



2019

ANNUAL REPORT

teach
KENTUCKY



DEAR FRIENDS,

At the end of our fiscal year in October 2019, we made a successful transition in board leadership. Dr. Nancy Martin, a long-time board member, is succeeding Sandra Hinojosa Hubbard as chair after Sandra's highly successful tenure. Here are a few of the major milestones realized over the last three years:

GOVERNANCE

- Moved into professional offices
- Developed a comprehensive Strategic Plan
- Completed two audit cycles (successful outcome)
- Added new board of directors
- Enhanced relationships with strategic partners: UofL and JCPS
- Added first TKY veteran teacher, Dr. Kate Grindon, to the Board

PROGRAM/PROGRESS

- Increased annual cohort size from 27 to 42 participants
- Developed innovative transcript evaluation process with UofL
- Increased recruitment in the areas of STEM and teachers of color
- Improved hiring process with JCPS

TEACHER SUPPORT

- Became an AmeriCorps organization
- Added Teacher Support Coordinator position
- Improved our Summer Institute
- Developed capacity of our veteran teachers

FUNDRAISING

- Increased support from traditional foundation supporters
- Added new foundation supporters
- Built a stronger individual giving plan

We are so grateful to Sandra for her leadership and to all our long-term, loyal supporters who have been a part of another successful year for Teach Kentucky.

Gratefully,

Rowan Claypool

President and Founder

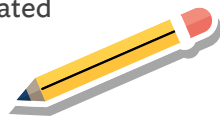
OUR MISSION

Teach Kentucky seeks to recruit highly motivated, talented, and qualified college graduates to teach in Kentucky public schools to enhance the quality of students' education and contribute to civic life by remaining in Kentucky.

THE CHALLENGE

Teach Kentucky is driven by three underlying, connected beliefs: education is the key to future opportunity and life success, all children deserve access to rigorous, high quality education, regardless of their socioeconomic status, and the teacher at the front of the room is still the most important lever to improve public education.

Teach Kentucky is built on the premise of leverage. For every future teacher we recruit, we launch a career in education and provide an agent of change in the lives of the 100 plus students they teach each school year. At the same time, we bring a new college educated resident to our community.



OVER 100 VACANCIES

One month into the 2019-20 school year, teacher vacancies in JCPS spanned all grades and subjects in the district but were concentrated in lower-performing schools where TKY teachers primarily serve.

CRITICAL NEED

The star-rating system is new to Kentucky school assessments this year, and half of all schools in the state received a three-star grade, which administrators consider average on the five-star scale. Unfortunately, JCPS had the majority of one-star schools across Kentucky. Forty-nine JCPS schools out of 89 were one-star schools. Fortunately, our young TKY teachers are diligently working to improve these schools, serving in 20 of the 22 JCPS middle and high schools on the one-star rating list.

OUR SOLUTION



NATIONAL RECRUITMENT FOR LOCAL EDUCATION

Each year we recruit some of the brightest college graduates our nation has to offer. They have strong academic records and express a desire to teach our region's public school students. Through over 1,200 college career postings, multiple phone calls per candidate, campus visits, and four recruiting weekends, we invite to our program the candidates who we believe will have the greatest impact on our community's high-needs students.

PROFESSIONAL TRAINING

Our new teachers are launching careers in a challenging profession. Our participants relocate to Louisville three months before they begin working as teachers of record. During this time, they attend TKY's six-week, preservice training, the Summer Institute. Led by our veteran TKY teachers, participants are exposed to classroom management techniques, cultural awareness and competency training, evidence-based pedagogy, and much more. In addition, they begin their MAT classes at UofL.

TEACHER CERTIFICATION

Our participants earn their Master of Arts in Teaching (MAT) through our university partners while working as teachers of record. To date, 230 teachers have earned certification and an additional 75 are currently completing their degrees. We work diligently and collaboratively with our partners to ensure the best possible experience for our new teachers. In addition, three of our veteran teachers have become faculty at UofL.

PROFESSIONAL DEVELOPMENT AND SUPPORT

Teach Kentucky offers ongoing support through professional development sessions, classroom observations, coaching, and mentoring. Our staff provides significant coaching in the classrooms of our new teachers, providing one-on-one instructional support. In addition, each new teacher is matched with one of our Retired Teacher Advocates (RTAs), community members who have worked 20+ years in the local school district. RTAs use their career experience to support our teachers as they encounter professional challenges.

2018-19

AT A GLANCE

COMMUNITY AND PARTNERSHIPS

Teach Kentucky contributes to Louisville's civic life by hosting numerous events designed to engage the larger community in education initiatives. We hold gatherings around the city to showcase interesting local projects and facilitate relationships with other organizations. Our goal is to help our teachers develop and maintain a sense of belonging and connection to Louisville and all it has to offer.



Three Teach Kentucky teachers were selected as part of the 2019-20 KYCTEPS cohort – Kentucky Classroom Teachers Enacting Positive Solutions. Congratulations Sara Butryn (Shawnee High School), Jamie Oleka (W.E.B. DuBois Academy) and Daniela Delvescovo (Olmsted Academy North) who were selected based on their focused, sustained and professional teacher leadership through action research and design thinking.

343

teachers recruited
since 2001

42

new teachers
recruited in 2019

71

teacher candidates hosted at
four recruitment weekends

275

teaching in Kentucky
or elsewhere

305

teaching certifications
earned/being earned

17,800

local students served
by our teachers daily

58

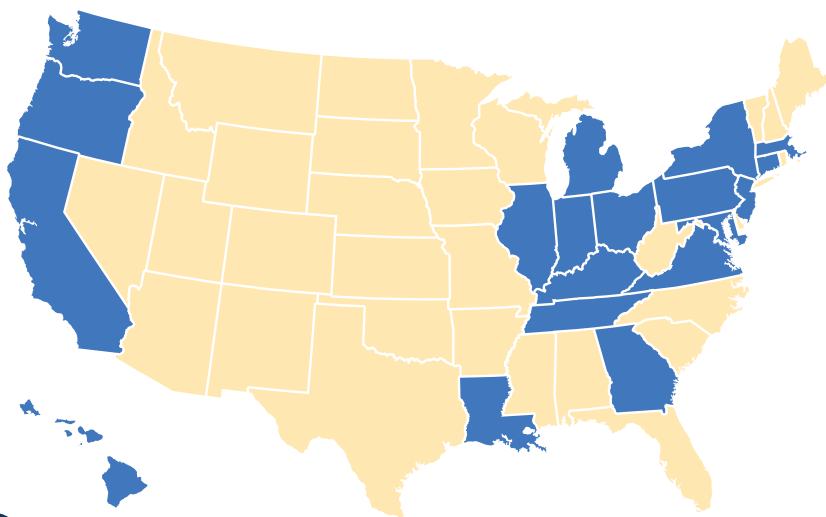
TKY educators serving in
CSI and TSI schools in JCPS

OUR 2019 COHORT

Our **42** new teachers represent **20** states, including Hawaii, and one foreign country, England.

9 identify as teachers of color.

26 are STEM content eligible.



Our teachers have earned bachelor's and/or master's degrees from these institutions:



2019 COHORT FOOTPRINT

Our new teachers work all across the district. We are proud of their service in the schools listed below:



Atherton High School

Christian Academy of Louisville

Crosby Middle School

East Shelby Middle School

Eastern High School

Fern Creek High School

Hebron Middle School

Johnson Middle School

Kammerer Middle School

Lassiter Middle School

Meyzeek Middle School

Moore High School

Newburg Middle School

Old Kentucky Home
Middle School

Oldham County Middle School

Olmsted North Middle School

South Oldham High School

Southern High School

Stuart Academy

Thomas Jefferson Middle School

T.T. Knight Middle School

Waggener High School

Western Middle School



New Teach Kentucky teachers begin building relationships on a Belle of Louisville cruise.



Teach Kentucky teachers enjoy getting to know their new community at the Deer Park Farmers Market.

BUILDING OUR COMMUNITY

Summary of Teach Kentucky Participants:
Where Are They Now?

57%

Teaching in Kentucky
195 Participants

23%

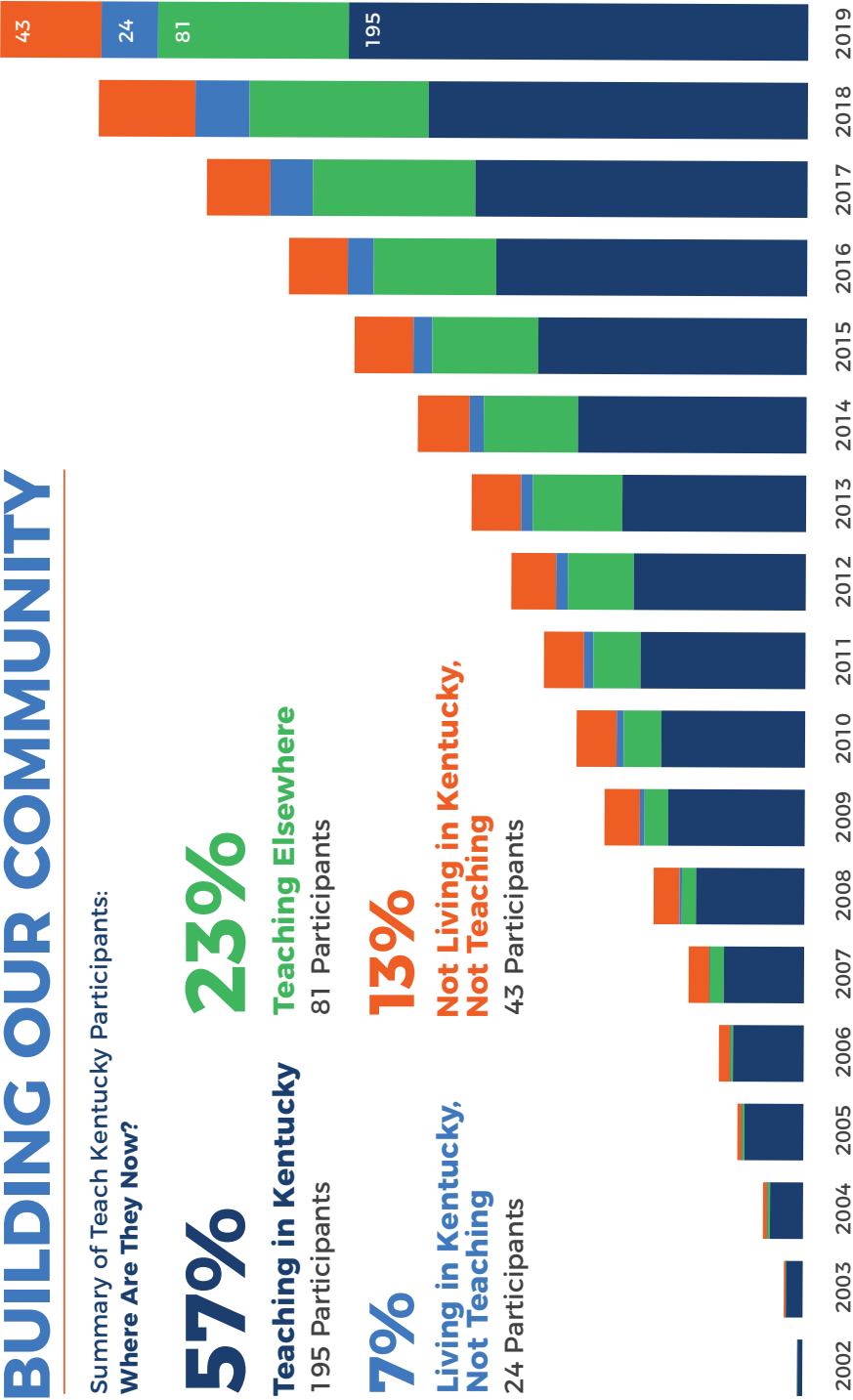
Teaching Elsewhere
81 Participants

7%

**Living in Kentucky,
Not Teaching**
24 Participants

13%

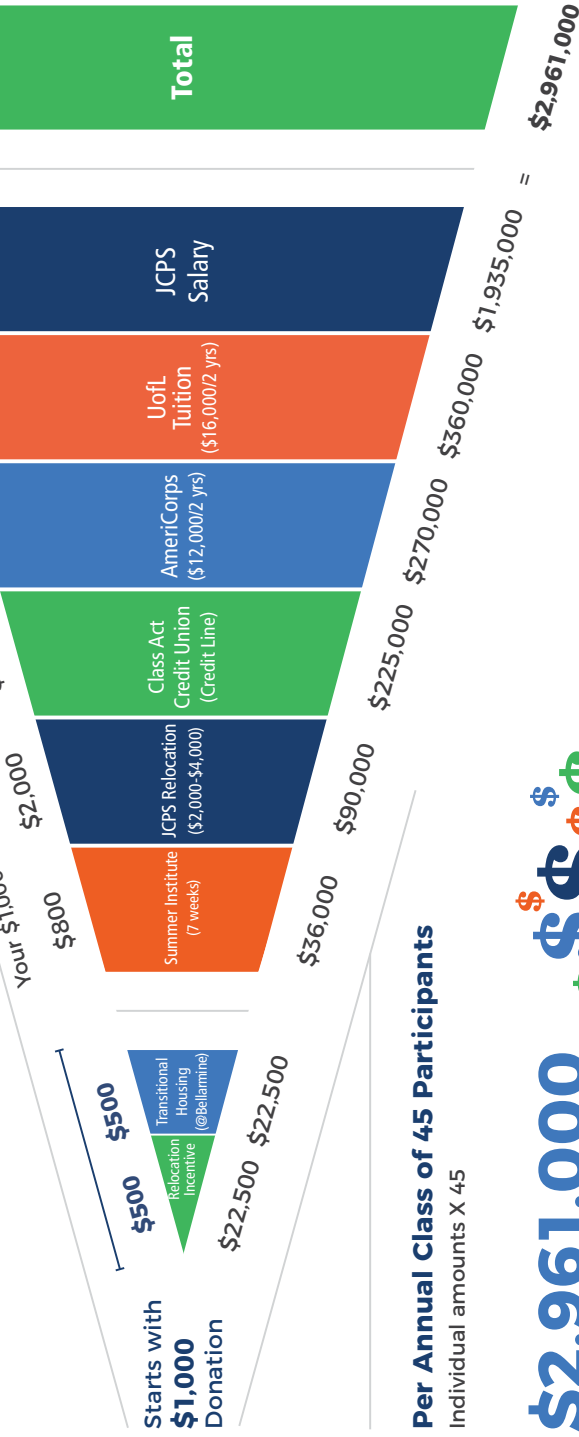
**Not Living in Kentucky,
Not Teaching**
43 Participants



CASCADE OF BENEFITS

Economic Activity from Your \$1,000 Donation

Per 1 Teach Kentucky Participant

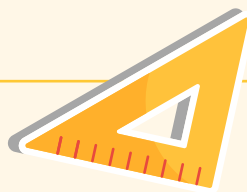


Of Annual Economic Activity!

Total compensation for current 156 JCPS teachers/employees approximately: >\$8M annually

Make your 501(c)(3) Tax-Deductible Donation at
TeachKentucky.com | (502) 599-5061

HIGHLIGHTS



TKY Veteran Teachers Share Best Practices in First-Ever Teacher Innovation Symposium

At the formal close to 2019 Summer Institute, Teach Kentucky invited our most accomplished veteran teachers to present their most innovative best practice or “a-ha moment” as a teacher with the 2019 cohort of new teachers. Thanks to the gracious support of Brown-Forman, we held the event in their corporate headquarters with a crowd of about 150 people. Veteran teachers held over a dozen presentation stations ranging in topics from goal-oriented literacy to cooperative learning to engaging students through mathematical modeling. The overall message to the new cohort was that they were entering a community of educational innovators.

“I was proud to help organize the first symposium,” said Ian Sulkowski, a language arts teacher at Southern High School. “It gave us veteran teachers an excellent opportunity to share our best work with the new cohort. It’s a great example of tying the Teach Kentucky community together.”



Four Louisville Water Foundation Fellows Continue Their Education Work in Partnership with the Louisville Water Company

For the fourth year, the Louisville Water Company (LWC) has provided fellowships for four Teach Kentucky teachers as part of our ground-breaking Louisville Water Foundation Fellowship Program.

This past year, Fellow Aubrey Holle (2012 Cohort Member), used the Water Company resources for in-class lessons at Western High School including filtering and modeling the treatment process. The experience culminated with field trips to the Water Tower, Crescent Hill Reservoir and the MSD Treatment Facility at Floyds Fork. Students were able to see the full water-treatment process from river to river.

“The experiences with the Louisville Water Company provided real-life examples of science,” Holle said. “Getting to visit the places we talked about in class really forges connections for my students and changes their perspective, learning to think critically about the water they drink and about what they put down the drain, expanding their world view.”

Thank you to the Louisville Water Company and the Louisville Water Foundation for their continued partnership!



WE ARE TEACH KENTUCKY

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

Rowan Claypool

Founder and President

Dustin Miller

Recruitment Coordinator

Mariah Richards

Teacher Induction and
Support Coordinator



Teach Kentucky thanks its **2019 Board of Directors** for their generous contributions of time, talent and financial support to the organization.



Sandra Hinojosa Hubbard | Chair

Attorney, Engineer, Community Volunteer

Nancy Martin | Vice Chair

Emerita Senior Vice President for Research,
Scholarship and Creative Activity and
Emerita Professor of Biochemistry and
Molecular Genetics

Kim Marley | Treasurer

Treasurer Partner,
Nonprofit Solutions Group, PLLC

John Fendig | Secretary

Senior Corporate Attorney,
LG&E and KU Energy, PPL Companies

John Russ

Retired Principal and Teacher,
Jefferson County Public Schools

Bryan Warren

Vice President, Education and Community
Art, Kentucky Center for the Performing Arts

Carl L. Williams, Sr.

President & CEO PSST, LLC,
Seamless Data Solutions

New Board of Directors for 2019

Dr. Kate Grindon

Director of Instruction,
Southern High School (JCPS)

Alex Hill

Director Corporate Development,
Brown-Forman Corporation

Immediate Past Board Member

Deena Adams

Executive Director,
American Lung Association of Kentucky

FINANCIALS



TEACH KENTUCKY FINANCIAL HIGHLIGHTS:*

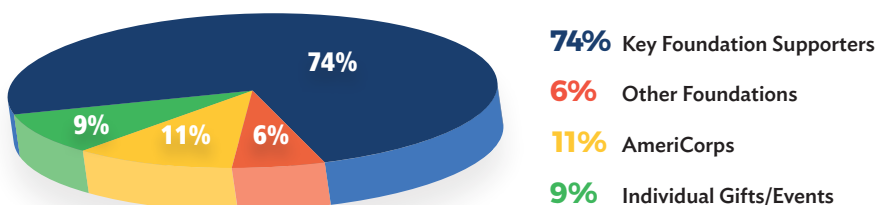
This year, Teach Kentucky completed its second successful financial statement audit. The audit was conducted by the public accounting firm Monroe Shine & Co., Inc., for the fiscal year ending September 30, 2018. Our financial statements received an “unqualified opinion” indicating that our books and records are in order.

In fiscal year 2019, we raised **\$611,000** from a broad base of support, including foundations, corporations, government, and individual donors. We will continue to seek to expand our funding support in the coming year.

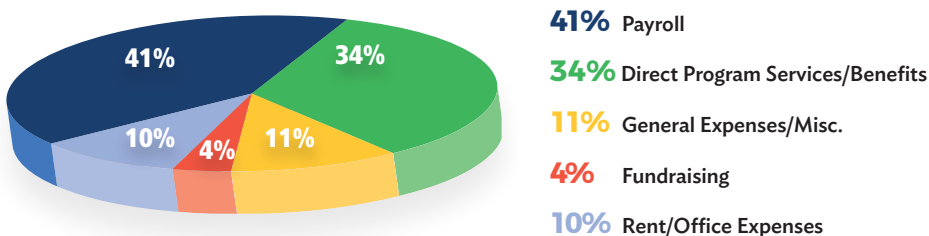
Through the AmeriCorps program, we extended tuition awards to all eligible 74 first- and second-year teachers. This program provides each teacher with **\$12,190** of tuition credit for qualifying higher education degrees over the two years of the program.

Our participants will invest over **\$650,000** in tuition for their master’s degrees over the next two years.

TEACH KENTUCKY REVENUE 2018-19



TEACH KENTUCKY EXPENSES 2018-19



**Figures listed are for the fiscal year ending September 30, 2019 and have not yet been audited.*

DONORS MAKE THE DIFFERENCE

Teach Kentucky exists solely because of the generous individuals and institutions that support our mission. Contributions to TKY have a direct impact on our programming, from ensuring that our new teachers have a temporary place to live upon their arrival in Louisville to funding innovative Summer Institute curricula. We are endlessly thankful for the continued support of community individuals, foundations, businesses, and state government.

THANK YOU

TO OUR INDIVIDUAL LEADERS FOR EDUCATION!

Individuals Leaders for Education (ILE) is TKY's giving group whose members donate \$1,000 or more annually to our organization. This support reflects the strong belief that these donors have in our mission. ILE membership benefits include exclusive invitations to TKY events as well as tailored programming with our teachers.

If you are interested in becoming an ILE member, please contact Rowan Claypool, rowan@teachkentucky.com, (502) 599-5061.

2018-2019 ILE MEMBERS FISCAL YEAR:

October 1, 2018 – September 30, 2019

Deena* and Ty Adams

Laurence Benz

Rowan Claypool in Memory of Lue Ann Claypool

Chenault Conway

Sandra Frazier

Henry Heuser

Sandra Hinojosa Hubbard* and Cameron Hubbard

Sterling Lapinski

Kimberly Marley*

Nancy Martin* and Fred Hendler

Leland Speed

Mary Gwen Wheeler

** denotes Teach Kentucky Board of Directors*

Thank You!



TOYOTA



KENTUCKY

TOYOTA MOTOR MANUFACTURING, KENTUCKY, INC.



The Gheens Foundation

Cralle Foundation



Humana
Foundation



Snowy Owl Foundation, Inc.

William Alden

Arthur K. Smith Foundation

Stephen Campbell and Heather McHold

C.E. & S. Foundation

Ethel O'Brien Trust

Dave Ramsey Foundation

Fidelity Charitable Fund

Kroger Community Foundation

Nguyen Family Charitable Trust

Rotary Club

Sarah Van Roo Charitable Fund

Lillian Goldman Charitable Trust

Sutherland Foundation

V.V. Cooke Foundation



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