



neuhaus

EDUCATION CENTER

Teaching. Reading. Reaching.

# Literacy For All

2021-2022 Year In Review

# Message from CEO

When I was four years old, my parents took me and my siblings to the beach. I enthusiastically jumped into the water because I thought I could swim, even though I had never received swimming lessons.

Suddenly, I was swept away by a huge wave. At first, I felt pure delight. The water was clear; I could see amazing things going on under the surface, but the next wave of emotion was pure terror! My lungs began to fill with water. I did not know I was supposed to hold my breath under water! My father fished me out, but it took me years to overcome the fear and deep anxiety associated with swimming confidently.

Similarly, children on a national level have been allowed to “drown” in a sea of illiteracy. Literacy should be an exciting “ocean of learning” that children master when they learn to read properly the first time. Teachers cannot intervene their way out of a first-instruction problem that could be prevented in the first place. Excitement about learning turns to dread and defeat when our children fail at the first job they receive as a student — learning to read.

There is an upstream issue that is hiding in plain sight — we must prevent educator failure if we intend to prevent student failure. Addressing this upstream issue begins with the need to transform university preparation programs that apprentice teachers and educational leaders to become diagnostic and prescriptive, especially when teaching the structure of the English language.

When you support our mission, you are effectively lifting the weary hands of educators in the most honorable profession. Great doctors, lawyers, and engineers who change the world must rely on the knowledge of skilled educators who elevate literacy across the content areas. Your investment in our mission of *Literacy for All*, through the relentless efforts of our amazing Neuhaus team, positions us to make this life-changing and life-saving work possible. You are our life preserver.

Thank you for your part in creating the conditions for a generation of skilled readers, writers, and communicators prepared for a knowledge economy and an Information Age.



*Tracy White Weeden*

Dr. Tracy White Weeden  
President & CEO  
Neuhaus Education Center





# Teaching Reading. Reaching.

For more than 40 years, Neuhaus Education Center (NEC) has been a trailblazer in solutions for overcoming obstacles to literacy, including dyslexia, and today is a nationally recognized leader in the implementation of the Science of Reading. Its professional development for educators, referral and resource services for families, and classes for adult learners unlock a brighter future of *Literacy for All*.



^ Seminar attendees  
Theresa Sims  
and DSPP Graduate  
Lee Anna Leguizamon



Lenox Reed; >  
Dr. David Kilpatrick;  
and Dr. Tracy White  
Weeden

< Seminar attendee  
Betsy Serrano



Educators, friends and board members of Neuhaus gathered on Friday, April 8, 2022, at the Junior League of Houston for our annual Lenox M. Reed Seminar and to congratulate the graduates of the Dyslexia Specialist Preparation Program (DSPP).

The **Lenox M. Reed Seminar** offers educators the opportunity to hear from industry experts on the implementation of the Science of Reading and evidence-based methods dedicated to improving classroom success in reading, writing, and spelling.

**Dr. David Kilpatrick**, Professor Emeritus of Psychology at State University of New York at Cortland, gave a remarkable presentation on understanding the main components of skilled reading and what key skills are needed for proficient word reading.

Seminar attendees >  
Kristal Washington  
and Tamika Moten



Seminar attendees  
Ellen Buchmann;  
Jessica Glazner;  
Elisha Kalv  
v



# Our Programs & Services



## Educator Solutions

Teachers know all too well what lies ahead for students who struggle with reading. The challenge is to get effective solutions into the classroom before defeating frustrations set in and precious time is lost. We coach and train teachers to be diagnostic and prescriptive in recognizing student literacy needs and how to best utilize the resources their school makes available to them.



## Family Support

Home is where literacy takes root, and when a child struggles with reading, the search for answers and specialists trained in detecting learning differences can be difficult and intimidating. Neuhaus resources and referral services provide families with a welcome first step in unlocking a path to reading success.



## Adult Literacy

Together we can transform the family tree through literacy. Neuhaus Education Center is the only adult literacy program in Houston where classes are taught by Certified Academic Language Therapists (CALT), which is the equivalent of a dyslexia therapist, to help students reach their skilled reading goals.



## Sustainable Change Through Literacy

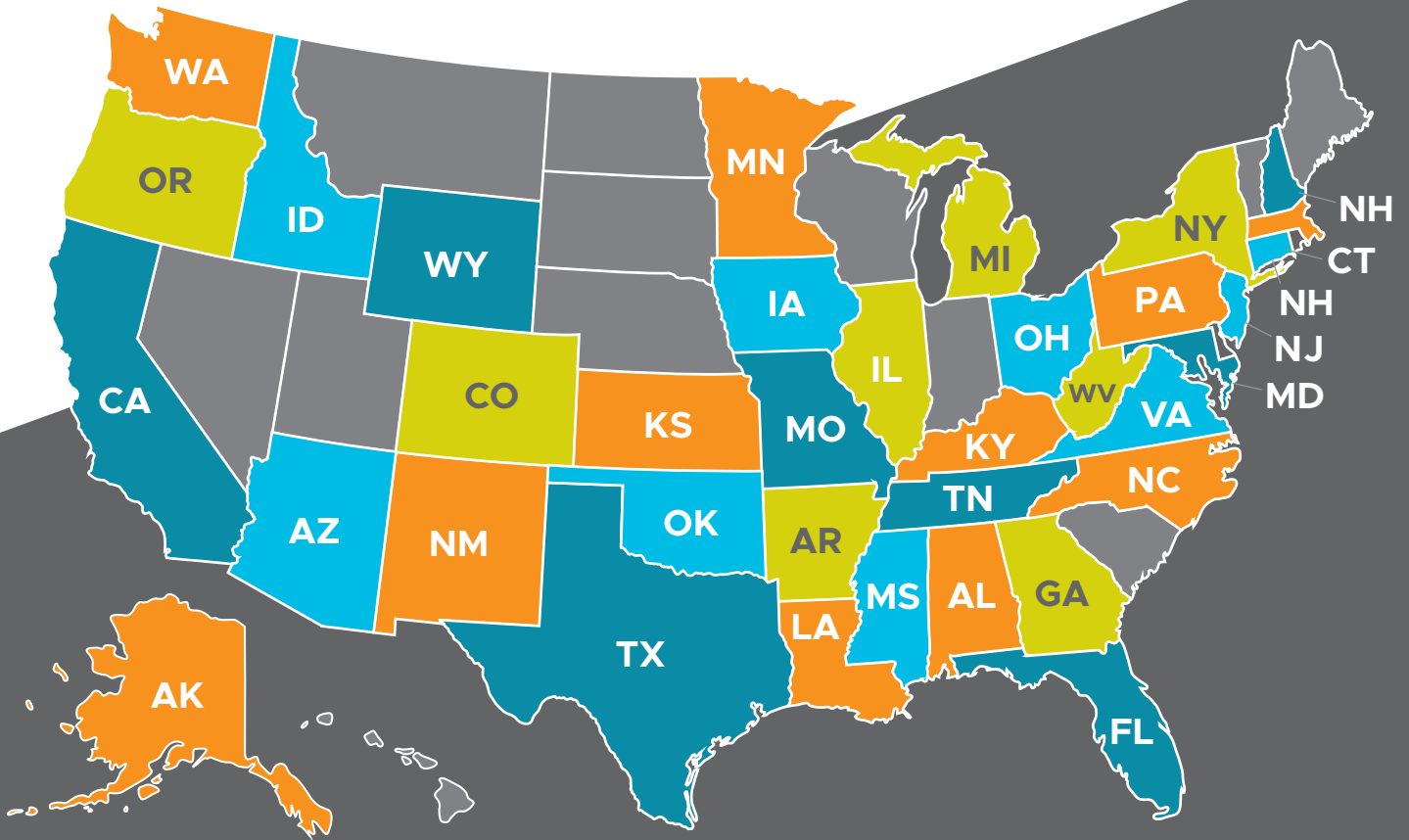
When reading intervention is required for getting a student back on track, Neuhaus provides teachers with knowledge for *why* students are struggling and *how* to reach them, using classroom-ready tools and resources for actionable solutions. It's an intentional investment in reading success that ensures *Literacy for All*.

In addition to teacher-focused training, Neuhaus works with school leadership and districts to design measurable literacy strategies for self-sustaining success. Our research-based resources are tailored to a school system's needs for strengthening its inventory of learning tools, adding valuable knowledge for achieving literacy goals across each grade level.





## Where We Work



# Literacy For All

Since 1980, Neuhaus Education Center's impact has grown exponentially over four decades of service.

Map indicates states in which schools utilized Neuhaus materials or professional services within the 2021–2022 school year as of 12/31/22.

## Hometown Heroes

Neuhaus Education Center was recognized as one of Houston's 2022 **Hometown Heroes** at the Astros game on Saturday, July 16, 2022, and received a \$5,000 award from **Amegy Bank** and the **Houston Astros Foundation**. Hometown Heroes is a program that honors a local nonprofit organization that has demonstrated an exceptional commitment to building better communities.

< Clay Melder, Amegy Bank; Will Neuhaus, Amegy Bank;  
Paula McCann Harris, Astros Foundation;  
and Dr. Tracy White Weeden, Neuhaus Education  
Center President & CEO



# Our Programs & Services

## Professional Development for Educators



3,845

Teachers learned to teach reading using structured literacy instruction



805

Coaching and implementation visits with classroom teachers and school leaders



6

### University Partnerships

- Houston Christian University
- Midwestern State University
- Texas A&M Texarkana
- Texas Wesleyan University
- Walsh University
- William Carey University



283

School districts and private schools served



58

Professionals graduated from our Dyslexia Specialist Preparation Program (DSPP)

## Family Support Program



6,433

Family members of struggling readers accessed free information and support



719

Parents attended informative seminars on reading



1,943

Calls and emails from parents were answered

## Adult Literacy Program



72 Total students per year



360 Hours of instruction



3/4 Students entered the program reading below a 4th grade level

# Turning the Page on Illiteracy



## The Margaret H. Ley Adult Literacy Program

Adult learners who are struggling with reading due to dyslexia or other related disorders turn to Neuhaus for help. The **Margaret H. Ley Adult Literacy Program** is the only program in Houston that uses Certified Academic Language Therapists, which is the equivalent of a dyslexia therapist, to teach adult literacy classes. These classes offer science-based, multi-sensory, structured literacy instruction in reading, spelling, and comprehension to adult learners. Classes are arranged in small groups to maximize learning and are held in the evening to accommodate working students.

In 2022, Neuhaus Education Center began working on two new initiatives through the Adult Literacy Program:

## Career Navigation and a Better Educated Workforce

Adults who struggle to read are more likely to have less stable employment or be unemployed. When you have an undiagnosed reading disability, such as dyslexia, the challenges to employment become even greater. To address this issue, the **JPMorgan Chase and Co.** provided Neuhaus a grant to pilot career navigation and workforce programming within our Adult Literacy Program. This grant will help empower adults with dyslexia and related reading difficulties to achieve workforce success by building their literacy and career search skills using evidence-based practices.

## Beyond Reading — Opportunity Youth Initiative

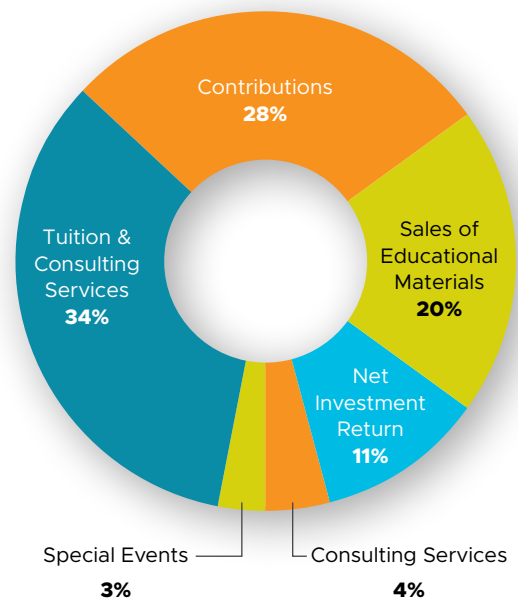
Another area of growth for the Adult Literacy program is through targeting and engaging Opportunity Youth, defined as individuals between the ages of 16 and 24 who are unemployed, underemployed, or are not enrolled in school. **The William Stamps Farish Fund** has awarded a grant to support Neuhaus with this work. The challenges and barriers faced by these disconnected young adults, especially those who struggle from dyslexia or other learning differences, presents an urgent need that Neuhaus seeks to address. This grant will allow Neuhaus to contract with a diagnostician to evaluate participants — before and after the class — to demonstrate the participants' growth in their literacy skills. The diagnostician can also provide a dyslexia diagnosis to students who have not yet been formally diagnosed and provide school/work accommodations if appropriate. In support of Neuhaus's engagement with Opportunity Youth, we formed strategic partnerships with Wesley Community Center and San Jacinto Community College District to help provide workforce development tools to these students.



# Financial Report

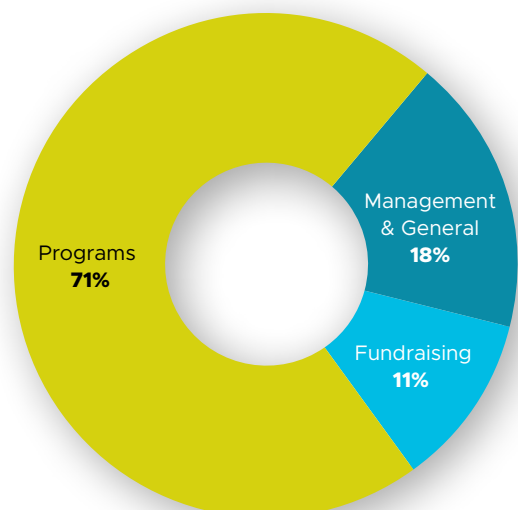
## Revenue

Tuition and consulting services	\$3,314,232
Contributions	\$2,749,529
Sale of educational materials	\$1,936,993
Net investment return	\$1,091,058
Consulting services	\$374,061
Special events	\$281,204
<b>TOTAL</b>	<b>\$9,747,077</b>



## Expenses

Programs	\$4,902,343
Management & General	\$1,220,329
Fundraising	\$725,360
<b>TOTAL</b>	<b>\$6,848,032</b>



*The W. Oscar Neuhaus Memorial Foundation for the year ended December 31, 2021*



# What Is Your Legacy?

The **2022 Annual Benefit Luncheon** allowed donors and friends to reconnect for the first time since the pandemic on Thursday, April 14, 2022. Over \$440,000 was raised, thanks to the generosity of our donors, and the more than 480 advocates and educators who attended the event.

*The New York Times* bestselling author **Brad Meltzer** shared an engaging personal keynote that highlighted the impact on how leaving a legacy, particularly in literacy, can improve students' life trajectories. The audience also heard a moving testimony from Neuhaus adult literacy student **Derek Austin** and honored the **T.L.L. Temple Foundation** for their continued commitment and support of *Literacy for All* throughout East Texas.

The event was made possible by the hard work of luncheon co-chairs **Jamie Grissom** and **Amy Melton**. They were supported by luncheon host committee members **Anu Davis; Jennifer and B.J. Ducey; Krista Hensel; Marjorie Hutcheson; Ann K. Johnson; Graham Neuhaus; Jennifer and Will Neuhaus; Mary and Temple Webber; Janna and David Webber; and Beth Wiggins**. Special thanks to Kroger being an underwriter and providing floral arrangements.



Dr. Wynn Rosser with >  
the T.L.L. Temple  
Foundation



< Lenox Reed and  
Dr. Rebecca Tolson



^  
William and Ané Mouton

Amy Melton; Brad Meltzer;  
and Jamie Grissom  
v



< Novella Washington;  
Ebony Ponder; and  
Debra Samuels

Derek Austin; >  
Dr. Tracy White Weeden;  
and Linda Nunnery



< David Webber; Temple Webber III;  
and Edward Crain



## Laying a Foundation for Scalable and Sustainable Literacy Transformation

Scaling the work of literacy success for every student regardless of zip code in any district is not a vision for the faint of heart. This kind of commitment challenges organizational culture in ways that can be anticipated, along with inevitable surprises on that journey of change. Add the unexpected twist of leadership attrition and a pandemic, and one might think such an audacious goal would be impossible. With support from Neuhaus Education Center (NEC), the **Fort Worth Independent School District** (FWISD) is laying the groundwork for sustainable change by equipping teachers to be diagnostic and prescriptive in recognizing student literacy needs and how best to utilize the resources their district makes available to them.

According to the State of Texas Assessments of Academic Readiness data, before the pandemic, only 34% of third-grade students were reading at or above their grade level. Since then, the district has worked towards implementing literacy instructional practices for Pre-K through grade 2 to improve outcomes and ensure 100% of students are reading on or above grade level by 3rd grade.

To build awareness and capacity for literacy, FWISD sought support from NEC, a partnership that first began in 2016, and intentionally designed support

for high need campuses. NEC provided coaching and professional development to teachers and leaders, as well as campus and district curriculum coaches, to enhance literacy instruction using evidence-based strategies. In addition, the FWISD Dyslexia Services department utilized NEC to train new and existing dyslexia teachers, some of which are in NEC's Dyslexia Specialist Program to move towards credentialing as a Certified Academic Language Therapist, that will provide critical, individualized support to struggling readers.

Today, FWISD continues their adaptive work of effective change in literacy instructional practices to improve outcomes for all their students. **Now more than ever, FWISD has recognized the need of intensive literacy support in structured literacy instruction.**

As a literacy ally, NEC continues to provide the district's teachers with knowledge for *why* students are struggling and *how* to reach them, using classroom-ready tools and resources for actionable solutions. It's an intentional investment in reading success that ensures *Literacy for All*.

*Work with the Fort Worth Independent School District is partially underwritten from the Sid W. Richardson Foundation.*



Increased the percent of 3rd grade students who scored at Meets Grade Level or Above on STAAR Reading from **34%** to **47%** by August 2024.



Served 95 coaches and administrators



Served 793 teachers and 97 dyslexia specialists

**“I love how the work is continuing and benefitting our students... it prompts us to look at where we started and recommit to where we can go.”**

— Sara Arispe  
Associate Superintendent  
Accountability & Data Quality  
Fort Worth Independent School District





Hailey Hunt, >  
Vice President of Teacher  
Professional Development and  
Tamara Hall, Instructional Staff



Class participants >



## On-Site Classes Resume at Neuhaus

Neuhaus Education Center is devoted to developing comprehensive literacy solutions to prevent reading failure. And the best prevention is a knowledgeable and skilled teacher. In November 2022, Neuhaus returned to in-house classes by offering *Reading Readiness* and *Developing Metacognitive Strategies*. It was another milestone in learning recovery since the pandemic, and a welcomed opportunity for educators to learn foundational skills to achieve literacy goals that ensures *Literacy for All*.



# LITERATE

## Stories and testimonials about unlocking a brighter future of *Literacy For All*



“I am making an impact. My life has never been more enriched.”

### Pat Cavanaugh

My first adult literacy student was a gentleman whose wife reached out and said he wanted to go to seminary school. At the time, she was doing all his homework and realized he needed some help. While this student had the desire to become a minister, he struggled with reading. He came to Neuhaus to improve his reading comprehension and for eight months, I worked with him, enjoying the experience and the friendship formed through literacy.

In 2022, I tackled reading with another adult student whose goal was to receive his GED. For an adult unable to move forward in life because of a struggle with reading, it's often not without trying, but for lack of tools and the right support to learn. We began with the initial reading deck. At first, he didn't know the sounds that the letters made so the deck was used twice a week for two hours each day. Several months later, he began improving and we gradually moved away from the deck. We also focused on dictation. Sometimes, I would give him a prompt such as “What did you do Saturday morning from the time you woke up until 2 o'clock in the afternoon?” This exercise encouraged writing so we could also work on spelling.

For me, it is the life-changing impact I'm making. Many have felt shame or embarrassment because they struggle with reading. By working with these adults, I've never felt more enriched. Neuhaus works with adults who may have spent their lives concealing an inability to read, and I am honored to play a vital role by supporting this organization's impact and dedication to *Literacy for All*.



“I know struggling readers. And I know that Neuhaus works.”

### Yasmine Gomaa

I understand it is not easy to talk about dyslexia. But the truth is that it is not a disease – individuals with dyslexia can learn; they just learn in a different way.

As many as one in five students has dyslexia. I taught an eighth-grade student, who I had known since he was in the third grade and was struggling with reading and writing. Classmates and teachers noticed that his confidence and self-esteem was low. He didn't participate in class and would “turtle” at his desk when asked to read aloud. At the time, I didn't know why he was having difficulty, but knew he needed assistance.

So, after professional evaluation and testing, he was diagnosed with dyslexia. Immediately he began working with a Neuhaus-trained dyslexia interventionist and within a few months, he progressed from a shy student to an emerging leader among his peers. I was so amazed at his improvement, that I began considering a new career path impacting the lives of students with dyslexia and learning disabilities.

Today, I am on the pathway to certification with Neuhaus. This has always been more than a profession to me. I've seen first-hand the effects of dyslexia, but also the positive development and growth that occurs when a struggling student receives the intervention and tools needed to achieve reading success. And I know that the reading methods Neuhaus provides works because I've been through it.



“Don’t give up.  
Continue doing  
the work.  
In many ways,  
it’ll be the best  
thing you’ve  
ever done.”

## Lily Vasquez Mejia

When I was in second grade, one of my teachers told me that I would never be successful in life because I couldn’t read. From that moment on, I have been on a journey of growth and perseverance, and to not let my struggles with fluency and comprehension hinder opportunities to improve my quality of life.

Because of Neuhaus, I have received training as an adult literacy student and educator. As an ESL student, Neuhaus provided the assessment needed so I could see where my learning gaps were to improve my reading. As a teacher serving English language learners where a home language is different from school-based English, I gained the knowledge and instruction to proactively recognize why a student might be struggling with reading and ways to intervene.

Today, I serve as a Neuhaus Adult Literacy instructor to inspire hope and encouragement to students who have felt ashamed, discouraged, or overwhelmed. Neuhaus has impacted my life and I’ll continue to pay it forward until ever struggling student — child or adult — can read.



“Neuhaus was  
the solution in  
transforming  
my family tree.”

## Janice Stokes-Naumann

There is a butterfly effect where Neuhaus has transformed my family tree through literacy. As a child I struggled with reading and my parents were told that I would be lucky to graduate from high school or even college. Thankfully, I had a determined mother who made sure I did not fail. Through Neuhaus, she became a dyslexia therapist and learned that my struggles with reading were due to having dyslexia. Years later, when I became a mother to triplets, we learned one of my daughters also had dyslexia.

Immediately motivated to learn more about this learning disability, I attended a conference where I met a woman who worked for Neuhaus. She recommended *Overcoming Dyslexia* by Sally Shaywitz, M.D. and after reading, I was inspired to follow my mother’s footsteps and also become a Neuhaus-trained dyslexia therapist. Today, my daughter assists me in classes with my clients, providing a welcoming connection and sense of understanding to others who also have dyslexia. To understand the butterfly effect of Neuhaus Education Center, you must understand their focus on conquering the obstacles of dyslexia and giving tools to be successful to individuals of all ages with this learning disability.



# Honoring Our Generous Donors

**Reading Circle** is a group of individuals dedicated to giving all readers the key to a bright future. An event was held in their honor on Thursday, October 27, 2022, in the gardens at the Neuhaus building. During the event, Neuhaus welcomed **Suzanne Harter, Ann K. Johnson, CALT, and W. Temple Webber III** as Lifetime Trustees who will continue to provide insight and guidance that support Neuhaus' mission in promoting literacy throughout Texas and beyond.



^ Johnny and Ann K. Johnson; Bob Palmquist; and Ed Neuhaus



^ Ann K. Johnson, Dr. Tracy White Weeden; and W. Temple Webber III



^ Edward and Catherine Crain and Jenny Johnson



^ Lenox Reed; Dr. Tracy White Weeden; and Bob Palmquist



< JP Hutcheson; Palmer Hutcheson; and Lillie Hutcheson



Hailey Hunt and > Bahiyyih Autry



< Suz Hall; Katherine Veletsos; and Ann K. Johnson





## CHAMPION

Houston Livestock Show  
and Rodeo  
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\* *Deceased*

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Phone: 713.664.7676

Fax: 713.664.4744

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