatively" from behind the lens. Jon, Teviya, Lizzie, Glenn and the rest of the Jpixx team all share in the ability to find a true connection with our students, parents, faculty and staff to create compelling content and further the mission of the school. Thank you Jpixx, for all you do.

PRIORITY AUTOMOTIVE CHARITIES



Priority Automotive Charities has grown over the years but the mission remains the same; to support dozens of local charities that help kids grow, learn, and succeed. Every year, the organization is approached by many charities asking for their support. As a group, the Board of Directors very carefully researches and selects from the myriad charities that apply for funds. To date, the organization has raised over \$3.8 million dollars to serve over 400,000 children through 55 different charities. Chesapeake Bay Academy is pleased to announce our selection as a Priority Automotive Charities beneficiary for the fifth year in a row. Thank you, Priority Automotive Charities, CBA is so grateful!

SPECIAL GIFTS FROM COMMUNITY SUPPORTERS

ENSPIRE ENERGY



As one of CBA's newest supporters, Enspire Energy is a female owned, full-service natural gas marketing company headquartered in Norfolk providing comprehensive energy solutions for commercial and industrial accounts in the Mid-Atlantic region. With a common-sense approach to natural gas procurement, Enspire Energy provides a wide range of products and services including risk management, market analysis, and utility tariff savings. Co-founder Julie Hashagen recently joined the CBA Board of Trustees and we are very grateful for her leadership and the company's support.

THE VIRGINIA BEACH BILLFISH TOURNAMENT



The Virginia Beach Billfish Tournament was started in 2004 and is part of The Billfish Foundation, a non-profit organization dedicated to giving back to the community through youth and marine-related activities. The tournament highlights the phenomenal fishing off Virginia Beach and has surpassed \$1.5 million in charitable giving. CBA appreciates the continued support of the organization and the shared goal of improving the lives of children in our community.

TOWNEBANK



When TowneBank opened in 1999, the vision was to build not only a hometown bank, but also a community asset that would enhance the quality of life in the cities TowneBank serves. Over the years, the company has continued its commitment by supporting hundreds of local charitable organizations through donations, scholarships, and grants. Since its founding, TowneBank and the TowneBank Foundation have contributed more than \$100 million to the community. Thank you, TowneBank, for partnering with us to achieve our important mission.

SPECIAL GIFTS FROM COMMUNITY SUPPORTERS

THE CHESAPEAKE BAY WINE CLASSIC FOUNDATION



**CHESAPEAKE BAY
WINE CLASSIC
FOUNDATION**

The Chesapeake Bay Wine Classic Foundation is a non-profit, charitable organization with a mission to empower the youth of South Hampton Roads by providing access to education and meaningful careers. Since its inception in 1991, the foundation has raised and distributed millions of dollars to organizations throughout our community. The always well-attended annual Grand Auction is held on the beautiful land overlooking Rudee Inlet. CBA has been fortunate to be a beneficiary of the tremendous work of this prestigious foundation for the past ten years.

EASTERN DATA, INC.



Not just supporters, but as true partners, Eastern Data continues to show their commitment to the school by supporting our annual auction and golf classic. Headquartered in Virginia Beach, Eastern Data is a client-focused IT support and managed services provider with over 35 years of experience who pride themselves on their long-lasting relationships. Over the last 4 years, Michael Haeupl, CBA's onsite resource, has become a member of the CBA family. Thank you, Eastern Data for continuing to be "IT people you can talk to. IT people you can trust."

MERMAID WINERY



MERMAID WINERY

We raise a glass to Mermaid Winery! As Virginia's first urban winery with locations in Norfolk and Virginia Beach, Mermaid Winery has continued their support by providing their delicious wines at CBA's annual auction. CBA faculty, staff and volunteers also enjoy social gatherings at their wine bar and restaurant to celebrate the culmination of our successful events. To our friends and neighbors at Mermaid Winery, thanks for your continued support!



RIDE THE WAVE: 27TH ANNUAL AUCTION AND GALA

SPONSORS

SUZETTE AND ALAN RASHKIND
TITANIUM - MAKE A DIFFERENCE

EASTERN DATA, INC.
DRS. DAVE AND BETH LEVIN
RASHKIND FAMILY FOUNDATION
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MERMAID WINERY
TOWNEBANK
WINE SPONSOR

BEACH VODKA
SIGNATURE DRINK SPONSOR

JODY'S POPCORN
WEGMANS
LATE NIGHT SNACK

Our community's ability to "Ride the Wave" over the past few years has been astounding. With the ebb and flow of everyday life, CBA faculty, staff, students, families and our board of trustees have met every challenge head on and realized that with challenge comes opportunity.

Our annual auction celebration was a true success with over 250 members of the CBA community collectively helping to raise over \$260,000 in support of our exceptional learners.

This year's fund-a-cause, Gym Enhancements & Extracurriculars, was dedicated to updates in our gymnasium, locker rooms and guest facilities, and to rebuild and expand our extracurricular offerings.

Attendees and volunteers enjoyed a lively evening at The Westin Virginia Beach Town Center hosted by CBA regulars, emcee Barbara Hamm Lee and auctioneer Randy Fiel, before dancing the night away to the beats of DJ GPP.

Thank you to our sponsors, attendees, and volunteers for "Riding the Wave" with us! ©

'DAY OF PLAY': 13TH ANNUAL GOLF CLASSIC

CONGRATULATIONS TO OUR WINNERS!

OVERALL WINNER:

TEAM SCHAGER - JT TAYLOR,
RANDY STEARNS, TIM SEETON,
JAKE SMEETON

1ST FLIGHT RUNNER UP:

ATKINSON - KEITH SMEDLEY,
JIM KIBLER, JOHN ATKINSON,
ELIZABETH ATKINSON

2ND FLIGHT WINNER:

GRASS MASTERS - JIM OLIVER,
MARK HORTON, DUSTIN JONES,
ALAN DAVIS

2ND FLIGHT RUNNER UP:

NORTH - JASON NORTH, JIM NORTH,
LUKE GRIMPEL, TIM WATKINS

3RD FLIGHT WINNER:

CHOLIS - TOM CHOLIS, NANCY CHOLIS,
JOE ENEDY, CHRIS FOLEY

3RD FLIGHT RUNNER UP:

ENSPIRE ENERGY - MELISSA GRIFFITH,
NED GRIFFITH, BRAD HENSLEY,
KENNY FERNANDEZ

ALAN BROWN & JOHN HANSBARGER

CLOSEST TO THE HOLE (7 & 11)

JOE YOUNG

STRAIGHTEST DRIVE

KEITH SMEDLEY

GUESS YOUR DISTANCE

TIM SEETON

PUTTING CONTEST

JIM KIBLER

PITCH CONTEST



It was a beautiful day at the Princess Anne Country Club as players and volunteers enjoyed a “day of play” in support of CBA’s mission to educate students with unique learning needs.

Our dedicated sponsors including Mosquito Joe, Beach Vodka, Eastern Data, Tarnished Truth and South Bay Communications along with volunteers Jenni Harding, Ardis Brittain and Robin McGeehan ensured intriguing surprises at every turn as fun items were paired with delicious culinary samplings and libations. Many thanks to all who made our 13th classic such a success! ☺

SPONSORS

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THE GLENUM FAMILY

JIM DYCHE

DAVENPORT & COMPANY WEALTH MANAGEMENT

TARNISHED TRUTH



VOLUNTEER AWARDS: HONORING THE DEDICATION THAT MAKES IT ALL POSSIBLE

This year's Volunteer Awards took on a new look as Jennifer Adams, our long-standing Parent Association President, "graduated" with her son, Ben who completed the 12th grade. Jennifer was awarded the "Volunteer of the Decade" award for her dedication to the community over the past 10 years.

Incoming co-presidents Joyce Holt and Elisabeth Marchetti both received "Volunteer of the Year" awards as they spent the year preparing themselves, getting ready to take on an integral role within our community.

'VOLUNTEER OF THE DECADE'

JENNIFER ADAMS

'VOLUNTEER OF THE YEAR'

JOYCE HOLT

ELISABETH MARCHETTI

'UNsung HERO'

MICHAEL HAEUPL

Last but not least, Michael Haeupl, CBA's IT provider who actually works for Eastern Data, was recognized as Unsung Hero for his unwavering commitment to our school's success in not only all things IT, but as our official grill-master and special event volunteer.

To all of our volunteers whose dedication and selfless efforts made our work for students possible, please accept our sincerest CBA gratitude for your service to our community! ☺



LEADERS IN THOUGHT: 9TH ANNUAL PROFESSIONAL COMMUNITY BREAKFAST

Creating opportunities for partnerships among area professionals and expanding our community involvement are vital elements of the CBA Strategic Plan. This year, an esteemed group of educational and medical professionals gathered at our 9th Annual Professional Community Breakfast.

With some returning and some new faces, it was truly a pleasure to engage and support one another's work in such a meaningful way. The group acknowledged the challenges of continuing to work through the pandemic, as well as opportunities for

personal and professional growth during that time.

Discussion moved to the ways in which the community continues to work to support the mental health needs of all members.

Participants included fellow educators, therapists, clinicians, and counselors, and the energy in the room was purely positive. CBA is proud of our role in rebuilding these connections across an amazing group of professionals providing an opportunity for collaboration and networking in support of our wonderful students! ☺

7TH ANNUAL ADHD SYMPOSIUM: DR. HALLOWELL

Chesapeake Bay Academy was delighted to welcome Dr. Ned Hallowell who delivered his second keynote address at our 7th Annual ADHD Symposium. During his presentation, Dr. Hallowell shared recent research developments, including innovations that provided a clearer understanding of the ADHD brain in action. The presentation drew on the latest science to provide parents, educators, and clinicians a plan for minimizing the downside and maximizing the benefits of ADHD at any age. Breakout sessions were offered by presenters Vickie V. Black, LCSW, Aviso Consulting and Psychotherapy Services,

Samuel Scott, MD, Pediatric Psychiatrist, CHKD, Traci Haly, MA, CBA School Counselor, and Mary Crutchfield, FNP-C, PMHNP-BC, Leva Psychiatry, allowed attendees to take a deeper dive by providing content-rich material curated for their specific interests.

Our annual symposium would not be

possible without the support of CHKD with a very special thanks to Sandra (Sam) Fabian for her partnership in making this important service to our community possible. ☺



**Children's
Hospital
of The King's
Daughters**



ART FROM THE HEART: FIRST ANNUAL MELINDA VOOSS CREATIVE ARTS FESTIVAL

Students, faculty, family, and friends gathered on Thursday, May 18th at the first annual Melinda Vooss Creative Arts Festival. Melinda, the upper school art teacher at CBA who lost her battle with cancer last fall, joined the CBA community in 2020 during the pandemic and worked tirelessly to build relationships with her students while supporting them in their creative endeavors. To honor her legacy, the Vooss family has established the Melinda M. Vooss Artfully Yours Memorial Fund to support and promote the power of art in education.

The annual student art show has been a long-standing tradition at CBA and this year the show was transformed into a beautiful festival featuring musical performances, poetry readings and maker creations, in addition to the visual arts.

The festival began with a special welcome from head of school, Dr. Jankowski,



followed by a choral performance by the 5th grade accompanied by the middle school percussion ensemble, and a poem by upper school literature Synnika Lofton, award-winning poet, author and recording artist. Scott Vooss, Melinda's husband, shared a message of gratitude followed by the upper school students presenting Mr. Vooss with a work they crafted to reflect their understanding of Melinda and the things she loved.

CBA is grateful to the Vooss family for their generosity in sharing the life and legacy of Melinda with our community, now and for years to come.☺

CONGRATULATIONS CLASS OF 2023!

The CBA community celebrated the graduating class of 2023 during the school's 23rd commencement ceremony.

The graduation featured a commencement address from Harry T. Lester, past president of Eastern Virginia Medical School, along with congratulatory messages from Dr. Dave Levin, board chair, and Dr. Judy Jankowski, CBA head of school. In keeping with CBA

tradition, each graduate was presented by a speaker of their choice. This year's speakers included Jesse Lincoln, Ann Marie Hohman, Cami Best-Jones, Sara Ensley, Leslie Hughes, Sasha Matthews, Celine Miller, Michelle Norman, Mary Pitman and Destiney Kooiman.

The class of 2023 did an outstanding job of advancing through their senior year and are leaving CBA prepared to undertake their next challenge! 🌐

THE CLASS OF 2023

TOP LEFT: JACK MATTHEWS, BENJAMIN ADAMS, HARRISON PITMAN, SPENCER BATES, MYLES HUGHES

BOTTOM LEFT: NEVIN MILLER, ISAIAH REED, MARISA NORMAN, CATLIN BELBY

NOT PICTURED: SETH ENSLEY





A GROWING COMMUNITY: ALUMNI ENGAGEMENT OPPORTUNITIES

Our alumni community continues to grow as we welcomed 10 new empowered young adults and their families to this close-knit circle of friends.

CBA is committed to keeping our alumni engaged and works to stay connected with each of our graduates as they move on to the next phases of their lives.

HOMECOMING AND SOCIALS

Creating opportunities for alumni to engage with our school community is fundamental to serving our mission. This past year, alumni enjoyed time together during homecoming at our annual alumni social followed by a tailgate party at the Fun Run. Later in June, CBA alumni, families and staff cheered on the Tides at our annual CBA Day @ Harbor Park. CBA loves our alumni!

ALUMNI GIVING CIRCLE

Every gift makes a difference to the success of CBA. Our alumni make an especially meaningful contribution when they give back to CBA, ensuring students who follow in their footsteps continue to have the same innovative opportunities and experiences in the classroom. Gifts of all sizes make an impact. Alumni who give an annual gift to CBA become members of the Alumni Giving Circle. ☺



PARENT ASSOCIATION: BUILDING BELONGING

The Parent Association (PA) is instrumental to creating a friendly and welcoming community at CBA. Their annual signature events, the Family Bingo Night & Chili Cookoff and the Spring Family Carnival, were once again highlights of the year for our families as they provided the opportunity to connect, laugh and play. Rounding out the year with Teacher Appreciation Week, teachers and staff enjoyed scrumptious delicacies from “Around the World.”

CBA is fortunate to benefit from the dedication and leadership of the Parent Association. ©



2022-2023 PARENT ASSOCIATION BOARD

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ONE OF A KIND: REMEMBERING SUZETTE RASHKIND

Suzette DeBell Rashkind, 75, a tiny woman with an enormous heart, passed away on April 1, 2023, after tenaciously battling numerous medical issues that strapped her strength but never her spirit nor sense of humor. She will always be so lovingly remembered by her family and her incredibly extensive network of great friends.

Suzette was born to and raised by her beloved mother in Charlottesville, Virginia, and enjoyed a wonderful childhood there. As would be the case throughout her life, she was immensely popular, but never a “mean girl.” She was the head cheerleader of the junior varsity and varsity cheerleading squads at her high school, Rock Hill Academy, was a teen reporter on the local radio station, and was the first Miss Teen Dogwood Festival, crowned by the reigning Miss Virginia. She spent two years at Longwood College.

Suzette left as a student in good standing to return to Charlottesville, where she worked, with her mother, at VEPCO. Then her friends Marilyn and Tommy Gale set her up on the world’s greatest blind date with Alan, and their first date, fittingly, was to attend Homecoming at Randolph-Macon College, the college she would wind up visiting so many times as Alan’s spouse and Graham’s mother.

While raising her sons, she always served as room mother, was a Kings Grant PTA volunteer and president, a Kings Daughters chapter volunteer and president, and unofficially the worlds’ greatest mother. Once she became an empty-nester, she increased her volunteer activity, leading to employment at CBA for 19 years. She was the moving force behind our very successful annual auction and was a tireless supporter for all things CBA, where Doug had once attended and where he now works. Suzette co-chaired the recently successful CBA 3.0 Capital Campaign while at the same time, she was also a key figure in the family’s commitment to Randolph-Macon.

She enjoyed nothing more than spending time with her family and her heart was so warmed by time spent with her grandchildren. If anything rivaled her love of family, it was her commitment to friends. If you ever became a friend of Suzette’s, which happened with so very many, then you became a close friend about whom she cared deeply, and forever.

As a founding family member and staunch supporter of CBA, Suzette’s laughter, spirit and warmth will truly be missed. ☹️

HELPING TO MAKE IT ALL POSSIBLE: MEET OUR DEVELOPMENT TEAM

CAMI BEST-JONES, DIRECTOR OF DEVELOPMENT



Cami oversees CBA's giving programs and special events including the Annual Auction & Gala, Golf Classic, Annual Giving and Planned Giving Programs, and sponsorships.

"It is a true passion of mine to share the story of Chesapeake Bay Academy with the Hampton Roads Community and work with donors who are engaged and excited to support our mission. My favorite aspect of working at CBA is that my office is in the heart of campus so that I can see the transformation of our students throughout the year!"

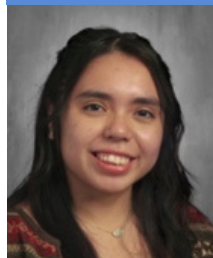
CARY TERRY, DEVELOPMENT ASSISTANT & SPECIAL EVENTS COORDINATOR



Cary hit the ground running in September bringing her enthusiasm and experience managing events, coordinating fundraisers, and working with donors to CBA.

"I have enjoyed getting to know several alumni and donors and can't wait to connect with many more at the Annual Auction & Gala. CBA is a special place, and I am excited to be part of the team!"

MONICA ZAKARIA, SPECIAL EVENTS ASSISTANT



Monica Zakaria is a recent college graduate — first generation from Old Dominion University. She is excited to have recently joined the development team, offering a helping hand with special events like the Fun Run, Scholastic Book Fair, Homecoming, and Annual Auction & Gala. Monica has a huge passion and loves event planning.

"I am excited to be working to support a school as amazing as CBA!"

DOUG RASHKIND, ALUMNI RELATIONS COORDINATOR



Doug has over 20 years of experience serving graduates and former CBA students through alumni socials, homecoming activities, and senior class alumni-in-training events. Doug is the first to know when our alumni are graduating college, have a career change, get married, and have new additions to their family. As a CBA alumnus himself, Doug is a CBA lifer!

WAYS TO GIVE: INVEST IN FUTURE GENERATIONS

By making a gift to CBA, you are investing in our mission of serving students with learning differences. Your support provides students with access to state-of-the-art facilities, engaged teachers and the transformative educational opportunities only CBA provides. Our dedicated community donors are vital to achieving the mission of preparing students for lives of purpose. In addition to cash donations or pledge commitments, there are many ways you can support that work.

GIVE THE GIFT OF STOCKS, BONDS OR MUTUAL FUNDS

One of the most financially sound ways to give is through the transfer of stock. Donors have the capacity to transfer stock, bonds or other securities as gifts to CBA. Giving the gift of stock has significant benefits for the contributor. For example, if a security has appreciated in value, the holder may choose to donate it as part of a tax planning strategy developed with a certified financial planner.

PLANNED GIVING

Planned giving can be an important part of your estate planning and ensures your on-going support of CBA. By including CBA in your estate plan, you make a strong statement of confidence in our school and ensure our continued ability to serve our important mission. The Planned Giving Society recognizes those individuals who have made provisions in their estate plans for CBA.



THANK YOU

Visit www.cba-va.org/donate to make a difference. Please consult your tax adviser for guidance.

QUALIFIED CHARITABLE DISTRIBUTIONS FROM IRA'S

Individuals who are age 70 ½ or older can contribute up to \$100,000 from their IRA directly to a charity and avoid paying income taxes on the distribution. This is known as a qualified charitable distribution. It is limited to IRAs, and there are other exclusions and considerations.

TAX CREDITS

CBA participates in the Neighborhood Assistance Tax Credit Program (NAP) and the Education Improvement Scholarships Tax Credit Program (EISTCP) through the Virginia Foundation for Learning Disabled Students (VFLDS). Gifts directed for the purpose of providing scholarships to low-income, learning-disabled students may be eligible for Virginia state tax credits up to 65%. CBA is pleased to offer this benefit to our donors, as credits are available. Contact Cami Best-Jones, director of development, to secure tax credit approval prior to making a gift.©



Virginia Foundation for LD Students

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28th Annual Auction & Gala

Saturday, February 24, 2024
The Westin Virginia Beach
Town Center

8th Annual ADHD Symposium

Jodi Sleeper-Triplett, Keynote Speaker
April 13, 2024

Graduation

Thursday, June 6, 2024