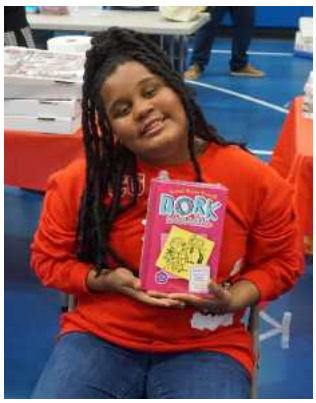
WE ARE ANDRUS

NEWSLETTER | WINTER 2023 EDITION



WHAT'S INSIDE:

PAGE 2

OKR's– A Performance Management System

Teaching Science and Sustainability

PAGE 3

State Support for Andrus School-Based Clinics

Sanctuary Institute's Network Days

Partnering on Local Community Initiatives

PAGE 4

Recreation Therapy News

Thank You's

WHAT'S HAPPENING:

Grand Opening of the Farm-to-Table Kitchen
TBD

100th Day of School
February 14th

Black History Month
February 1-28

SI Network Days 2023
April 19-21

A Message From Our President & CEO Heath Bloch

This spring our Sanctuary Institute® will be hosting the first in-person conference since the COVID-19 pandemic hit. We are expecting hundreds of network members from around the world to join us here in New York for three days of interactive learning as we promote growth and change through the Sanctuary model.

Speaking of change, Andrus is well on the way to implementing our ambitious strategic plan. We have sought the guidance of experts in each focus area/pillar of the plan. Working in tandem on all five pillars, Andrus is embracing new, innovative management techniques that move the organization forward, allowing us to provide the best possible care and service experience for our children and families.

Third Pillar: Build and Sustain a Culture of Innovation
Being open to change and encouraging innovation, at every level, is at the heart of our plan for the future of Andrus:

- Through digital transformation efforts, we have adopted a business intelligence tool that allows us to automate and integrate all of our operating systems into one central data visualization platform, with real-time access that provides valuable information and guides business and operational decisions across the organization.

- Using the Objectives and Key Results (OKR's) performance management system, we are creating alignment within the organization, ensuring all teams are working toward the same shared goals.

- We are building a campus-wide culture of innovation with respect to the environment, helping our children understand that finding sustainable sources of food and energy can and will transform how we live and work.

OKR's—A Performance Management System

Campus leaders present OKR's to their teams.

As part of our three-year strategic plan, Andrus has adopted a new performance management system used by some of the world's most sophisticated corporations to clearly identify the organization's goals and to determine which milestones it must meet in order to accomplish goals.

Objectives and Key Results (OKR's) are in use across industries throughout the US and internationally as a way to set goals with measurable results. Andrus is on track to have 100% of management trained in OKR's by the end of the quarter, propelling the organization into the next stages of the strategic plan.

Teaching Science and Sustainability

Educating our children on the importance of sustainability, and providing the resources to build a more viable campus, aligns with our objective to build and sustain a culture of innovation through energy transformation. Two examples from our work this quarter are indicative of our commitment to our children and the environment they will inherit:

The Andrus Farm-to-Table Project

Thanks to funding provided by the **Westchester County Board of Legislators,** Andrus has completed construction of a brand-new, 350-square-foot instructional kitchen, adjacent to our campus greenhouses. With the addition of the kitchen, our students will participate in a unique farm-to-table classroom curriculum which incorporates sustainability-themed units based on gardening, harvesting, food preparation, cooking, serving, and sharing mealtimes. Students are now able to prepare and eat the food they grow, building science skills and fostering a sense of independence.

Visiting the Science Barge

Andrus residents enjoyed an exclusive tour of the Science Barge, located in downtown Yonkers, to learn about hydroponics, sustainable energy, plant pollination, climate change, and more. Operated by Groundwork Hudson Valley, the Science Barge is a self-sustaining, urban farm and an environmental education center floating on the Hudson River.

Andrus teacher and students harvest vegetables from one of our farm-to-table gardens.

Andrus staff give state representatives a tour of the new farm-to-table kitchen.

Andrus staff and students visit the Science Barge in downtown Yonkers.

State Support for Andrus School-Based Clinics

Andrus is gratified to know that Governor Kathy Hochul is committed, as Andrus is, to investing in a comprehensive system of care that includes child mental healthcare, insurance coverage for the under and uninsured, and funding for our 35 school-based mental health clinics.

"Today marks a reversal in our state's approach to mental health care. This is a monumental shift to make sure no one falls through the cracks."

- Governor Kathy Hochul

We look forward to continuing to work with our state partners to fulfill our mission to transform lives through innovative, coordinated social and emotional support for all.

sanctuary INSTITUTE

WEDNESDAY, APRIL 19– FRIDAY, APRIL 21

NETWORK DAYS 2023

Please join Sanctuary network members from across the globe for our in-person Network Days 2023 Conference: *Agility Through Loss and Change.* Our keynote speakers will share information about the need for connection and support, using the Sanctuary model to promote healing, resilience, and hope.

This three-day conference is a great way to network with colleagues, keep abreast of new developments, and share experiences.

For more information on the conference, to register now, or to become a valued sponsor, scan the QR code or visit the link below.

thesanctuaryinstitute.org/network-days-conference

Partnering on Local Community Initiatives

Preeclampsia Prevention Initiative

The Andrus Healthy Families program is collaborating with Sister to Sister International, Inc. on a pilot program to promote prenatal care and provide information on preeclampsia. The program will provide a definition of preeclampsia, signs and symptoms to be aware of, steps to proactively fight against it, and ways to speak with a healthcare provider about the disease.

Y-Zone Initiative

The Andrus Healthy Families program is collaborating with the Y-Zone to bridge the digital divide with the families in our community by connecting them to the resources and support they need. The Y-Zone is a community-based organization working to connect neighbors in Yonkers to free digital resources. The program, available in both English and Spanish, provides a Chromebook laptop, 15 hours of technical computer training, wifi, and tips and tricks for navigating online.

For more information on our new and exciting community initiatives, please reach out to our Healthy Families Department at cstanley@jdam.org.

Andrus staff meet with representatives of Sister to Sister International Inc.

Members of the community attend a Y-Zone workshop at Andrus' downtown Yonkers location.

Andrus student faces off against a rival team.

Students practice snowboarding skills with Winter4Kids.

Recreation Therapy News

The Recreation Therapy program here at Andrus offers a variety of activities to improve physical, cognitive, social, and emotional well-being by reducing depression, stress, and anxiety.

Basketball

Our main campus has three recently-renovated outdoor basketball courts and a full- sized court in the McGee Hall gym, all of which are available for our children to utilize for movement and body breaks. Basketball, a crowd favorite at Andrus, strengthens hand-eye coordination, agility, teamwork, and discipline.

Winter4Kids - Ski and Snowboard Program

Partnering with Winter4Kids, Andrus kicked off a new ski and snowboard program offering lessons throughout the winter. This year 12 of our residential students are heading to the mountain to experience the therapeutic value of the sport, building patience, perseverance, and trust.

Thank You's

We are deeply honored by all of the support we received in 2022. From annual funds that support our mission to grants to support specific programs, all have a meaningful impact on the clients we serve.

Special Thanks to:

Affinity Legacy Inc., The Aisling Center, Bronxville High School, Children's Hope Chest, the Edgemont PTA, Congressman Jamaal Bowman, Levitt Fuirst Insurance, Northwell Health Central Region, and Cohen Cares, Senator Nick Spano with Operation Santa Claus, Surdna, Toys for Tots, and Virgin Mary Church, for their generous support.

Volunteers from Bronxville High School pose with Andrus Staff and Students.

Volunteers from Children's Hope Chest distribute gifts at the Community Holiday Event.