



This is what NTI looks like!

2020

ANNUAL REPORT

teach 
KENTUCKY

DEAR FRIENDS,

At the end of our fiscal year October 2020, I have been reflecting on how significantly our delivery of services has changed in just a few short months. Like so many other nonprofits and small businesses, we have changed the way we run our day-to-day business. However, our biggest challenge has come from not being able to bring people to Louisville to experience the city and meet people in order to encourage them to move here to work and go to school.

Our staff worked diligently to create a virtual experience for our final recruits who had planned to attend the last weekend event in person. We were able to lead our partners into a successful virtual transition, holding all interviews online. We found new and novel ways of connecting and engaging with our candidates, hosting weekly Zoom calls introducing them to key civic and educational leaders. It was a virtual welcome to Louisville.

Even with these significant adjustments and in the middle of a pandemic, we were able to realize the same outcome for candidate selection as previous years. Among our 45 recruits, there are 12 teachers of color, 12 learning and behavior disorder teachers and 22 STEM teachers. Our recruits have an average GPA of 3.3, hail from 39 colleges and universities in 18 states and 73% of them are new to our region. We continued our success of having all 45 recruits employed before the start of the school year.

Thank you to our team, including the chair of our Board of Directors, Nancy Martin, for her leadership during this tumultuous year. Special thanks to our donors and friends who have ensured that Teach Kentucky enters 2021 stronger than ever.

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+ students they teach each school year. At the same time, we bring a new college educated resident to our community.

PERSISTENT 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 Teach Kentucky teachers primarily serve.

CRITICAL SHORTAGES

Our community has a pressing need for a greater number high-quality, content knowledgeable, diverse educators in critical high-needs areas. The marketplace for teachers is collapsing. Enrollment in traditional colleges of education is plummeting across the nation causing using an unprecedented limited number of potential candidates to teach. Jefferson County Public Schools (JCPS) faces annual teacher shortages, particularly in science, technology, engineering and math (STEM) areas. At the beginning of the 2020–21 school year, there continue to be chronic vacant teaching positions in JCPS schools.

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 1,500 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 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 Teach Kentucky's six-week, preservice training, the Summer Institute. Led by our veteran Teach Kentucky 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 or Spalding University.

TEACHER CERTIFICATION

Our participants earn their Master of Arts in Teaching (MAT) through our university partners while working as teachers of record. To date, 253 teachers have earned a master's degree in teaching and an additional 78 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 the University of Louisville.

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.

2020 COHORT FOOTPRINT

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

The Academy at Shawnee Middle School
Bullitt Central High School
Coleridge-Taylor Montessori Elementary
Conway Middle School
Eminence High School
Fairdale High School
Farnsley Middle School
Henry County Middle School
Highland Middle School
Johnson Traditional Middle School
Kammerer Middle School
Lassiter Middle School
Meyzeek Middle School
Middletown Elementary School
Newburg Middle School
North Oldham High School
Olmsted Academy North
Olmsted Academy South
Ramsey Middle School
South Oldham High School
Southern High School
Stuart Academy
Thomas Jefferson Middle School
Waggener High School
Waller-Williams Environmental School
Watterson Elementary School
Western High School
Western Middle School
Westport Middle School

RECRUITING AT A GLANCE

389

teachers recruited
since 2001

45

new teachers
recruited in 2019

67

teacher candidates hosted at
four recruitment weekends

303

teaching in Kentucky
or elsewhere

331

teaching certifications
earned/being earned

20,000

local students served
by our teachers daily

88

Teach Kentucky educators
serving in traditionally low-
performing schools in JCPS

OUR PRINCIPALS

Six Teach Kentucky veterans are now serving as principals in the Greater Louisville region.



Austin Allain, a 2004 program participant of Teach Kentucky, serves as principal of Lowe Elementary School in Louisville. He began his career at Noe Elementary while earning his MAT at U of L and his Ed.S in Instructional Leadership & School Administration from Bellarmine University. He received his undergraduate degree from Washington and Lee University. He also served as assistant principal at Western Middle School for the Arts. He has been at Lowe for over five years. Austin was an Assistant Principal at Western Middle School: The School for the Arts for 4 years before serving at Lowe. He is also the recipient of The Hilliard Lyons Excellence Award to recognize local leaders in education.



Jason Baragary, a 2011 program participant of Teach Kentucky, serves as the principal of Shepherdsville Elementary School in Bullitt County. He began his career at The Robert Frost Sixth-Grade Academy where he taught for seven years before entering administration at Shepherdsville Elementary. Baragary did his undergraduate work at Iowa State University. He has a Masters in Teaching and EdS from the University of Louisville.



Nate Jebesen, a 2003 program participant of Teach Kentucky, serves as principal of Martha Layne Collins High School in Shelby County. He began his career as a Spanish teacher at Southern High School while earning his MAT at U of L. He taught at Southern for 13 years; 11 years as a teacher and the last two years helping students transitioning from and to alternative schools and credit recovery. During that time, he also received his EdS from U of L. Prior to becoming principal, he served as assistant principal at Collins High School for four years. He is a 2012 recipient of the WHAS/LG&E Excellence in Classroom and Educational Leadership (ExCEL) Award.

Krista Mornar, a 2004 program participant of Teach Kentucky, serves as principal of Centerfield Elementary in Oldham County. She began her career as an exceptional child educator at Painted Stone Elementary in Shelby County while earning her MAT at U of L and Ed.S in Instructional Leadership & School Administration from Bellarmine University. She received her undergraduate degree from Centre College. She worked in both the classroom and administration in Shelby County Schools for 14 years before being named principal at Centerfield.



Jamie Oleka, a 2017 program participant of Teach Kentucky, serves as principal of Nativity Academy in Louisville. She began her career as a biology and anatomy teacher at W.E.B. DuBois Academy and at Southern High School while earning her Ed.S. in Educational Administration and MAT at U of L. Additionally, she received her M.Ed. in Instructional Accommodations from Francis Marion University. She has an undergraduate degree from Berea College. Her honors and awards include the Hilliard Lyons Excellence in Teaching Award and the Martin Luther & Coretta Scott King Award.



Dr. Tyler Shearon, a 2007 program participant of Teach Kentucky, serves as principal of Southern High School in Louisville. Tyler began his career in JCPS public schools as a middle school science teacher at Olmsted Academy North, while earning his MAT from U of L and his Ed.D. in Leadership, Policy, and Organization from Vanderbilt University. He received his undergraduate degree from Emory University and his Ed.S in Instructional Leadership & School Administration from Bellarmine University. He has been involved in JCPS school turnaround efforts as an educational recovery leader with the Kentucky Department of Education.



BUILDING OUR COMMUNITY

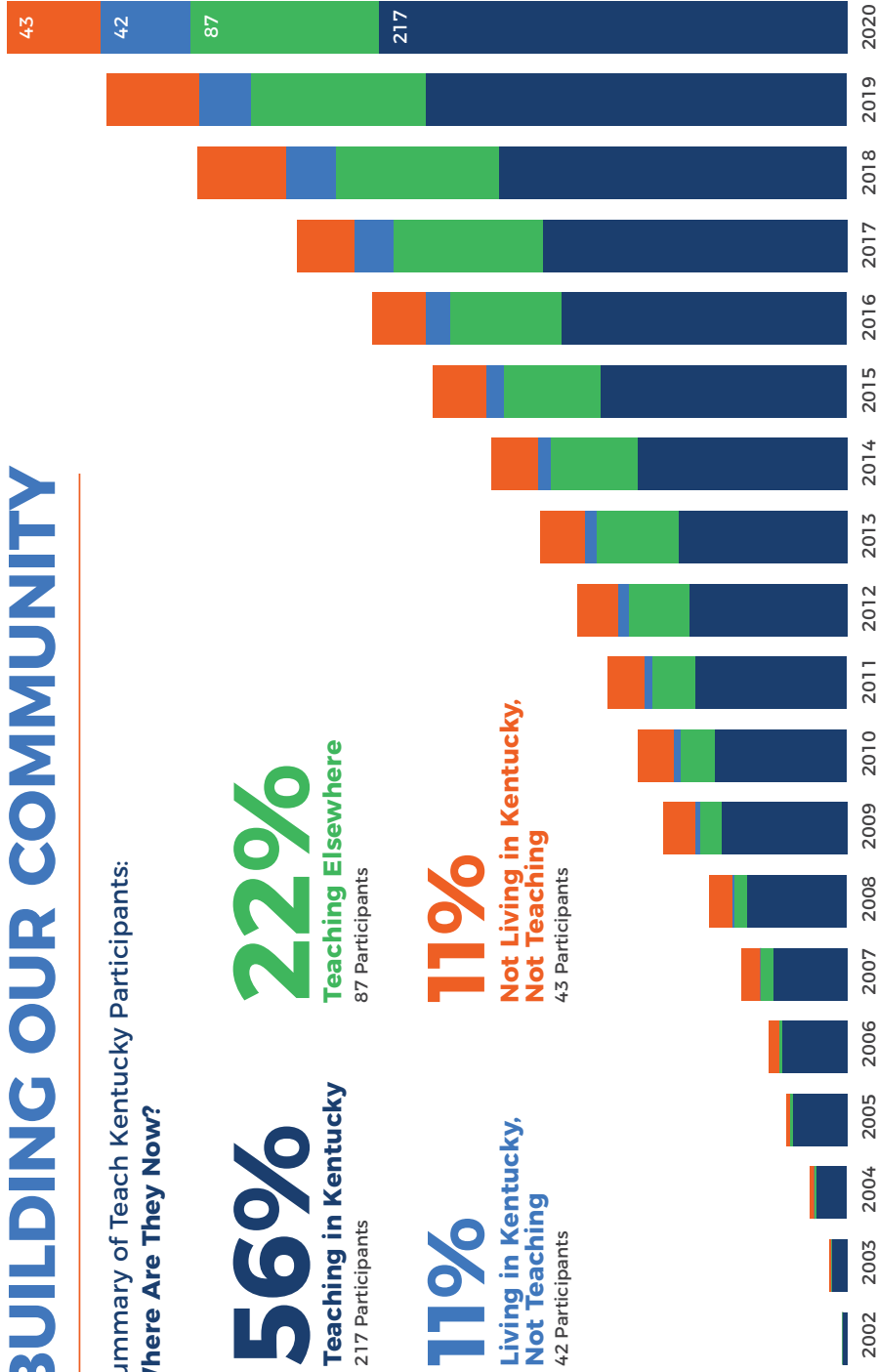
Summary of Teach Kentucky Participants:
Where Are They Now?

56%
Teaching in Kentucky
217 Participants

22%
Teaching Elsewhere
87 Participants

11%
Living in Kentucky,
Not Teaching
42 Participants

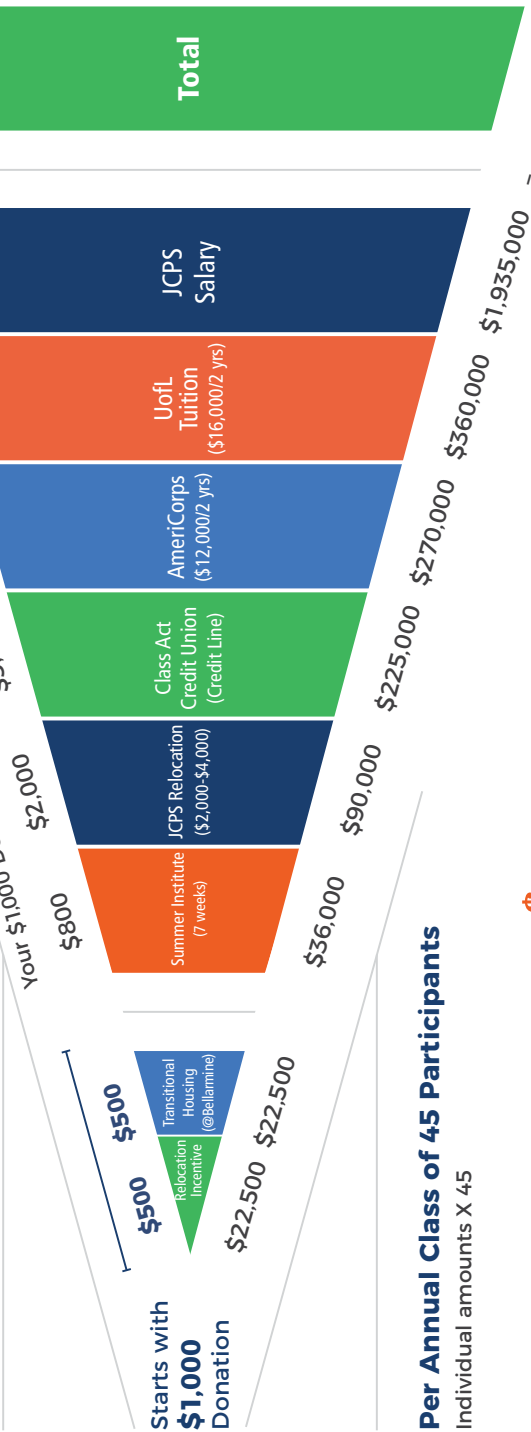
11%
Not Living in Kentucky,
Not Teaching
43 Participants



CASCADE OF BENEFITS

Economic Activity from Your \$1,000 Donation

Per 1 Teach Kentucky Participant



Per Annual Class of 45 Participants

Individual amounts X 45

\$2,961,000

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**

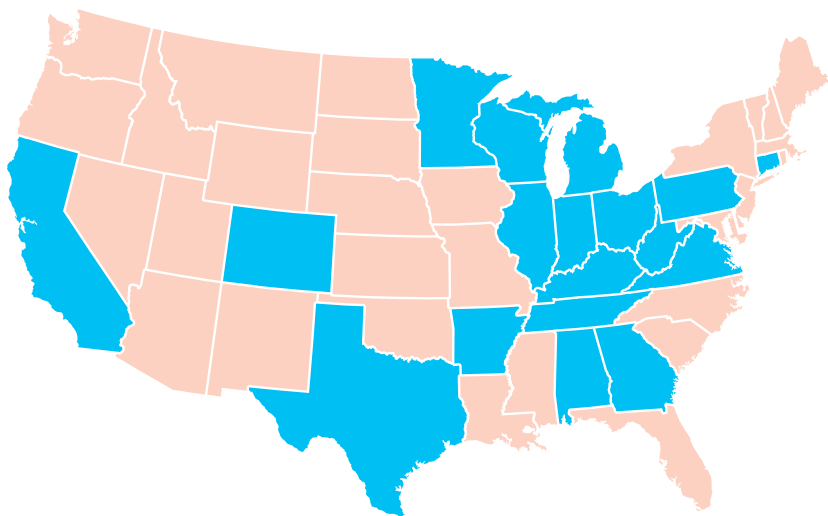
OUR 2020 COHORT

Our 45 new teachers represent 18 states.

12 identify as teachers of color.

22 are STEM content eligible.

12 are Special Education teachers.



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



Teach Kentucky Veteran Teachers Share Best Practices Virtually in the 2020 Teacher Innovation Symposium

Veteran teachers participated in the second annual Teacher Innovation Symposium to close out the Summer Institute for the 2020 Teach Kentucky Cohort members. Teach Kentucky's most accomplished teachers were invited to share best practices and their "a-ha moment" as a teacher. This year's program was held virtually and had a high-intensity focus on teaching in a digital environment. Veteran teachers were able to share their experience teaching virtually through most of the Spring 2020 semester with the new teachers preparing to teach virtually this fall.

Last year, attendees only had time to select a few presentations to attend, but the benefit of hosting the event virtually, meant every attendee got to see each veteran teacher. Each teacher was able to present a six-minute presentation to the full group.

"A novel challenge has been a requirement that teachers learn to share their teaching in a digital format," said Ian Sulkowski, a veteran language arts teacher at Martha Layne Collins High School in Shelby County, who helped coordinate the event. "This digital symposium was a great way for veteran teachers to share the best practices they learned from their digital teaching experience in the last school year and it was fun to organize this for the second time in a new and different way."



I'm so happy that I made the decision to join Teach Kentucky. Coming from

California was a huge change but this program and people make me feel like home. I can't wait to spend the next few years making a change in this world through education.

—Louis Redd, 2020 Cohort



Teach Kentucky Expands Partnership with Spalding University

In 2020, Teach Kentucky announced an expansion of its relationship with Spalding University. Teach Kentucky's leadership saw the deep, systemic shortage of special education teachers as an opportunity to increase the pipeline within Teach Kentucky. "Spalding University has always been our certification partner for special education, but this intensified emphasis gave us the opportunity to write a new chapter and build a significant institutional relationship," said Rowan Claypool, president.

Spalding revised its academic calendar to accommodate the early summer arrival of Teach Kentucky's new candidates, which accelerated their skills and knowledge as they began their work with special needs children this fall.

"All the staff and administration at Spalding have stepped forward with sincere personal connections for our new students which is greatly welcomed in the COVID era," Claypool said. "We look forward to continuing this relationship to support special needs children in our community."

"We were elated when Teach Kentucky stepped forward with this opportunity to partner in a much more significant way," said Chris Walsh, Spalding University Dean of the School of Education. "Their recruitment efforts bring a national applicant pool to our program. In turn, we believe that our intimate cohort model is giving these teachers extraordinary support as they start their careers as teachers in this community."

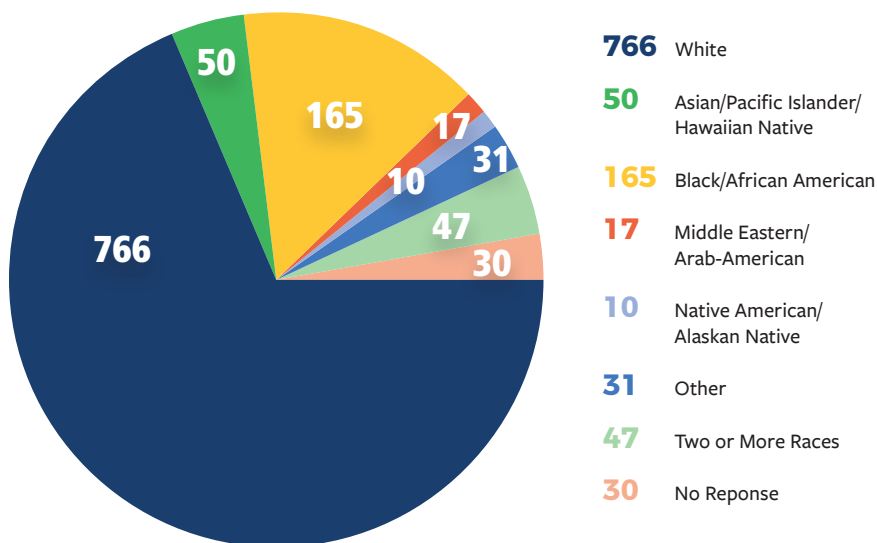


Teach Kentucky Seeks to Increase Minority Recruitment

Teach Kentucky joins in the local and national desire to increase the representation of diverse teachers in public schools. Teach Kentucky is constantly working to improve and strengthen its appeal to candidates of color who would relocate to the Greater Louisville community and increase the total number of diverse teachers. It is obvious that school districts and private industry across the country have this same ambition, creating a very competitive environment for well-qualified candidates. To address this challenge, Teach Kentucky has intensified its outreach to diverse candidates through Handshake (the platform of choice for most college career offices) and, more specifically, recruitment digitally at Historically Black Colleges and Universities (HBCU). In addition, some of our foundation and long-term supporters have earmarked financial resources to support individuals through the application and relocation process, making the move to Louisville and the start of the MAT program more accessible to candidates.

In short, these initiatives are all opening doors for the launching of an education career in Louisville which we want to do to support more candidates of color. Diversity recruitment is an ongoing process. Teach Kentucky seeks to be a constructive community agent in giving opportunity to worthy candidates and helping them positively impact the students they teach.

Over the last four years, 31% of our initial applicants were people of color. A typical cohort of participants ranges between 17 – 25% teachers of color.



Teach Kentucky Pivots to Finish 2020 Recruitment in a Virtual Environment

The recruitment season started in a typical way in 2020 and Teach Kentucky had four recruitment weekends planned. Due to COVID-19, the final weekend had to be changed to a virtual introduction and interviews with university partners. Not being able to bring people to Louisville to experience the city, presented a real challenge for the Teach Kentucky team. The team had to find new ways to introduce people to recruits in order to encourage them to move here to work and go to school,

“Our staff worked diligently to create an online experience for our final recruits who had planned to attend the last weekend event. We have found new and novel ways of connecting and engaging with our candidates,” said Nancy Martin, chair of the Teach Kentucky Board of Directors.

Teach Kentucky lead its university partners and candidates through a successful transition, converting all on-boarding to a digital framework. One of the innovations that proved to be extremely helpful were the weekly zoom calls that started in April. These calls helped build confidence in the candidates to proceed forward with the application process as well as build their confidence to make their move to Louisville without a job. Teach Kentucky was able to meet its historic yield numbers and reach the final goal of 45 recruits.

In addition, all the Summer Institute content had to be delivered virtually over the summer. Because of the pressing need for strong digital content, Teach Kentucky added a new and exciting innovative pre-service program called Teach Live in the Summer Institute.



Teach Live was developed with Bill and Melinda Gates Foundation funding. It creates a virtual avatar classroom of five students with characteristics like behavior disorders, English as a Second Language, cell phone use etc. and a trained actor viewing remotely controls their interactions with a new teacher. For the new teacher, this virtual experience is like an authentic interaction with students in real time. One of the deliverables is a split-screen view video with the teacher and the students, so the new teacher can review actions and reactions many times. Further, they can then be coached by a veteran Teach Kentucky teacher using the video.



2020 Cohort Members Courtney Evans (*left*), Lauren Interrante (*middle*) and Caillet Hartmann-Huckabee (*right*) show off their Kentucky Drivers' Licenses in the Summer of 2020.

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

Mariah Richards

Teacher Induction and
Support Coordinator

Chantel Batton-Utley

Recruitment Coordinator



**Teach Kentucky thanks its 2020 Board of Directors
for their generous contributions of time, talent and
financial support to the organization.**

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Scholarship and Creative Activity and Emerita
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Alex Hill

Director of Strategy and Brand Analytics,
Jack Daniel's, Brown-Forman

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County Public Schools

Will Coburn | Incoming Treasurer

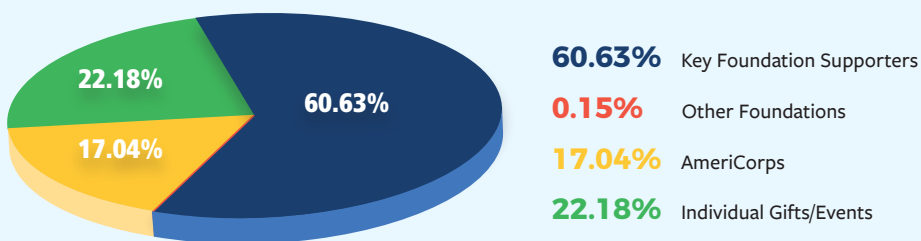
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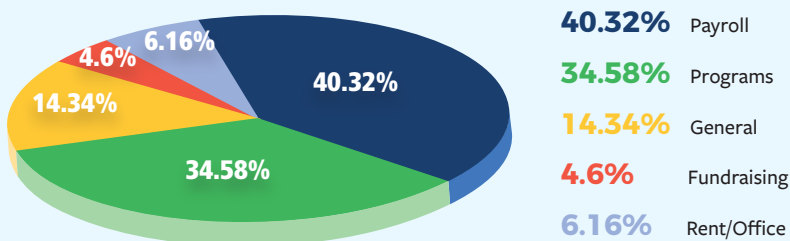
TEACH KENTUCKY FINANCIAL HIGHLIGHTS:*

This year, Teach Kentucky completed its third successful financial statement audit. The audit was conducted by the public accounting firm Monroe Shine & Co., Inc., for the fiscal year ending September 30, 2019. Our financial statements received an “unqualified opinion” indicating that our books and records are in order. In fiscal year 2020, we raised \$423,866 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 70 eligible first- and second-year teachers. The AmeriCorps award provides each teacher with \$12,000 of tuition support over the two years of the program. In total, this equals \$840,000 of tuition support from AmeriCorps. Separately, our participants will invest over \$1.1 million in tuition over the two years of the program to our educational partners Spalding University and the University of Louisville.

TEACH KENTUCKY REVENUE 2019-20



TEACH KENTUCKY EXPENSES 2019-20



*Figures listed are for the fiscal year ending September 30, 2020 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 Teach Kentucky 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 Teach Kentucky'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 Teach Kentucky 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.

2019-2020 ILE MEMBERS FISCAL YEAR:

October 1, 2019 – September 30, 2020

David Bodine
Cornelia Bonnie
Sherry Licht Carbery
Ann Cobb
Chenault M. Conway
Sandra Frazier
Matt Hamel
Henry Heuser
Alexander M. Hill

Augusta Brown Holland
Jill Jones
Kimberly Marley
Nancy Martin
James McKiernan
Ray McPaul
Paul Neumann
John Russ
James Voyles



Thank You!



TOYOTA



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