



The Educators' Cooperative
A Mutual Aid Network For Teachers, By Teachers

Annual Report

2024 - 2025



Letters from Executive Director & Board President	3
Our Mission	4
Our Impact	5
In the Classroom	7
A Year in the Life	8
Welcoming Cohort 11	11
Schools Represented	15
Thank You's	16

Letter from the Director & Board President

The 2024-25 year was one of investment.

Guided by our 2024 Strategic Plan, EdCo identified its two greatest assets: Programming and Community.

To invest further in our assets, we added a Program Coordinator position, expanding the variety and volume of professional learning opportunities available to Members and ensuring they have the support they need to **keep teaching.**

That's what you'll find in this report: a story of what it's like to be a teacher with access to relevant support, supplied by a network of public, charter, and independent teachers from ALL over Nashville.

As a long-time Nashville educator, I care deeply about the students of this city. Having spent most of my 25+ years in education at the same school, though, it's important that my perspective be widened at every opportunity.

The Educators' Cooperative has been the single most important lens to shape my practice, my outlook, my professional development, and my politics to align with what is best for our city's children.

As a Member of EdCo's Cohort 1, then progressing to the Advisory Council, then the Board, and now as Board President, I have seen this work from every angle imaginable within EdCo, and I believe in it wholeheartedly.

It's the story of what it means when resources, ideas, and innovation are un-siloed; one that shows what's possible when we stop saying, "we can't because..." and start saying, "what if we..."

But most of all, it's a story about how teachers are amazing, and we're extremely proud of how we're able to show it this year!

Amy Nystrand
Executive Director



Every time I show up at an EdCo event, it is an act of protest against the factions that would seek to divide us.

Education is not a competition. All of Nashville's students deserve the best ideas, resources, and pedagogy.

The important work of de-siloing resources and ideas so they don't reside in any single classroom, school, or sector is critical to our city reaching its full potential as we educate the next generation of citizens.

Joel Bezaire
Board President



Our Mission

We envision a future where teachers will feel empowered as respected professionals, with the resources and support necessary to thrive.

Our mission is to grow a mutual aid network for K-12 public, charter, and independent teachers.

We aim to revolutionize teacher development by building bridges between teachers from different sectors, ideologies, and experience so:

- no good idea gets stuck in one classroom
- no teacher is left without support



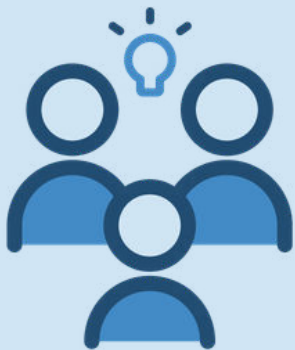
Our Impact

Since 2016, EdCo has built bridges between educators from different sectors, ideologies, and experience. Since then, we've facilitated:



15,589

hours of professional learning



4,081

event attendees



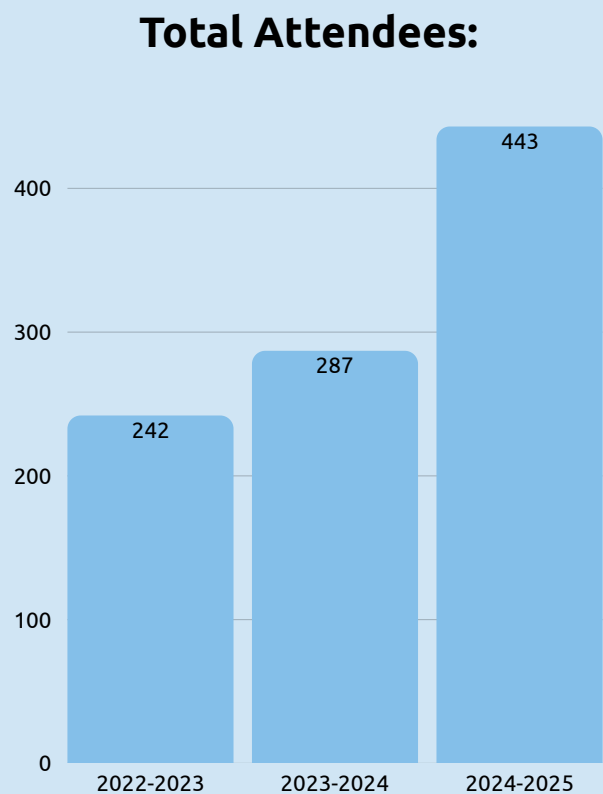
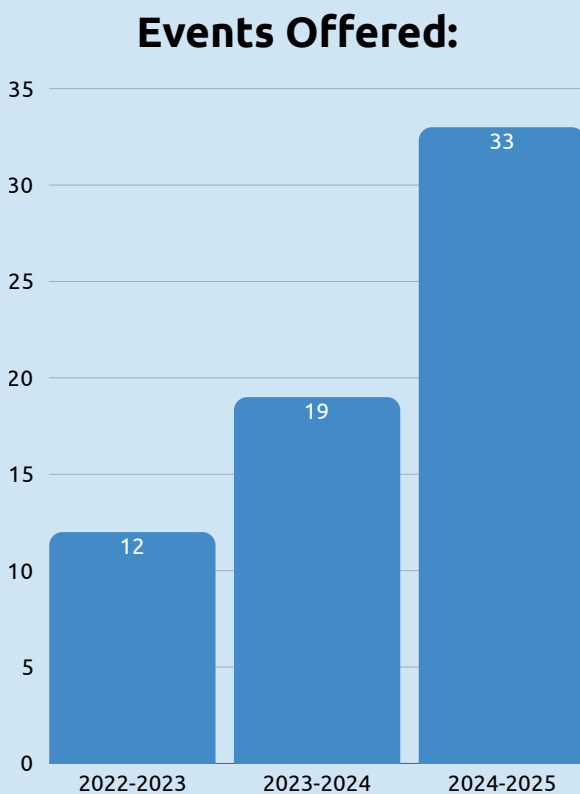
86,063+

students with access to better trained and supported teacher members

Over the 2024-2025 school year, we welcomed **443 attendees** across **33 events**, in addition to facilitating 14 unique EdCo Exchanges across Staff and EdCo Members.

As our emphasis shifted to **supporting teachers in their classrooms**, we saw an increase in events, spurred on by our Members' ideas, strengths, and challenges.

We're steadily increasing our impact across Nashville by offering more and more relevant opportunities for teachers of all schools to collaborate and learn from one another.



"10 years ago, it was a really novel idea to be in a cohort with public school, private school, charter school teachers together, and that's why I applied. I wanted to be **teacher to teacher**, without the politics of the other stuff."

- Cohort 2 Member

2024-2025: EdCo In the Classroom

Across the 2024 - 2025 school year, EdCo offered direct support to teachers in their classrooms. **When a teacher joins EdCo, not just the teacher benefits, but also their students and their larger school communities.** Too often, the prevailing belief is that change can't happen in schools. EdCo knows it can—and makes it possible through our mutual aid network.

With the vital support of our funders, we created a new Program Coordinator position dedicated to directly supporting our Members and responding to their requests in schools across Nashville. This expansion of our staff has elevated our work, allowing us to develop and deliver consistent programming tailored to teachers' needs as they arise. And this is just the beginning—our next step is reaching even more classrooms throughout Nashville.

95% of 24-25 event attendees agree that they **feel proud to be a teacher**

97% of 24-25 event attendees agree that **effective teaching happens in all sectors**

91% of 24-25 event attendees agree that participating in EdCo has **positively influenced their choice to remain in education**

"It was really invigorating to be with all those other teachers. And having the mixing together of different people, different experiences, different subjects, getting to hear everybody's problems, hear what everybody's got worked out, what works really well for them. It's just interesting that collaboration, and **it gave me a lot of energy to stay in education and to try to make things better.**"

- Cohort 10 Member

A Year in the Life

Our Programming is **teacher-driven**. The unique collection of teachers within EdCo means that we have immediate access to the current needs, worries, and excitements for teachers in Nashville - leading to relevant, responsive events all year long. Take a look at a few highlights from this school year:

September: Collective Conference

On a rainy Saturday in September, 61 educators, representing 31 different schools, gathered to hear a panel of EdCo Members discuss how they integrate Joy in the Classroom.

One Member who spoke on the panel reflected afterwards: "Being on the joy panel, and having five different voices, was really powerful to me. I felt like it was **powerful** for people to hear similar stories. **I appreciate that the intentionality and programming is to always mix up the perspectives.**"



October: Culture Corner

October's Culture Corner featured Xavier Payne, a visual artist and storyteller concerned with the Black American narrative. Hosted by EdCo Member Mikey Mitchell, Xavier discussed his artistic practice and the relationship between art and education.

Culture Corner is our monthly virtual event series featuring Black artists from the Nashville community for teachers interested in learning more about integrating culture and art into their classrooms. Over the course of the year, we hosted 8 events with 48 attendees.



December: Book Study Kick Off

In December, we kicked off this school year's Book Study with *Lessons in Liberation: an Abolitionist Toolkit for Educators*. Led by EdCo Members Rosalie Shays and Bobbi Negrón, 16 Members met monthly to discuss the readings, the pedagogy of abolition, and how they can apply its principles in their own classrooms.

One participant shared that their biggest takeaway from Book Study was "knowledge about systems of oppression in schools and implementing mindsets and practices that counteract those."





January: Partnership with Oasis

In January, we connected a Member with an EdCo Community Partner, **Oasis Bike Workshop**. Oasis collaborated with **Isaac Litton Middle STEM teachers** on an **8 week Earn-a-Bike Program**. Students unpacked the mechanics of deconstructing and constructing a bicycle and gained skills around teaching others how to ride a bicycle.

Oasis staff shared that “We had a great time with Litton students. I believe this **collaboration enhanced the students’ curriculum** and developed their intrapersonal skills while working with community partners.”

February: EdCampNash

We hosted **94 educators** at **EdCo’s 8th Annual EdCampNash** at Napier Elementary in February. Educators spent 4 hours discussing chosen topics of interest in small groups.

Afterwards, we asked participants to describe how they felt about education with one word. **“Hopeful”** was the most common choice. Additionally, when asked “how energized do you feel in education right now” on a scale of 1 to 4, the average response increased from 2.6 before the event to 3.2 afterwards.



March: EdCo Coffee

EdCo Coffee is our monthly opportunity for Members to collaborate with one another in a casual setting. This is one of the main ways that EdCo builds bridges between sectors and schools in Nashville: by bringing their teachers together.

This school year, we hosted 81 attendees, facilitating 200+ hours of teacher collaboration via EdCo Coffees. **100% of attendees** agreed that EdCo Coffee makes them feel **connected to a larger education community beyond their own school**.

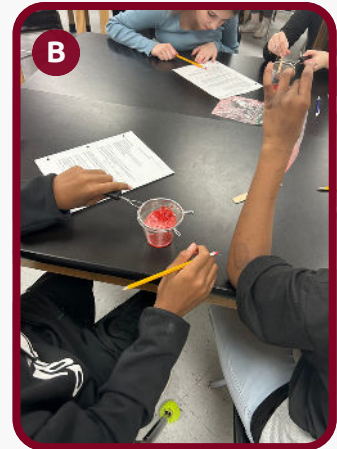
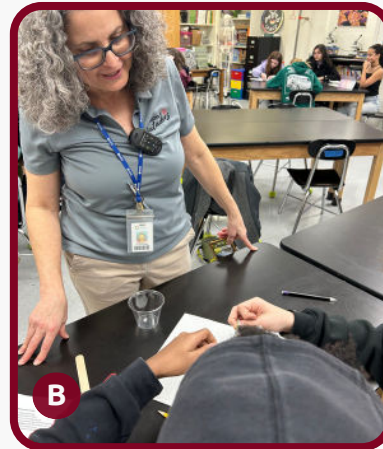
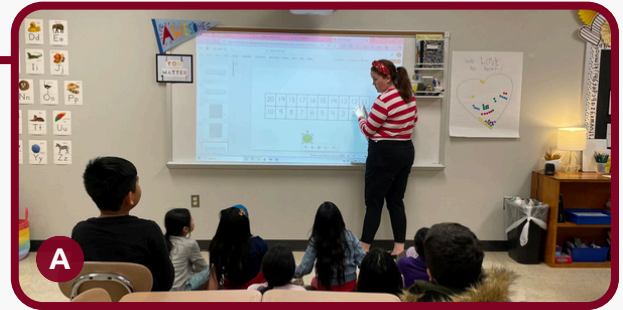
April: EdCo Exchange Ramp Up

With the introduction of Virginia Henry, our Program Coordinator, in March, we increased our presence in EdCo Members' classrooms across Nashville. In April and May, we facilitated 8 EdCo Exchanges. EdCo Exchange is a **dynamic and flexible program designed to provide members with in-person and on-campus support** for one-time or periodic ongoing projects or tasks.

Here's some highlights from our 24-25 EdCo Exchanges:

- **A:** In December, **Lauren** (Cohort 1) participated in an observation, welcoming another EdCo Members into her classroom. They shared strategies for newcomer English learner students.
- **B:** In February, **Alecia** (Cohort 2) welcomed an extra pair of hands into her science classroom to help her facilitate a labor-intensive lab for students about a strawberry's DNA.
- **C:** In April, **Deandre** (Cohort 11), from LEAD Cameron, visited **Isbel** (Cohort 9), at Harding Academy, to observe her class, then exchange ideas around 8th Grade ELA best practices. The two plan to continue to continue their cross-sector collaboration into next school year.
- **D:** In May, **Mikey** (Cohort 3), an art professor at TSU, collaborated with **Addison** (Cohort 3), an EL teacher at Antioch HS, to deliver a Zine project for Addison's students to hone their story-telling and descriptive language skills through creating art.

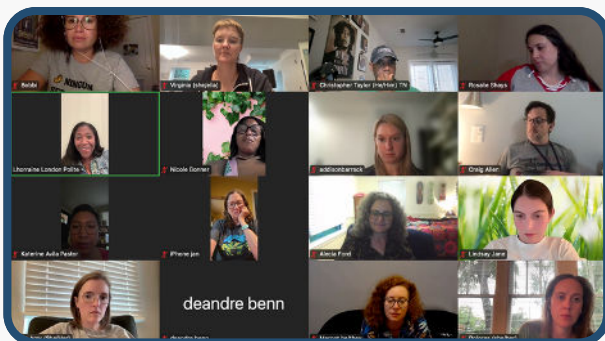
EdCo Exchange is more than just extra hands for teachers. The collaboration provides a much-needed energy burst. This year, **100% of EdCo Exchange participants** agreed that their Exchange made them feel **more energized** AND played an important role in encouraging them to **remain in education**.



May: Book Study Finale

This year's Book Study culminated in May with a finale event opened to all EdCo Members. Focusing on Liberation in your Tennessee Classroom, Bobbi and Rosalie collaborated with the ReMix and NOAH to bring an authentic discussion to members (and beyond) around what liberation looks like in our current political context. 91% of attendees agreed that EdCo, including that event, has positively affected their decision to remain in education.

The members who participated in the full study saw their sense of power grow. Prior to the start **only 44% agreed that they felt powerful in the face of systematic obstacles** while **73% of participants agreed following the conclusion of the study**.



July: Summer Workshop & Cohort 11

We welcomed our newest Cohort during our annual Summer Workshop in July 2025, bringing our total Membership to 253. We spent 5 days introducing new ways of solving problems, collaborating across sectors, tiers, and content disciplines, and discussing shared concerns and shared successes. When the week concluded, EdCo members identified the following themes as representative of the experience:

Expansive

One new Member shared a poignant reflection of the week: “Meeting folks from all across the city reminded me that we’re educating the next generation of people and **it’s making me feel expansive.**” After hearing that, many more repeated this idea of expansive in different forms – to overcome barriers with creativity, to collaborate instead of divide, and to return to the classroom energized for the start of next year.

Safety

Multiple teachers shared about hardships and burnout faced over the previous school year. For one, Summer Workshop offered a safe space to process and left her reminded of **why she wants to keep teaching.** For another, Summer Workshop gave a solution for being siloed in one sector. EdCo presented a place to **share vulnerably** and exist in relationships, rather than the hierarchy common in many school structures.

Student-Centered

One participant shared: “One thing I’m taking away is how very grateful I am to hear the perspective and passion around the room. I’m grateful students in Nashville have people like you in their corner. I feel really grateful kids have you in their lives.” Throughout the week, teachers with diverse backgrounds connected on many topics, but chiefly – **their passion for students.**

183

collective years of experience

18

schools represented

20

new members

2,266

students directly effected by Cohort 11





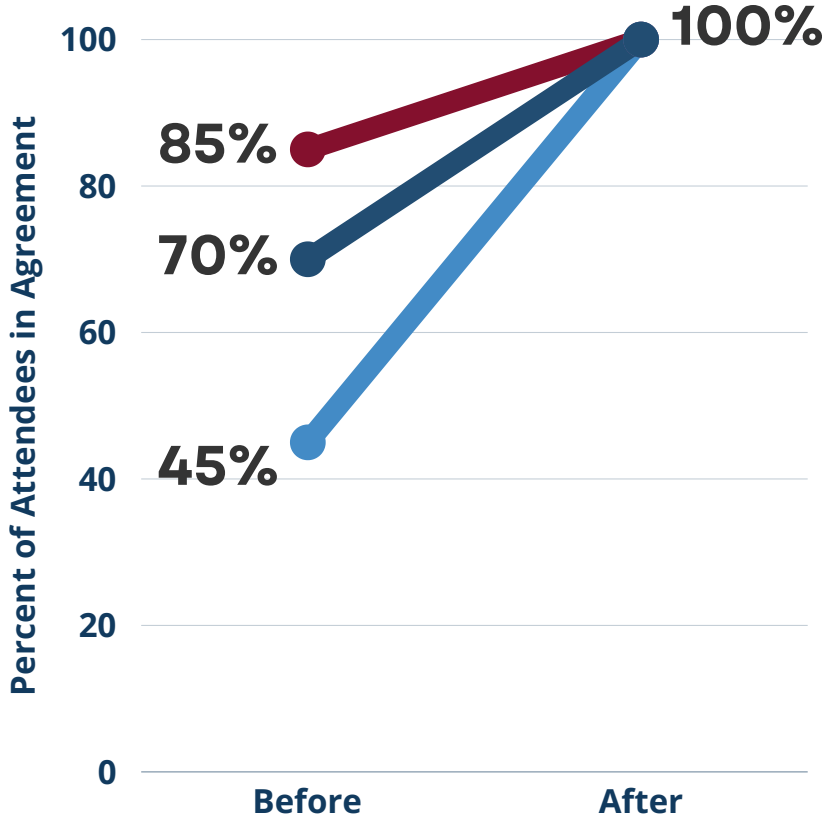
The time spent during Summer Workshop prioritizes meeting the needs of teachers – first, as humans, and also as intellectual, passionate educators. Our focus on humanizing education leads to new bonds and collaboration unlike any other professional learning offered to teachers here in middle Tennessee.

Post Summer Workshop survey responses show increased feelings of agency, efficacy, and cross school ties. All proven factors for **increasing teacher retention**.

“I feel powerful to enact solutions to positively affect my students in the face of constraints in my classroom and school.”

“I have a space where I can contribute my professional skills and knowledge.”

“I feel connected to a larger education community beyond my school.”



“ I am incredibly energized by the connections I have made to educators throughout Nashville. Their perspective and passions are a previously untapped resource to keep me growing and excited about my work. At the same time, their experiences allow a non-judgmental space for some of the negative feelings and heaviness that comes with being a teacher. I am feeling passionate and humbled to be an official part of the EdCo community. ”

Join Us in Welcoming Cohort 11

Amanda Reinarts

Donelson Middle

Barbara Wade

Meigs Middle

Christopher Taylor

Fall Hamilton Elementary

Craig Allen

Tulip Grove Elementary

Deandre Benn

LEAD Cameron

Dolores Hackett

St. Bernard Academy

Ghariba Babiry

Norman Binkley Elementary

Hannah Baughn

Glenclyff High

Kayleigh Luna

Explore! Community School

Kristin Keiper-Berneman

Percy Priest Elementary

Leslie Osborne

Charlotte Park Elementary

Liz Hurst

Intrepid College Prep

Nicole Bonner

Head Magnet Middle

Rachel Lynn Braly

LEAD Prep Southeast

Rani Banjarian

KIPP Global

Sarah Shuba

St. Bernard Academy

Senait Womack

TSU

Shaughn Wiseman

St. Bernard Academy

Shaun Davis

LEAD Cameron

Tomica Lake

HG Hill Middle

Schools with EdCo Members

*hosted an EdCo event this year ^site of EdCo Exchange **new school in 24-25

Academy at Hickory Hollow	Hattie Cotton Elementary	Mount Pleasant High
Academy at Old Cockrill	Haywood County Virtual Academy	Mt. Pleasant Middle
Akiva School	Head Magnet Middle	Mt. View Elementary
Alexandria City Public Schools	Henry Maxwell Elementary	Murrell School
Antioch High^	HG Hill Middle	Napier Elementary*
Antioch Middle	Horizons National	Nia House Montessori
Apollo Middle	Hume-Fogg High	Norman Binkley Elementary
Austin Peay State University	Hunters Lane High	Oak Hill School
Battle Academy	I.T. Creswell Middle	Overton High
Battle Ground Academy	Ida B. Wells Elementary	Paragon Mills Elementary^
Benjamin Rush Elementary	Inglewood Elementary	Park School (Baltimore)
Brentwood High	Intrepid College Prep**	Percy Priest Elementary*
Bryden Elementary School	Isaac Litton Middle^	Pope John Paul II
Centennial High	Ivanetta Davis ELC	Purpose Prep Academy
Charlotte Park Elementary	J.T. Moore Middle^	Rosebank Elementary
Cole Elementary	James Lawson High	Shayne Elementary
Cranbrook	JE Moss Elementary	Shwab Elementary
Crieve Hall Elementary	Jordan Elementary	St. Bernard Academy
Currey Ingram	JT Moore Middle	Star Center
Dan Mills Elementary	KIPP Global High**	Station Camp Middle
Donelson Middle**	KIPP Nashville	Stratford High
Eagle View Elementary	Knox County Schools	Suncoast High
Eakin Elementary	Krisle Elementary	Sunnyhill Intermediate
Early College High	Lawrence County Schools	Templeton Academy*
Ensworth	LEAD Cameron**^	Tennessee Nature Academy
Episcopal School of Nashville*	LEAD Prep Southeast	Thaden School
Explore! Community School	Liberty Creek High	The Howard School
Fall Hamilton Elementary^	Liberty Elementary	Thurgood Marshall Middle
Gateway Elementary	Linden Waldorf	TN Department of Education
George Washington Carver Elementary	Lipscomb Academy	Tom Joy Elementary
Glencliff High**	MBA	TSU^
Glenview Elementary^	McCallie School	Tulip Grove Elementary**
Goodlettsville Elementary	McGavock High	Tusculum Elementary
Goodlettsville Middle	McMurray Middle	University School of Nashville*
Gower Elementary	Meigs Middle^	Valor Collegiate Academy*
Granberry Elementary	Middle College High	Vanderbilt University
Harding Academy^	MNPS EL Office	Voces de Nashville
Harpeth Hall	MNPS MTSS	W. A. Bass Adult Program
Harvard	MNPS Virtual School	Waverly Belmont Elementary
	Montgomery Bell Academy	WEB Tutorial^

THANK YOU

Your support means the world to us.

Our 2024-2025 Community Partners and Event Sponsors are highlighted below. In addition to those featured, we thank the many private individuals – including many teachers in our Membership and 100% of our Board of Directors - for their recurring donations.



