

Niswonger Foundation  
2022 Work Plan Summary

NF Area of Operation	Activity Name	Strategy/Description	Target Dates	Point Staff Person / Comments	May 2022 Updates
<b>PROGRAMS</b>					
Community Partnerships					
	International Storytelling Center Partnership	Live Stream, Teacher Workshops, Student Ticket Subsidies, Record Archival Project	FY 2021-22	Nancy	Annual Partnership proposal approved by Board in August 2021. Partnership payment forwarded.
	Governors Early Literacy Foundation	Board of Directors		Nancy	Nancy elected to executive committee for 2021-22
	Work Ethic Distinction	Entire service area participating + other TN systems. 8 systems in VA participating as well	Ongoing	Law	Official TN Grad Distinction bill is in legislature; new VA County (Amelia) and TN County (Fayette) added
Public School Finance	Co-Chairs, Regional Collectives and Advocacy Subcommittee	Explore Student Based Investment Strategy	2021-22	Scott and Nancy	Subcommittee work completed February 2022

	Valleybrook Village			Richard	Richard serves on Valleybrook Project EARTH Advisory Committee. (Currently inactive)
	Second Harvest Food Bank	Backpack program		Nancy	Grant for 2021-22 approved by Board in May 2021 and funds provided.
CareerConnect	Summer Experience/Interns	Summer Experience activities and summer internships.	Summer Experience dates set - % 2022: June 6-17, % 2023: July 11-22 Summer internships for 6 weeks during summer.	Gabby/Law	Planning summer experience activities - both traditional two week experiences as well as extra saturday activities. Contacting industries for summer interns and SE visits.
	Program Activities monthly	Monthly meetings for Class of 2022 and 2023. Recruitment and Orientation for % 2025; Expansion planning.	Spring/Summer 2022	Gabby/Law	Finalizing post-secondary plans for CC22. Completed monthly meetings with CC23 and CC24. Planning Carter and Washington Co. CC expansion.
Niswonger Scholars	Summer Leadership Institute	Leadership Program	May 30 - June 3 2022	Nancy/ Barbara	In planning process
	Winter Leadership Institute		Dec. 19-20 2022	Nancy/ Barbara	In Planning Process
	Alumni Meeting		December 18, 2022	Nancy/ Barbara	In Planning Process

	Scholar trips	Seniors – Normandy Sophomore -Outdoor Challenge Juniors – New York Juniors - Bahamas	2022	Nancy	Planning has begun for all travel experiences for 2022.
	Senior Scholars	Graduation Dinner	May 31, 2022	Nancy/ Barbara	Senior dinner will be held at General Morgan Inn on May 31, 2022, 7:00 P.M..
Niswonger <i>CARE</i> (C3)	Staff meeting/ trainings	Monthly staff meetings for skill development and team building	July 2021 - June 2022	Denise Anita	Staff meetings held in February, March, and April. Leadership team sent Monday updates each week to Advisors with reminders and expectations for the week.
	Leadership Team Meetings	Weekly meetings for planning and preparation for key programming initiatives	July 2021-June 2022	Denise Anita	Weekly meetings are held as scheduled to discuss a shared agenda that is prepared in advance of each meeting.
	Advisor Support and Supervision	Monthly meetings for supervision and observation of Advisors. Mentor	August 2021 - June 2022	Denise Anita Mentor-Advisors	Leadership team made three monthly supervision visits to each Advisor during

		Advisors provide additional support to staff and to assist with events.			February, March, April.
	Campaigns	Five campaigns focused on college going tasks and aligned with State's Path to College events.	Spring 2022	Denise Anita	Campaign Three - College and Career Planning Nights for Juniors were held in March and April at each high school to encourage parents and students to prepare for tasks during senior year.
	Summer Melt Programming	Big-Bright-Future	Summer 2022	Anita	Advisors are enrolling seniors for the 2022 Summer Melt program; Staff training held on April 29th.
	Outcome/Progress Analysis	Reviewing data regarding progress on major milestones	August 2021- June 2022	Denise Anita	Leadership team reviewed Advisors' Daily Logs and analyzed cumulative data.

	Student Information System	Database to enter student demographic information and track milestones.	June 2022	Denise	Contracted with Raven Software to develop a database to enter student information and generate reports.
	Social Media/Website	Engaging students and stakeholders on Facebook, Instagram, Twitter, YouTube, and NiswongerCARE website	Ongoing	Social Media: Emily Emerick	Ongoing posting and sharing on social media platforms.
	Texting Platform	Signal Vine- college access messaging platform	Ongoing	Anita	Advisors continue to send messages and announcements to 2,095 Class of '22 seniors.,
Personalized Learning (C3)					
	Niswonger Online				
		Consortium Fees	Ongoing	Jill	Consortium Seat Fee= \$125/seat Affiliate Seat Fee= \$175/seat. Fees remained steady during the 2021-2022 school year.

		Current Semester End Date	Spring 2022	Jill	Courses close May 13. Final grades will be ready May 17.
		Upcoming Semesters	Spring 2022	Jill	Preparations are being made for the Summer 2022 and Fall 2022 semesters. Enrollment opens March 1.
		Enrollment	Fall 2021-Spring 2022	Jill	Enrollment for 21-22 School Year = 1,940 students.
		Teachers	Fall 2021-Spring 2022	Jill	14 new teachers were hired for the Fall 2021 semester. 5 additional new teachers were hired for the Spring 2022 semester. We had approximately 40 returning teachers from previous semesters.
		New Partnerships	Fall 2021-Spring 2022	Jill	We have partnered with two newly formed virtual academies: Collierville Virtual Academy and Jefferson County

					Virtual Academy. Both schools have been pleased with this partnership which has allowed their students a much broader range of course options. Both schools plan to continue this partnership for the 22-23 school year.
		Niswonger Online Course Development	Ongoing	Jill	World Language classes continue to have our highest number of enrollments. New Spanish I and II courses, created by one of our teachers, launched this school year. New French courses, created by Jill, were launched in Summer 2021. French 3 was offered for the first time in Spring 2022.

		Professional Development	Ongoing	Jill	Jill has attended monthly calls with Canvas, our Learning Management System, to learn about new features and upcoming changes to share with teachers.
		Website niswongeronline.com	Ongoing	Jill	Continuously updating the website to reflect programs and needed information regarding Niswonger Online.
		Newsletter	Ongoing	Jill	Online newsletter published quarterly to share student, teacher, and course spotlights, important announcements and more with current students, parents, teachers, counselors, and school administrators.
		Social Media: Instagram and Facebook	Ongoing	Jill	Social media channels are updated several times per week with



					announcements, course spotlights, etc.
	Affiliate Members				
		Affiliate System Fees	Ongoing	Gina	Possible look at changing annual fee set up for Affiliate systems to better serve smaller rural systems throughout the state.
		New Systems using CARES Funds	2022-2023	Gina/Jill	Using CARES funds to assist rural schools with first year of Niswonger Online
	AP Access for All	New Schools On-Boarding		Gina	Still working to bring on new systems that are hold-outs. TDOE is working to get high level email out to the 13 systems that are not onboard.
		New Staff Hire and Training		Gina	APAA team is now full including a new hire that focuses on Teacher and Course Review

		College Board Training for TN teachers		Gina	Partnering with UTC and Rice Univ to serve over 500 teachers. These teachers have all registered and look forward to their APSI training during June or July
		Recruitment of online AP teachers		Gina	Hired 98 teachers for this school year. Plan on hiring ~ 100 more for next year. We will begin to recruit and train new teachers over the summer
		AP Liaisons		Gina	Currently paying almost 300 AP Liaisons across the state for their work. More will come on for next year as those schools begin enrolling
		Media/Marketing		Gina	Weekly meetings with CRISP to keep media focus where it needs to be and keep flyers

					in the hands of Liaisons
		Mini Grants		Gina	The APAA team offered mini grants to classroom AP teachers across the state. Almost 50 grants have been awarded and their items are in the process of being fulfilled and sent to their high schools
		APAA Impact Reports (fall and spring)		Gina	For any copies (online or paper) please contact Gina.
	Coding	Variety of topics, levels, and delivery approaches implemented.		Richard/ ETSU partners	Traditional partnership activities remain “on hold” . Current efforts shifted to STEM.LD initiative.
Professional Development (C3)					
	New PD Day design Learning Together		October 28, 2022	Mia Hyde/ Nancy/ Barbara	October 28, 2022 event in planning process with 12 school systems on board to participate

Rural LIFE	Instructional Coaches	Ongoing Support		Richard	For the 2021/22 school year, coaches are delivering support tailored for individual school needs. Support is a combination of in-person and virtual.
		School-year training	ongoing		All sessions completed.
		Strong Start Network	Spring “retreat” (virtual), Feb. 8.		The full SSN will conclude at June 22 Reflect & Connect Summer Conference
	School Plans		ongoing		School plans from first group of schools have been completed. Schools in the second group have created plans and implementation is “winding down.”
NTC (EIR Coaching Project)				Allison, Mindy, and Sherry	
	Weekly Meetings with NTC Program Director and DAC Director	Develop short term and long term goals regarding sustainability,	Ongoing and last forum May 3rd	Allison Seeley NTC-Shelley Winterburg (Director of Federal Grants)	Adjusted forum training content to meet the needs of coaches and teachers

		debrief about communication with School Leaders, plan for forums, discuss budget, etc.			based on current conditions in schools. Adjusted SLAC training to support District and School Visions.
	Observation/Coaching Cycles	District level and school level coaches complete at least 3 coaching cycles throughout the year, analyze student learning with their teachers, and facilitate PLCs with their selected teachers (total of 240 minutes a month)	Ongoing We have tripled the number of coaching cycles that our coaches completed last year	District and school level coaches and teachers	District and school coaching cycles parallel the in-field coaching cycles of the Niswonger Team. High-leverage tool use has increased significantly from last year.
	Niswonger In-Field Coaching	Lead Coaches will complete two observation cycles and collaborate with and mentor district and school level coaches using high level tools	Ongoing/Daily Lead Coach in-field coaching cycles have doubled since last year	Allison Mindy Sherry	From August through the end of October, Sherry and Mindy completed 9 In-Field Coaching Cycles(Pre-Observation, Observation, Post-Observation) with school and district coaches.

					From November to present they've increased that number to 21.
	NTC In-Field Coaching	NTC Coaches will complete observation cycles, collaborate with and mentor Lead Coaches.	Ongoing/Weekly Mindy and Sherry have completed several coaching/PDSA cycles with NTC mentor coaches	NTC Coaches and Allison Mindy Sherry	Mindy and Sherry have worked through coaching cycles with NTC's Mentor Coaches. These cycles parallel the coaching cycles Sherry and Mindy complete with the district and school coaches.
	NTC/SRI	SRI will gather ongoing information about progress of the coaches and other factors that may impact the results of the grant and to help establish the narrative to pair with the data	Monthly	Shelley Winterburg (NTC) Allison (Mindy and Sherry when necessary)	Review data for the grant, give monthly updates about factors impacting data, prep for surveys, interviews, collection of qualitative data
	Monthly Coaching Forums and Webinars	Forums provide the opportunity to observe how coaches	Finishing up makeup forums and have the last forum May 3rd	NTC-Shelley Winterburg (Director of Federal Grants)	At this point last year in 2021, 16% of coaches had attended

		are connecting the learning from NTC’s Summer Institutes to their coaching practice. Coaches explore how they are using academic and nonacademic data to understand the students and teachers they support and how this understanding informs standards-aligned instruction.	We expect to meet our goal of 100% of our coaches participation in these forums	NTC Coaches and Allison Mindy Sherry	all 5 forums that had been offered.  This year 73% of coaches have attended all 5 forums that have been offered so far or have perfect attendance. Of those who don’t have perfect attendance, the majority have only missed one.
	National Program Leadership Network (NPLN)	**NPLN Objectives: Analyze promising practices for educator professional learning, coaching, and strategies to remain student focused in implementation; Engage with tools, resources, and ideas that support programs to use the lived experience of	May 2-4, 2022 This will take place in person in Houston	NTC	Professional Development with cohorts from across the county, and collaboration time with the KY and Houston partners. January’s training sessions centered on Optimal Learning Environments and Communities.

		<p>students and educators to inform design and implementation; Collaborate within and across teams through cycles of inquiry focused on effective program implementation in service of identified student and educator needs</p>			
	<p>Education Resource Strategies (ERS)</p>	<p>ERS is partnering with New Teacher Center and the Niswonger Foundation under a federal Education Innovation and Research (EIR) grant, with a focus on accelerating student learning for underserved students in rural districts in Tennessee. ERS' role is to ensure that schools and districts are able to</p>	<p>Begin rolling out to Superintendents and Principals February 2022. Present information at the Superintendents' meeting on February 16, 2022.</p>	<p>Allison Seeley will present information with support of Shelley Winterburg (NTC).</p>	<p>Allison is gathering experiences from superintendents in TN who have worked with ERS in the past. She is also reaching out to superintendents who she is already working closely with and sending out information via email. She will present more information at the</p>



		implement instructional coaching sustainably over time, by making strategic resource tradeoffs at the school and system levels. In the context of the COVID-19 pandemic, this work is especially important to ensure that school and district leaders can seize the opportunity of unprecedented stimulus funding to reimagine the teacher and student experience in school, while financially sustaining priorities even after the ESSER funds are spent.			February 16th Superintendents' meeting and answer any questions.
	School Leaders as Coaches (SLAC)	School Leaders and Coaches: Effective Professional Learning Communities	November 9, 2021	NTC-Shelley Winterburg (Director of Federal Grants) NTC Coaches and Allison Seeley	Approved for TASL Credit  Sixteen School and District Leaders attended

	School Leaders as Coaches (SLAC)	High Leverage Coaching Practices to Support Teacher Growth and Student Learning	February 22, 2022 (March 1 backup date)	NTC-Shelley Winterburg (Director of Federal Grants) NTC Coaches and Allison Seeley	Approved for TASL credit
	NTC Presenter Institute	Niswonger Team will be trained to work independently via a "Gradual Release" Model to continue to build capacity and sustainability in local districts	June 2022 In-person	Allison Seeley, Mindy Volk, and Sherry Cockerham NTC- Shelley Winterburg (Director of Federal Grants) NTC Coaches	Niswonger Staff will be trained as future presenters for NTC's coaching model for sustainability and for implementation in the delayed treatment schools.
	Advanced Institute for Academic Coaches (Year 2 Coaches)  This will be for any coach who completed first year training in 2021	Building upon the the NTC's foundational coaching model, year 2 coaches trained in advanced coaching pedagogy, focusing heavily on our second program goal of "Strengthening educator practices to address the needs of every learner with	July 2022	NTC-Shelley Winterburg (Director of Federal Grants) NTC Coaches and Allison Mindy Sherry	Mindy, Sherry, and Allison debriefed with all coaches who missed a module and completed all make up sessions.

		ever-present attention to equity as well as continuous academic and social-emotional growth.”			
	Social Media Twitter	DevelopingAcademicCoaches@NiswongerDC	Ongoing	Allison Mindy Sherry	Making connections with schools, districts, coaches and leaders in education, along with promoting success and positive coaching connections.
STEM.LD				Richard/Law/ Vicki	
	Recruiting	Recruiting up to 35 high schools and 70 middle schools  Cohort 1 = 12 high schools and 28 middle schools (14 control and 14 treatment)  Cohort 2 = 8 high schools and 12 middle schools	Cohort 1 Complete  Cohort 2 Complete		Recruiting is Complete: In both cohorts we have 21 high schools, 20 treatment middle schools, and 20 treatment middle schools, for a total of 61 schools.  We did not meet our participation goal of

		<p>(6 control and 6 treatment)</p> <p>Total Schools (including treatment and control) = 20 high schools and 40 middle schools; 60 schools total</p>			<p>30 high schools and 60 middle schools (total 90 schools). Schools were reluctant, in light of COVID and the heavy ESSER requirements, to add another obligation. We expanded our region of service somewhat to include Anderson, Union, and Claiborne Counties and Oneida Special School District. We believe this number of schools, 21 high schools and 40 middle schools, in two cohorts, will serve the study well. Our goal now is to help each school fully commit to improving their math and science programming and instruction.</p>
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	<p>Orientation Training</p>	<p>Ongoing with Cohort 1; Cohort 1 98% Complete</p> <p>Cohort 2 will begin Spring 2022</p>	<p>Cohort 1 Completion Target - 9/30/21</p> <p>Cohort 2 Completion Target - 4/15/22</p>	<p>We missed the deadline of 9/30/21, but we persisted with incomplete schools. We are proud of our 98% overall completion rate for orientation training in cohort 1. We now have 21/26 schools at 100%; 25/26 schools 95% (or only lacking one teacher). The school that is lagging is at 90% completion.</p> <p>Data measured using the total number of required modules divided by completed modules.</p> <p>12 of 14 Cohort 2 schools have been onboarded with solid plans for completing</p>
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					orientation training before summer break.
	Deep Dive Partner Matching	Ongoing with Cohort 1; Cohort 1 100% Complete  Cohort 2 will begin Spring 2022	Cohort 1 Completion Target - 9/30/21  Cohort 2 Completion Target - 4/15/22		Our goals for 2022 will be to increase engagement by having more teachers partnered. This means new partnerships for Cohort 1 schools and strong partnering for Cohort 2.  We are promoting partners through onboarding meetings with schools and via group meetings with school representatives. Partner Showcases will be held in February. These are virtual opportunities for partners to present their programs. We have encouraged schools to

					<p>have teachers who would be most interested in each partner to attend as a part of a thoughtful school partnering process.</p> <p>Partner information by school and by each teacher within the school is available</p>
	<p>Professional Learning OST Advanced Coursework</p>	<p>Examining numbers of participants and responses to events to set appropriate goals</p>			<p>We are gathering these data, reviewing goals for APR, and examining with our partner, TNTP, to set updated, appropriate goals.</p> <p>TNTP is working with us to develop specific strategies for promoting OST opportunities across the region. We are also brainstorming OST planning with</p>

					<p>school representatives.</p> <p>Niswonger Online and AP Access for All will have a showcase opportunity for schools to view. We will be cataloging DE and AP opportunities for schools. A new hire in this area, Ramona Williams, should move these efforts forward significantly.</p>
Project On-Track	Data analysis meetings	Communicating with site coordinators regarding mid-year subtests' results	January 15-February 18	Debra Bentley	Coordinators and tutors will use these result in comparison of end-of-year results in May, 2022
	Expanding number of tutoring sites	Three new sites in Washington County (West View, Lamar, and South Central) were added to the project.	January, 2022	Debra Bentley	These new sites should add 36-42 new students.



	New design of tutor training	All tutors will be trained with a six-hour session consisting of both synchronous and asynchronous work	Three tutor training sessions will be held in the month of May, 2022	Site Coordinators Existing Tutors Debra Bentley	This method will streamline information in a more strategic means
	Soliciting additional high dosage tutors	In collaboration with ETSU, Milligan, Tusculum, and King to recruit university students to be trained as tutors	Recruitment and training will take place in Spring, 2022 with tutor list available by early May, 2022	Debra Bentley Site Coordinators Tutors	There is an expectation of securing 30-40 new tutors through this process
	Begin the process of adding high dosage math	Discuss with district partner the feasibility of adding high dosage tutoring math sessions for grades 2-5	Scheduled meeting with Amplify to add math has been scheduled for late February	Debra Bentley Chasity O'Quinn David Stephenson	The choice to use Amplify Math allows for the ability to use the same platform as the literacy project and also provides the benchmark assessments and progress monitoring.
	Complete the application for a Community Partner Grant for HDT	The Foundation will submit an application for a multi-million dollar grant to serve the First TN region for 29 31 months.	Application deadline is 4/22/2022	Debra Bentley Brittany Seybert Bethany Fillers Richard Kitzmiller Nancy Dishner	Implementation will begin in fall, 2022

	New MOUs with district partners	Begin communication with district partners to develop new MOUs for the 2022-2023 school year	March-April, 2022	Debra Bentley District Contact Persons	MOUs and new data agreements will be developed and sent, by email, to school districts.
Comprehensive Educational Resources (CER)	Learning Together 2022	Host Learning Together 2022 and increase district participation	Oct. 28, 2022	Nancy, Mia Hyde, Debra Bentley	We have increased district participation to 11 districts and University School. We have an estimated attendance of 4100 educators at 12 sites.
Comprehensive Educational Resources (CER)	Program Description and Procedure Manual/Membership Agreement/Annual Report	Seeking superintendent approval and commitment of membership agreement	March 1, 2022	Mia Hyde	A program description/procedure manual was created and approved by Superintendents in late Feb. Membership agreements for SY22-23 submitted. We have 24 out of 28 completed. Annual report delivered on Feb. 28, 2022. Hardin County joined CER in April 2022 with 28 districts in CER.

Comprehensive Educational Resources (CER)	Materials Completion for SY21-22	All materials completed and uploaded on website	Feb. 28, 2022	Mia Hyde	Curriculum Teams have concluded all materials creation for this school year. In process of recruiting teams for SY22-23
Comprehensive Educational Resources (CER)	Pacing Guides for SY22-23	Pacing Guide teams will create pacing guides for SY22-23	March 15, 2022	Mia Hyde	Pacing guides for SY22-23 are finalized
Comprehensive Educational Resources (CER)	Benchmark Assessments	Common CASE benchmarks given up to 3 times per year and data shared across CER	Last benchmark window Feb. 28-March 18.	Mia Hyde	26 out of 28 districts use CASE. 22 districts share data. A new “growth” report was created for CER districts showing year over year growth with the benchmarks.
<b>OUTREACH</b>					
TICUA Board		Board Meeting October 26	Ongoing	Nancy	Annual Meeting February 21-23, 2022
Battelle for Kids (BFK)		Rural Collaborative Initiative		Richard/ Nancy	Informal meetings... (largely inactive now)
Gates Foundation	Learning Circle		ongoing	Nancy	Visit to the NF by Gates Senior VP, Tosha Downey, February 16-17.

	i3/EIR Rural Communities of Practice	Various (webinars, etc.)		Richard, others	Ongoing
ETSU	Center of Excellence in STEM Education	STEM Hub Advisory Council monthly meetings		Richard, Law, Vicki	CESE is partner on STEM.LD grant (epidemiology and statistics)
State Board of Education	Philanthropy Engagement Council		quarterly meetings	Nancy	
SCORE		Advisory Council		Nancy	Regular virtual meetings
TN Dept. of Ed. / CORE office		Regular meetings with Superintendents and Directors		Richard/ Nancy	Currently, one virtual meeting & one in-person meeting per month.
AccelNow			ongoing	Richard	
Potential Grants & Partnerships					
	Regional Educational Laboratory - Appalachia	Several initiatives with this USED-sponsored agency			PD webinar series in progress; other proposals in planning.
	National Science Foundation	Partnership with ETSU			Continuing to explore options.

Local Business & Industry			Ongoing	Nancy/Law	Recruiting focused on financial giving/ expansion ongoing
	Tennessee Higher Education Commission	Board Member	Ongoing	Nancy	Quarterly Meetings
	TN Arts Commission	Commissioner	Appointed to Audit Committee	Nancy	Quarterly Meeting
<b>ADMINISTRATION &amp; OPERATIONS</b>					
C3 Leadership Council				Nancy/ Richard	Superintendents' Retreat held February 27-28, 2022
	Web page	Updates and News	Spring/Fall 2022	Barbara	Updates performed as necessary
	Publications	Online News	Quarterly	Barbara/ Nancy	Next Online News is in process and hope to get it out in early March
		Annual Report		Nancy	2021 Annual Report with focus on 20th Anniversary is complete and was mailed in January
	Social Media			Barbara	Ongoing
Memberships & Subscriptions					

	NASSP			Nancy	
	Learning Forward			Richard	
	Education Week			Richard	
	Phi Delta Kappa			Nancy	
	Appalachian Funders Network			Richard	
	ASCD			Richard/John	RL Institutional Membership Completed
	ISTE			Richard	
	Aurora Institute (formerly iNACOL)	Institutional membership		Gina, Richard, John, others	Fall 2022 remains virtual.