



IMPACT REPORT

- 2022 / 2023 -

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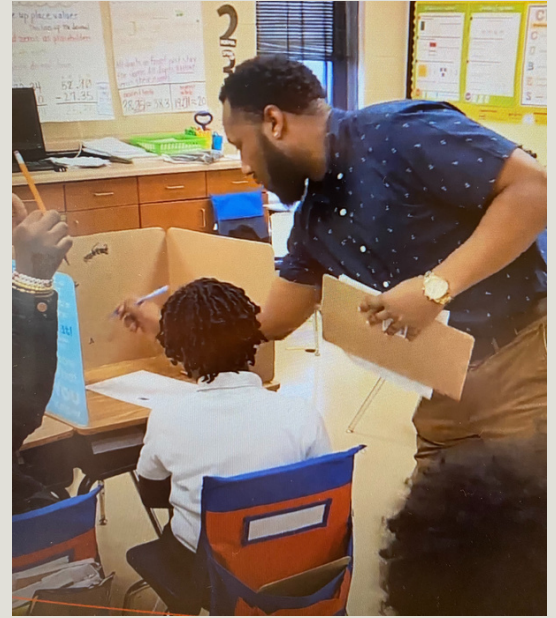
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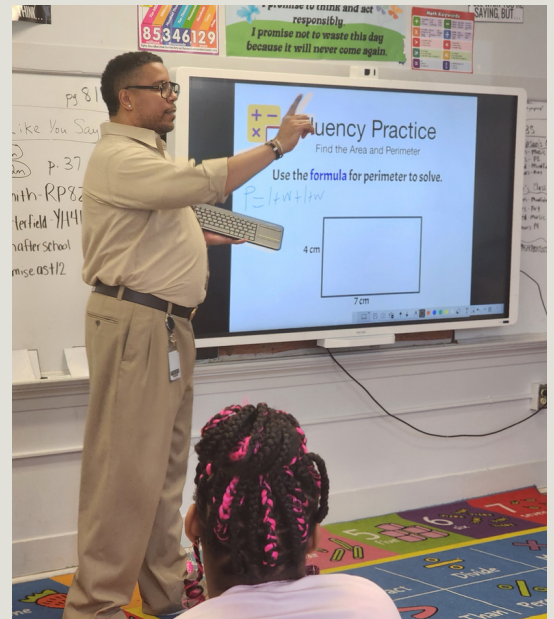


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TRANSFORMING THE WORLD THROUGH THE CLASSROOM

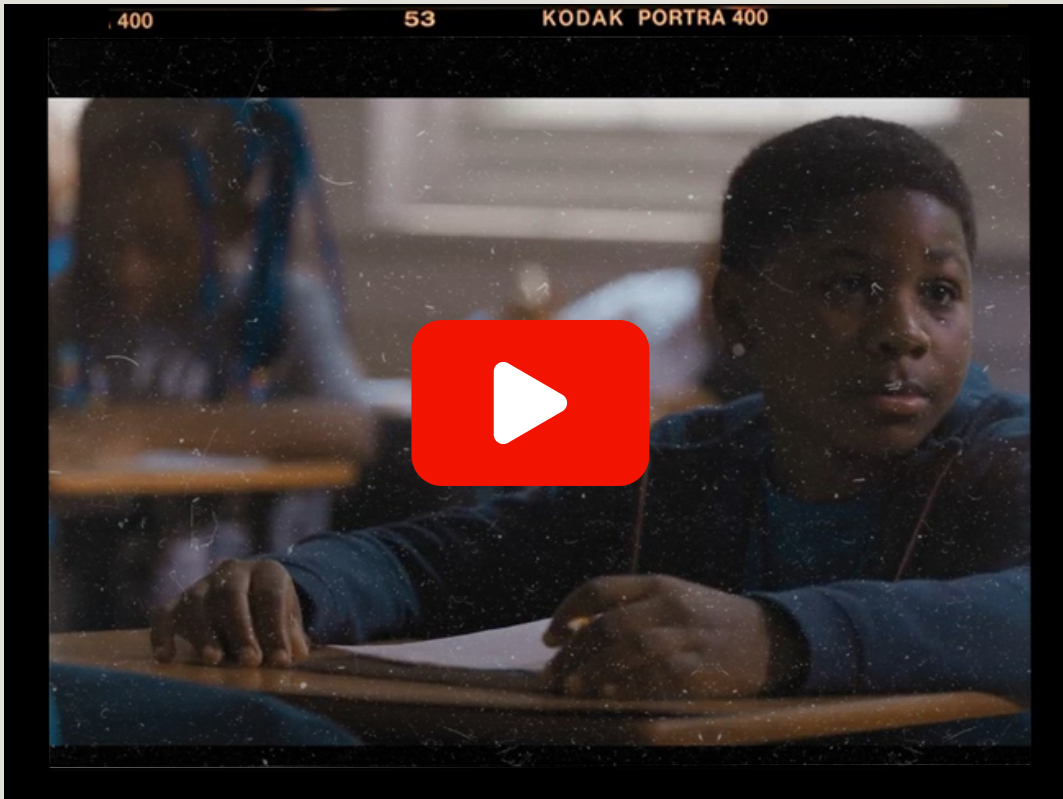




Man Up Teacher Fellowship

WHY MAN UP

Inspired to Teach





Man Up Teacher Fellowship

OUR TEAM



Dr. Patrick Washington
Founder and
Executive Director



Sarah Isenhardt
Managing
Director



Nicole Lytle
Director of
Partnerships



Carmen Fondren
Chief Financial
Officer



Dr. Mike Brown
Development
Coach



Vaughn Thompson
Development
Coach



Jonathan Humphrey
Development
Coach



Camile Melton-Brown
Development
Coach





Man Up Teacher Fellowship

NEW VENTURES

Charter School Growth Fund Expansion Project

Man Up has been working with the Charter School Growth Fund in an effort to expand our recruitment processes across the state. We have incurred the help of an independent consultant and former TFA Executive Director, Ben Schumacher. Ben conducted a landscape analysis and provided CSGF with a proposal. Based on that analysis, CSGF and Man Up have begun to move forward with the expansion process.



Coaching Expansion

Based on feedback and research conducted by several 3rd party consulting partners, we have made the decision to expand and further develop our coaching and support for fellows. Adding the additional layer of coaching to our program has increased our efficacy in retention and teacher skillset. We currently have 4 part time coaches. We are looking to make 2-3 of those positions full time.



Praxis Development Updates

We have had several local charters reach out regarding our Praxis Academy. It is in high demand. Based on these demands and our leanness as an organization, we chose to purchase the 240 Tutoring program. We will be using the program in conjunction with our Praxis instructors to meet the needs of all participants and create a more effective and efficient platform for tracking participant data and effort.





Man Up Teacher Fellowship

NEW VENTURES



Full 2023-2024 Memphis Cohort

With the continued rising teacher shortage, we have made the decision to accept a full cohort for the 2023-2024 school year. We initially decided to take a step-back year to analyze our data and organizational strategies to see how we've progressed over the last 5 years and make any needed adjustments to improve our program. However, we know the importance of this work, so we have decided to keep growing and hire additional staff to be able to support the work and simultaneously build out the program. We are planning to induct 20-30 fellows this Fall.

2023-2024 Middle Tennessee Cohort

With the support of the Charter School Growth Fund, we are launching a small cohort in the Nashville area. We have begun meeting with charters in the Nashville area that would be ideal partners based on school profiles created from canvassing our most successful Memphis partnerships.

2024 Regional Man Up Summit

We have made several new connections across the country with organizations who have similar beliefs and ideas to ours through our "Community of Partners" via the New Schools Venture Fund. Several organizations have reached out to discuss how we have had the success that we have and are looking to partner in some manner. To do this, we are planning to host a regional conference and include all of our partners, fellows, educators, city officials and organizations performing similar work. We are currently canvassing a few cities as potential hosting sites.



Man Up Teacher Fellowship

NEW PARTNERS

Slingshot Memphis

"Man Up Teacher Fellowship, in partnership with several institutions, recruits and trains highly effective male teachers of color who can earn a teaching certificate or master's degree at no cost. The organization fights poverty by providing students, particularly male students of color, access to demographically similar teachers—which has been shown to increase academic achievement and social emotional development. Man Up created over \$2.70 in estimated poverty-fighting benefits for each dollar it spent. Partnerships with other organizations provide Man Up participants with Praxis exam preparation, professional development, and opportunities to move into leadership roles."



Baseline Impact Study

Summary Report



New Schools Venture Fund Recipient

Man Up has been selected as a New Schools Venture Fund grant recipient through their Diverse Leaders Ventures. Man Up was chosen because NSVF believes that diverse leadership matters. Research shows that increasing leadership diversity improves student outcomes, spurs innovation, and strengthens organizations. Yet, in a country where the majority of public-school students are children of color, diversity in the field – among teachers, leaders and parent advocates – lags far behind. NSVF is enthusiastically committed to supporting efforts, such as Man Up, that will improve racial diversity in education. We have already learned so much from NSVF through our coaching calls and look forward to learning more.



Jaren Jackson Jr. & the NBA Players Association

Last fall, Man Up had the great honor of being selected as one of Jaren Jackson Jr.'s three organizations for his Much Required Giving Tuesday campaign. The Memphis Grizzlies and Man Up are similar in that they are bringing a wave of change to our city! Through Jaren's gracious donation, we have also been able to partner with the NBPA which has unlocked the opportunity for Man Up to access another grant from Jaren. We are so grateful and humbled to be part of Jaren's giving campaign. We look forward to having him at our beginning of year kick-off in August!



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NEW PARTNERS



Charter School Growth Fund & Ben Schumacher

Man Up is collaborating with the Charter School Growth Fund and consultant Ben Schumacher to articulate a sustainable growth strategy for Man Up's next five years in order to expand and maximize our impact across the state of Tennessee.

Through this effort, we will make determinations around the size of our program, the geographies in which we'll operate, and the set of school partners and certification/training partners that will enable our growth.

Alongside these key decisions, we will refine our organization's economic and talent models and determine the level of philanthropic support we aspire to secure in order to recruit, place, and train as many as 350 talented men of color to find their calling as teachers in Tennessee in the coming half-decade.

Potential Nashville Charter Network Partners



Ben Schumacher

Experience

- Independent Consultant
- Prism
 - Head of Partnership Sales
- Teach For America
 - Executive Director Nashville/Chattanooga
 - School Director
 - Senior Managing Director - Strategy and Leadership Development
 - Managing Director
 - Director of Strategy
- Founding 5th Grade Science Teacher and Content Lead

Education

- Harvard Business School
- The University of Queensland
- Washington University in St. Louis

Ben's LinkedIn





Man Up Teacher Fellowship

GROWTH PLAN

Man Up Growth Plan



Due to our success in recruitment and retention, Man Up has been collaborating with educational landscape influencers to effectively optimize our growth and to multiply our production on a National scale.



Ben Schumacher

Experience

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Louis

Ben's LinkedIn





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OUR DATA



Recruitment Numbers

Since 2018, Man Up has recruited and placed nearly 100 male teachers of color in over 30 schools across Memphis. We have also had the opportunity to put 4 fellows through the Aspiring Principals Program through New Leaders.

Teacher Evaluations

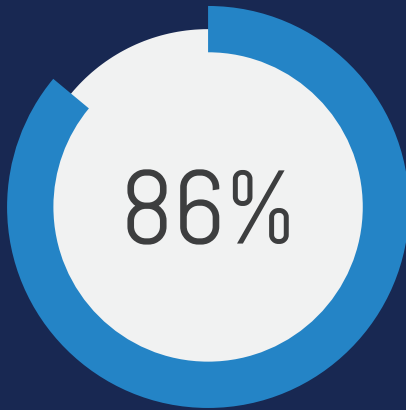
- While we are still gathering further data, an initial review showed that 72% of our early-career teachers have a Level of Effectiveness (LOE) score of 3-5
- 100% of partner school principals report a positive overall view of the Man Up program





Man Up Teacher Fellowship

OUR DATA

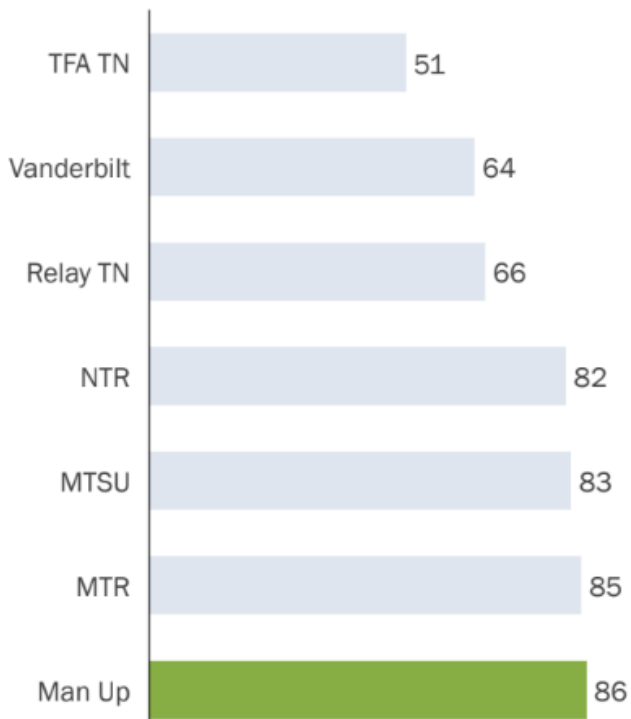


Teacher Retention

We have an 86% 3rd-year retention rate, an extraordinarily high number compared to other TN teacher preparation providers

MAN UP COMPARABLES

Teacher Retention across Programs
3rd-yr teacher retention %





Man Up Teacher Fellowship

OUR NEEDS

Full Time Coaches

Our retention rate and classroom success rates are directly related to the instructional support that we provide our Fellows. We are planning to implement a more robust, comprehensive coaching model that will require us to hire at least two-full time coaches.

Full Time Recruiter

The current data on teacher shortages in Tennessee and across the country are alarming. Man Up continues to meet recruitment goals; however, the needs far exceed our current capacity to accomplish. We are planning to hire a full time recruiter to increase and improve our ability to meet staffing needs in Memphis, Nashville, Chattanooga, and Knoxville.

Tuition Support

Providing tuition support is the cornerstone of our program and it is one of the main components of our program that makes us different. Providing tuition support is our strategy for increasing diversity and helping partner school districts and charter schools meet their diversity, equity and inclusion goals.

TLAC Funding

Man Up in partnership with Teach Like a Champion, provides high level, relevant professional development for our Fellows. Our monthly learning sessions are designed so our Fellows can use learned skills in their classroom immediately following the session. We plan to continue this partnership to improve our Fellows teaching abilities.

