

Program Overview

Completed by shermanacademy2013@gmail.com on 4/19/2022
6:55 PM

Case Id: 15227
Name: Sherman Academy - 2022
Address: *No Address Assigned

Program Overview

Please provide the following information.



City of Winston-Salem
ARPA Transformational
Non-Profits Application

City of Winston-Salem
P.O. Box 2511
Winston-Salem, NC 27102
336-727-8000
ARPA@cityofws.org

This application portal is to request funding from the City of Winston-Salem as part of the Transformational Non-Profits Application Process. Applications received through this portal will only be reviewed by the City of Winston-Salem. Other jurisdictions may have separate application processes. Please contact other jurisdictions (e.g., Forsyth County) for instructions regarding requests to those jurisdictions.

Submitting an application does not guarantee funding. Please see the section below regarding the scoring process. The Mayor and City Council will have final decision-making authority regarding program funding requests.

Non-profit organizations may submit funding requests for capital or operating costs.

Minimum Criteria

- Must be registered non-profit organization (includes faith-based organizations providing a public purpose)
- Must have been incorporated as a non-profit for at least one year

Scoring Process and Matrix

All completed applications will undergo a review to ensure required documents are attached. Fully completed applications will be reviewed by selected City staff members and scored based on the scoring matrix approved by the Mayor and City Council. [Click here](#) to view the scoring matrix. Scored applications will be reviewed by the City's Management Team for potential recommendation to the Mayor and City Council who will have authority to appropriate funding for programs.

Staff reserves the right to contact any applicant to request clarification or additional details regarding application responses and materials.

Defining Performance Measures

Sections of the application will reference performance measures and outcomes as required by the U.S. Department of Treasury. Specifically, the application will request workload and effectiveness/outcome measures. Please see this video (<https://www.cityofws.org/2809/Performance-Measures-Video>) for general information on performance measures.

Upcoming Application Orientation Session

The City will host a virtual application orientation session on April 1, 2022 at 10:00 am. The meeting will take place virtually via the Zoom platform and will also have a live simulcast on the City's YouTube page. The link for that meeting will be posted the morning of the meeting to the website: www.cityofws.org/clrf

Contact Information

For any questions or concerns, please email ARPA@cityofws.org or call City Link at 336-727-8000.

A.Contact Information

Completed by shermanacademy2013@gmail.com on 4/25/2022
1:03 PM

Case Id: 15227

Name: Sherman Academy - 2022

Address: *No Address Assigned

A.Contact Information

Please provide the following information.

ORGANIZATION/AGENCY INFORMATION

A.1. Organization/Agency Name

Sherman Academy

A.2. Mailing Address

2101 Peter's Creek Pkwy Winston Salem, NC 27127

A.3. Organization Website

shermanacademy.org

A.4. Year 501 (c)(3) Status Obtained

2,013

A.5. Organization/Agency Fiscal Year

2,021

A.6. Federal Tax ID Number

A.7. Federal DUNS Number

A.8. Federal SAM Registered?

No

ORGANIZATION/AGENCY CONTACT INFORMATION

EXECUTIVE DIRECTOR

A9. First Name

Jennifer

A10. Last Name

Sherman

A11. Title

Executive Director

A12. E-mail

jennifer@shermanacademy.org

A13. Phone Number

(336) 271-1517

BOARD CHAIR

A14. First Name

Bryce

A15. Last Name

Sherman

A16. E-Mail

sherman_bryce@yahoo.com

A17. Phone Number

(336) 995-6931

A18. Term Expiration Date

12/31/2025

B. General Project Information

Completed by shermanacademy2013@gmail.com on 4/25/2022
1:01 PM

Case Id: 15227

Name: Sherman Academy - 2022

Address: *No Address Assigned

B. General Project Information

Please provide the following information.

PROJECT INFORMATION

B.1. Project/Program Title

"Help Is On The Way"

B.2. Project Location/Address

2101 Peter's Creek Pkwy Winston-Salem, NC 27127

PROJECT CONTACT/MANAGER

B3. First Name

Jennifer

B4. Last Name

Sherman

B5. Title

Executive Director

B6. E-Mail

jennifer@shermanacademy.org

B7. Phone Number

(336) 271-1517

C. General Project Narrative

Completed by shermanacademy2013@gmail.com on 4/25/2022
12:58 PM

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Name: Sherman Academy - 2022

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C. General Project Narrative

Please provide the following information.

C.1. Provide description of project and how funds will be used

“Help Is On The Way” for Math and Reading, Initiative is a local project that is centered on combating and preventing low proficiency levels with elementary students. The objective is to prevent low proficiency levels before they begin. Sherman Academy and WeCare Academy will provide a dual program of academic learning, after-school and summer programs, that focuses on the mastery of basic reading and math skills. The objective of the project is to begin teaching mastery of basic reading and math skills at the elementary level K-5. If mastery of these skills begin in kindergarten, then when the student/s reach third grade, they will not be behind academically or reveal low proficiency levels. The third grade End of Grade data is when most student’s proficiency levels are identified and documented that the students are 1-2 grade levels behind their peers.

During this project students will spend over 50% of their day on basic reading and math skills and in small classroom settings. The initiative is designed to get in front of low proficiency levels and prevent it before the third grade End of Grade test. We also pride ourselves in providing after-school childcare to low income families through after school and educational programs.

Funds will be used to scholarship a minimum of 25 elementary students, at Sherman Academy, 30 Students for the after-school program, 40 students at the After-school sites, for two years. The funding will also be used for staff support, learning materials, operating cost, after-school care and transportation. We will provide four after school sites across the city of Winston-Salem. We will purchase two vans to transport our students to and from the designated sites each day. We will provide experienced staff to help students with their academic success. Staff of the After-School and Summer programs will also teach remediation concepts of basic reading and math skills.

This Initiative is needed based on data obtained from the Winston-Salem Forsyth County Schools (WSFCS) report card and the National Assessment of Educational Progress (NAEP). All schools in marginalized communities of Winston-Salem have a “D” or “F” academic rating in math and reading. The NAEP report reveals that students in marginalized communities have been behind their peers for over twenty consecutively, in math and reading. Therefore, help is needed and Help Is On The Way!

C.2. How will a participant access the proposed project/program, use the services, and derive a beneficial outcome from participation?

To access the “Help is on the Way” initiative” parents will register through our online portal. From the online portal. They will be able to select which service/s they need which include: Sherman Academy Learning Center, After-School program, and/or summer programs. They will also be able to select if they need transportation. The transportation option is subject to this grant.

Parents will be able to use our “Daily Learning services by attending Sherman Academy Learning Center. Students who elect to attend Sherman Academy Learning Center can attend daily, 4-5 days a week for a maximum 20-25 hours a week. Students will be taught basic reading and math skills by a certified and licensed teacher and be exposed to other subjects such as science, social studies, etc.

There will be many beneficial outcomes that derive from participating in our initiative: All components of this program

will provide a caring, nurturing and learning environment. The beneficial outcome of the Learning Center will be evident through math and reading assessments given to the students. Parents will be able to review pre and post assessment results of their children and compare them and notice the increase in learning of their child. The students will also be learning in a small classroom setting. The after-school services will provide transportation across the city at different sites for scholars who attend and who do not attend the learning academy. The summer camps will give scholars an opportunity to interact with peers while spending small portions of the day reviewing educational topics.

C.3 Total estimated number of unique participants to be served annually

95

C.4. Will program beneficiaries be only residents of Winston-Salem?

Yes

TOTAL FUNDING REQUEST

C.5. Total Operating Funding Request

\$318,000.00

C.6. Total Capital Funding Request

\$30,000.00

SPENDING TIMEFRAME

C.7 Capital Spending Timeframe

6 months

C.8 Operating Spending Timeframe

2 years

D. Project Budget Categories

Case Id: 15227

Name: Sherman Academy - 2022

Address: *No Address Assigned

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1:18 PM

D. Project Budget Categories

Please provide the following information.

Use templates below to input **the total** Project Budget (**only requested expenses and estimated revenues related to the program or project for which you are requesting funding**) by clicking **Add Column**. Please include all funding from the City and other sources.

Operating Costs	Total
Rent (Sherman Academy- 2 years)	\$36,000.00
Rent (WeCare Academy-2 years)	\$50,000.00
Salaries (Sherman Academy-2 years) / 1 full time/2 part time staff members	\$78,000.00
Salaries (WeCare Academy-2 yrs) 8 part-time staff members	\$64,000.00
Supplies (Sherman Academy-2 years) Classroom Learning Supplies	\$6,000.00
Supplies (WeCare Academy-2 years)	\$2,000.00
Healthy Snacks (Sherman Academy-2 years)	\$2,000.00
Healthy Snacks (WeCare Academy-2 years)	\$2,000.00
Lunch (Sherman Academy -2 years)	\$50,000.00
Transportation/ Gas/Drivers for vans- 2 years Sherman Academy/WeCare Academy	\$28,000.00
	\$318,000.00

Capital Costs	Total
Vehicles (2)	\$30,000.00
	\$30,000.00

PROJECT/PROGRAM REVENUE CATEGORIES

Please fill out the revenue estimate table. **Note: operating revenues and expenses must be balanced (be equal).**

Operating	Total
Sherman Academy weekly parent out- of- pocket Fee \$25	\$50,000.00
Transformation ARPA Grant (2 years-scholarship aid))	\$120,000.00
WeCare Academy After-School Summer Site fees out of pocket parent fees -2 yrs	\$52,800.00

Transformation ARPA Grant (scholarship aid)	\$79,200.00
Contributions /Donations/Fundraisers/	\$16,000.00
	\$318,000.00

Please list below all known/expected **individual** grants and contributions totaling 10% or more of the project's budget.

Note: capital revenues and expenditures must be balanced (be equal)

Capital	Total
ARPA Transformation Grant	\$30,000.00
	\$30,000.00

E. Demographic and Geographic Distribution

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1:00 PM

E. Demographic and Geographic Distribution

Please provide the following information.

Demographic distribution is an assessment of the level of the project funds spent on a program or service provided at a physical location in a Qualified Census Tract (QCT), OR where the primary intended beneficiaries live within a QCT, OR whether the program benefits residents that earn less than 60 percent of median income for the City, OR whether over 25 percent of program beneficiaries are below the federal poverty line.

E.1 Is this project/program located in a QCT or serve residents that live in a QCT?

Yes

If yes, what percentage of clients served are estimated to be residents of QCTs? ([Click here](#) to view the QCT mapping tool)

100.00 %

E.2 If the project or program is not a QCT or specifically serve residents in a QCT, will residents meet the follow criteria:

25% or more of participants below the federal poverty line or participants served make less than 60% of the Area Median Income

The project/program does not operate in a QCT, and beneficiaries neither reside in a QCT nor meet the income thresholds mentioned above.

F. Alignment to Strategic Plan

Completed by shermanacademy2013@gmail.com on 4/25/2022
4:10 PM

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F. Alignment to Strategic Plan

Please provide the following information.

Strategic planning is a process in which organizational leaders determine their goals and objectives, and allocate needed/limited resources to successfully achieve those goals and objectives. [Click here](#) to view Winston Salem's Strategic Plan. The Strategic Plan includes three (3) tiers of priorities:

Tier 1:

- Focus on job creation/sustainability and workforce development
- Collaboration and funding for pre-K opportunities
- Funding for affordable housing
- Funding for economic development

Tier 2:

- Poverty reduction/cessation
- COVID reopening plan
- Community engagement (Power of connections)
- Funding for arts

Tier 3:

- Community Fundraising
- Environmental initiatives
- Address digital divide
- Address childcare needs
- Neighborhood maintenance
- Organization efficiency and public-private partnerships
- Law enforcement reform

F.1. Please select the primary priority from the list above addressed by your project/program.

Tier 1

F.2. Please select the secondary priority from the list above addressed by your project/program.

Tier 3

F.3. Please describe how the workload or outcomes from your project/program addresses the primary priority you selected.

The measurement of the workload for “Help Is On The Way” will begin with approximately 95 students being reached, and (8-10) staff members. It will require continuous teaching, student monitoring, daily educational repetition, and physical work. The daily teaching task will require a total of six hours a day at the learning center for 3-4 staff and a minimum 8-hour day for the director, which will last 11 months. Daily workload for after school staff will be three hours each school day for 11 months.

The outcome of this project will be the beginning processes of combating poverty and improving educational outcomes by attacking low proficiency levels before they begin. The primary priority is economic development. As mentioned earlier, this project addresses poverty and economic development through education and childcare. As you may know, poverty develops from lack of education, which can lead to low self-esteem, low self-worth, which creates a mindset of failure because persons may not be able to obtain gainful employment to support their family or themselves. The outcome of this project begins to address the true root of poverty and failed economic development.

G. Collaboration

Completed by shermanacademy2013@gmail.com on 4/25/2022
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G. Collaboration

Please provide the following information.

Collaboration is when an organization is partnering or proactively working with one or more external stakeholders to achieve the same goal.

G.1. How many other external partners, organizations, stakeholders will you be collaborating with to provide the project/program?

1

G.2. Please provide the names of the organizations and the roles they will serve in the project/program?

Sherman Academy will partner with WeCare Academy, an external organization for this "Help Is On The Way initiative. The mission for WeCare Academy is to provide safe and affordable childcare services for inner city families through after-school programs and educational camps. WeCare Academy offers two after school sites and two summer camps. In this project, WeCare Academy will oversee the transportation and after-school components. Sherman Academy will oversee the administrative components as well as teach daily learning lessons.

H. Administration/Reporting

Completed by shermanacademy2013@gmail.com on 4/25/2022
4:05 PM

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Name: Sherman Academy - 2022

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H. Administration/Reporting

Please provide the following information.

Per U.S. Treasury rules and associated guidance, the City's framework for using these funds aligns with specific administrative reporting requirements. The administration/reporting criterion has three core elements: 1) the organization's/project's development of clear performance indicators and measurable outcomes, 2) the use of evidence-based interventions, 3) and the City's evaluation of organization and project risk.

H.1. Please clearly define the workload and outcome measures that are associated with your project/program

Workload	<p>The measurement of the workload for Help Is On The Way will begin with approximately 95 students reached, and (8-10) staff members. It will require continuous teaching, student monitoring, daily educational repetition, and physical work. The daily teaching task will require a total of six hours a day at the learning center for 3-4 staff and a minimum 8 hour day for the director, which will last 11 months. Daily workload for after school staff will be three hours each school day for 11 months.</p> <p>The work to be completed in this project/program will include providing a safe, caring and nurturing, learning environment, while at the facility and while being transported. We estimate approximately 10 students per 1 qualified teacher/guardian (license, experienced, certified), with floating assistance. We believe the 8-10 staff members, including director and supervisor, will be adequate supervision for 25 elementary students at Sherman Academy Learning center, 40 students for after school site and 30 students for summer programs through WeCare Academy (totaling 95 students). This will help keep the learning, teaching, and supervising ratio low. The workload covers a calendar year, for two years..</p>
Effectiveness/Outcome	<p>To measure the effectiveness of the program we will include the designated amount of students reached/targeted: 95. Our goal is to impact 95 students across the QCT area. We will create target goals and dates such as retention rates from year 1 to year 2, securing data for each student, and monthly test assessments at the beginning of the year and throughout the year and end of year.. It is proven that assessments are adequate and accredited measurements for learning, mastery, and success. Once enrolled, participants will be given a pre-assessment. Each participant begins learning at their own level of understanding. Having formal and informal assessments monthly allows for accurate data on the</p>

	<p>participants. Having timely and accurate data provides a beneficial outcome to the student because lack of mastery will be detected early, before low proficiency levels can set in. We will send out quarterly surveys to parents and participants with small incentives attached. We will let them know that surveys are anonymous so that we can gather honest feedback. This will help us monitor our effectiveness. Also, research confirms that students learn better and retain more knowledge in small classroom settings. Overall, this project will result in approximately 70% increase in math and reading scores for students who attend. It will also generate an 60% increase in participation from students in marginalized communities.</p> <p>https://www.afterschoolalliance.org/AfterschoolSnack/Evidence-of-effectiveness-Afterschool-programs-meeting-ESSA-s_03-15-2019.cfm</p>
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H.2. Does the project/program use evidence-based interventions?

Yes

Please provide a link to (or attach a copy of) the evaluation of the program model

<https://ncreports.ondemand.sas.com/src/district?district=340LEA&year=2021&lng=en;>

<https://nces.ed.gov/nationsreportcard/>

Program Model Evaluation

The Program Evaluation Model.docx

H.3. For transparency purposes, the risk matrix is attached. This is NOT required, however, you can self-assess if you wish. Please fill out and upload the [Risk Matrix](#).

Risk Matrix

Sherman Academy Risk Matrix.xlsx

I. Capacity

Completed by shermanacademy2013@gmail.com on 4/25/2022
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Case Id: 15227

Name: Sherman Academy - 2022

Address: *No Address Assigned

I. Capacity

Please provide the following information.

An organization's capacity can be defined as its ability to implement the proposed project, as characterized by the alignment of its mission and vision with the proposed project, existing internal infrastructure to support it, and its plan for implementation and assessment of project success.

I.1. Please provide your organization's vision and mission statements and explain the alignment between the proposed project/program and the organizational mission.

Sherman Academy's mission is to increase proficiency levels in reading and math and build a solid learning foundation to develop mastery of content for students, and to prepare them to become Tomorrow's Leaders Today. WeCare Academy's mission is to provide safe and affordable childcare for families through After School Programs, Before School Programs, and Summer Camps. Sherman Academy's vision is committed to developing well rounded, confident and responsible individuals who aspire to achieve their full potential. We are committed to providing a positive, safe and loving environment where students are valued, enjoy their learning experience and are prepared to become Tomorrow's Leaders Today. The alignment between both organizations mission and Help Is On The Way initiative is that we both want to support the economic development in marginalized communities though teaching kids at our unique learning center and giving them an after school outlet to interact and learn with peers in a safe place. We are striving to improve educational outcomes that will lead to better lives. We are promoting safe after school programs so that students are not introduced to possible negative experiences.

I.2. Describe the organization's current infrastructure and capacity to deliver the program services or complete the project. Include any relevant current programming and experience providing similar services.

Sherman Academy board of directors is made up of 5 diverse individuals from across the city with different backgrounds. Our board consists of a teacher, an attorney, a doctor, a childcare director, and an accountant/consultant. The organization board is broken into administrative, programming, and body governance. Both organizations have current programs in place as well as numerous years of experience. Sherman Academy has 13 students attending the reading and math program program at the learning center. Dr. Sherman, of Sherman Academy taught for 17 years in public and charter schools settings. She has a bachelors in Business Information Systems, a Master's At Teaching, a Principal license, Superintendent license, and a Doctorate in Educational Leadership and Curriculum and Instruction. WeCare Academy presently has two after school sites and one summer program that has been in place now for two years. The executive director and founder of WeCare Academy, Bryce Sherman, has directed successful afterschool and summer camp programs for the local government for more than 8 years. His success and experience led him to create WeCare Academy. He is a known face in the community for the work that he does throughout the community.

I.3. Describe the program/project implementation plan. Include any known barriers to success and how those will be overcome

Sherman Academy and WeCare Academy have both built a solid foundation with the learning center and after school programs. We will mirror the implementation plans explained below that led to success in the past. The first step of

implementation of “Help Is On The Way” would be to identify our target demographic in the QCT area. After we identify our demographics, we will begin to promote our initiative. We will advertise via emails, social media, mail, and flyers. Sherman Academy will look to increase from 13 to 25 students. Sherman Academy will then advertise to our target audience that we are expanding, and that we can offer scholarship aid for participants on a first come first serve basis. Advertising about the scholarship program, and the positive data results concerning learning centers would be monumental with increasing the numbers. Sherman Academy also plans to provide lunch for all the scholars each day. For this action, we plan to contact local businesses and have them bid on lunch services. Sherman Academy will partner with WeCare Academy so that they can provide transportation. We are looking for funding to implement the transportation component. WeCare Academy will look to expand their existing after school sites. WeCare Academy would identify additional sites such as recreational facilities as well as churches. They will work closely with recreation and parks and local churches to rent their facilities in order to complete our mission. After identifying possible locations, we would work on staffing and transportation. We will look to purchase two vans for transportation and field trips for the scholars at the learning center. WeCare Academy will create a transportation route for scholars who need transportation. From there, we will begin to create a budget based on our expanded sites. Our goal is to offer four locations across the QCT area so that we can impact more children and families. After identifying potential scholars, advertising, searching for contractors, and creating a budget, we will begin accepting participants who can complete applications through our online portal. Future participants will be able to select the services needed online. Once a student is registered, Sherman Academy will schedule pre-assessments and create individualized lesson plans for each student. After individualized lesson plans are created, the scholar will begin to blossom in his/her full learning potential. There are a few barriers that we could stumble upon such as parents not being able to afford the weekly out of pocket tuition, transportation to and from our sites, competitive pay for part-time staff, and the possibility of being denied this grant. Those are a few barriers to our planned success. To overcome the weekly tuition, we will provide scholars at the learning center with scholarship aid. Parents will be in charge of paying 25% of the weekly fee (\$25.00) out of pocket. This will help alleviate the burden of paying the full \$100.00 weekly tuition. Scholarship aid will cover the other 75%. When funds are disbursed, we will purchase two vehicles to transport our students to and from the learning center and after school sites. We will also be able to pay our qualified staff competitively with the market rate.

I.3a. Describe the program assessment plan including how the data will be collected for selected performance metrics and any other evaluation tools that will be used to determine program/project success.

The program assessment plan will measure our effectiveness through collected data: based on goals set, surveys, and in-house yearly evaluations for staff. We will first identify what our primary goals are: Increase the number of students attending the learning center, increase their reading and math proficiency levels, expand to four after school sites, provide transportation to and from sites, and to host two summer programs on opposite sides of the QTC. We know that our number of students enrolled now is 13. Over the next few years, we will continue to chart the growth of our students by collecting data on the amount of students we enroll year to year. We will collect that number each quarter and compare that to the year before. We will also measure how much the students are learning through pre-assessment at the beginning of each year, quarterly, and year end assessments. We will collect the scores each quarter and compare tests to show growth for each scholar. For the after school programs we currently have two sites. Our goal is to double that amount of sites and expand care to students on the northern and eastern sides of town since our other sites are located in the southern area of the QCT. We will also collect data on those using the transportation service from year to year to measure the effectiveness of our vans purchased. We will survey parents and ask for feedback towards transportation and how beneficial it is to them utilizing our services. With the combination of regular assessments, collecting data, creating charts, creating short surveys with small incentives, we are sure to assess and evaluate our initiative from year to year, in some cases, quarter to quarter.

J. Impact/Community Need

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2:54 PM

Case Id: 15227

Name: Sherman Academy - 2022

Address: *No Address Assigned

J. Impact/Community Need

Please provide the following information.

Impact/Community needs concern whether or not the proposed project will address an identified need within the community and what the short term (One year) and long term (3 years) impact of this project will be

J1. Describe the identified community need for this project/program. Cite specific data or studies/reports that have identified this as a community need.

The identified community need for this project falls under Economic Development. It is well documented that minority families are under served in almost every area compared to others. Our goal is to improve the economic well-being of minority families and students, and the quality of their life through; education at Sherman Academy learning center, safe after school programs, and affordable summer programs. This need has been identified through the North Carolina School Report Card. 100 % of schools in the underserved poverty communities currently have a 'D' or 'F' academic rating. Meaning that the students attending these schools are failing in math and reading as a whole from Kindergarten to Fifth grade. Additional data confirms that students who are behind in reading and math by the third grade have less than a 40% chance to recover their learning loss. Mainly due to the pacing guide and strenuous curriculum standards and social promotion provided by the public-school system. Social promotion is the promoting or advancing of unprepared students to the next grade. Pacing Guides are the timeline/timeframe given to teachers indicating how long they have to teach any given subject. Once the timeframe has expired the teacher must move to the next topic, even if students have not mastered the content. These same students are less likely to graduate from high school and less likely to attend college. This is where the beginning stages of Poverty take root and the economic development takes place. The likelihood of these students obtaining gainful employment that can sustain a family is very unlikely. Little/poor education leads to poor paying jobs, which leads to poverty or poor economic development. The number one strategy to combat poverty is meaningful and purposefully designed Education. Education is needed for ALL walks of Life and ALL aspects of life. There is no profession that does not require some aspect of an education. Therefore, the need identified in this project is the need to properly educate a community to lift them out of poverty, and build economic development by educating the adults and teaching and training the child away from poverty and bad decision making. Several programs and projects believe the quickest way to address poverty is through workforce programs and training. While that is very helpful, the best way to end poverty is to prevent it before it happens and that will begin with educating the children to a point that poverty is not an option. Train up a child in the way they should go.

J2. Describe the short-term impacts of the project/program and how they align with the community need identified above.

The short-term impact of this project will be evident in six months to one year, through pre and post assessments. The comparison of the pre-post assessments will reflect the growth and learning taking place. 85% of Students will reflect a 50% increase in learning by mid-way of the program. At the end of the year 95% of students will be on or above their grade level. These short-term goals align with the community's need for economic development.

J3. Describe the long-term impacts of the project/program and how they align with the community need identified

above.

The community need listed above is to improve the economic development of minority families and students. The long-term impact will occur within 3 years- when students reach 3rd grade and take their first official statewide end of grade assessment. 95% of students attending Sherman Academy/WeCare Academy project and programs will be on or above third grade level, instead of the traditional, behind one to two grade levels. The assessments are researched-based and accredited. Having 95% of students on grade level by third grade reflects tremendous outcomes and hope of ending some of the root causes of poverty and will begin to create positive economic development.

J4. Referencing previous section on outcomes, describe how the impacts noted above will be measured.

The impacts above will be measured by workload, effectiveness and efficiency. The measurement of the workload of the program will begin with impacting and serving approximately 95 students with 8-10 staff members. The workload covers two calendar years. The work to be completed in this project/program will include providing a safe, caring and nurturing, learning environment, while at Sherman Academy and WeCare Academy and while being transported. It will require continuous physical work, quarterly training for staff, daily teaching, and monitoring educational levels. The daily teaching task will require a total of six hours a day at Sherman Academy for 3-4 staff members which will last 11 months. Daily workload for after school staff will be three hours each school day for 11 months. We estimate approximately 10 students per 1 qualified teacher/guardian (license, experienced, certified), with floating assistants. We believe the 3-4 staff members with a director/supervisor will be adequate supervision for 25 students at Sherman Academy. This will help keep the learning and teaching ratio low. We will have four staff leading our after school and summer programs, totaling 8-10 staff members. We will have staff transporting students each day in our newly purchased vans. The measurement of the efficiency of the program will include a 10-hour day, Mon-Friday 8-6:00. Staff will have part-time positions and the director and supervisor will have full-time positions. Staff will receive approximately 5 hours of training, and parents will have a required one-hour orientation.

To measure the effectiveness of the program will include the number of participants from year to year. We will also look at the results of the math and reading assessments from the start of the year, throughout the year, and at the end of the year. Assessments being used are proven adequate and accredited measurements for learning, mastery and success, supported by the department of non-public instruction. We will also provide surveys for parents to complete and provide feedback on the project and programs. Lastly, to measure the effectiveness of the program, we will ask for additional community businesses to collaborate with our efforts and to grow our project/program to a community effort. We will also have parents and students conduct surveys in exchange for small incentives.

K. Funding Stability

Completed by shermanacademy2013@gmail.com on 4/25/2022
3:50 PM

Case Id: 15227

Name: Sherman Academy - 2022

Address: *No Address Assigned

K. Funding Stability

Please provide the following information.

Funding stability is an assessment of both the organization's annual funding and the planned funding mechanism for the project/program from grants, donations, sales, and other income generators. To the extent possible, the City wishes to ensure applying entities have sustainable funding sources outside the City's ARPA allocation. An entity will be deemed as having superior funding stability if it demonstrates at least three years of sustainable grant, contribution, and/or fee-based revenues to cover operating costs. The entity must also demonstrate commitments from other organizations to cover the full cost of project deficits or future-year operating costs (in combination with realistic fee-based revenue assumptions).

K.1. Have your organization's operating revenues covered operating expenses the last three years?

Yes

K.2. Approximately what percentage of your organization's total budget is covered by competitive grants that you must re-apply for?

25.00 %

K.3. What percentage of your project/program's budget is covered by City ARPA funds as part of this request?

85.00 %

K.4. Please provide narrative on funding for this program after City ARPA funding has been exhausted.

After the City ARPA funding has been exhausted, Sherman Academy and WeCare Academy will continue to offer our current services. We will continue to request full payment out of pocket fees from parents for services rendered, promote fundraisers, participate in community events and solicit donations. The services provided by Sherman Academy and WeCare Academy are needed by the community and parents. Education and Childcare are two of the main frustrations of parents when they are striving to get out of poverty and make a better life and better choices for themselves and their family. We will not be able to provide transportation, nor expand our sites to the east winston and north winston communities. Instead of impacting the lives of 95 students/families, we will reach about 20.

K.5. Please attach commitment letters from other organizations showing financial support for the project/program.



Commitment Letters

Commitment Ltr-Venue.pdf

Commitment Ltr Tori Gurley.pdf

Commitment Ltr-PC.pdf

L. Representation

Completed by shermanacademy2013@gmail.com on 4/25/2022
3:10 PM

Case Id: 15227
Name: Sherman Academy - 2022
Address: *No Address Assigned

L. Representation

Please provide the following information.

Representation deals with how diverse an organizations leadership is compared with community demographics, which includes Winston-Salem's race/ethnic backgrounds as well as gender. Local non-profit organizations should reflect the communities they serve. Since organizations are requesting to receive ARPA funding through the City, we must ensure these entities hold themselves accountable to having diverse staff and leadership panels

L.1. Provide a list of board members including the race, ethnicity, and gender identification for each member.

Name	Race	Ethnicity	Gender Identification
Dr. Jennifer Sherman	Black	African American	Female
Dr. Wayne Patterson	Black	African American	Male
Bryce Sherman	Black	African American	Male
Beatrice Hardee	Black	African American	Female
Richella Allen	Black	African American	Female

M. Required Documents

Completed by shermanacademy2013@gmail.com on 4/25/2022
3:33 PM

Case Id: 15227
Name: Sherman Academy - 2022
Address: *No Address Assigned

M. Required Documents

Please provide the following information.

For North Carolina Secretary of State - Current and Active Status, [Click Here](#)

Documentation

Code of Conduct/Conflict of Interest Policy *Required

SHERMAN ACADEMY Code of Conduct.docx
SHERMAN ACADEMY Conflict of Interest.docx

Copy of the agency's latest 990 Form as submitted to the Internal Revenue Service *Required

2021 990 e-Postcard View.pdf
990 Statement.docx
Sherman Academy Audit-Review 4-24-2022.pdf

Organization By-Laws *Required

Sherman Academy By-Laws.pdf

Articles of Incorporation *Required

Sherman academy Articles of Incorporation.pdf

Organization Policies (including personnel, formal non-discrimination, procurement, accounting, etc) *Required

Sherman Academy Policies.docx
SHERMAN ACADEMY Code of Conduct.docx

IRS 501(c)3 Designation Letter *Required

IRS Letter-501c3 Confirmation.pdf

Most recent audited financial statements or a third-party review *Required

Sherman Academy Audit-Review 4-24-2022.pdf

North Carolina Secretary of State - Current and Active Status *Required

Secretary of State Active Status Report 4-25-22.pdf

Sherman Academy Clarity Statement.docx

N. Submit

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4:12 PM

Case Id: 15227

Name: Sherman Academy - 2022

Address: *No Address Assigned

N. Submit

Please provide the following information.

I certify that all information entered into this application is true.

Jennifer Sherman

Electronically signed by shermanacademy2013@gmail.com on 4/25/2022 4:11 PM

04/25/2022