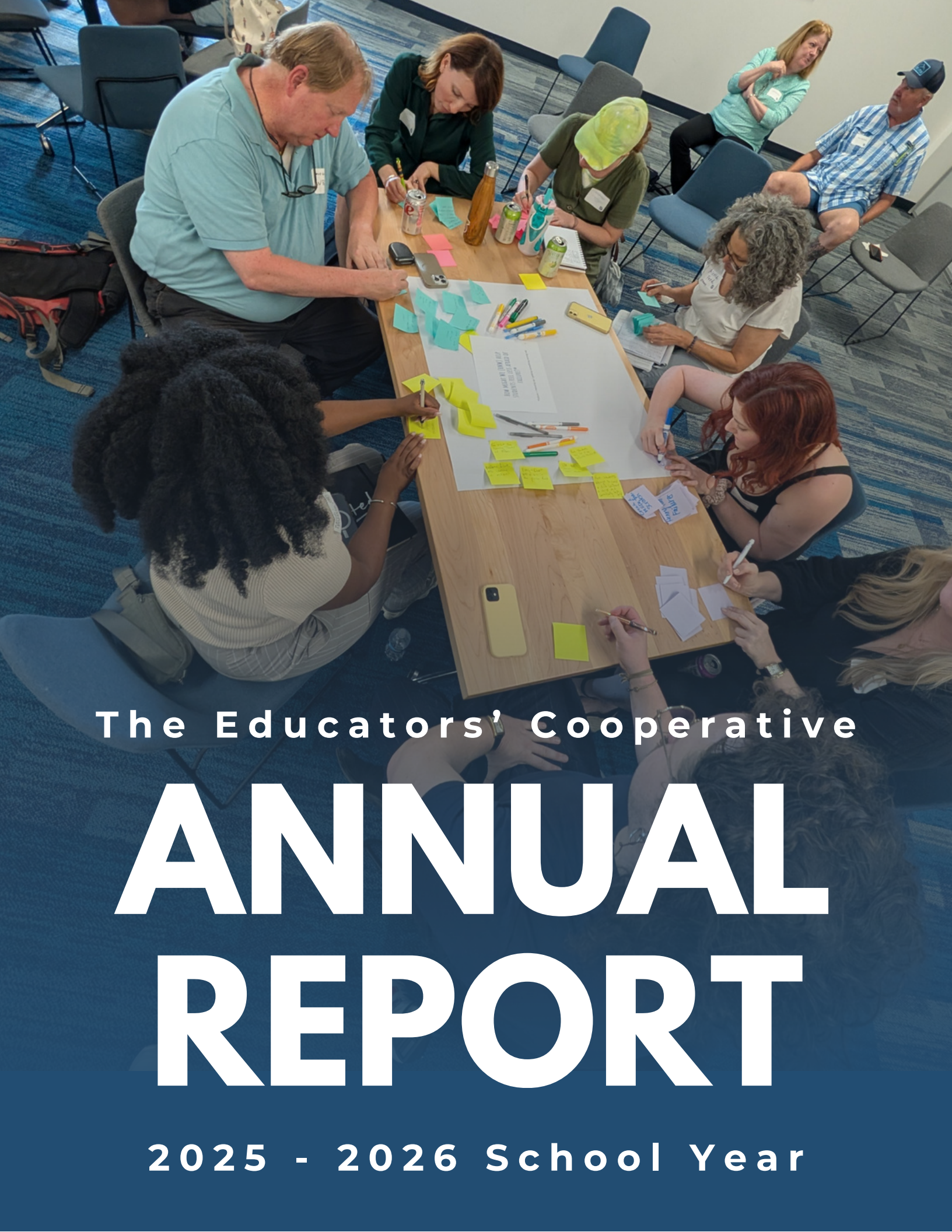




The Educators' Cooperative

ANNUAL REPORT

2025 - 2026 School Year

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In 25-26, EdCo in the Classroom Programming expanded to provide more members with on-site, in-class assistance during the school day.

Connecting Teachers

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All across Nashville, EdCo is building bridges. Learn how our community of professional educators connects, collaborates, and finds what they need to keep teaching.

Thank You

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EdCo's success would not be possible without our community's support. We take a moment to appreciate everyone who has contributed this year.

Foreword from the Director

This school year, we celebrated EdCo's tenth year as Nashville's only cross-sector network for K-12 teachers.

Launching our second decade, we made a definitive evolution of our Member Services: moving from support that exists alongside a teacher's school day to support that is embedded *within it*.

What started as a series of teacher-centered events and meet-ups for 20 educators is now a year-round resource for 280+ EdCo Members, 140+ Nashville schools, and ALL of their students!

That evolution is possible because, since 2016, EdCo's been bringing cross-sector teachers together to learn from each other with one-of-a-kind Flagship and supplemental Programming, designed by teachers, for teachers.

The exponential demand of this evolved Programmatic Calendar proves something EdCo always knew: that if we could bring meaningful support *in-class* and *on-site* to teachers, we'd make an even bigger impact inside Nashville classrooms.

Today, that impact is more important than ever. At a time when teachers nationwide continue to rapidly leave the classroom and the touchpoints for cross-sector and inter-school community feel so scarce, EdCo's Member-teachers have shown that with time, effort, and mutual support from community stakeholders *teachers can build their own support system*.

Not only that, but our network proves it pays off: EdCo is a vocational third space for ALL Nashville teachers. We're a teacher-led community bound together by shared purpose, a mutual understanding of struggles, resiliency, and the ability to maintain for one another the passion to keep teaching.

This year's Annual Report demonstrates what happens when aspirational goals become reality: the beginning of our second decade as Nashville's only teacher-led, mutual aid network and how we're continuing to do what no one else can, doing it first, and, now, with 10 years of momentum.

We can't wait to show you what else is possible. With gratitude,

Amy Nystrand
Executive Director



Our Impact

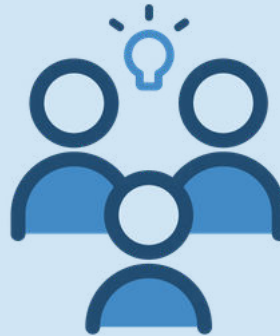
This year, EdCo's Programming served **719 attendees**. After attending these Programs, educators reported:



98%

agreed that they feel
**powerful to enact
solutions to positively
affect their students**

Teacher Efficacy



99%

agreed that they feel
**connected to a larger
education community
beyond their school**

Relatedness

These statistics are powerful due to the relationship between one's sense of efficacy and relatedness, and one's ability to persevere in challenging situations and remain teaching (Deci & Ryan, 2008). As teachers report higher levels of satisfaction, empowerment, and belonging, EdCo sees higher rates of retention.

95% of EdCo Attendees this year indicated they planned to return to the the classroom in the following year AND that EdCo contributed to that decision. This far exceeds the TDOE's 2025 Educators Survey which indicated only 84% of teachers planned to return to teaching next year.

% of Teachers Planning to Return



84%

**TN Teachers
in 2025**



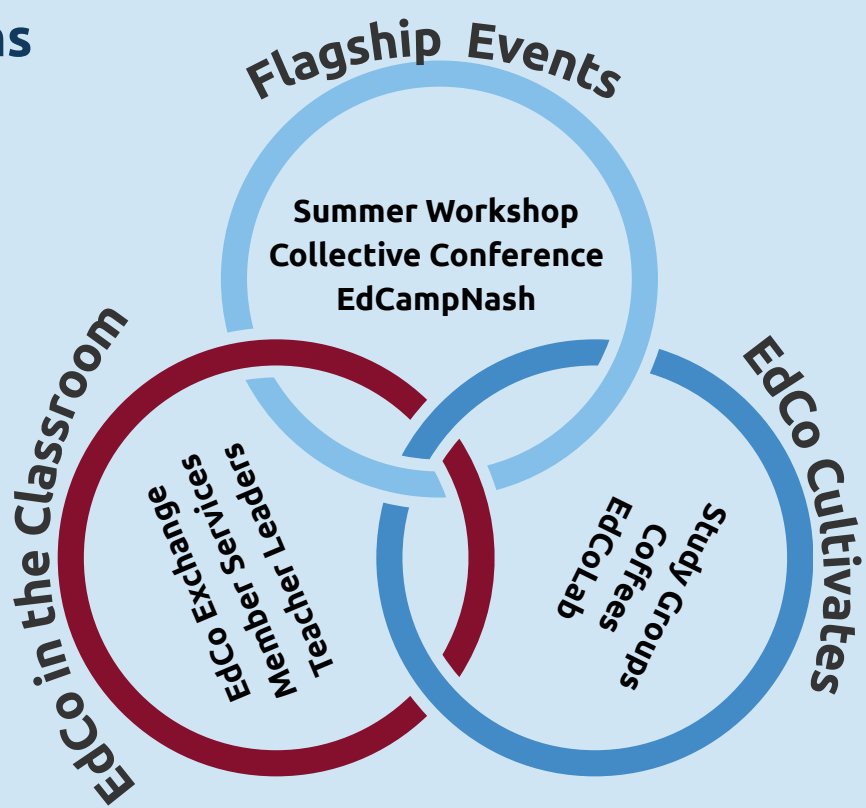
95%

**EdCo Attendees
across 25-26**

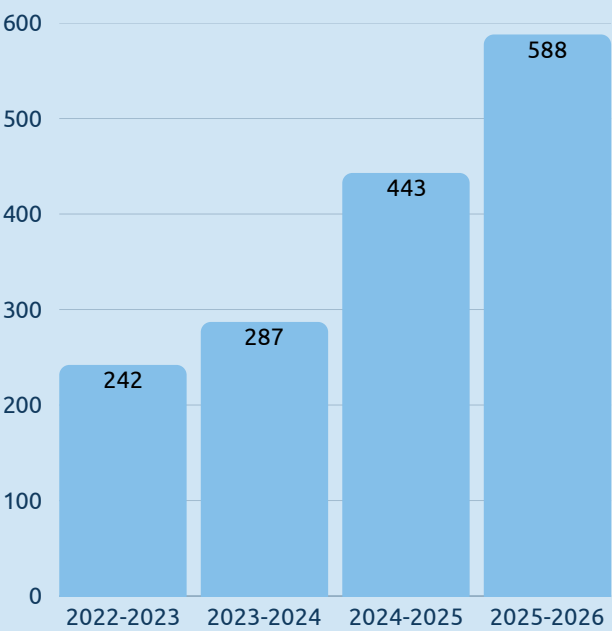
EdCo's Programs

This year, our Flagship events and year-round Cultivates events saw an increase of over 150 attendees.

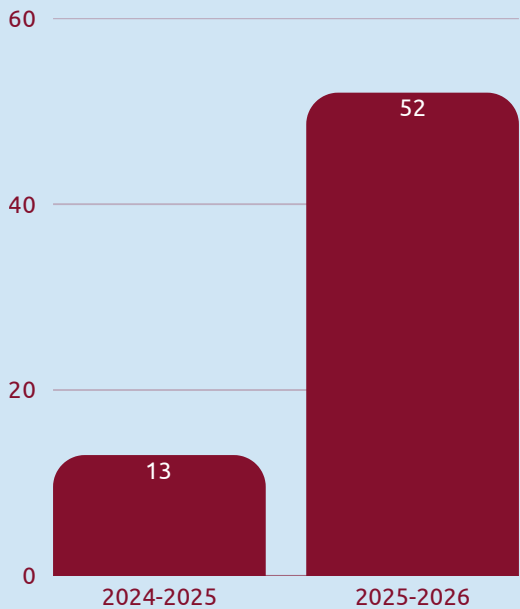
At the same time, EdCo's new category of Programming, EdCo in the Classroom, increased the level of support teacher members could expect in their classrooms.



Flagship & Cultivates Events Attendees:



EdCo in the Classroom Programming:



The icons placed in subsequent pages help provide examples of how teachers engage in these programs.

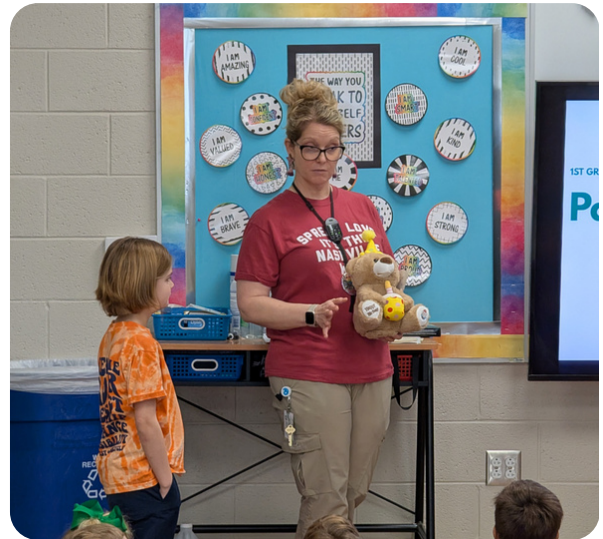


WHERE TEACHERS NEED US

During 25-26, we fulfilled one **EdCo Classroom Request or Visit** every week of the school year.

These Exchanges responded to teacher-generated requests in a number of ways, such as:

- Organizing on-site and in-class support for Nashville teachers
- Coordinating partnerships between teachers, schools, and EdCo Community Partners
- Delivering resources directly into classrooms, positively impacting student learning



Integrating more connection points with EdCo Members beyond our annual Flagship Events Programming also allowed us to reconnect with previous Members. One example is Paige, a Cohort 4 Member, whose connection points this year have brought new energy to her perspective on teaching through our Events Programming and EdCo Exchange.

Back in 2019, Paige joined us for EdCampNash, then decided to participate in EdCo Summer Workshop that year to officially become a Cohort 4 Member. However, we didn't see her again at any Events until EdCampNash in 2023.



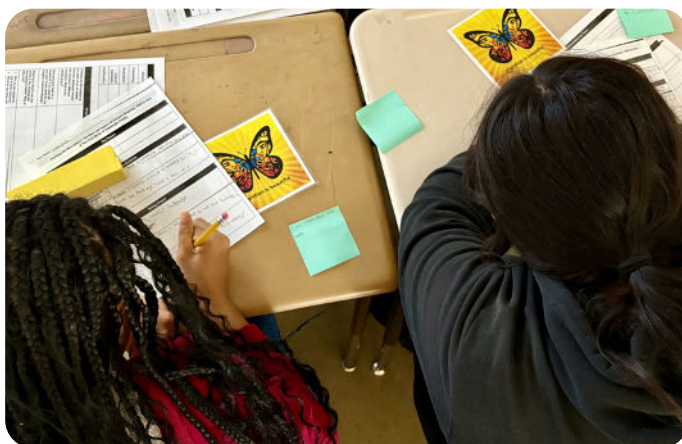
Then, in the summer of 2025, we offered Paige, as well as other ELA teachers throughout our Membership, a scholarship to the Educators' Symposium that we co-hosted with The Porch, an EdCo Community Partner. She accepted it and joined the two-day workshop on teaching Creative Writing.

After getting plugged back in via this Community Partner event, Paige attended EdCo Collective Conference and EdCampNash during 25-26. Prior to attending EdCampNash 2026, Paige shared that she came looking for energy from like-minded peers; afterwards, Paige said she left feeling more committed to her work!



Following another EdCo Coffee, we were able to schedule her for a School Visit, two separate EdCo Exchanges, another Coffee, and connect her with our spring EdCo Teacher Leader's project.

Paige spent the rest of the spring recruiting teachers at her school to join EdCo, and one became a Cohort 12 Member!



Members' Year of EdCo

What does integrating more teacher-to-teacher connection points via EdCo Programming mean for our Members? Let's find out by looking through the experiences of three different Members, from all sectors, and how they utilized all that EdCo has to offer in 25-26. First up is **Natalie Elliot** (Cohort 3), as she experienced the 25-26 school year with EdCo while teaching gifted and talented students at Waverly Belmont Elementary.

AUGUST



To start the year off, Natalie attends Coffee at LEAD Southeast, welcoming the Cohort 11 Members and connecting with other Members.



SEPTEMBER

At EdCo Collective Conference, Natalie collaborates with another Member, Rachel Larke, from Liberty Creek High School, to present about utilizing AI for differentiation.



OCTOBER



As the school year ramps up, Natalie participates in an EdCo Exchange with our Community Partner, Built Technologies, to level up her "Physics of Toys" unit.



DECEMBER

In December, Natalie collaborates with two other gifted and talented teachers in EdCo. She and Tiffani Norman, from Eakin Elementary, visited and observed Barbara Wade at Meigs Middle.

FEBRUARY



Natalie jumps into the second semester of EdCo Study Group, connecting with EdCo Teacher Leader Addison Barrack to learn more about Culturally Responsive Teaching & the Brain.

The flexible nature of our Events and Programming allow teachers to get their individualized needs met in unique ways. Compare Natalie's 25-26 EdCo experience with two new Cohort 11 Members: **Kayleigh Luna**, teaching social studies at Explore!, and **Dolores Hackett**, teaching 4th grade at St. Bernard Academy.

AUGUST

Dolores, a new EdCo Member, returns to St. Bernard Academy for the school year, where she joins a group of 5 other EdCo Members teaching there. This group welcomes EdCo Program Coordinator Virginia Henry to their school before the students return.

NOVEMBER

Through EdCo connections, Kayleigh participates in an Exchange between Explore! and LEAD Cameron with another social studies teacher. She observes the other teacher's classroom and discusses teaching techniques to up the level of rigor and engagement for students.

FEBRUARY

Both Kayleigh and Dolores attend EdCampNash in February. Kayleigh volunteers to host the Event at her school, welcoming over 100 other educators from around Nashville into her school's space for collaboration. Their fellow Cohort 11 Members show up big in support!



SEPTEMBER

Dolores connects with other Cohort 11 Members in another round of collaboration.



Kayleigh attends our annual Collective Conference, hosted at Valor, where she hears from a panel of teachers about Radical Imagination and Discretionary Power.



DECEMBER

For the last Event of the semester, Dolores, and a couple other Members, welcome EdCo to St. Bernard Academy for coffee and collaboration.



APRIL

Through EdCo Exchange, Dolores, and another Member at her school, invites EdCo to their Tea Talks, a mini-talk series around "What Does Community Mean to You?"

Teacher Leader Project

Another new Program we introduced this year centered on developing opportunities to support Teacher Leaders across our Membership. The impact went beyond the 3 Teacher Leaders and represents how **EdCo builds bridges throughout Nashville via connecting teachers and sharing good ideas between classrooms and across sectors.**

Teacher Leaders

Rani (Cohort 10) is a Math teacher at KIPP Antioch Global High School. Serving as a sports coach and club sponsor, Rani seeks to know his students beyond the classroom and nurture their cultural and communal participation.

This spring, for his EdCo Teacher Leader Project, Rani designed and executed **a month-long celebration for Arab American Heritage Month.** He developed a planning and execution blueprint to share with other EdCo Members to replicate similar initiatives on their campuses.

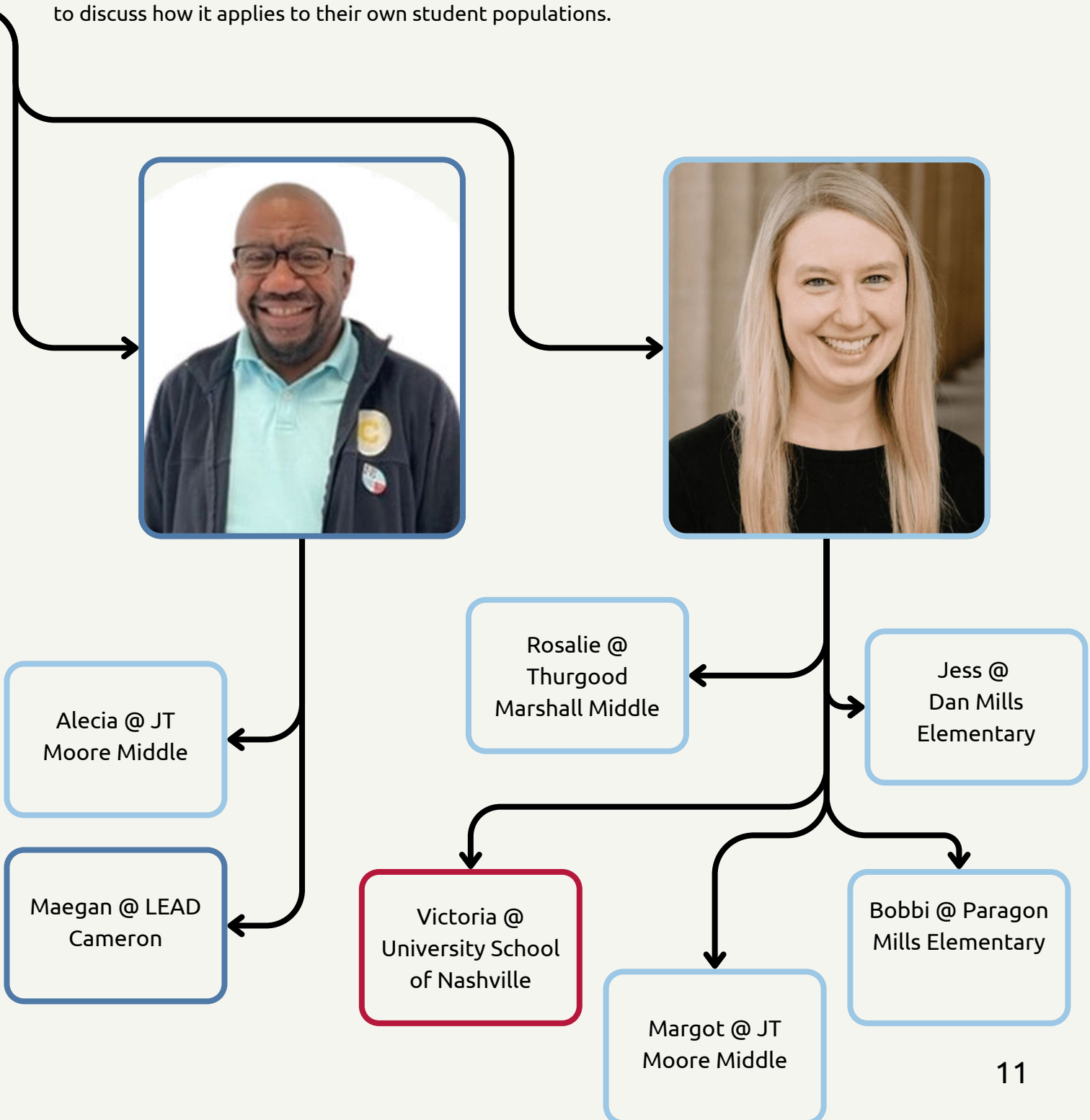
During this process, he connected with teachers across our Membership (see below) to share more about the process and what it could look like in their own schools.

Next fall, he'll share more about the full scope of his project during EdCo Collective Conference.



Randi @ KIPP
Elementary

In the fall of 2025, we integrated the EdCo Teacher Leader project into our already established Study Group with a pair of Teacher Leaders: **Carlton Adkins (Cohort 8, LEAD Cameron Middle)** and **Addison Barrack (Cohort 3, Antioch High School)**. Their project began with facilitating a **Study Group** with interested Members around the science of Culturally Responsive Teaching & the Brain. From there, the Leaders focused on **Action Research**. Both Carlton and Addison connected with Members to support application of their learning within their own classrooms and to discuss how it applies to their own student populations.



IMPACTING STUDENTS

This year's emphasis on EdCo in the Classroom Programming is not just impacting teachers, it's positively impacting students as well. Especially through Exchanges...

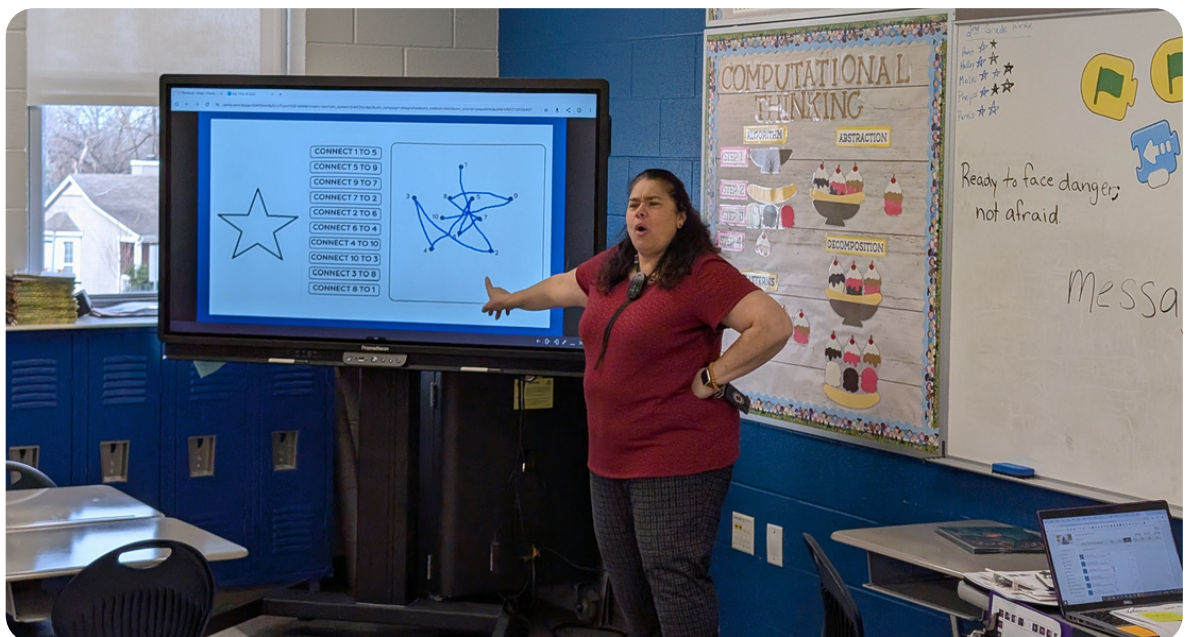


"I was able to engage more with students DURING the lab activity rather than just managing the materials. The conversations that could happen as students were working through and experiencing the activity could not have happened in real time (which is ideal) if I had to keep passing things out and picking things up and checking supplies for the next class, staging, etc."

-Alecia (Cohort 2)

"I was able to get real world application for my students in one Exchange *and* able to collaborate with other gifted teachers to learn teaching strategies."

-Ann (Cohort 5 & 8)



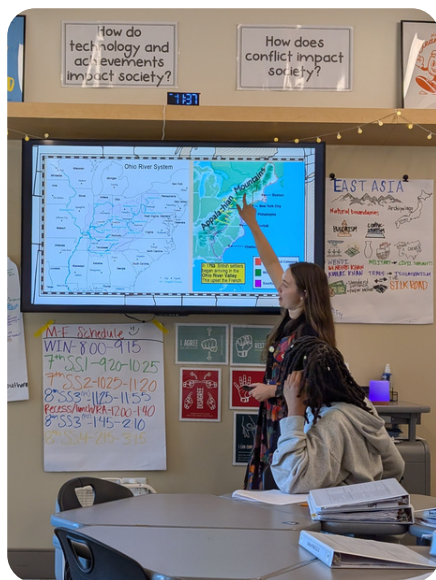
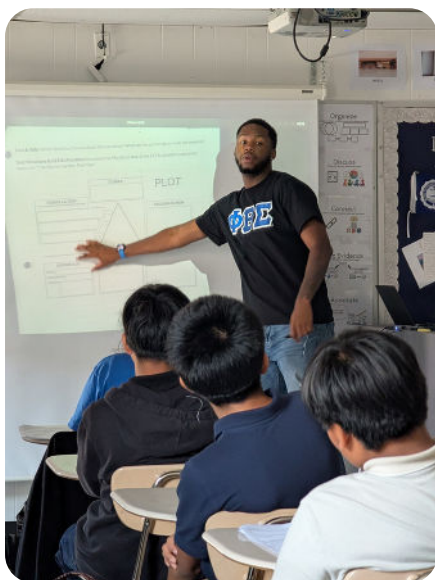
Participation in this year's EdCo Study Group also resulted in measurable growth in teacher practices and their impact on students. Before the Group began, ~30% of participants reported being "unsure" about their **implementation of culturally responsive, brain-compatible instruction**; this dropped to 0% afterwards.

Nearly all participants indicated at least some level of intentional alignment to culturally responsive practices by the end of the study. This demonstrates **a clear shift from uncertainty toward intentional and informed practice**.

Participants consistently described shifts toward student-centered instruction, including increased student voice, collaboration, and independence. Additionally, they discussed stand out ideas around the use of **brain-based strategies** such as:

- **Structured processing time**
- **Chunking and cognitive scaffolds**
- **Intentional attention to emotional regulation (e.g., understanding amygdala response)**

Collectively, **EdCo Study Group impacted approximately 2,783 students**, amplifying the reach of these instructional shifts across classrooms among **17 different schools**.



"I planned a classroom activity based on my conversations with Addison [Teacher Leader of Study Group] to provide an opportunity for my students to **use brain science to reflect on their English skills' growth over the past year.**"

-Rosalie (Cohort 5)

EdCo Members

^hosted an EdCo event this year

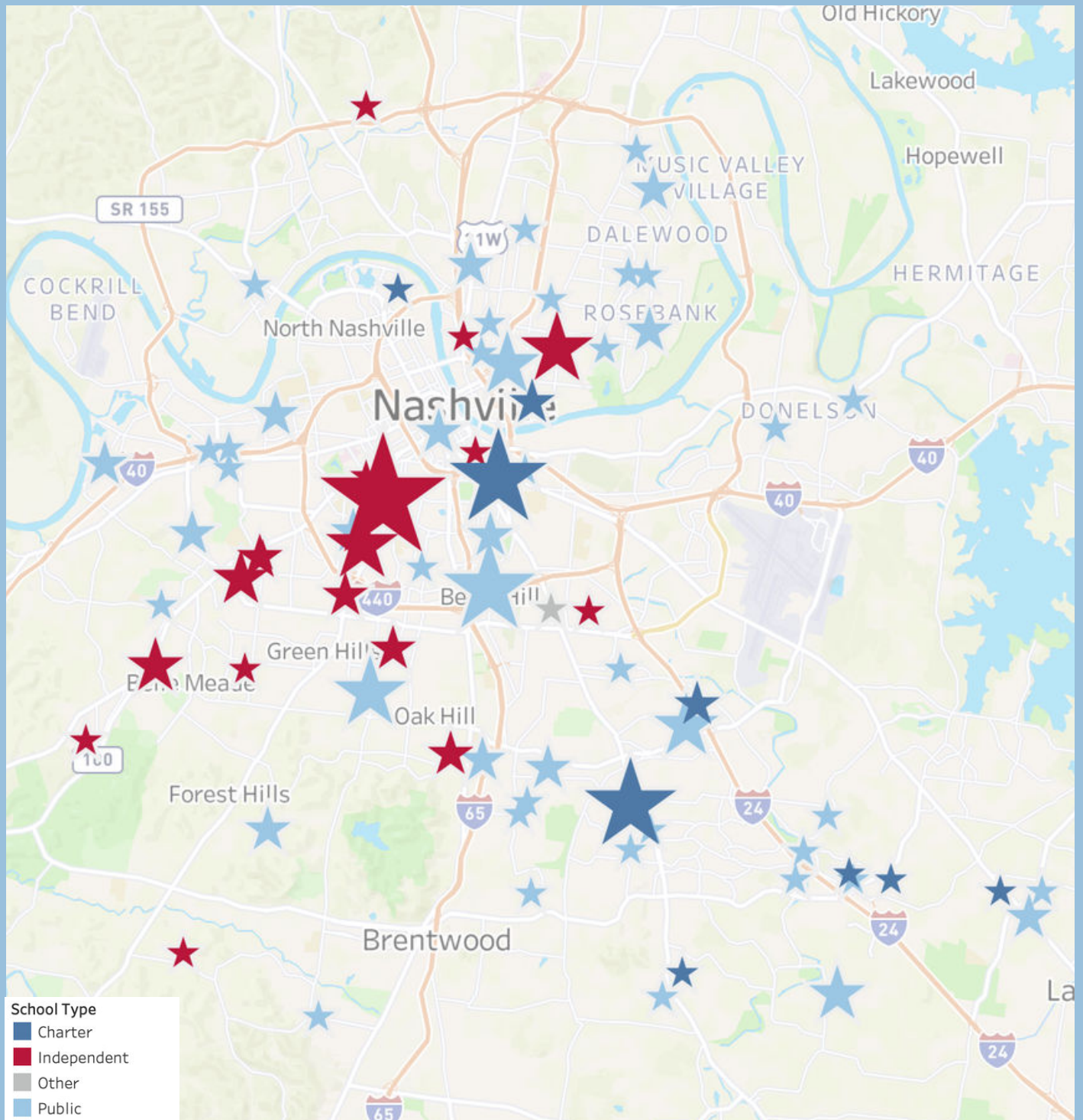
^site of EdCo Exchange

**incoming Cohort 12 Member

Abintra Montessori School**
Academy at Hickory Hollow
Academy at Old Cockrill
Akiva School
Alexandria City Public Schools

Antioch High School ^
Antioch Middle School
Apollo Middle School ^ **
Austin Peay State University
Battle Academy

Battle Ground Academy
Benjamin Rush Elementary
Brentwood High School
Brookfield Academy
Bryden Elementary



Across Nashville

Centennial High
Charlotte Park Elementary ^
Cole Elementary
Cranbrook
Crieve Hall Elementary
MLK Middle
Currey Ingram**
Dan Mills Elementary ^
Donelson Middle ^ **
Eagle Rock School
Eakin Elementary ^
Early College High
Ensworth
Episcopal School of Nashville
Explore! Community School ` ^
Fall Hamilton Elementary ` ^
Florence City Schools
Gateway Elementary
George Washington Carver
Elementary Academy
George Whitten Elementary**
Glenclyff High
Goodlettsville Elementary
Goodlettsville Middle
Gower Elementary
Granberry Elementary
Hamden Hall Country Day School**
Harding Academy**
Harpeth Hall
Harvard
Hattie Cotton Elementary
Haywood County Virtual Academy
Haywood Elementary**
Head Magnet Middle ^
HG Hill Middle
Horizons National
Hume-Fogg High
Hunters Lane High
I.T. Creswell Middle
Ida B. Wells Elementary

IDEA Bluff Springs
Independence Academy
Inglewood Elementary
Intrepid College Prep `
Isaac Litton Middle
Ivanetta Davis ELC
J.T. Moore Middle ^
Jasper Junior High
Jordan Elementary
Kehilla High School
King's Academy Nashville
KIPP Antioch Global High `
Knox County Schools
Krisle Elementary
Lawrence County Schools
LEAD Cameron ^ **
LEAD Southeast ` ^ **
Liberty Creek High ^
Liberty Elementary
Linden Waldorf
Lipscomb Academy
Lynchburg Schools
LYRIC: Center for LGBTQ+ Youth
McCallie School
McGavock Elementary
McGavock High**
McMurray Middle
Meigs Middle ^ **
MNPS
MNPS Community Achieves
MNPS Virtual School
Montgomery Bell Academy
Mount Pleasant High
Mt. Pleasant Middle
Mt. View Elementary
Murrell School
Nia House Montessori
Norman Binkley Elementary `
Oak Hill School
Overton High ^

Paragon Mills Elementary ` ^
Park School
Percy Priest Elementary ^
Pope John Paul II
Purpose Prep Academy
Renaissance High School**
Robert Churchwell Elementary**
Rosebank Elementary
Shayne Elementary
Shwab Elementary
Southside School**
St. Bernard Academy ` ^ **
Stratford High
Suncoast High
Sunnyhill Intermediate
Templeton Academy**
Tennessee Tiered Supports Center
Tennessee Nature Academy
The Curve**
The Howard School
Thomas Edison Elementary**
Thurgood Marshall Middle ^
TN Department of Education
TNTP
Tom Joy Elementary
TSU ^
Tusculum Elementary
Una Elementary
USN ^ **
Valor Collegiate Academy `
Valor Flagship
Valor Voyager
Vanderbilt Hospital School
Vanderbilt University `
Voces de Nashville
W. A. Bass Adult Program
Waverly Belmont Elementary ^
Web Tutorial ^
William Henry Oliver Middle**
Williamson County

Our Community is Committed

We've built a community that we're committed to *and* continue to contribute to. Both community leaders and EdCo Leadership understand the value that our Cooperative brings to teachers in Nashville...and they show their commitment to that value through financial donation!



100%

of our Board of Directors gives

100%

of our Advisory Committee of teachers gives

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25-26 was a citywide effort! We're so grateful to everyone who joined us this year in our work to serve Nashville's teachers. THANK YOU to all who directly supported EdCo Flagship and Member Services Programming during throughout the year:

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Amazon

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EdCo in the Classroom Community Partners

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The Porch

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The Nashville Food Project

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Valor Collegiate Academies

Explore! Community School

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