

## Niswonger Foundation 2021 Work Plan Summary

NF Area of Operation	Activity Name	Strategy/Description	Target Dates	Point Staff Person / Comments	November 2021 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
	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	New WED standards have been completed and rolled out; WE Track upgrades underway; working on official TN Distinction status
Public School Finance	Co-Chairs, Regional Collectives and Advocacy Subcommittee	Explore Student Based Investment Strategy	2021-22	Scott and Nancy	Work begins November 2021

	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
CareerConnect	Summer Experience/Interns	Closed out Summer Experience activities.	Summer Experience dates set - % 2022: June 7-18, % 2023: July 12-23 Summer internships for 6 weeks during summer.	Gabby/Law	In-person summer programming concluded in July.
	Program Activities monthly	Monthly meetings for Class of 2022 and 2023. Recruitment and Orientation for % 2024	Fall 2021	Gabby/Law	Scheduled monthly meetings for all CC cohorts. Recruiting CC24 (delayed recruitment due to Covid). Developing post-secondary plans for CC22. Meetings are being held majority in-person with a virtual option available.
Niswonger Scholars	Summer Leadership Institute	Leadership Program	July 26-30 2021	Nancy/ Barbara	In-person Leadership Learning took place in the Niswonger

					Foundation Learning Center July 26-30. Some modifications were necessary but it was a great week. All of the Scholars and staff present had been vaccinated.
	Winter Leadership Institute		Dec. 19-20 2021	Nancy/ Barbara	Institute is planned and will be in person
	Alumni Meeting		December 18, 2021	Nancy/ Barbara	In planning stage and hoping for an in-person event
	Scholar trips	Seniors – Normandy Sophomore -Outdoor Challenge Juniors – New York Freshmen - Bahamas	2021	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.
NiswongerCARE (C3)	Staff meeting/ trainings	Professional Development and New Advisor Training	May-August	Denise Anita	In person and virtual staff meetings and campus visits.

	Leadership Team Meetings	Weekly meetings for planning and preparation for key programming initiatives	Every week	Denise Anita	Meetings held in-person as scheduled each week.
	New Staff Onboarding and Training	Support and ongoing supervision of new staff .	Fall 2021	Denise Anita Mentor-Advisors	Leadership team conducts monthly supervision meetings with each Advisor. Two Mentor Advisors have been assigned to provide an additional source of support to new staff and to assist with events.
	Campaigns	Five campaigns focused on college going tasks and aligned with State's Path to College events.	Fall 2021	Denise Anita	Campaign One - College Application and TN Promise kicked off in August.
	Summer Melt Programming	Big-Bright-Future	Summer 2021	Anita Advisors	All students were supported through September and outcome data was collected.

	Outcome/Progress Analysis	Reviewing data regarding progress on major milestones	Ongoing	Denise Anita	SY 21-22 Daily Logs are being completed by each Advisor and Leadership team Member. with a master log being generated with cumulative data.
	Social Media/Website Engagement	Facebook, Instagram, Twitter, YouTube, and NiswongerCARE website	Ongoing	Social Media: Emily Emerick	Ongoing posting and sharing on all social media sites.
	Texting Platform	Signal Vine- college access messaging platform	Ongoing	Anita	Currently enrolling Class of '22 seniors.
	Advocacy	NCAN Fellowship	Ongoing until October, 2022	Denise, Scholars: Jasmine Martin, Gustavo Castillo	Final Reports for Fellowship have been submitted.
Personalized Learning (C3)					
	Niswonger Online				
		Consortium Fees	Ongoing	Jill	Consortium Seat Fee= \$125/seat Affiliate Seat Fee (when no CARE money)= \$175/seat.

					Fees remained steady during 2020-2021 school year.
		Current Semester End Date	Spring 2021	Jill	Courses close May 14. Final grades are ready May 17.
		Enrollment	Spring 2021	Jill	Enrollment for Spring 2021 = 961 students, representing 23 different high schools.
		Enrollment COVID-19	Spring 2021	Jill	Enrollment is about 300 over normal due to schools needing courses for remote learners.
		Niswonger Online Course Development  COVID- 19 & CARES Grant	Fall 2020- Summer 2021	Jill	23 new courses have been/are being developed with CARES funds. 14 of our online teachers are doing this work. Some new courses were taught Spring 2021, others will be launched in Summer and Fall.
		Course Catalog Expansion	Fall 2021	Jill	After this school year our course catalog will

		COVID-19 & CARES Grant			increase from 44 to 63 courses
		Professional Development	Ongoing	Gina/Richard	Led multiple virtual PDs through the Rural LIFE program for teachers wanting help with online and remote learning
		Website niswongeronline.com	Ongoing	Jill	Continuously updating website to reflect programs and needed information regarding Niswonger Online and Online Dual enrollment opportunities
		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.
	NiswongerCare Online/Affiliate Members	CARE Foundation of America Funding	Ongoing	Gina	After this spring 2021 semester CARE Foundation funds will be depleted and all affiliate schools will be paying the seat fee of \$175
		Affiliate System Fees	Ongoing	Gina	Possible look at changing annual fee set up for Affiliate systems. Recommend the base fee of \$2300/system
		Possible new Systems	Sp 2021	Gina	Received encouraging words from Commissioner Schwinn regarding possible help with the expansion of Niswonger Online. We hope that continues and resources from the state can help



	AP Access for All	New Schools On-Boarding		Gina	Working with state officials through an “Intent to Participate” to find interested systems throughout the state
		New Staff Hire and Training		Gina	Hiring and training of 17 members of core Admin team
		College Board Training for TN teachers		Gina	Working with College Board and their vendors to give teachers access to College Board training
		Recruitment of online AP teachers		Gina	Using multiple outlets across the state to promote the hiring of current College Board trained teachers to teach with Niswonger Online
		AP Liaisons		Gina	After schools are on-boarded working to identify who would be the best AP Liaison for each of their high schools.
		MOU, Contracts, Paperwork		Gina	Working to gain approval of a school

					system MOU along with contracts for employees and MOU's for New Online AP teachers and AP Liaisons Researching ways to make paperwork/ contract/ tax form completion easier over long distances
		Media/Marketing		Gina	Began steps to possibly hire a marketing firm to work with the state communications dept and better all media for AP Access for All
	Coding	Variety of topics, levels, and delivery approaches implemented.		Richard/ ETSU partners	Partnership activities remain "on hold" .
Professional Development (C3)					
	New PD Day design Learning Together		October 22, 2021	Mia Hyde/ Nancy/ Barbara	9 school districts participated in the inaugural Learning Together Professional Development Day,

					Johnson County, Elizabethton City, Carter County, Sullivan County, Greene County, Kingsport City and Cocke County, and Newport City. There were breakout sessions at locations across the region. There were 1835 registrants. Hasan Davis was the keynote speaker. We received only positive feedback from the followup survey.
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		Meetings for school teams October 27 at Clyde Austin 4-H Center in Greeneville.

					Similar training for sustainability grants held October 26.
		Strong Start Network	Fall “retreat” (virtual), Nov. 9.		We have added participants for the Strong Start Network for the 2021/22 school year; participants are working within their districts on implementing new ELA programs, with the support of RL staff and TNTP.
	School Plans		ongoing		School plans from first group of schools have been completed. Schools in the second group have created plans and implementation has started.
NTC (EIR coaching project)			Presentation to Superintendents and Directors	Allison Seeley	Second year summer kickoff (2021/22); Allison Seeley replaced Richard Bales as NF project director.

	New Staff and Hiring		June 2021	Allison Seeley	Hired Dr. Mindy Volk ELA Lead Coach and Dr. Sherry Cockerham Math Lead Coach
	Foundational Institute for Academic Coaches (Year 1 Coaches)	Trained year 1 district and lead coaches in the NTC foundational coaching model which empowers teachers to align standards with Optimal Learning Environments — where teachers' instructional design and practice knit equity, academic, and social-emotional growth to meet learners' needs.	July 12, 2021- July 16, 2021	NTC-Shelley Winterburg (Director of Federal Grants) NTC Coaches and Allison Mindy Sherry	Mindy, Sherry, and Allison debriefed anyone who missed a training session and completed all make up sessions
	Advanced Institute for Academic Coaches (Year 2 Coaches)	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	July 19, 2021- July 22, 2021	NTC-Shelley Winterburg (Director of Federal Grants) NTC Coaches and Allison Mindy Sherry	Mindy, Sherry, and Allison debriefed anyone who missed a module and completed all make up sessions

		address the needs of every learner with ever-present attention to equity as well as continuous academic and social-emotional growth.”			
	Monthly Coaching Forums	Forums provide the opportunity to observe how coaches 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.	August 24, 2021 September 14, 2021 October 26 ,2021 November 9, 2021 December 7, 2021 January 11, 2022 February 8, 2022 March 1, 2022 April 5, 2022 May 3, 2022	NTC-Shelley Winterburg (Director of Federal Grants) NTC Coaches and Allison Mindy Sherry	August forum completed and began planning for future forums and webinars (Dr. Sharon Roberts from SCORE joined our August forum)

	National Program Leadership Network (NPLN)	<p><b>**NPLN Objectives:</b>          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 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>	October 7-8, 2021	NTC	Registered Program Director and Lead Coaches
	School Leaders as Coaches (SLAC)	School leader learning sessions to build	November 9, 2021	NTC- Shelley Winterburg	Applied for TASL credit

		knowledge of how to support instructional coaching		(Director of Federal Grants) NTC Coaches and Allison Mindy Sherry	
	National Program Leadership Network	**see above	January 27-28, 2022	NTC	
	School Leaders as Coaches (SLAC)	Build the capacity of school leaders to support and sustain instructionally-focused teacher support	February 22, 2022 (March 1 backup date)	NTC-Shelley Winterburg (Director of Federal Grants) NTC Coaches and Allison Seeley	Applied for TASL credit
	National Program Leadership Network	**see above	May 2-4, 2022 Virtual or In-person	NTC	
	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	NTC- Shelley Winterburg (Director of Federal Grants) NTC Coaches	



	Advanced Institute for Academic Coaches (Year 2 and 3)	Focus on extending and supporting the application of the tools and sustainability of the coaching training	July 2022	Allison Mindy Sherry	
	Observation Coaching Cycles	District level and school level coaches complete at least 3 coaching cycles throughout the year and conduct PLCs with their selected teachers (total of 240 minutes a month)	Ongoing	District and School level coaches and teachers	Coaches and administrators selected teachers and everyone involved in the grant has been enrolled in Kiano (NTC's Online Platform)
	Niswonger In-Field Coaching	Lead Coaches will complete observation cycles, collaborate with and mentor district and school level coaches	Ongoing/Daily	Allison Mindy Sherry	Mindy and Sherry have scheduled initial one on one meetings with their assigned coaches
	NTC In Field Coaching	NTC coaches will complete observation cycles, collaborate with and mentor Lead Coaches.	Ongoing/Weekly or as needed	NTC Coaches and Allison Mindy Sherry	
	NTC/SRI	SRI will gather ongoing information about progress of the	Monthly	Shelley Winterburg (NTC)	The first of these for the 2021-22 school

		coaches and other factors that may impact the results of the grant and to help establish the narrative to pair with the data		Allison (Mindy and Sherry when necessary)	year is August 25, 2021
	Social Media	DevelopingAcademicCoaches@NiswongerDAC	Ongoing	Allison Mindy Sherry	
STEM.LD				Richard/Law/Vicki	
	Recruiting	<p>Recruiting up to 35 high schools and 70 middle schools</p> <p>Cohort 1 = 12 high schools and 28 middle schools</p> <p>Currently recruiting Cohort 2 To date in Cohort 2: 8 middle schools and 6 high schools</p>	<p>Cohort 1 Complete</p> <p>Cohort 2 by Nov. 30, 2021</p>		
	Orientation Training	Ongoing with Cohort 1; Cohort 1 86% Complete	Cohort 1 Completion Target - 9/30/21		

		Cohort 2 will begin Spring 2022	Cohort 2 Completion Target - 4/15/22		
	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		
Project On-Track28	Supplemental tutoring support	Primary funding source... Care Foundation of America		Debra Bentley, Richard	Planning and outreach to local schools; expected to start Summer 2021
			Launched project in Summer, 2021	Debra Bentley	Summer program served 1000 K-3 students at 20 tutoring sites in 10 school districts
			Finalizing MOUs for districts beginning in September	Debra Bentley	As of 8/18/21 seventeen school districts have joined the project.
			2021-2022 SY planning to be completed by 8/27/21	Debra Bentley	Site coordinator and tutor training is scheduled for 8/20/21.

Comprehensive Educational Resources (CER)					
<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...
Gates Foundation	Learning Circle		ongoing	Nancy	
	i3/EIR Rural Communities of Practice	Various (webinars, etc.)		Richard	
ETSU	Center of Excellence in STEM Education	STEM Hub Advisory Council monthly meetings		Richard/Law	Continued presence at meetings; CESE is partner on STEM.LD grant
State Board of Education	Philanthropy Engagement Council		quarterly meetings	Nancy	November 23
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 being planned for February, 2022
	Web page	Updates and News	Spring/Fall 2021	Barbara	The new website is up and all the updates are complete at this time.

	Publications	Online News	Quarterly	Barbara/ Nancy	Next Online News is in process and hope to get it out in late November
		Annual Report		Nancy	2021 Annual Report with focus on 20th Anniversary is in planning process. will go out 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	
	iNACOL (now Aurora Institute)	Institutional membership		Gina, Richard, John, others	