MAN UP TEACHER FELLOWSHIP

IMPACT REPORT 2025

JANUARY 2025

Presented By:

Man Up Teacher Fellowship

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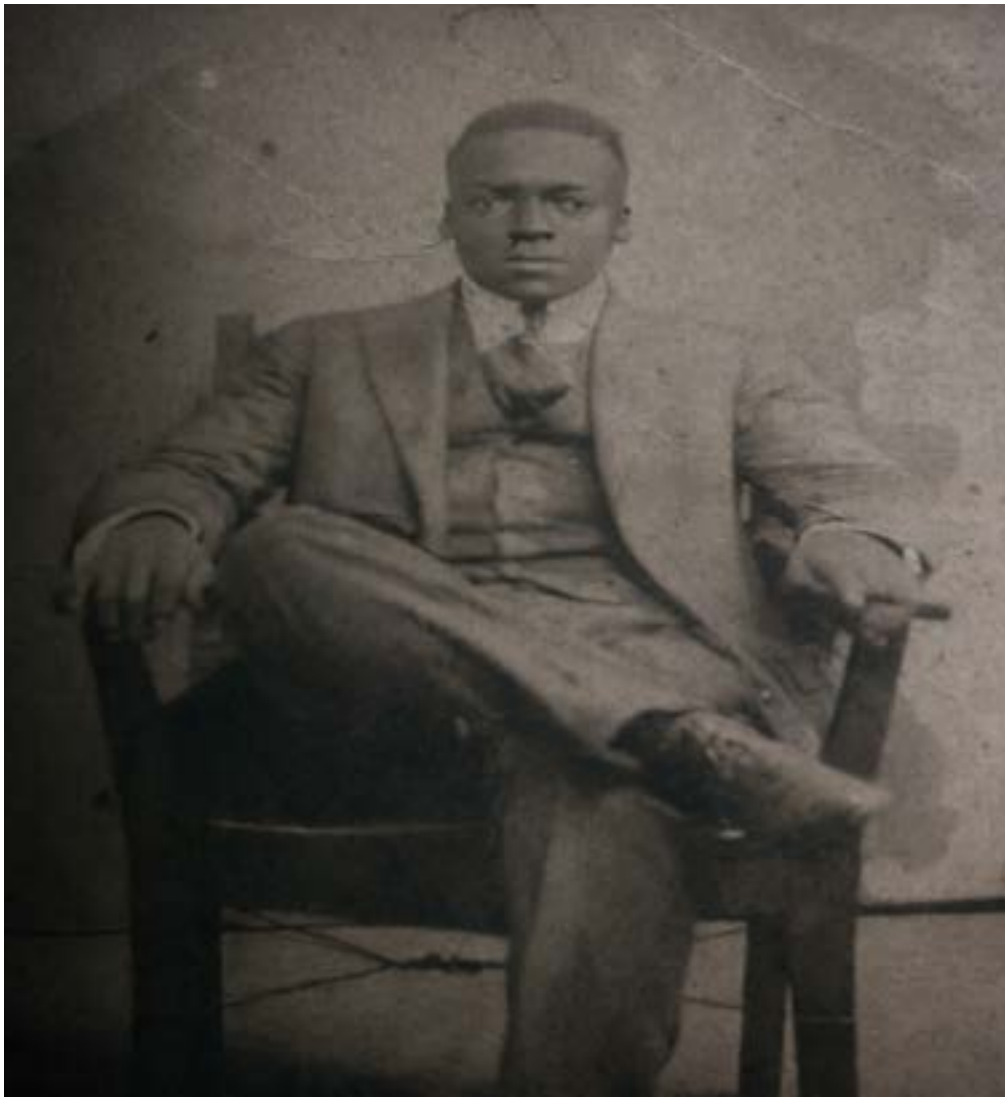
OUR WHY



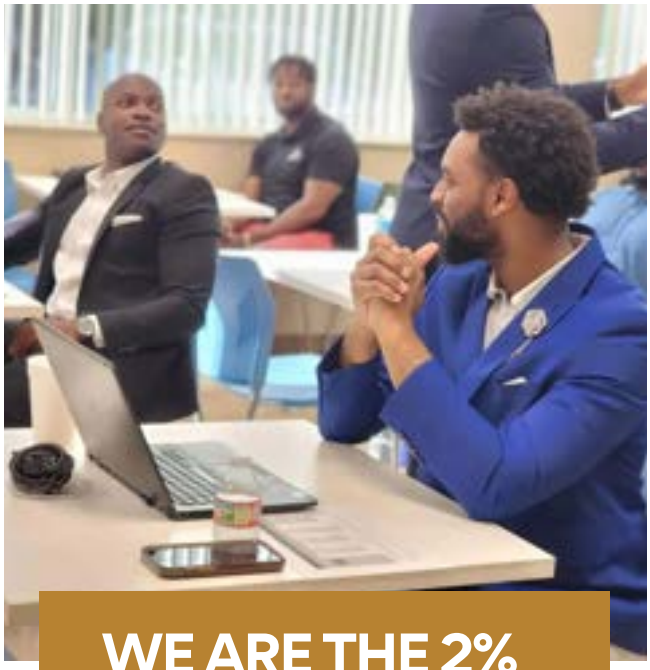
Born in 1860 in Hudsonville, Mississippi, Richard Adkins came of age during a pivotal time in American history. Though he had only a basic education, he understood the power of literacy. After long days of labor, he spent his evenings teaching formerly enslaved men and women to read—believing education was a pathway to freedom, dignity, and opportunity.

That belief became a legacy. For generations, my family carried forward his commitment to education. I grew up surrounded by it—living with his daughter and granddaughter, and being guided by his great-granddaughter, my mother, Zalie Washington, who faithfully served as a teacher in the Benton County, Mississippi School District for 32 years.

Their example shaped my own calling and led me to found the Man Up Teacher Fellowship in 2018—continuing the work Richard Adkins began more than a century ago by expanding access to education and preparing the next generation of educators to lead and serve their communities.

–Dr. Patrick Washington
Founder and CEO

OUR MISSION



WE ARE THE 2%

*Only 2% of educators identify as men of color.

Man Up Teacher Fellowship is a non-profit organization with the mission to give students in high poverty, urban and rural communities, particularly male students of color, access to high quality male teachers while advancing policies that promote equity in PreK– 12 schools.

The Man Up Teacher Fellowship has made a profound impact on education, empowering a new generation of leaders who are committed to transforming schools and communities. This report highlights the journey and successes of our fellows, showcasing their growth, leadership, and dedication to educational excellence. Through rigorous training, mentorship, and hands-on experience, Man Up Teacher Fellowship continues to shape dynamic educators who are not only advancing in their careers but are also paving the way for a brighter future for students. This is a celebration of their achievements, resilience, and the lasting impact they are making in education.

OUR VISION

Transforming the World through the Classroom

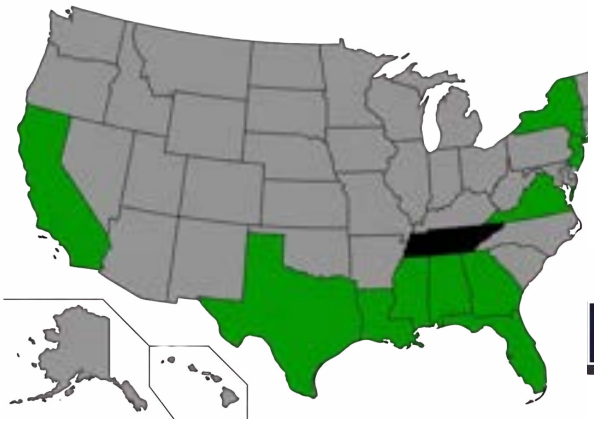
WHAT WE DO

Man Up Teacher Fellowship recruits and prepares men of color from diverse backgrounds who share an unyielding belief in every child's potential. We place fellows in schools and provide ongoing coaching, mentorship, and professional support as they serve students in high-need communities. Through fully funded partnerships with accredited colleges, universities, and alternative educator preparation programs, we cover the cost of tuition to help fellows become fully licensed teachers at no expense to them. To date, Man Up has placed nearly 300 men of color in classrooms across Tennessee and abroad, helping expand access to strong, representative educators for students who need them most.

OUR GOALS

National Goal
Increase the national representation of male teachers of color in the U.S. educator workforce by 5 percentage points by 2030 through targeted recruitment, preparation, and retention initiatives led or supported by Man Up.

Tennessee Goal
Recruit, prepare, and place 500 male teachers of color in Tennessee classrooms by 2030, with a focus on high-need schools and communities.



PROGRAM JOURNEY

- **Qualifications:**
  - **Bachelors Degree**
  - **2.5 GPA**
  - **Male of Color**
  - **Demonstrates the following attributes:**
    - **Grit – Resiliently invested in the success of students.**
    - **Growth Mindset – Reflective practitioner who embraces and acts on feedback.**
    - **Grind – A commitment to working hard to improve and to getting results.**
    - **Gentleman – Embodies empathy and compassion**

The application process begins with an initial virtual interview, followed by at least two in-person interviews where we probe applicants' beliefs about teaching and what they believe students need in order to be successful in the classroom.

YEAR 1-2

- **Enroll in a certification pathway or MAT program**
- **Job placement at a school**
- **Take Praxis**

YEAR 3-5

- **Complete certification program**
- **Attend Man Up Professional Development Sessions**
- **Engage in 1:1 Coaching**
- **Develop Professional Career Plan**

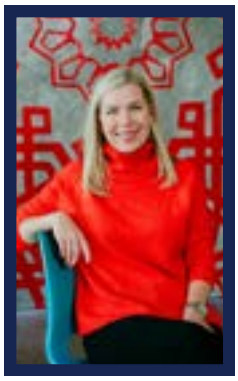
OUR TEAM

We are thrilled to announce the hiring of new team members. We are also adding additional coaching staff to support Man Up fellows in Tennessee and nationwide. Additionally, we are exploring various opportunities to amplify our impact and effectiveness.

We have been carefully planning our work allocation, aligning it with our areas of greatest need as outlined in our five year growth plan. Looking ahead to 2026, we will strategically assess and determine the future positions necessary to ensure our team operates efficiently and continues to make the greatest possible impact.

PATRICK WASHINGTON | FOUNDER AND CEO

BRITTENEE GEORGE | COACH



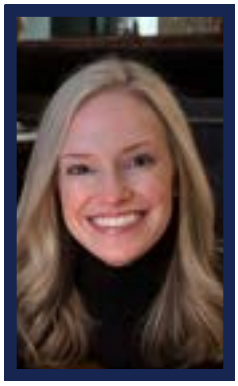
JENNA BARTKIEWICZ | PROGRAM MANAGER

CAMILLE MELTON BROWN | COACH

KRISTEN MCGLASSON | LICENSURE & CERTIFICATION SPECIALIST

CARMEN FONDREN | FINANCE MANAGER

BEN SCHUMACHER | FLYING CARROT DEVELOPMENT TEAM



MEGAN LEMMING | FLYING CARROT DEVELOPMENT TEAM

OLIVIA WASHINGTON | EXECUTIVE ASSISTANT

OUR PARTNERS

This year, Cohort 8 includes 30 Fellows in Nashville and 30 Fellows in Memphis, continuing the expansion of Man Up's teacher development pipeline.

We are proud to announce new university partnerships with Moreland University, REACH University, and Memphis Teacher Residency (MTR), which strengthen our certification pathways and academic support for fellows. These partnerships position us for greater long-term impact and provide the infrastructure needed to scale our cohorts from an average of 50 Fellows per year to as many as 500 annually.

We are excited to announce our partnership with the NBA on Gameplan for Greatness, an initiative that builds an early pipeline for future educators. Through this program, high school students will gain summer employment opportunities where they can apply what they're learning, while receiving mentorship and coaching from Man Up fellows and staff. This experience helps cultivate the next generation of teachers as students prepare to enter college.

Additionally, we are excited to announce a formal partnership with Metro Nashville Public Schools, further strengthening our collaboration with district partners committed to developing high-quality educators. With these additions, our partnership portfolio now includes more than 20 charter school partners, including KIPP, STRIVE Collegiate Academy, LEAD Public Schools, Encompass Community Schools, RePublic Schools, Promise Academy, and the Memphis Academy of Science and Engineering (MASE).

These partnerships—combined with our growing district collaborations—create a powerful network of schools committed to developing high-quality educators. Through these partnerships, fellows gain high-impact classroom placements, intensive instructional coaching, and leadership development opportunities, ensuring they enter the profession prepared to drive strong academic outcomes for students while expanding the pipeline of well-trained teachers across the communities we serve.

Beyond Memphis and Nashville, we are also exploring expansion partnerships in Arizona, California, Florida, Georgia, Nevada, New Jersey, New York, Pennsylvania, and Texas. These conversations reflect growing national interest in the Man Up model and our ability to prepare teachers who are ready to lead and deliver results for students. Our partnership agreements with schools in Memphis, Nashville, and emerging locations across the country are designed to ensure fellows enter classrooms with a strong support system. Partner schools provide placement opportunities, instructional coaching, and leadership development experiences, while Man Up delivers targeted training, mentorship, and professional learning that prepares fellows to succeed from day one.

Together, these partnerships strengthen the foundation of our program and ensure that every fellow enters the classroom equipped to make an immediate and lasting impact.

OUR NATIONAL PARTNERS

NATIONAL BASKETBALL ASSOCIATION

Man Up is proud to announce a new partnership with the NBA, which includes a grant award to expand our educator pipeline and deepen our impact. Through this investment, Man Up will launch an innovative apprenticeship pathway that supports aspiring teachers as early as 10th grade, enabling students to become fully certified educators just three years after high school—without incurring any college debt. For the past four years, former Memphis Grizzlies star Jaren Jackson, Jr. (J^3) has been a committed supporter of Man Up's mission, and this new partnership reflects the NBA's full commitment to the work. Together, we are ensuring that students have access to highly qualified teachers who look like them and understand their experiences, strengthening classrooms and communities for the long term.

OUR NATIONAL PARTNERS

NATIONAL FOOTBALL LEAGUE

Man Up continues to strengthen its impactful partnership with the NFL Players Association by recruiting and supporting former professional athletes as they transition from the field into meaningful careers in education. Through this partnership, Man Up connects with players who are passionate about leadership, mentorship, and giving back to their communities.

Each year, Man Up is invited to the exclusive Super Bowl Career Fair, where we engage with current and former NFL players from across the country who are exploring life after football. These conversations allow us to introduce our mission of developing educators and leaders who positively impact students and schools.

At last year's event in New Orleans, Man Up was proudly represented as we recruited former players committed to "scoring in the classroom" and continuing their legacy of leadership beyond the game.

NFL

NFL PLAYERS ASSOCIATION

SUPER BOWL CAREER FAIR

NATIONAL FOOTBALL LEAGUE

Temunchin "Bucky" Hodges - Tight End New York Jets, Minnesota Vikings and Pittsburgh Steelers : Man Up Cohort 8

Tyrone Neal - Line Backer NFL • NSFL for six years, ManUp Cohort 9

FROM THE FIELD TO THE CLASSROOM

Hosted annually by the NFL Players Association during Super Bowl week, the Super Bowl Career Fair provides current and former NFL players with opportunities to explore career pathways, connect with organizations, and prepare for life after professional football.

For Man Up, the Career Fair serves as a powerful recruitment pipeline for leaders who already embody many of the qualities needed in education—discipline, resilience, teamwork, and a commitment to excellence. Former athletes often bring a unique perspective to the classroom, serving as mentors and role models for students who benefit from strong leadership and representation in education.

Two of our newest NFLPA fellows, Temuchin Hodges in Virginia Beach, VA and Tyrone Neal in Pittsburgh, PA, are already making strong strides as educators after hanging up their cleats. Man Up will continue this important work at the 2026 Super Bowl Career Fair on February 6, 2026, in San Francisco, CA, at the Hilton Union Square, expanding our pipeline of impactful educators and leaders.

OUR IMPACT

RETENTION RATE

- Our teacher retention rate increased from 86% to 89% in just one year, reflecting our commitment to supporting and empowering educators. Man Up boasts the highest 3-year retention rate for teachers of color among all organizations.

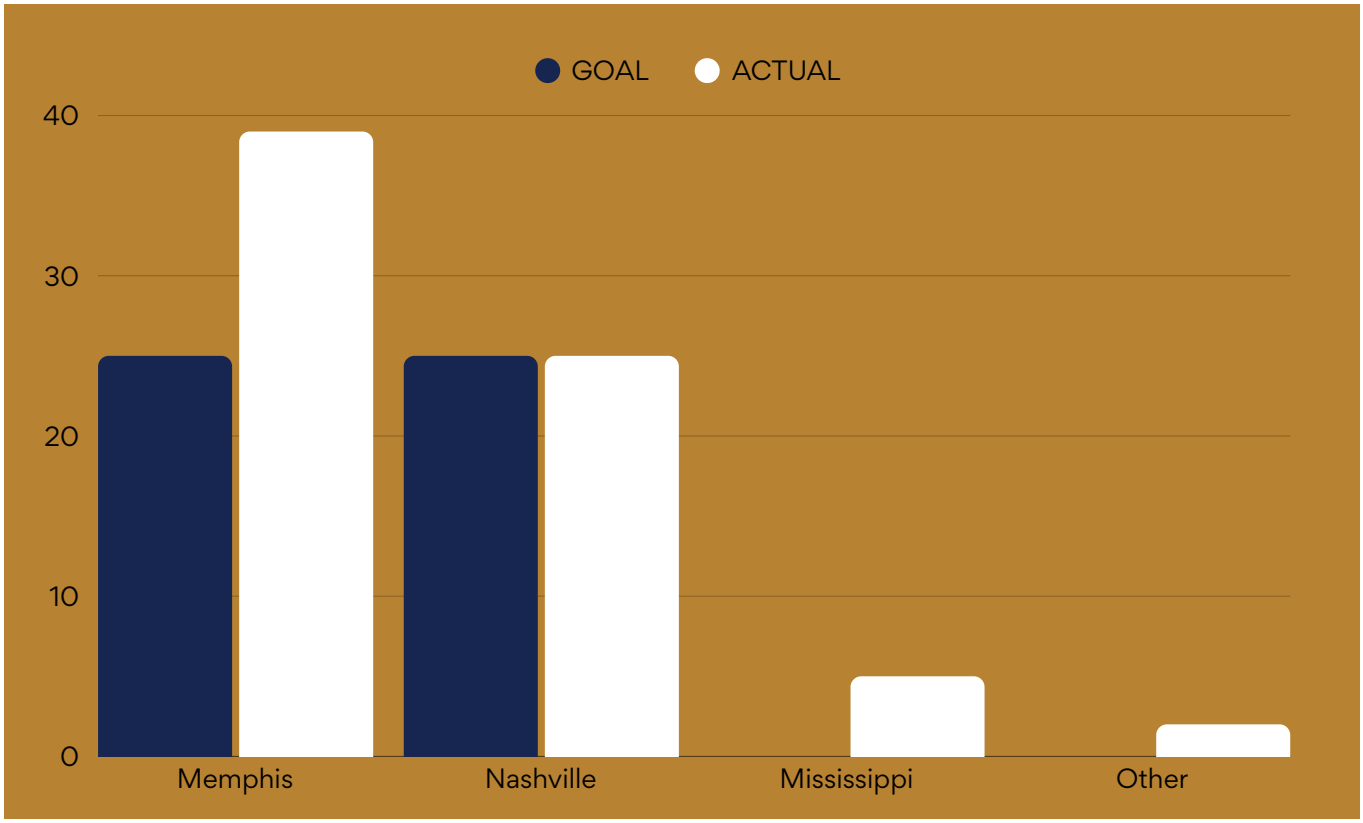
MAN UP BOASTS THE HIGHEST 3-YEAR RETENTION RATE FOR TEACHERS OF COLOR AMONG ALL ORGANIZATIONS

OUR IMPACT

ROI $1.85-$2.10

"Man Up created between $1.85 and $2.10 in estimated poverty-fighting benefits for every dollar it spent."

SLING SHOT REPORT



RECRUITMENT

Our commitment to expanding access to high-quality teacher preparation continues to drive strong recruitment outcomes. Each year, we have exceeded our recruitment goals, reflecting both the strength of our program and the growing demand among aspiring educators. For the 2025–2026 academic year, we received 144 applications, the largest pool in our history. This growing interest demonstrates the strong demand for the Man Up model and underscores the importance of continued investment to ensure we can support and prepare as many promising educators as possible.

OUR CURRENT GOALS

MAN UP SNAPSHOT

Man Up's 5-Year Growth Plan reflects our bold vision: to place 500 fellows across Tennessee in the next four years and to grow the number of men of color in classrooms by 5% by 2030. We're committed to creating a future where every student can see themselves in their teachers.

THE DATA SPEAKS

- **Retention: 89% retention rate after 3 years (compared to 64% at Vanderbilt and 66% at Relay)**
- **Teacher Efficacy: 72% of fellows scored 3-5 on LOE in 2021-22SY (58% at levels 4-5)**
- **Strong support from Memphis community:**
  - **Students (n=342): 94% agree teachers expect their best, 93% happy to have a male teacher of color**
  - **Parents (n=52): 100% agree teachers create a good learning environment and have high expectations**
  - **Principals (n=15): 100% positive view of the Man Up program's demands.**
- **Slingshot Memphis reported a $2.70 return on investment from Man Up's anti-poverty initiatives.**

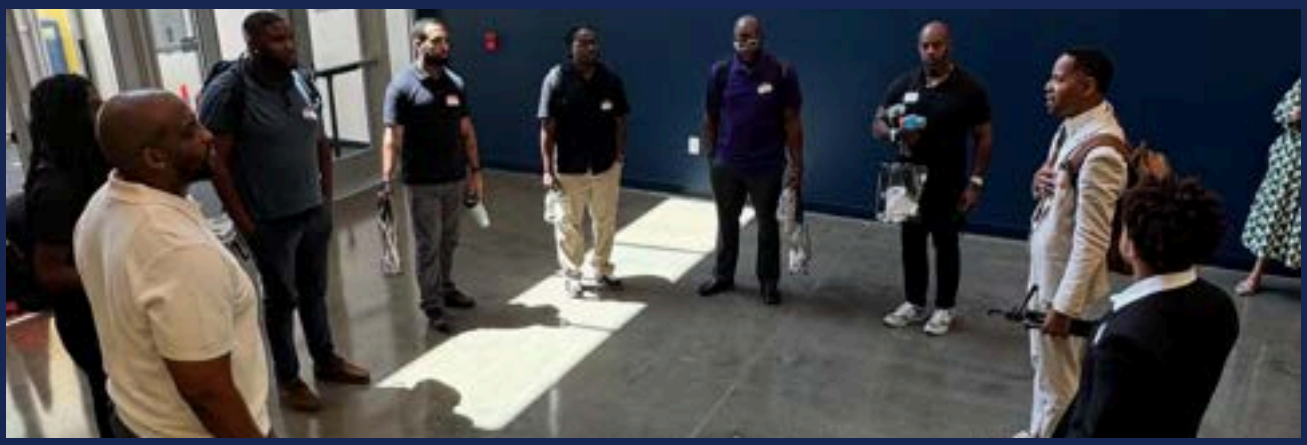
FUTURE OUTLOOK

Man Up has faced recent shifts in funding, which have impacted our budget. Our vision to *Transform the World through the Classroom* remains as strong as ever. These changes have created new opportunities for our fellows to step into leadership as compensated mentors and coaches for incoming cohorts. Many of our fellows have already earned licensure, are deeply engaged in our community, and are respected by their peers—making them ready to take on a larger role in shaping the future of Man Up.

Arizona
California
Florida
Georgia
Nevada
New Jersey
New York
Pennsylvania
Texas

2025 HIGHLIGHTS

- Met recruitment goals
- Second Nashville Cohort
- Established partnership with Metro Nashville Public Schools (MNPS)
- Participated in 7th annual Super Bowl Career Fair
- Earned the MPROVE from Slingshot Memphis
- Awarded the Freedom Coalition for Charter Schools Leadership Award
- Recognized by WMCTV5 for ***Making Memphis Better***



2025 HIGHLIGHTS

BMEC 2025

Several Man Up Teacher fellows joined Dr. Washington at the Black Male Educator Conference in Philadelphia on November 20–21. This powerful gathering brought together Black male educators from across the country to engage in meaningful dialogue, professional development, and brotherhood centered on excellence in education.
Throughout the conference, fellows participated in dynamic sessions focused on leadership, culturally responsive teaching, and strategies to increase the impact of Black men in classrooms and communities.
The experience was especially impactful as fellows had the opportunity to meet and learn from nationally respected educational leaders and pioneers such as Sharif El-Mekki and Baruti Kafele. Their insights and commitment to advancing educational equity deeply resonated with our fellows. The conference not only strengthened the fellows' professional practice but also reaffirmed their mission to serve as transformative role models for students.

2025 HIGHLIGHTS: FELLOWS

Meet Mr. Karl Hampton, who's officially launching the 2025 school year as a Man Up Fellow at KIPP Nashville! He’s not just a PE teacher—he's scoring a major academic win by enrolling tuition-free at Moreland University! That's right, Man Up is covering the entire pathway to professional licensure—tuition, Praxis prep, and exam costs! No student debt sprints for Mr. Hampton!

He’s going to end this school year as a fully licensed pro! Congrats, Mr. Hampton, for tackling this goal! Huge shoutout to KIPP Nashville for being an incredible partner!

Meet Edward Douglas. Mr. Douglas serves the Fayette-Ware Comprehensive High School community as an Algebra II teacher. He began with FCPS in February 2025 and is currently in his second year of teaching. He promotes excellence by encouraging perseverance in his classroom, guided by his powerful motto: "Mistakes are proof that you are trying."

Mr. Douglas is recognized for his strong communication skills, his ability to find common ground, and the positive rapport he builds with his students. We are incredibly grateful for his dedication and the inspiration he brings to the FWCHS community!

We celebrate Mr. Douglas for embodying the spirit of Man Up in his commitment to education and mentorship.

THESE ARE TWO OF ALMOST 300 FELLOWS WE’VE PLACED SINCE 2018!

New Leaders
LEADERSHIP CHANGES EVERYTHING

MOREHOUSE COLLEGE

CLARK ATLANTA UNIVERSITY

2025 HIGHLIGHTS: PARTNERSHIP WITH NEW LEADERS

DEVELOPING THE NEXT GENERATION OF SCHOOL LEADERS

Man Up has partnered with New Leaders, Inc. to expand leadership pathways for fellows through the National Aspiring Principals Fellowship, a nationally recognized program that prepares experienced educators to become highly effective school principals. The fellowship provides a pathway to principal certification and advanced leadership training through coaching, mentorship, and real-world leadership experience.

Since 2020, Man Up has supported several fellows in participating in the Aspiring Principals Program, helping them transition from strong classroom teachers into emerging school leaders. The program emphasizes job-embedded learning and cohort-based collaboration, allowing fellows to develop leadership skills while continuing to serve their schools and communities. In addition, Man Up supports fellows pursuing doctoral degrees in education, further strengthening their ability to lead and transform schools.

Fellows Advancing in the Program

Man Up is proud to support fellows who are continuing to grow as school leaders through the Aspiring Principals Fellowship:

Jeffrey Monroe

Principal of Promise Academy Hollywood

- New Leaders Aspiring Principals Fellowship Graduate
- Promoted to Principal
- Principal of a Level 5 Reward School

Derrick Squaire

5th grade math teacher at Winridge Elementary

- 43% proficient in 5th grade math
- New Leaders Aspiring Principals Fellowship

Kasim Burton

6th Grade Math Teacher Star Academy

- Tripled his 6th grade math TCAP scores
- Highest math proficiency on TCAP
- 2nd highest TCAP scores at Star Academy Charter

Aaron Walker

12th grade English teacher at Hollis F. Price Middle College

- New Leaders Aspiring Principals Fellowship Graduate

Through partnerships like New Leaders, Man Up continues to build a strong pipeline of educators who are prepared to serve as principals, instructional leaders, and change agents in schools and communities nationwide.

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