

Niswonger Foundation
2022 Work Plan Summary

NF Area of Operation	Activity Name	Strategy/Description	Target Dates	Point Staff Person / Comments	November 2021 Updates
PROGRAMS					
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 possibilities.	Spring 2022	Gabby/Law	Developing post-secondary plans for CC22. Meetings are being held majority in-person with a virtual option available. Discussing possible CC expansion with Wash. & Carter Counties.
Niswonger Scholars	Summer Leadership Institute	Leadership Program	May 30 - June 3 2022	Nancy/ Barbara	In planning process
	Winter Leadership Institute		Dec. 19-20 2021	Nancy/ Barbara	Leadership Institute was in person and all

					Scholars were in attendance except one. An Alumni panel joined the second day.
	Alumni Meeting		December 18, 2021	Nancy/ Barbara	An in-person event took place with 13 Alumni Scholars in attendance and six spouses. It was a lovely evening.
	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	Monthly staff meetings for skill development and team building	July 2021 - June 2022	Denise Anita	Meetings held as scheduled.
	Leadership Team Meetings	Weekly meetings for planning and preparation for key programming initiatives	July 2021-June 2022	Denise Anita	Weekly meetings held as scheduled with the exception of two weeks in February 2022 in order for Leadership team to

					assist with FAFSA completion in schools
	Advisor Support and Supervision	Monthly meetings for supervision and observation of Advisors. Mentor Advisors provide additional support to staff and to assist with events.	August 2021 - June 2022	Denise Anita Mentor-Advisors	Leadership team made monthly visits in Advisors' schools to provide supervision and to observe performance of job duties. Mentor Advisors assisted with FAFSA Frenzy events.
	Campaigns	Five campaigns focused on college going tasks and aligned with State's Path to College events.	Spring 2022	Denise Anita	Campaign Two, FAFSA Frenzy events are underway to meet the March 1, 2022 deadline.
	Summer Melt Programming	Big-Bright-Future	Summer 2022	Anita	Advisors are identifying seniors for the 2022 Summer Melt program; Leadership team is in process of organizing programming and updating protocols.
	Outcome/Progress Analysis	Reviewing data regarding progress on major milestones	August 2021- June 2022	Denise Anita	Advisors complete a daily log to document all activity and interaction with students; Leadership

					team reviews logs weekly; Master log is generated with cumulative data.
	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 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

					<p>allowed their students a much broader range of course options. Both schools plan to continue this partnership for the 22-23 school year.</p>
		<p>Niswonger Online Course Development</p>	<p>Ongoing</p>	<p>Jill</p>	<p>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.</p>
		<p>Professional Development</p>	<p>Ongoing</p>	<p>Jill</p>	<p>Jill has attended monthly calls with Canvas, our Learning Management System, to learn about new features and</p>

					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
		Possible new Systems	2022-2023	Gina	Working to better promote Niswonger Online to new APAA school systems
	AP Access for All	New Schools On-Boarding		Gina	Still working to bring on new systems that are hold-outs. New schools can onboard anytime between now and Aug to enroll students for fall
		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 almost 700 teachers in online APSI trainings
		Recruitment of online AP teachers		Gina	Hired 98 teachers for this school year. Plan on hiring around 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
	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		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	Spring “retreat” (virtual), Feb. 8.		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 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, debrief about communication with School Leaders, plan for forums, discuss budget, etc.	Ongoing	Allison Seeley NTC-Shelley Winterburg (Director of Federal Grants)	Adjusted forum training content to meet the needs of coaches and teachers 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	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	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	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	Monthly	Shelley Winterburg (NTC) Allison	Review data for the grant, give monthly updates about factors impacting data, prep for surveys,

		impact the results of the grant and to help establish the narrative to pair with the data		(Mindy and Sherry when necessary)	interviews, collection of qualitative data
	Partnered With SCORE	After attending several forums and observing in-field coaching in action, SCORE agreed to a financial investment that addressed the local match for the New Teacher Center’s Partnership with the Niswonger Consortium: Promoting Educational Equity in Rural Tennessee, a five-year USDOE EIR grant. .	Dr. Roberts observed the Niswonger Coaches on December 2, 2021. SCORE released the first match of funds in December 2021.	Sharon Roberts, Chief K-12 Impact Officer Allison Seeley Sherry Cockerham Mindy Volk	SCORE visited Jefferson Co. to meet with district leadership along with the Niswonger Team and observed In-Field Coaching with Lead Coaches. SCORE has committed to partnering with Niswonger DAC for sustainability. SCORE has pledged to match funds through year 5 of the grant.
	Monthly Coaching Forums and Webinars	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	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	At this point last year in 2021, 16% of coaches had attended all 5 forums that had been offered. This year 73% of coaches have attended all 5 forums that have

		<p>using academic and nonacademic data to understand the students and teachers they support and how this understanding informs standards-aligned instruction.</p>			<p>been offered so far or have perfect attendance. Of those who don't have perfect attendance, the majority have only missed one.</p>
	<p>National Program Leadership Network (NPLN)</p>	<p>**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 students and educators to inform design and implementation; Collaborate within and across teams through cycles of</p>	<p>January 27 and 28, 2022 May 2-4, 2022</p>	<p>NTC</p>	<p>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>

		<p>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 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</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 February 16th Superintendents' meeting and answer any questions.</p>

		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.			
	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	June 2022 In-person	Allison Seeley, Mindy Volk, and Sherry Cockerham	Niswonger Staff will be trained as future presenters for NTC's coaching model for sustainability and for

		build capacity and sustainability in local districts		NTC- Shelley Winterburg (Director of Federal Grants) NTC Coaches	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 ever-present attention to equity as well as continuous academic and social-emotional growth."	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.
	Social Media Twitter	DevelopingAcademicCoaches@NiswongerDAC	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	<p>Recruiting up to 35 high schools and 70 middle schools</p> <p>Cohort 1 = 12 high schools and 28 middle schools (14 control and 14 treatment)</p> <p>Cohort 2 = 8 high schools and 12 middle schools (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>Cohort 1 Complete</p> <p>Cohort 2 Complete</p>		<p>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.</p> <p>We did not meet our participation goal of 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</p>

					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.
	Orientation Training	Ongoing with Cohort 1; Cohort 1 98% Complete Cohort 2 will begin Spring 2022	Cohort 1 Completion Target - 9/30/21 Cohort 2 Completion Target - 4/15/22		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

					<p>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 orientation training before summer break.</p>
	<p>Deep Dive Partner Matching</p>	<p>Ongoing with Cohort 1; Cohort 1 100% 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>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.</p> <p>We are promoting partners through onboarding meetings</p>

					<p>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 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</p>

					<p>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 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	January 15-February 18	Debra Bentley	Coordinators and tutors will use these

		regarding mid-year subtests' results			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.
	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.
	New MOUs with district partners	Begin communication with district partners to develop new MOUs	March-April, 2022	Debra Bentley District Contact Persons	MOUs and new data agreements will be developed and sent,

		for the 2022-2023 school year			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. Membership agreements for SY22-23 will be completed. Annual report delivered on Feb. 28, 2022.
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. The website will be updated by Feb. 28, 2022.
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 Guide teams have begun creating pacing guides for K-12 math, science, and SS

					courses. Final pacing guides for SY22-23 will be completed by March 15, 2022.
OUTREACH					
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	Visit to the NF by Gates Senior VP, Tosha Downey, February 16-17.
	i3/EIR Rural Communities of Practice	Various (webinars, etc.)		Richard, others	
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
ADMINISTRATION & OPERATIONS					
C3 Leadership Council				Nancy/ Richard	Superintendents' Retreat being planned for February, 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 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	
	Aurora Institute (formerly iNACOL)	Institutional membership		Gina, Richard, John, others	APAA Admin Team plan on attending in Fall of 2022

