



**DIVERSE  
LEARNERS  
COOPERATIVE**

ANNUAL REPORT **23-24**



[www.diverselearnerscoop.com](http://www.diverselearnerscoop.com)

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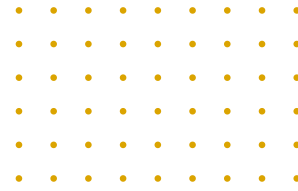
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# A Message From Our Founder and Executive Director



Over the past 6 years, the Diverse Learners Cooperative has grown from an idea to an impactful organization in our Nashville community and beyond. We have served over 100 schools in that time and hundreds more teachers. It has been such an honor to enlist a growing DLC team, all former teachers, to come alongside school teams in enacting a collective vision of inclusive education.

As we reflect on the past year, I am consistently reminded of the dynamic and evolving landscape of education. Policy, funding, practice, and administrative changes have greatly impacted our students, especially diverse learners. The pressures of a demanding profession, coupled with factors such as burnout, inadequate resources, and systemic challenges, have led many educators to reconsider their careers. This affects not only the teachers, but also the students who rely on their guidance and expertise.

Our commitment to supporting diverse learners and the dedicated educators who serve them has never been more critical. We approach this mission with optimism, inspired by the resilience of the teachers we work with and the progress of their students. Our team is looking forward to widening our teacher network and deepening their support in the coming year.

With your unwavering support and generosity, diverse learners will have greater access to capable, confident, and connected teachers. This will drive change from within and for generations to come. Thank you for being part of our story of impact!

## Brooke Allen

Founder and Executive Director



**If you want to go fast, go alone. If you want to go far, go together.**

African Proverb

# Serving Diverse Learners Effectively

## Who are diverse learners?

Students with a disability or students who are learning English while they master the subject matter in school are diverse learners. While the support they need at school varies, all diverse learners can learn and succeed with the proper support.



## Challenges in Serving Diverse Learners

### Unique student needs

There are high demands on teachers to meet a variety of unique student needs within the general education classroom.

### Teacher isolation

Teachers lack team members at their school who are experts in the field of special education or multilingual learners.

### Lack of resources

An expiration of ESSER (Elementary and Secondary School Emergency Relief) Funds given to schools during the pandemic means student support positions and resources are being cut.

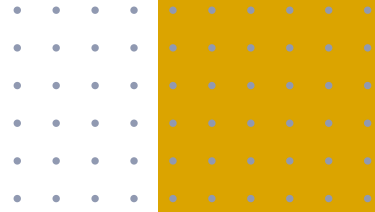
### Teacher retention

Special education and English learner teachers have the lowest retention rates in the field. Teachers need years in the classroom to become experts.

***Whether students need extra support at school due to a disability or because they are learning English, teachers need additional resources and training to equip their diverse learners for success.***



# Our Response



## Our Mission

**The Diverse Learners Cooperative exists to create purposeful networks of educators, providing them with high quality resources and collaborative learning experiences that increase best practices for diverse learners and teacher retention.**



## Our Approach

We offer opportunities for both teachers and entire school teams and networks to receive the support they need to better serve their diverse learners.



### **Accessible Professional Learning**

Virtual, in-person, and school-specific trainings focused on increasing accessibility for diverse learners.



### **Leader Development**

Year-long leadership development opportunities through the Teacher Leader Fellowship and the Coaching Collaborative.



### **Impact Partnerships**

Year-long school-based partnerships that focus on increasing instructional accessibility, improving positive student behaviors, or building strong student support systems.

# Our Impact

Through our school partnerships and educator development opportunities, we are making a lasting change. In the 2023-2024 school year, our work impacted:

91

Schools represented through school-based partnerships

50,000

Students represented through school-based partnerships



## Teacher and Leader Development

- **over 700 unique teachers** engaged with the DLC, serving over **21,000 students**
- **4.7 out of 5** average participant rating for professional learning contributing to improving diverse learner practices
- **12 Teacher Leader Fellows** and **4 coaches** participated in our **year-long** professional development experiences

"The DLC's resources and support have really helped me this year, and my growth is because of all of you. I'm excited to continue our partnership with Diverse Learners Cooperative."

*Nashville School Partner*

100%

of Teacher Leader Fellows said they would recommend the Fellowship to others

# Teacher Leader Fellow Spotlight



**Kristin  
Collins-Kindall**

**Instructional Coach  
Smithson Craighead Academy**

Through her DLC Impact Project, Kristin led her school in learning and implementing positive behavioral strategies to prevent and address disruptive behaviors in the classroom.

## Promoting Positive Practices

Teachers at SCA were reporting a high need for effective strategies to address disruptive and off-task student behaviors in their classrooms. Kristin led her school in adopting CW-Fit, a research-based classroom management system that promotes inclusivity and fosters a sense of community and belonging. Teachers attended trainings and invested time in teaching students the new system that is based on teamwork. The entire school implemented the CW-FIT intervention and saw a 54.6% decrease in behavior referrals in the second semester when compared to the first semester of the school year.

## 54.6%

**Decrease in behavior referrals** in the second semester when compared to the first semester of the school year.

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***"This experience grew me as a leader in my school. In a school year I have gone from classroom teacher, to new teacher mentor, and now I have been offered the position of Instructional Coach. I owe this growth to the DLC and the supports they have provided."***  
- Kristin Collins - Kindall

# Impact Partnership Outcomes



We are seeing the results of our work with multi-year partners, such as Valor Collegiate Academies. In a multi-year partnership dating back to 2020, Diverse Learners Cooperative has supported the Valor network of two middle schools and one high school in Nashville, Tennessee. The focus of this partnership has been to increase diverse learner student access to academic standards across general and special education settings. DLC coaches have partnered with Valor team members to provide coaching and development around behavior, lesson adaptations, paraprofessional roles, serving students with significant disabilities, and more.

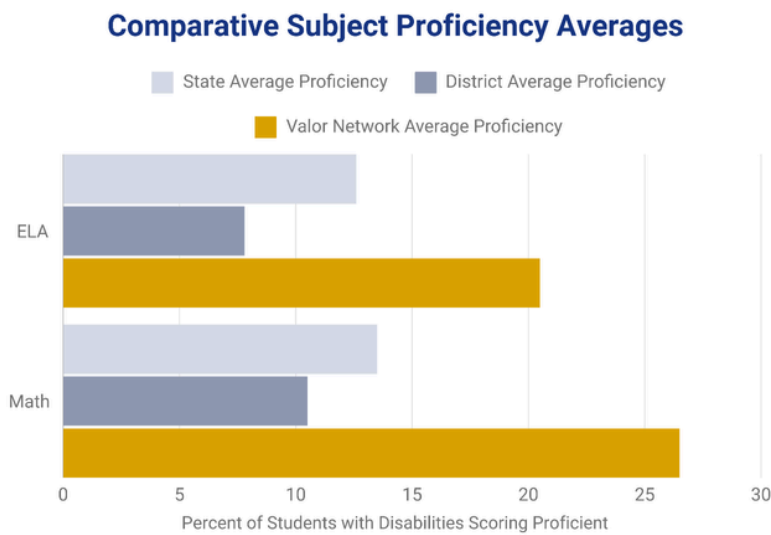


Figure 1

In the 2022-2023 school year, across all grade bands, Valor's students with disabilities **outperformed their district and state peers** on English Language Arts (ELA) and math end of year assessments (Figure 1). Though this partnership continued in the 2023-24 school year, state assessment data is not available at the time this report was written.

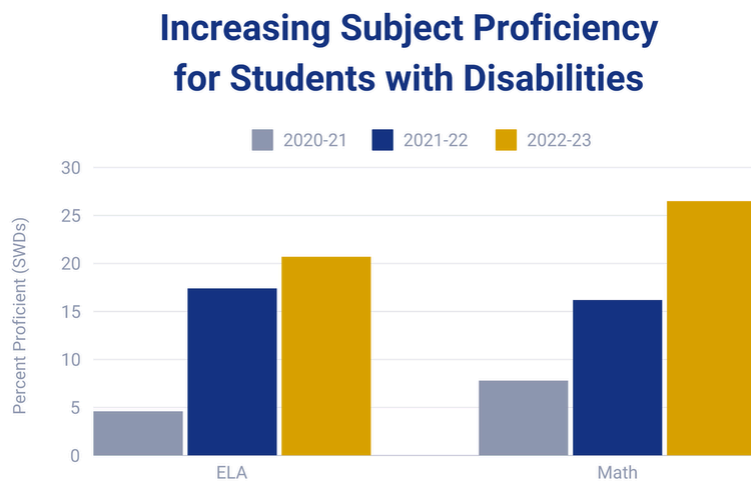


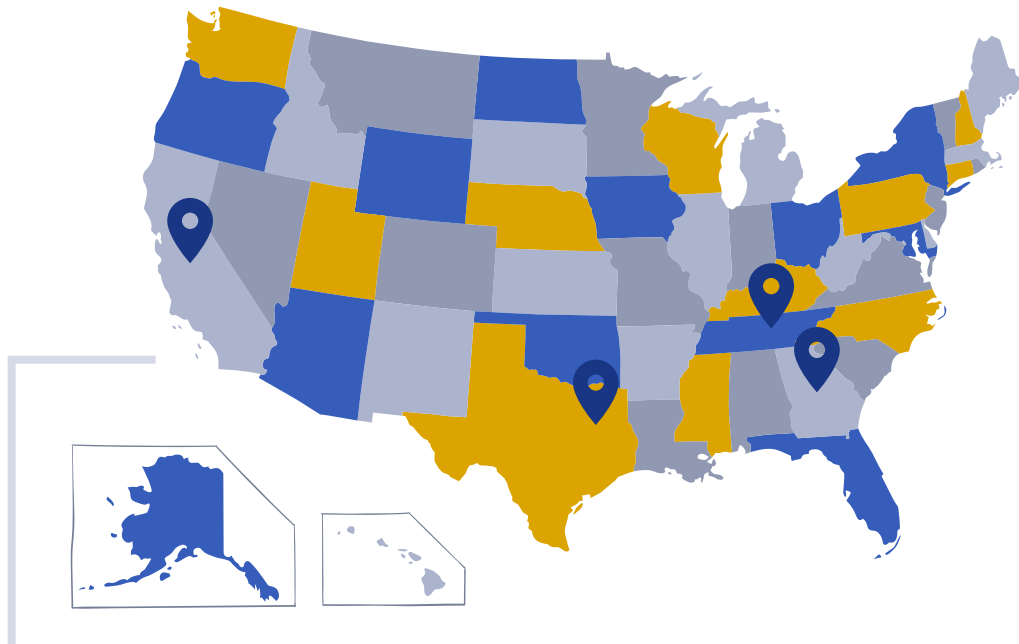
Figure 2

Further, **over the duration of Valor's partnership** with DLC, students with disabilities in the network have progressively increased their average proficiency levels in ELA and Math each year (Figure 2).



# A Leader in Nashville and Beyond

While headquartered in Nashville, we supported schools in various states this year, and were invited to present at multiple conferences. We also are leading research and advocacy efforts for best practices in diverse learner teacher preparation.



## Sharing what we have learned

DLC team members presented at the Tennessee Council for Exceptional Children (TN-CEC) and Council for Advancement and Support of Education (CASE) conferences this year. DLC staff members also participated on the committee for Nashville's Education Report Card and the EdTrust Policy Council. We have distributed regular resources and newsletters specific to special education and multilingual learning to a growing audience of educators. This spring, we hosted the Educating All Learners Alliance School Study Tour in Nashville.

## Partnering with EdTrust

The DLC initiated an expansive research and advocacy effort toward understanding the special educator preparation pipelines that exist in Tennessee, the policies that support or limit these pipelines, and recommendations for increasing the quantity and quality of prepared diverse learner educators. The culminating report, made possible by the support of EdTrust - Tennessee, was published in June of 2024 and is available on our [website](#).

# Financial Summary



## 2023-2024

Budget Spent: \$725,690

Cost Per Teacher: \$1,036/teacher

Total Revenue: \$840,292

24-25 Proposed Budget: \$1,000,000

## Fee-for-service accounts for

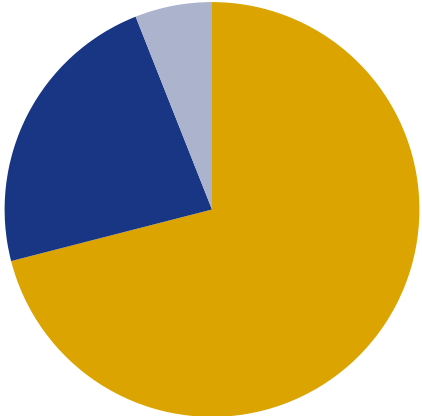
# 40%

of our revenue, with philanthropic organizations and individuals contributing 60% of our total revenue. Schools place high value on the DLC's support of their teams in building inclusive learning environments.

## What will this allow us to do in the next year?

- Hire 2 new team members
- Serve an additional 200 teachers
- Develop our leadership team
- Improve our impact tracking systems
- Create new resources and supports that directly meet teacher and school needs

■ Program ■ Management ■ Fundraising



# Thank You!



2023-2024 DLC Teacher Leader Fellows

Our work would not be possible without the generous support from our current and past supporters.



We are also grateful to our many individual donors who support teachers through the Diverse Learners Cooperative. It is through your generosity that more students have access to confident, capable, connected teachers. Thank you!

## Contact Us :



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