



2016

ANNUAL REPORT

DEAR FRIENDS,

It has been a busy year. Teach Kentucky has evolved at an exciting pace and we are eager to share our growth in this annual update.

This past summer, we welcomed our 14th cohort with 26 new teachers to Louisville. They join over 125 veteran Teach Kentucky educators still in our region. They are launching their education careers in our local classrooms, many of them in our most demanding schools.

To increase our organization's impact we have initiated sweeping Teach Kentucky 2.0 strategies. You can read more about them in this update. They include:

- Building recruitment capacity to 40 new teachers in 2017
- Assembling \$250,000 of scholarship funding from private and public sources to attract new STEM educators
- Adding a critical teacher induction and support staff position
- Moving into professional office space
- Expanding and deepening our essential funding base

Collectively, these transformational moves will dramatically increase our capacity to support local education.

None of this would be possible without your considerable sustaining support. We are grateful to you, the many people, foundations, and businesses that believe in our mission.

In closing, we want to acknowledge the work done by our staff every day, the commitment of our board to our mission, and the dedication of our teachers to excellence in education. Together with you, we are working to improve education for all children.

With gratitude for your support,

Rowan Claypool
President and Founder

Sandra Hinojosa Hubbard
Chairwoman, Board of Directors

Teach Kentucky is a selective teacher recruitment program that attracts motivated young people to teach in Kentucky's public schools, enhancing the quality of education for our students and enriching our civic life by retaining these bright young minds in the region.



TKY educators Elaine Zhou (2016), Will Carter (2015), and Luke Yap (2016)



Teach Kentucky educators and community members gather at the Bardstown Road Saturday morning farmer's market.



TKY educators Lizz Weir (2016), Rianna Das (2014), and Olivia Carner (2016) at the Teacher Recruitment Launch event.



Teach Kentucky's new office

WE'VE MOVED!

As of October 1st, 2016, Teach Kentucky now operates out of office space at 907 Barret Avenue! Come visit our new location!

TEACH KENTUCKY BY THE NUMBERS

| | FOURTEEN YEAR PROGRAM | CURRENT 2016 COHORT |
|--|---|---|
| Total teachers recruited | 234 | 26 |
| Teachers recruited from outside of Kentucky | 81% | 62% |
| Teachers in Jefferson County Priority Schools | 71% | 66% |
| STEM content eligible teachers | 53% | 48% |
| Female STEM content eligible teachers | 56% of STEM eligible recruits | 69% of STEM eligible recruits |
| Veteran teachers in leadership roles: | | 70% |
| Teachers currently teaching in Kentucky or elsewhere: | | 80% |
| Approximate number of students taught by our teachers every day: | 20,680 | |

INTRODUCING OUR 2016 TEACHER COHORT!



Teach Kentucky's 2016 cohort and community members during the Summer Institute, which was held at Olmsted Academy North.

Our 2016 cohort members are graduates of 15 colleges and universities and hail from 15 states. Thank you to Laura Lee Brown for hosting our new cohort's welcome reception at the beautiful Woodland Farm this summer!

| | | | |
|----------------------------|----------------|--------------------|------------------------------|
| Michael Abrams | English | Ballard High | Columbia University |
| Samantha Aguiar | Math | Southern High | Centre College |
| Gabe Barron | Math | Southern High | University of Louisville |
| Sara Berger | Science | Westport Middle | Purdue University |
| Olivia Carner | STEAM Educator | Knight Middle | University of Kentucky |
| Korinne Dunn | Language Arts | TJ Middle | Indiana University |
| Carol Fields | Spanish | North Oldham | University of Louisville |
| Sierra Funk | Social Studies | Valley High | Indiana University |
| Megan Gamble | Science | Shawnee Middle | University of AL, Birmingham |
| Sam Hahn | Social Studies | Western Middle | University of Cincinnati |
| Isabella Hassel | Social Studies | Phoenix School | Sewanee |
| Caty Herd | Spanish | Collins High | Centre College |
| Desiree Kameron | Language Arts | TJ Middle | Sewanee |
| Logan Lloyd | Science | Valley High | University of Louisville |
| Abby Miller | Language Arts | Knight Middle | University of Louisville |
| Kate Porfilio | Language Arts | Ramsey Middle | DePauw University |
| Lauren Reynolds | Language Arts | Nativity Middle | University of Louisville |
| Bonnie Rhule | Social Studies | Frost Middle | Centre College |
| Camila Rojas | Language Arts | Moore Middle | Florida State University |
| Jordan Rosendahl | Science | Newcomer Academy | North Central College |
| Adam Togami | Science | Stuart Middle | Wabash College |
| Lizz Weir | Math | Westport Middle | Notre Dame |
| Kirsten Wienckowski | Math | Valley Prep Middle | Eastern Michigan University |
| Lana Wingham | Language Arts | Knight Middle | Indiana University |
| Luke Yap | Math | Henry County | University of Kentucky |
| Elaine Zhou | Language Arts | Moore Middle | Swarthmore College |

TEACH KENTUCKY: GROWING CAPACITY AND IMPACT

Teach Kentucky's (TKY) goal is to expand its footprint in the Jefferson County Public School system through the recruitment of passionate and committed educators who remain in the profession long-term. Strategic and calculated organizational growth is key to this effort. This year, we made three critical programmatic changes aimed at enhancing new teacher development and support.

Teach Kentucky's 2016 Summer Institute

Each year, new teacher recruits attend TKY's teacher preparation program, the Summer Institute, which complements teacher certification graduate school courses at the University of Louisville. This year, TKY unveiled a new and improved Summer Institute curriculum.

Veteran TKY educators led new recruits in a Professional Learning Community (PLC) format, which mimics the collaborative teacher teams employed by JCPS. Veteran teacher involvement not only provided new recruits with relevant, first-hand guidance; it also cultivated closer relationships between teacher generations. These relationships are a key element of increased educator retention in the program.

Additionally, TKY partnered with Olmsted Academy North, Doss High School, and 55,000 Degrees to provide teachers with the opportunity to instruct real students in classrooms during the summer months.

New Teacher Support Staff

Isabel Maremont Lake, a TKY veteran educator, joined our staff in August as the Teacher Induction and Support Coordinator. She will provide intensive in-school support and ongoing guidance to first and second year teachers as they launch their education careers. Having spent five years in the classroom teaching English, most recently at Fern Creek High School, Isabel adds incredible value to the organization's program.



TKY's new Teacher Induction and Support Coordinator Isabel Maremont Lake

FILLING THE NEED: PARTNERS HELP TEACH KENTUCKY INTENSIFY STEM TEACHER RECRUITMENT

Jefferson County Public School's (JCPS) shortage of STEM educators before the 2016–2017 school year demonstrates the need for increased STEM teacher recruitment. In response to this demand, Teach Kentucky intends to bring 20 new STEM educators to Louisville during its upcoming 2017–2018 recruitment season. Internal tools, including a new website, new teacher candidate application system, and innovative recruitment tactics, will help us to meet our goal. Our generous funders enable us to provide financial incentives to attract strong STEM candidates to the program. These incentives decrease tuition expenditures associated with completing teacher certification programs.

Sutherland Foundation

The Sutherland Foundation, led by Laura Lee Brown and family, made a groundbreaking three-year commitment to Teach Kentucky in 2016. This year's initial gift included \$50,000 in tuition reimbursement incentives for new STEM content area teachers. Additionally, the Foundation has committed to challenge grants of \$50,000 each for 2017 and 2018. We announced that we have met the 2017 challenge grant at our 2017 recruitment launch at the Louisville Water Tower. Thank you to:

- The Louisville Water Foundation
- The Porcini/Farmer Children's Foundation
- The University of Louisville's College of Education and Human Development
- Wilson & Muir Community Bank & Trust Co.
- Women 4 Women

Louisville Water Foundation

The Louisville Water Foundation affirmed its support for Teach Kentucky's recruitment efforts with a \$15,000 gift in 2016. The Louisville Water Company is forming deeper, collaborative

Teacher Council Launch

This past year, TKY ramped up its Teacher Council - a group of veteran educators who provide guidance on various programmatic elements and initiatives. This group's teaching expertise, as well as its institutional knowledge of JCPS, ensures that Teach Kentucky makes well-informed and valuable organizational decisions related to educator recruitment, induction, and ongoing support.



Teacher Council members convened for a daylong planning meeting to outline the group's objectives and goals for the 2016-2017 recruitment year.

partnerships with TKY's science teachers by sharing curriculum resources. We are thrilled to be part of a funding relationship that encourages teamwork and knowledge-sharing across industries.



Kelsey Foshage (2015) talks to Louisville Water Company educator Channa Newman about the curriculum resources that the company has to offer.



JCPS Superintendent Dr. Donna Hargens and TKY educator Stephen Buchholz (2013) pose for a picture at Teach Kentucky's 2017 Recruitment Launch event.

Women 4 Women

Women 4 Women's \$10,000 contribution in 2016 bolsters TKY's female STEM teacher recruitment efforts. Teach Kentucky recognizes how important female STEM educators are to producing a larger amount of women filling STEM roles in the workforce.



A group of TKY's female STEM educators at the 2017 Teacher Recruitment Launch event. Eunbee Kim (2015), Lily Neinstedt (2014), Rianna Das (2014), Claire Humes (2011), Kayleigh Schneider (2014), Pam Vanegas (2013), and Kelsey Foshage (2015).

100k in 10

This year, Teach Kentucky was invited to join membership into 100k in 10, an exclusive, national coalition of nonprofit organizations, government entities, higher education institutions, and businesses with the goal to train 100,000 exceptional STEM educators by 2021. Our membership means greater visibility of Teach Kentucky's mission and impact, broader access to teacher recruitment and preparation best practices, and the opportunity to share knowledge on a larger scale.

VETERAN TEACHER PAMELA VANEGAS A LEADER FOR DISTRICT SCIENCE INITIATIVES

I am currently in my fourth year of teaching at Valley High School in Jefferson County. I began by teaching freshman Integrated Science 1A, a conceptual physics course, and am currently teaching Chemistry and AP Chemistry to juniors and seniors. I have held several teacher leadership positions, all of which have helped shape me into the educator I am today. I have been a peer mentor for other teachers for the past three years, both through Valley and through the University of Louisville. During the last two years, I have been the leading teacher in my Professional Learning Community, working with teachers in my content to better improve our instruction and our students' learning. Currently, I am involved with the Jefferson County Public School (JCPS) Next Generation Science Standard Implementation Cohort, working with nearly a dozen teachers from across JCPS to create a new curriculum that aligns more tightly to the new science standards. As a member of that cohort, my PLC team and I are currently piloting a brand new curriculum for chemistry in JCPS. Perhaps my proudest accomplishment, however, has been the fact that I, along with several other science teachers, have created the Annual Valley High Science Fair for the past several years. For the past two years, Valley has come in second overall in the Louisville Regional Science and Engineering Fair. We sent our first student to state competition last year!



Pamela Vanegas is a fourth year Chemistry teacher at Valley High School.

WE ARE TEACH KENTUCKY.

Teach Kentucky is proud of its staff members who work diligently every day to make a greater impact on local education.

Rowan Claypool,
Founder and President

Rebecca Barnwell,
Operations and Development Coordinator

Blake Johnson,
Recruitment Coordinator

Isabel Maremont Lake,
Teacher Induction and Support Coordinator

Elizabeth Mays,
Outreach Coordinator

Teach Kentucky also thanks its board members for their generous contributions of time and money to the organization.

Sandra Hinojosa Hubbard,
Chairwoman,
Engineer, Attorney,
Community Volunteer

Steve Miller, Vice Chair,
Attorney with Steptoe & Johnson, PLLC

Melody Raidy, Treasurer,
Certified Public Accountant,
Deming Malone Livesay & Ostroff

John Fendig, Secretary,
Senior Corporate Attorney with
LG&E and KU

Deena Adams,
Development Director with the
American Lung Association of Kentucky

Mary Barrazotto,
Senior Vice President of
Brown-Forman Corporation

Karen Larimore,
Project Director with The Ohio Valley
Educational Cooperative

Dr. Nancy Martin,
Retired Senior Vice President of Research,
University of Louisville

John Russ,
Retired Principal and Teacher

John Scruton,
Attorney with Stites & Harbison



Sandra Hinojosa Hubbard assumed TKY's board chair role in May 2016.

2016 FINANCIAL HIGHLIGHTS

- ✓ Achieved a new record for amount of funds raised in the program's history - **\$360,000**
- ✓ Set a new record for number of new foundation givers - **8**
- ✓ Sustained renewal from historical givers - **100%**
- ✓ Met a significant challenge grant resulting in **\$100,000** in financial incentives for 2017 STEM teacher recruits

THANK YOU TO OUR INDIVIDUAL LEADERS FOR EDUCATION!

Individual Leaders for Education (ILE) is a new group that was formed in 2015 to support donors who give \$1,000 or more annually in support of Teach Kentucky. This support has come in the form of family foundation gifts, sponsorship of events, fundraisers, and direct donations. Regardless of how this support was received, it reflects the individual's strong belief in the mission of Teach Kentucky, and we are extremely grateful for it.

If you are interested in becoming an ILE member, please contact Elizabeth Mays at elizabeth@teachkentucky.com.

ILE MEMBERS

Deena* and Ty Adams
 Wendy and John Anzalone
 Sarah Ashworth and Polk Deters
 Natalie and John Bajandas
 Brooke and Matthew Barzun
 Emily Bingham and Stephen Reily
 Cindy and John Borders
 Christy Brown
 Laura Lee Brown and Steve Wilson
 Chenault Conway
 Patty and Tim Coury
 Karen and Jim Crain
 Garvin Deters
 Mary and Dave Easterling
 Jenny and John Fendig*
 Laura Lee Deters Gastis and George Gastis
 Kathleen Geile
 Lesley and Joe Heron
 Henry Heuser
 Augusta and Gill Holland

Sandra Hinojosa Hubbard* and Mac Hubbard
 Steve Imhoff
 Laura and Michael Jones
 Lisa and Dan Jones
 Nana Lampton
 Nancy Martin* and Fred Hendler
 Andy Mays
 Heather McHold and Steve Campbell
 Pat and Steve* Miller
 Pattie Pugh Moore and John Moore
 T. Ballard and Muff Morton
 Suzanne and Bill Oldham
 Vidya Ravichandran and Vik Chadha
 Cheryl Ungerleider and John* Russ
 Ginger and Chuck Schnatter
 Lindy and Bill Street
 Fran and Matt Thornton
 Shelly and Morgan Ward
 Marianne and Jim Welch
 Susannah Woodcock and David Tachau

* denotes member of Teach Kentucky Board of Directors

Teach Kentucky would not exist without its generous donors. We are endlessly grateful for the continued support of the local community members, foundations, and businesses that provide the funding necessary for organizational and program operations.

TOYOTA



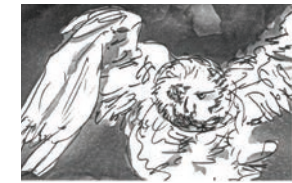
Cralle Foundation



Humana Foundation



The Gheens Foundation



Snowy Owl Foundation, Inc.



Fred B. & Opal S. Woosley Foundation, Inc.
 The Arthur K. Smith Foundation
 The Sutherland Foundation
 The Owsley Brown II Family Foundation
 The W. L. Lyons Brown Foundation
 Porcini/Farmer Children's Foundation
 The C. E. & S. Foundation

THANK YOU!



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