

“One day, all children in this nation will have the opportunity to attain an excellent education.”

--Vision of Teach For America

This year, Teach For America celebrates its 25th anniversary of existence and its 25th year of partnership with North Carolina. As a partner, Teach For America has committed to maximizing our contribution to the state by recruiting, training, and supporting excellent, diverse teachers and growing our number of alumni living and working in North Carolina. We are also committed to strengthening the North Carolina Teacher Corps.

We are pleased to report that, in the fourth quarter, the Eastern North Carolina team launched North Carolina's first ever summer residency training. The summer residency program, focused on preparing teachers for our rural communities, officially started on June 20. Like many Teach For America regions, Eastern North Carolina's teachers had always been trained at national institutes. This redesigned, localized training will improve the way teachers are trained in North Carolina and have a lasting impact on talent retention in our rural communities.

Teachers in the residency program are providing free summer school programming for over 800 students in Lenoir and Northampton counties, 72% of whom receive free and reduced lunches.

The Kinston Press recently spotlighted ENC's summer training program, highlighting the partnership between Teach For America and the local community:

"I think this [ENC's summer school offering] is awesome," Jean Best, who attended Monday's meeting with her granddaughter, Brianca Smith, said.

Best said she hopes the camp will help her granddaughter improve her reading skills, and combat summer learning loss.

"By the time they get out of school, they don't have anything to do, so they just play all day long," she said. "They forget what they learned, and that hurts them."

In total, the residency will invest over \$1,000,000 directly in rural North Carolina communities throughout the year, including \$400,000 on housing and expenses, and additional funds to support the hiring of local instruction partners, master teachers, principals, and school operators to help facilitate the summer residency program.



David Jones
of Rocky Mount, NC

One of our new teachers participating in the summer residency is David Jones. Jones grew up in Rocky Mount and attended Winston-Salem State University, where he was recruited to join the Eastern North Carolina corps. He will be teaching Spanish at Warren County High School in the fall. He was hired for the position by Warren County High School's assistant principal, Mary Slaydon, who served as his very own assistant principal where he grew up in Rocky Mount.

We are proud that leaders like David Jones have committed to teach and lead in our state. These incoming teachers join our network of nearly 1,800 corps members and alumni across the state.

¹ George, Dustin. "Summer Exploratory Camp Begins This Week." *The Kinston Free Press*. N.p., 22 June 2016. Web. 28 June 2016. (See Appendix A)

We are also excited to share the list of over twenty teachers who were recognized as exceptional “rookie” teachers.

- **North Carolina Piedmont Triad Region**
 - *2015-2016 Guilford County School District’s “Rookie Teacher of the Year”*
 - Caroline Cheek; Eastern Guilford High School
 - Kimber Mitchell; Ferndale Middle School
 - Patty Maxham; Eastern Guilford Middle School
 - Anna Kathryn Barnes; T. Wingate Andrews High School
- **Eastern North Carolina Region²**
 - *2015-2016 Beginning Teacher of the Year in Halifax, Northampton, and Weldon Schools*
 - Darren Williams; Conway Middle School in Northampton County
 - Stevee Scott; Central Elementary in Northampton County
 - Evan Beider; Gaston Elementary in Northampton County
 - Mecia Moore; Gaston Middle School in Northampton County
 - Rachel Cason; Northwest Halifax High School in Halifax County
 - Tyler Williams; Enfield Middle School in Halifax County
 - Kelsey Bosley; Everetts Elementary School in Halifax County
 - Rebecca Asser; Inborden Elementary in Halifax County
 - Beth Anne Autry; Aurelian Springs Elementary in Halifax County
- **Charlotte Region**
 - *2015-2016 Charlotte Mecklenburg School District’s Outstanding First Year Teacher*
 - Lucy Smith; Ranson Middle School
 - *2015-2016 Beacon Initiative “Irreplaceable Teacher”*
 - Suzy Yaster; Garinger High School
 - Lee Foster; Vance High School
 - Julianne Donoghue; Vance High School
 - Margot Cardamone; Winterfield Elementary School
 - Alicia Cummins; Winterfield Elementary School
 - Greg Ascutto; Garinger High School

We are humbled that, with the state’s generosity, we are able to train and support great teachers across the state each year. We are pleased to update you on our progress in the fourth quarter.

Statewide Impact

Teach For America develops diverse, innovative educators and leaders who partner with communities to ensure that all children have access to an excellent education. In North Carolina, we are over 1,800 strong impacting 60,000 students across the state (see appendix C). Roughly 80 Teach For America alumni serve in school or district leadership positions, including 30 principals. We continue to provide the most effective source of early career teachers, according to the North Carolina Teacher Portal Study. Our alumni base across the state has grown from 1,208 last year to 1,358 this year—a growth of 12%. This growth includes both individuals who completed the corps in North Carolina as well as those who we have actively recruited from out of state.

- **Spotlight on Corps Member and Alumni Innovation**

Every day, many of our alumni and corps members are making innovations in the field of education and beyond, impacting students and communities across the state. We are excited to spotlight several of these innovations.

² Clark, Bryan. "Rally Held at HCC to Inspire, Retain Local Educators." *The Daily Herald*. N.p., 20 Apr. 2016. Web. 28 June 2016. (See Appendix B)

- **Gen-One Charlotte:**

Started by Ian Joyce, a 2015 Charlotte corps member, Gen-One Charlotte provides private college counseling and mentorship to high performing students in Title I Schools. Gen-One Charlotte offers an essential service to low-income, first generation, college-bound students that is currently not being provided. *Charlotte Magazine* writes, "Ian Joyce was one of ten non-profit leaders to take the Knight Theater stage this week for SEED20 OnStage, from Social Venture Partners. The grand prize, taken by Joyce and his group, Gen-One Charlotte, netted \$20,000."³

The program follows kids through middle school and into college. "It's not enough to get these students to college," Joyce says. "You have to see them through. Ninety-percent of low-income students who enroll into college never graduate."

- **Jabari's Lab:**

Created by 2012 Charlotte corps member, Lavon Powell, Jabari's Lab uses the popular subscription box service model to increase exposure to science, technology, engineering, and math (STEM) to black males aged seven to thirteen.⁴ Powell's program was one of 15 finalists for Teach For America's Social Innovation Award selected from an innovative and inspiring group of 149 applicants. His venture aims to dispel the negative statistics surrounding black male achievement and equip students with the tools needed to explore STEM education and career paths.

- **Renaissance West:**

Erin Barksdale, a 2007 Atlanta corps member, was recently selected to serve as the principal of Renaissance West, which is slated to open in August 2017. *The Charlotte Observer* explains the groundbreaking initiative saying:

The Renaissance West Community Initiative, a nonprofit group created by the Charlotte Housing Authority, will work with Charlotte-Mecklenburg Schools to run the new school. The group had initially planned to open a charter school on the site. The larger plan calls for "cradle to career" support for residents. The school, which has not been officially named, will be governed by a council representing CMS, the initiative, school staff and community residents. CMS expects to offer a Science, Engineering, Arts and Math theme and serve about 800 students.⁵

Barksdale is currently principal of the Coretta Scott King Young Women's Leadership Academy, a 6-12 all-girl school in Atlanta. She is originally from Charlotte and was an assistant principal at CMS' Ranson Middle School from 2010 to 2013.⁶

- **MedServe**

The goal of MedServe, which is akin to "Teach for America for medical professionals," is to improve the health of communities across North Carolina, while exposing promising future doctors to the impact that a primary care physician can make in a community.⁷

³ Smith, Andy. *Gen-One Charlotte Director Talks Next Steps After SEED20 Win*. Charlotte Magazine, 14 Apr. 2016. Web. 28 June 2016. (See Appendix D)

⁴ "Lavon Powell | Teach For America." *Teach For America*. N.p., 27 Apr. 2016. Web. 28 June 2016. (See Appendix E)

⁵ Doss Helms, Ann. "CMS Hires Principal for Future Renaissance West PreK-8 School." *Charlotteobserver*. N.p., 10 May 2016. Web. 28 June 2016. (See Appendix F)

⁶ Doss Helms, Ann. "CMS Hires Principal for Future Renaissance West PreK-8 School." (See Appendix F)

⁷ Williams, Jamie. "Newsroom." *New Program Launches to Address North Carolina's Shortage of Primary Care Physicians*. N.p., 21 June 2016. Web. 28 June 2016. (See Appendix G)

Founded by Patrick O'Shea, a 2008 Eastern North Carolina Corps Member, MedServe will pair 13 outstanding recent college graduates with primary care clinics in rural or underserved parts of North Carolina for two years of immersive service beginning in the summer of 2016. The desire for the program is emphasized by the response of applicants, the positive response O'Shea received when pitching the idea to clinical partners, and the funding they have secured from a combination of governmental, corporate, and private philanthropic sources. In its first year, MedServe received more than 80 applications for its 13 available slots.

○ **Unidad:**

Juan Estrada, a 2015 North Carolina Piedmont Triad Spanish teacher at Page High School, collaborated with his administration to form a two-tiered mentoring program for Latino male students called Unidad. His students engage in after school group programming and directly mentor local middle school students. This initiative was spotlighted in the 2016 Guilford County Schools State of Our Schools event.

North Carolina Teacher Corps (NCTC)

Teach For America is committed to partnering with the state to inspire more North Carolinians to teach and lead as educators in our state. While we know great teachers exist across the nation, we believe that teachers with personal ties to North Carolina can make a unique contribution to our state, bringing a special sense of urgency and commitment to educating North Carolina's children. This year, over 50% of our incoming corps of teachers either went to a North Carolina college or university and/or identify North Carolina as their home state.

One of these teachers is Jennifer Swiger. Swiger, who graduated from High Point University in the spring of 2016, is one of the many North Carolina connected teachers who decided to give back to the state through the North Carolina Teacher Corps.

Swiger joins the 2016 Charlotte corps where she will teach high school English. When asked about her vision and goals for her classroom in the fall, Swiger said:

Through my experiences in the classroom and out in the community, my professors have taught me that each and every one has a beautiful story to tell. I want my future students to learn the power of words, to understand that their words hold the ability to cause great change. Through reading, writing and discussion in my class, it is my hope that my students will walk away with a deeper sense of self, of community, and of their unlimited potential.⁸

Our NCTC corps members represent 31 different North Carolina colleges and universities including the University of North Carolina at Chapel Hill, North Carolina State University, Duke University, and Wake Forest. They represent 57 different North Carolina cities. Our North Carolina connected corps members make up a diverse group of teachers and leaders across the state:

- The average GPA is 3.39
- 51% come from a low-income background⁹
- 54% are people of color
- 40% will be teaching math or science
- 29% are the first in their families to graduate from college

⁸ "Meet the Seniors: Jennifer Swiger Joins Teach for America - High Point University." *High Point University*. N.p., 05 May 2016. Web. 28 June 2016. (See Appendix H)

⁹ As identified by receiving a full or partial Pell Grant

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- 5 served in the military

We are building on this success by continuing to supplement Teach For America's national recruitment methods with strategies tailored to North Carolina candidates. Tailored strategies include:

- **One-on-One Outreach:** We conducted nearly 70 individual conversations with final round applicants from North Carolina. North Carolina staff and alumni use these calls to inspire applicants to choose to teach in North Carolina rather than choosing to teach out of state.
- **NCTC Webinars:** We hosted seven webinars for both North Carolinians moving into final round of interviews as well as those who are just beginning their application. Over 70 registrants and applicants attended these webinars this year. These webinars highlight stories of current corps members and alumni with North Carolina ties who chose to lead in our state. Our data shows that candidates who attend one of our webinars are significantly more likely to preference one or more of our North Carolina regions when making their regional assignment decisions.
- **Registrant Recruitment:** For the first year ever, we have opened up our NCTC activities to applicants who are just beginning an application to join Teach For America. By doing this, we are exposing applicants to the opportunity to teach in North Carolina at a much earlier stage in the application process. We reached out to over 800 of these early applicants to join our NCTC webinars.
- **School Visits:** In partnership with our recruitment team, we have hosted two school visits across the state for prospective applicants to Teach For America. These school visits give applicants a line of sight into the work they would be leading as a first year teacher in North Carolina. Applicants had the opportunity to ask questions of Teach For America alumni and staff and provide an excellent lever for helping prospects complete the final stages of their application.
- **Holiday Social:** We hosted a holiday social in Durham for both admitted candidates as well as applicants with North Carolina connection. The social allowed incoming corps members and prospective applicants the chance to meet with current corps members, alumni, and Teach For America staff members.

Regional Updates

We are grateful for the continued investment from the state which allows us to operate in three regions across North Carolina. This year, the Eastern North Carolina region celebrates its 25th year in the state, Charlotte sees its 10th anniversary, and the North Carolina Piedmont Triad enters its second year.

- **North Carolina Piedmont Triad**

In its first two years of existence, the North Carolina Piedmont Triad is delivering exceptional results to both students and district partners in Guilford County. This June, the Triad region inducted their first class of teachers into alumni hood. Of the charter corps, over half will remain teaching at their placement schools beyond two years and over three quarters will remain in education.

We are humbled by the strong academic results the North Carolina Piedmont Triad delivered for students across Guilford Country:

- Nina Cameron (Science Teacher | Eastern Guilford Middle School)
 - All of Cameron's 8th grade science classes averaged more than 60% college and career ready (Level 4 or 5) on their End-Of-Grade Exam.
- Michael Sheffield (Science Teacher | Eastern Guilford High School)
 - Sheffield improved student proficiency on the Biology End-Of-Course Exam by 26% from the 2014-2015 school year.

- Whitney Gilbert (Science Teacher | Northeast Guilford Middle School)
 - Gilbert led students to a proficiency rate of 81.5% on the 8th grade North Carolina End-Of-Grade Exam.
- Kayleigh Reyes (Social Studies Teacher | Mendenhall Middle School).
 - Reyes led her students to an 89% average on their North Carolina Final Exams.
- Anna Kathryn Barnes (English Teacher | T. Wingate Andrews High School)
 - Barnes improved her students' proficiency on the English II End-Of-Course Exam by 33% from first to second semester.
- Tanner Hogue (Math Teacher | T. Wingate Andrews High School)
 - Hogue put an emphasis on bringing students' voice and leadership into his class to allow students to be in the drivers' seat of their own learning. It led to an overall class average of 88% on their North Carolina Final Exams.

• Charlotte

Two Charlotte Teach For America alumni teachers were awarded as MeckEd 2016 Teachers of Excellence. Shaquana Jackson, of Garinger High School, and Brian Zurhellen, of East Mecklenburg High School, were two of twenty recipients of the annual award. Zurhellen was also the recipient of the 2016 "I Am CMS" award presented by Ann Clark.

Zurhellen's story has reached national news, including an article that ran in *People Magazine*. Zurhellen, a 2005 Charlotte corps member, teaches English and coaches baseball at East Mecklenburg High School. When he learned that a former student, eighteen-year-old Christian Dunbar, needed a kidney transplant due to nephrotic syndrome, a chronic kidney disorder that has left him on dialysis for the last two years, Zurhellen was quick to help.

Zurhellen told *People Magazine*, "I've read about it [kidney donation] for a number of years and it seemed like a good opportunity since I knew someone that needed one. I have two and only need one, so it seemed like a no-brainer."¹⁰

People Magazine explains the kidney matching process saying:

Zurhellen didn't actually give Dunbar his kidney. After testing, he learned he wasn't a match. But the determined coach wasn't going to give up that easily. Instead, the UNOS Kidney Paired Donation worked to help three pairs of donors and recipients in two states get transplants.

The coach explains how the three-way match went down, "Mine went across the hall to someone here in Charlotte and that recipient had someone donate one that went to Michigan. The Michigan recipient had someone donate one that came here to Dunbar. It's pretty cool how they find the matches."¹¹

Teachers at East Mecklenburg praise Zurhellen's altruism. Reuben Moore, a fellow English teacher, said, "When you donate a kidney, you're basically telling a person that you're willing to shorten your life, in order to let someone else live longer."¹²

¹⁰ Boudin, Michelle. "North Carolina Coach Who Wasn't a Kidney Donor Match for Former Student Finds Another Way to Help." *PEOPLE.com*. N.p., 13 Nov. 2015. Web. 28 June 2016. (See Appendix I)

¹¹ Boudin, Michelle. "North Carolina Coach Who Wasn't a Kidney Donor Match for Former Student Finds Another Way to Help." (See Appendix I)

¹² Okoro, Miracle. "English Teacher Donates Kidney for 2015 Grad." *The Eagle*. N.p., 1 Mar. 2016. Web. 28 June 2016. (See Appendix J)

Joel Edde, the head of the English department, noted Zurhellen's humility, saying:

Mr. Zurhellen has been very humble about this because it is not about him. He has always been that way, he does what is best for his students, not because he is a good teacher or wants to be noticed, but because it is what he believes is the right thing to do. I am not sure anyone really knew what he was doing until after the article in People came out. I think he did an unbelievably courageous, brave, and selfless thing for another human being. Wouldn't it be nice if we were all that brave, courageous, and selfless.¹³

Dunbar says he is doing great and feeling healthy. As a college freshman, he is studying pre-med and says he would like to be a doctor and perform surgery in the future.

- **Eastern North Carolina**

In the 2015-2016 school year, the Eastern North Carolina region piloted the Local Leadership Campaign (LLC) in the Twin Counties. The pilot is an innovative strategy to ground our work local in communities with the goal of creating opportunity for students in education as well as leadership in entrepreneurial pursuits to help their own communities.

Teachers who are part of the pilot live in the communities where they are working. By living within the communities they serve, LLCs are able to build stronger relationships with community members and gain deeper knowledge of the challenges and opportunities facing the community. LLCs connect corps members with community members and organizations to demonstrate the broader changes our corps members can make in and outside of the classroom.

The pilot program began in Nash and Edgecombe counties, with 45 corps members and 30 alumni, to help build economic growth and provide opportunity in their community. The LLC has exposed current corps members, Teach For America alumni, and their students to pathways for change, such as advocating at county commissioners, board of education, and town council meetings.

LLCs coach teachers to advance student leadership in their classrooms and broader communities. While Teach For America is primarily focused on eliminating educational equity, we have realized that in the rural communities we serve, educational equity can only be reached in partnership with building economic opportunity and community growth so that students have opportunities in their hometown after achieving the goal of attending and graduating from college.

We are thankful for the continued investment from North Carolina which allows us to support incredible teachers and leaders, like the ones highlighted above, throughout the state.

Financial Reporting

Teach For America is committed to maximizing the state's investment through fiscal responsibility and working diligently to inspire private donors to invest in our work in North Carolina. On June 1, 2016 Teach For America received a four-star rating from Charity Navigator (the leading charity evaluator in America) for sound fiscal management. Less than one percent of the charities rated by Charity Navigator have received 12 consecutive four-star evaluations. As such, Teach For

¹³Okoro, Miracle. "English Teacher Donates Kidney for 2015 Grad." (See Appendix J)



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America outperforms most U.S. charities in carrying out its mission in a fiscally responsible manner.

We remain grateful for the state's investment and are committed to making every public and private dollar work hard for students across our state. We look forward to updating the state on our progress in our September quarterly report.

APPENDIX A

Summer exploratory camp begins this week



Parents and family members ask questions about the Teach for America summer camp on Monday at Kinston High School.

Photo by Janet S. Carter / The Free Press

Wednesday

Posted Jun 22, 2016 at 12:01 AM

By [Dustin George](#)

Staff Writer, The Free Press

For the first time in years, Lenoir County has a summer school-type program.

A pilot program for Teach for America, the Summer Exploratory Camp will serve as an opportunity for new lateral entry teachers to earn valuable classroom experience while also helping 140 K–12 students get a head start for the next school year.

Spread across two schools — Northeast Elementary and Kinston High School — the camp pairs new teachers with local “master teachers,” to provide a summer school experience that promises to either help reinforce lessons students learned last school year or give a jump start on the next school year.

Camp organizers hosted an informational ice cream social on Monday before opening doors to students on Tuesday.

“We have been planning for months and months and months for our summer training program,” Katy Turnbull, managing director of leadership and curriculum for Teach for America, said. “We are very excited, and we think the community excited about having this kind of program.”

During Monday’s meeting, parents and guardians were given a chance to speak with the people who would be teaching their children this summer, ensure their children had transportation to and from their camp and have any last minute questions or concerns addressed by Teach for America staff.

“I think this is awesome,” Jean Best, who attended Monday’s meeting with her granddaughter, Brianca Smith, said.

Best said she hopes the camp will help her granddaughter improve her reading skills, and combat summer learning loss.

“By the time they get out of school, they don’t have anything to do, so they just play all day long,” she said. “They forget what they learned, and that hurts them.”

Teachers for the camp arrived in Lenoir County on Friday, after completing training in Rocky Mount.

“We are still learning the community, trying not to get lost,” Coral Mullen, who will teach sixth-grade science at the camp, said. “I’m nervous, but I’m really excited. Even though we are just observing for the first week, I’m excited to get hands-on and start working with the kids.”

The Summer Exploratory Camp opened Tuesday, and will operate from 9 a.m.–1 p.m., four days per week through the end of July. The camp is currently at its maximum capacity, and there is a waiting list should seats become available.

Dustin George can be reached at 252-559-1077 or Dustin.George@Kinston.com. Follow him on Twitter at @DustinGeorgeKFP.

APPENDIX B

Rally held at HCC to inspire, retain local educators

Bryan Clark | bclark@rrdailyherald.com

Apr 20, 2016



Jami Dickerson, left, and Steve Lassiter address local teachers during their presentation on Tuesday at Halifax Community College in Weldon.

- *2 award-winning state teachers offer perspective to local educators*
- *Event put on by Halifax County Schools and Northampton County Schools*
- *Retention among focus of presentation*

WELDON — About 100 Roanoke Valley based teachers got a big dose of motivation Tuesday courtesy of a pair of award-winning state educators.

The teachers, from the county school districts in Halifax and Northampton, packed the auditorium at Halifax Community College to hear from the state Principal of the Year and the eastern region Teacher of the Year — Steve Lassiter and Jami Dickerson, respectively.

The pair have been traveling around the state holding rallies for teachers who have been in the profession for 1-3 years, and encouraging them to continue teaching.

Sonya Rinehart, regional educator facilitator for the state Department of Public Instruction, said the celebration was an excellent opportunity for the professional development of beginning teachers.

“They (Lassiter and Dickerson) both have a passion for ensuring the northeast has high quality teachers that will stay,” Rinehart said. “Our children deserve the best.”

Lassiter is the principal of Pactolus Elementary School and Dickerson is a fifth-grade teacher at Eastern Elementary, both in Greenville. Dickerson is a Roanoke Rapids native and a 2004 graduate of the high school.

Their presentation focused on how to be an inspirational and motivational educator to the children, and also how to inspire themselves to give their greatest effort.

“Be the best you can be, every single day,” Lassiter said. “Even when you’re tired or you’re lacking energy. Be passionate about what you do.”

Beginning teachers from all schools in both districts were recognized during the presentation for their efforts in the classroom and presented with certificates by Dickerson.

Lassiter and Dickerson acknowledged teacher retention is a problem across the state, noting teacher pay is the biggest factor and not necessarily dissatisfaction with the job.

“It’s a topic that has been discussed in our General Assembly in large volumes last year and this year,” Lassiter said. “We know that pay, when it comes to rural areas, sometimes is not an encouraging factor for teachers to pursue jobs in northeastern North Carolina. That’s why we’re trying to rally them and encourage them to stay in the profession.”

Added Dickerson: “I don’t think there’s another job that makes you feel as fulfilled and inspired as you are every day. Who else has an opportunity to change a life or lives?”



Beginning Teachers of the Year from Halifax County Schools and Northampton County Schools stand with their certificates after Tuesday's rally at Halifax Community College.

Bryan Clark | The Daily Herald

Local Beginning Teacher of the Year awards

Northampton County

- Stevee Scott, Central Elementary School
- Ann Turner, Willis Hare Elementary School
- Darren Williams, Conway Middle School
- Evan Beider, Gaston Elementary School
- Mecia Moore, Gaston Middle School
- Dominique Sykes, Northampton County High School

Halifax County

- Davena Hilliard, Southeast Halifax High School
- Rachel Cason, Northwest Halifax High School
- Tyler Williams, Enfield Middle School
- Jemal Boone, William R. Davie Middle School
- Kelsey Bosley, Everetts Elementary School
- Anita Hewlin, Hollister Elementary School
- Rebecca Asser, Inborn Elementary School
- Raelyn Clark, Pittman Elementary School

To comment on this story, visit RRDailyHerald.com

North Carolina's Teach For America

Teach For America develops diverse, innovative educators and leaders who partner with their communities to ensure that all children have access to an excellent education.

We recruit top graduates and professionals into North Carolina's highest-need classrooms, and support them to make a lasting impact for their students.



Our North Carolina network of teachers and alumni is:

Over
1,800
individuals strong

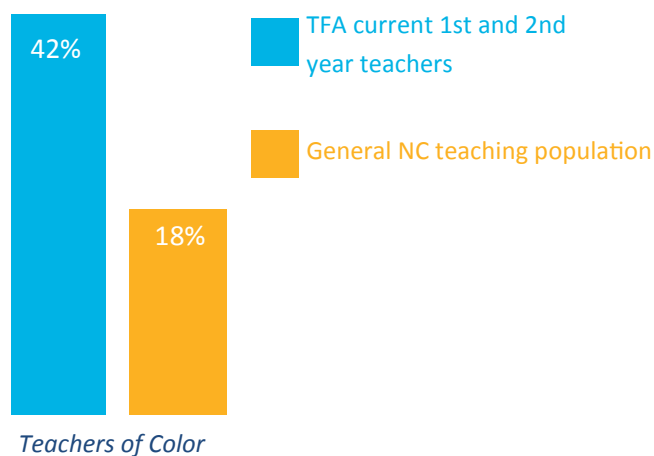
More than
30
school and system
leaders

Impacting
60,000
students across
North Carolina

The most effective
source of early career
teachers according to
the North Carolina
Teacher Portal Study

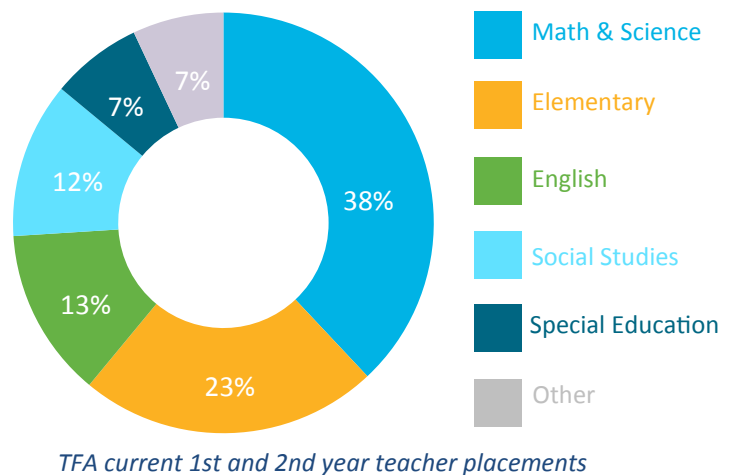
REPRESENTING NORTH CAROLINA'S DIVERSITY

TFA teachers are twice as diverse as North Carolina's general teaching population.*



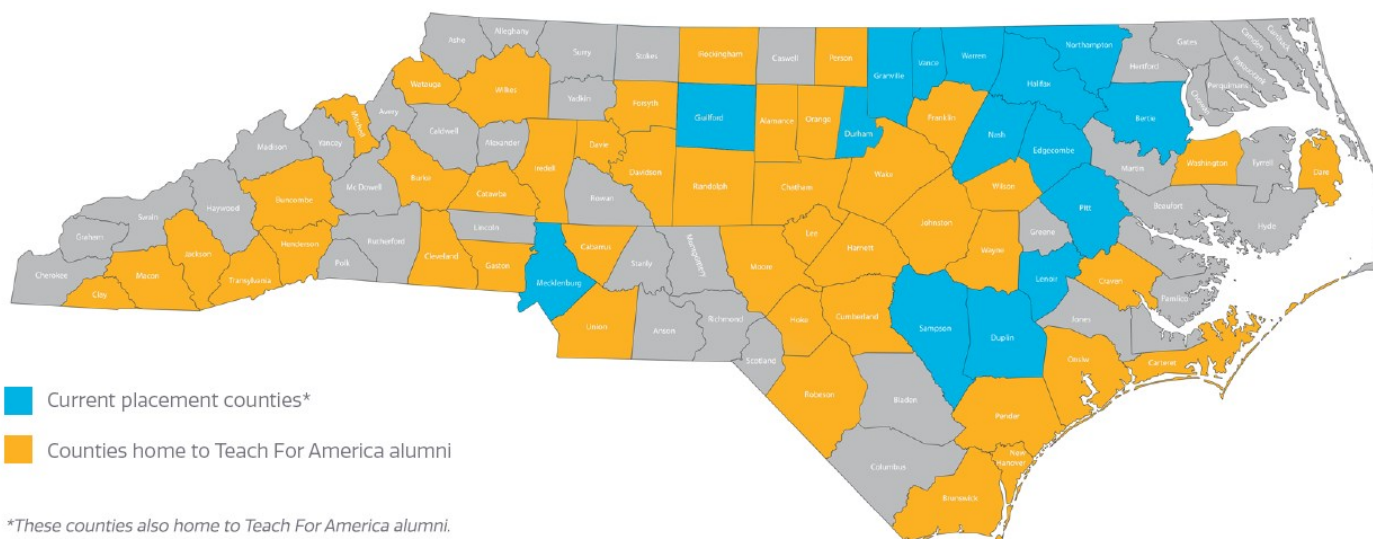
MEETING URGENT NEEDS

TFA teachers work in the highest-poverty schools and the hardest-to-staff subject areas.



North Carolina's Teacher Corps

RECRUITING AND TRAINING LEADERS FOR NORTH CAROLINA CLASSROOMS



Dorian Edwards, 2014 Eastern North Carolina Corps Member

Hometown: Kinston, NC
College: Livingstone College
Major: Business
Position: Math Teacher
School: Rochelle Middle School

"We can try to do what we can in other communities, and it's great, but for me and the ties that I have here and all of the people that have helped me, I thought it was only fitting to say thanks by coming back and serving my community." - Dorian Edwards

Dorian is teaching and coaching football back at his hometown school, Rochelle Middle in Kinston, NC.

Kayleigh Reyes, 2015 North Carolina Piedmont Triad Corps Member

Hometown: Wilmington, NC
College: UNC—Chapel Hill
Major: Linguistics
Position: Social Studies Teacher
School: Mendenhall Middle School

"Growing up I was incredibly aware of gaps in the education system and too often saw students like myself overlooked or underestimated. I got into teaching because I wanted to make a difference for students like myself who came from complicated backgrounds. I teach because I want to see students grow and expand their world view." - Kayleigh Reyes



Sania Rahim, 2015 Charlotte Corps Member

Hometown: Beckley, WV
College: Duke University
Major: Evolutionary Anthropology
Position: Biology Teacher
School: Garinger High School

"Although I spent my entire childhood in southern West Virginia, I never quite felt comfortable calling it home. After spending the last 4 years in Durham, I just knew that I wasn't ready to leave North Carolina yet. From top-notch universities, gorgeous beaches and mountains, and the warm, friendly people - I knew I had finally found a place that I felt comfortable calling home." - Sania Rahim

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Gen-One Charlotte Director Talks Next Steps After SEED20 Win

ANDY SMITH



COURTESY

IAN JOYCE was one of ten non-profit leaders to take the Knight Theater stage this week for SEED20 OnStage, from Social Venture Partners. The event resembles the TV show *Shark Tank*, in which business owners give quick pitches to garner funding for their projects. The grand prize, taken by Joyce and his group, Gen-One Charlotte, netted \$20,000.

Gen-One Charlotte aims to mentor and give private college counseling to high-performing kids at Title 1 Schools in Charlotte. (Title 1 is the federal program that provides funding to schools in which students are at-risk in failure and living in or close to poverty.) Twelve middle schools are identified as such within Charlotte Mecklenburg Schools, including Eastway Middle, where Joyce teaches 7th-grade social studies. The program follows kids through middle school and into college. "It's not enough to get these students to college," Joyce says. "You have to see them through. Ninety-percent of low-income students who enroll into college never graduate."

The idea for Gen-One Charlotte formed after Joyce, a Teach for America corps member, moved to Charlotte to teach in 2014. ("[Charlotte] quickly felt like home," Joyce says.) Now, with the SEED20 money, Joyce can begin with the program's first five or six students. "Our next step is an action plan for how we're going to spend every cent of this," Joyce says. "But we don't want to scale too fast as a group. Our focus

is on sustainable development. We don't need hundreds of volunteers tomorrow, but we may need them 5 or 6 years in the future."

Joyce says he received 10 to 15 emails from potential community partners, right after the Monday night event. Joyce says he's also encouraged by the support from CMS and fellow teachers. "That's the mosting amazing thing, having support from both Teach for America corps members and non-TFA teachers," Joyce says. "We know kids need just this small piece of structure in their lives to reach their dreams."

Check out Gen-One Charlotte's video for SEED20 below.



Gen-One Charlotte
from **Social Venture Partners** PLUS

01:51

Gen-One Charlotte from Social Venture Partners on Vimeo.

APPENDIX E

LAVON POWELL

Job Title:

Founder & CEO, Jabari's Lab

Corps Year:

2012

Corps Region:

Charlotte

Alumni Region:

Charlotte



"Science is ubiquitous. And much like life, full of innumerable opportunities of learning and exploration."

Lavon (Von) Powell is the CEO and Founder of Jabari's Lab, a subscription box service that increases the exposure black males aged 7 to 13, have with science, technology, engineering, and math (STEM).

As a native of Chicago's southside, Von understands the challenges inner city males face. His venture aims to dispel the negative statistics surrounding black male achievement and equip students with the tools needed to explore STEM education and career paths. Von taught high school social studies as a corps member. Outside of the classroom, he mentored at-risk male students, provided academic support through tutoring and interventions, and lead experiential field trips.

After teaching, Von attended Columbia University to study professional writing. He holds a B.A. in Spanish and political science from Western Illinois University.

More about Jabari's Lab

Finalist for the 2016 Social Innovation Award, Pre-Pilot: Broad Outcomes Track

Jabari's Lab is a for-profit venture that aims to increase STEM learning for African American males, age 7 to 13. Monthly, Jabari's Lab will send students a box filled with fun and engaging STEM products to enhance and grow their skills, while exposing them to new opportunities and STEM career paths.

AWARDS & FELLOWSHIPS



Social Innovation Award

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APPENDIX F

MAY 10, 2016 7:54 PM

CMS hires principal for future Renaissance West preK-8 school

Erin Barksdale, a former Ranson Middle assistant principal, is currently a principal in Atlanta

She'll lead school that opens in 2017 on the site of former Boulevard Homes public housing project



*The site for a new school was originally set aside for a charter school, but planners decided to work with Charlotte-Mecklenburg Schools. **Ann Doss Helms** ahelms@charlotteobserver.com*

BY ANN DOSS HELMS

A school designed to bring new life to the site of the old Boulevard Homes housing project moved a step closer to reality Tuesday, when Superintendent Ann Clark named a principal for Renaissance West preK-8 school.

The school won't open until August 2017, but new Principal Erin Barksdale will spend the coming school year doing a residency at Atlanta's [Drew Charter School](#). Drew is part of a partnership to [revitalize Atlanta's East Lake area](#), which is a model for the Renaissance West project.



Erin Barksdale **Courtesy of CMS**

The Renaissance West Community Initiative, a nonprofit group created by the Charlotte Housing Authority, will work with Charlotte-Mecklenburg Schools to run the new school. The group had initially planned to open a charter school on the site. The larger plan calls for “cradle to career” support for residents.

The school, which has not been officially named, will be governed by a council representing CMS, the initiative, school staff and community residents. CMS expects to offer a Science, Engineering, Arts and Math theme and serve about 800 students.

Barksdale is currently principal of the [Coretta Scott King Young Women’s Leadership Academy](#), a 6-12 all-girl school in Atlanta. She is originally from Charlotte and was an assistant principal at CMS’ Ranson Middle School from 2010 to 2013.

Ann Doss Helms: [704-358-5033](tel:704-358-5033), [@anndosshelms](https://www.instagram.com/anndosshelms)

APPENDIX G

New Program Launches to Address North Carolina's Shortage of Primary Care Physicians

The first class of 13 MedServe fellows is participating in a two-week training institute in Chapel Hill from June 20 to July 1 before joining clinics across the state for two years.



Anne Steptoe and Patrick O'Shea/ Photo by Lane Deacon, UNC Health Care



*Patrick O'Shea instructs MedServe Fellows Allison Draper and Laura Byrd during the MedServe Training Institute/
Photo by Lane Deacon*

Media contact: Jamie Williams, (984) 974-1149, Jamie.williams@unchealth.unc.edu

June 21, 2016

CHAPEL HILL, NC – [MedServe](#), a first-of-its-kind program created by medical school and business school students from UNC-Chapel Hill and Duke, will pair 13 outstanding recent college graduates with primary

care clinics in rural or underserved parts of North Carolina for two years of immersive service beginning in the summer of 2016.

The goal of MedServe, which is akin to “Teach for America for medical professionals,” is to improve the health of communities across North Carolina, while exposing promising future doctors to the impact that a primary care physician can make in a community.

MedServe’s founders Patrick O’Shea, a dual MD/MBA student from the UNC School of Medicine and Duke’s Fuqua School of Business, and Anne Steptoe, a dual MD/MBA student from Brown University’s Alpert School of Medicine and Duke’s Fuqua School of Business, both benefitted from transformative service experiences prior to entering medical school.

“Anne and I were both lucky enough to have incredible experiences that helped cement our desire to go into medicine while also serving others,” said O’Shea, who participated in Teach for America from 2008-2011 as a science teacher in Henderson, NC. “Our goal is to make sure our fellows have those types of experiences while also gaining the hands-on clinical training that will directly prepare them for medical school and careers in medicine.”

MedServe’s launch comes at a time when just 12 percent of medical students nationwide are choosing to enter primary care. Steptoe said she hopes exposing students to opportunities like this even before entering medical school can help increase that number. Organizers also hope a successful launch will create momentum to spur expansion of the program to include more fellows and clinics and possibly, more states in the future.

“Traditionally, medical education and the work of primary care physicians in smaller communities have been separate,” Steptoe said. “We believe that by showing our fellows the best of rural and community-based primary care, we can encourage the next generation of primary care physicians to think more broadly about where their career in medicine can occur.”

The appetite for the program is underscored by the response of applicants, the positive reception Steptoe and O’Shea received when pitching the idea to clinical partners, and the funding they have secured from a combination of governmental, corporate, and private philanthropic sources.

In its first year, MedServe received more than 80 applications for its 13 available slots.

This inaugural group includes a mix of graduates from many North Carolina universities including UNC-Chapel Hill, NC State, Duke, Wake Forest, East Carolina, and UNC-Pembroke, as well as Ivy League institutions including Harvard, Yale and Brown. The fellows are at the UNC School of Medicine June 20 - July 1 for a training institute where they will hear from physicians and public health leaders while also getting hands-on instruction in the UNC School of Medicine Clinical Skills and Patient Simulation Center.

Then, in July, the fellows will begin their two year experience living and working in rural or medically underserved communities across North Carolina. This includes towns like Hayesville, with a population of less than 500 located at the western tip of the state, to underserved urban areas like Southeast Raleigh, to small eastern NC towns like Williamston.

“What I love about MedServe is the opportunity that I’ll have to spend two years dedicated to growing as a person both in the clinic and as part of the community,” said Allison Draper, a 2016 Duke graduate who will serve at Integrative Family Medicine of Asheville. “I had always planned to take some time between completing college and entering medical school. This presents the opportunity to really make that time count.”

Jiyun Chang, a 2016 Harvard graduate, will be working at Advance Community Health in Southeast Raleigh.

“During my time in Raleigh, I hope to learn the best ways to effectively communicate with patients to help them proactively make plans and commit to the things that will keep them healthy,” Chang said. “I hope my career in medicine will focus on promoting preventative care through education and outreach. MedServe will be a great way to start.”

Eugene Maynard Jr, MD, a UNC School of Medicine alumnus, will welcome two MedServe fellows to his practice, the Benson Area Medical Center, in Benson, NC.

“This program is a great opportunity for the students to be exposed to all of the human elements that go into the practice of medicine,” Maynard said. “You’ll get the science in medical school, but being a physician is an art as much as a science. The most important thing we do is connect with our patients in order to get them to buy into what we know will help them. You can have the greatest training in the world, but if you can’t connect with patients it’s all wasted.”

Steptoe and O’Shea hope the process of selecting the initial class of fellows helps ensure the success of the program. After conducting the initial screening interviews, the founders matched potential fellows with clinical sites based on the sites’ stated needs. The clinics were then able to make the final hiring decisions. Maynard, for example, wanted fellows who are fluent in Spanish who could assist with the practice’s clinic for local farm workers, many of whom are Hispanic. The fellows who will be working in his clinic, Natalie Malpass, an ECU graduate, and Andrew Marburg, a Wilmington native who recently graduated from Yale, are fluent Spanish speakers.

“Many of our partner clinics already have in place the types of community care solutions all potential medical students and physicians could learn from,” O’Shea said. “So, we see the great potential for the future of this program and can’t wait to get started.”

MedServe is funded by the NC Office of Rural Health, the Kenan Charitable Trust, the Blue Cross and Blue Shield of NC Foundation, the University of North Carolina, the UNC School of Medicine, Duke University, Duke Health System, and Duke’s Fuqua School of Business. To learn more about MedServe, click [here](#).

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MEET THE SENIORS: JENNIFER SWIGER JOINS TEACH FOR AMERICA

05.5.2016

In: [Career & Professional Development](#), [Extraordinary Education](#), [News](#)



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A year ago, Jennifer Swiger was lost.

She knew she wanted to empower youth, and knew the importance of reading and writing. But she didn't know what she was going to do after she joined the "real world."

Swiger is a senior [English major](#) at High Point University. This weekend, she'll don a cap and gown and turn her tassel at [Commencement](#).

And she'll do it with a bright future as a Corps Member at Teach For America in Charlotte, North Carolina.

Thanks to the help of her professors at HPU, she knows it's the perfect path for her.

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Swiger mentored her “little sister” Tamia through the Big Brothers Big Sisters program

into productive careers.

“Had it not been for my Senior Portfolio class with [Dr. Jenn Brandt](#), I do not believe that I would have been given the opportunity to become a Corps Member with Teach For America,” Swiger says. “It was not until I sat in Dr. Brandt’s office and she reintroduced the idea of TFA in direct relation to my passions that I realized [I wanted to be a teacher.](#)”

Brandt continued to offer support as Swiger navigated the comprehensive TFA application process.

“She encouraged me and my fellow English peers to step beyond our comfort zones and practice elevator pitches in front of the class and specifically directed us through creating a proper resume, writing a powerful cover letter, and practicing a one-on-one interview,” Swiger says. “On account of her guidance, I was able to walk into my final interview with TFA far more confident and prepared than I could have thought imagined.”

Changing the Status Quo

After Swiger graduates, she’ll attend a summer training program with TFA in Atlanta. Then, she’ll move to Charlotte and begin her teaching career in the Queen City.

As a Charlotte Corps member, Swiger will spend two years teaching high school in a low-income Charlotte-Mecklenburg school to advocate, empower and

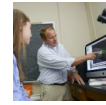
Finding her Inner Teacher

Swiger grew up in Ellicott City, Maryland, about half an hour west of Baltimore. She remembers the uneasiness that set in four years ago when she moved 300 miles away to enroll at HPU.

But that nervousness faded when she plugged into HPU’s engaged community.

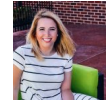
She mentored an 11-year-old girl through Big Brothers Big Sisters. She helped [compile a book of narratives](#) from community members through [Service Learning classes](#). She worked with English professors Dr. Cara Kozma and Dr. Charmaine Cadeau in the [Community Writing Center](#). She created a network of peers with the [Alpha Chi Omega sorority](#). She [conducted research](#), led [writing sessions](#) and learned how to build relationships with others.

She found her calling, too, with the help of a class designed to transition English majors



High Point Central Students Immersed in Research through Draelos Science Program

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Class of 2016 Profile: Carly Delengowski Joins the CW Crew

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strive toward educational equity.

She joins TFA at a time when educators across America – and especially in North Carolina – face a daunting task. Within a few miles of the prospering business districts of downtown Charlotte, there are schools where only a third of students are on grade level in reading and math.

Swiger seeks to change those statistics.

“As with any big change, I am nervous about the unknown and the start of something unfamiliar. However, I feel confident that the skills I have gathered from HPU, my internships and volunteer work will make me well-equipped to lead a classroom of high school students.”

Swiger and ROTC member Chris Peterson display what they’re grateful for during HPU’s “Gratitude Project” last semester.

Planting Seeds of Greatness



In a few short months, dozens of teenagers will flood Ms. Swiger’s high school classroom.

New names. New faces. New stories.

And new challenges. Tough ones, at times. Swiger knows that.

But she’s ready.

She’s ready to inspire them, to encourage them and to teach them how to unlock their potential to make the world a better place. Just like her HPU professors did for her.

“Through my experiences in the classroom and out in the community, my professors have taught me that each and every one has a beautiful story to tell,” she says. “I want my future students to learn the power of words, to understand that their words hold the ability to cause great change. Through reading, writing and discussion in my class, it is my hope that my students will walk away with a deeper sense of self, of community, and of their unlimited potential.”

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APPENDIX I

North Carolina Coach Who Wasn't a Kidney Donor Match for Former Student Finds Another Way to Help

3.4kSHARES



*Brian Zurhelen and Christian Dunbar
COURTESY SONJIA DUNBAR*

BY MICHELLE BOUDIN

[@michelleboudin](#)

11/13/2015 AT 03:00 PM EST

Eighteen-year-old Christian Dunbar was stunned when Brian Zurhelen, the assistant coach of his old high school baseball team, rounded the corner of his Charlotte, North Carolina, hospital room for a big reveal this past Tuesday. It was then the college freshman learned his former coach was the reason he was about to get a new kidney.

Dunbar was in the seventh grade when he was first diagnosed with [nephrotic syndrome](#), a chronic kidney disorder that has left him on dialysis for the last two years.

Dr. Susan Massengill has been treating Dunbar since 2005 and says, "Kidney failure is a progressive disease. He really needed a kidney. He's bright and focused and really wants a future and the new

kidney will give him that."

Dunbar has received dialysis treatments four hours a day, three times a week since 2013. The severity of his condition meant he could no longer play his favorite sport, so instead, he was named the statistician of East Mecklenburg High School's baseball team. He knew "Coach Z," but not well.

"I kept thinking in my mind, 'Who would do this for me?' and coach didn't come to mind because we're not really close. I just met him this year from helping out with the team," Dunbar tells PEOPLE. "He's a really good person. All the players and coaches like him and I'm just extremely grateful."

Zurhelen, 33, says it was an easy decision.

"I've read about it for a number of years and it seemed like a good opportunity since I knew someone that needed one. I have two and only need one, so it seemed like a no-brainer," he tells PEOPLE.

But Zurhelen didn't actually give Dunbar his kidney. After testing, he learned he wasn't a match. But the determined coach wasn't going to give up that easily. Instead, the UNOS Kidney Paired Donation worked to help three pairs of donors and recipients in two states get transplants.

The coach explains how the three-way match went down, "Mine went across the hall to someone here in Charlotte and that recipient had someone donate one that went to Michigan. The Michigan recipient had someone donate one that came here to Dunbar. It's pretty cool how they find the matches."

The teen's mom, Sonjia Dunbar, broke down when talking about how grateful she is for Zurhelen's selfless act.

"Mothers just want to make it all go away and to have someone step forward and make it so that Christians transplant is possible – I think it's wonderful. Thank you is not enough. There's not a word that's enough," she tells PEOPLE.

Dunbar, who is pre-med, agrees.

"I don't know how to put into words how appreciative I am," he says.

Just before their surgeries at Charlotte's Levine Children's Hospital, the coach wrote "Have a ball with your new kidney" on a baseball and gave it to Christian. The two plan to play catch as soon as they're both up to it, which should be soon since they're both already up and walking around the hospital.

"This gives him an opportunity to catapult him to do all the things he was meant to do," says Dr. Masengill.

As for Dunbar, his hopes of playing baseball have been replaced with a new dream.

"I want to be a doctor," he says. "I think I want to do surgery."

APPENDIX J

English teacher donates kidney for 2015 grad

Story by [Miracle Okoro](#), Staff Writer

March 1, 2016

As Brian Zurhellen lay on the operating table, a sense of calm washed over him. It was Nov. 1, and while others celebrated Veterans Day, he was getting knocked out with an anesthetic. In a few hours he would earn the title of kidney donor.

Zurhellen, a ninth grade English teacher, initially wanted to donate his kidney to former East Meck student Christian Dunbar, who graduated in June. Zurhellen was last year's assistant baseball coach and had heard news of Dunbar's condition through the head coach.

Dunbar had been diagnosed with focal segmental glomerulosclerosis (FSGS) in the seventh grade, a disease which disabled the filters in his kidneys from working properly. Because of this condition, Dunbar was on dialysis for several years.

"I had already considered being an organ donor," Zurhellen said "I didn't really know him, I wasn't too close to him, but when I heard about his situation I knew he was the one I was going to donate to."

Unfortunately Zurhellen's kidney wasn't a match for Dunbar, but Zurhellen didn't stop there. With the help of the kidney donor exchange program, he was still able to put his kidney to good use.

"My kidney went to a recipient here in Charlotte," Zurhellen said "That recipient had his wife donate to someone in Michigan, the person in Michigan had someone donate a kidney for [Dunbar]."

Zurhellen said he decided to donate because he had good kidneys and good health, so he saw no reason not to help out someone in need. What Zurhellen didn't know, however, was that his humanitarian actions would bring him national recognition.

A newscast featuring Zurhellen on WCNC aired on Nov. 27. He was also featured in a *People* magazine article and was presented with the I am CMS award on Dec. 10 by Superintendent Ann Clark.

"I hope you all know how lucky you are to have a teacher like this; his generosity is truly unique," Clark said in an article that was posted on the CMS website.

Reuben Moore, a fellow English teacher, also admires Zurhellen's for his actions

"When you donate a kidney, you're basically telling a person that you're willing to shorten your life, in order to let someone else live longer," Moore said.

Joel Edde, the head of the English department, noted Zurhellen's humility

"Mr. Zurhellen has been very humble about this because it is not about him," Edde said.

“He has always been that way, he does what is best for his students, not because he is a good teacher or wants to be noticed, but because it is what he believes is the right thing to do. I am not sure anyone really knew what he was doing until after the article in *People* came out. I think he did an unbelievably courageous, brave, and selfless thing for another human being. Wouldn't it be nice if we were all that brave, courageous, and selfless.”

Zurhellen said he would never consider himself a hero, even though others might

“No, I don't think I'm a hero by any stretch,” he said. “We all help people when and where we can, and I was glad to help Christian get healthy and start to live a semi-normal life of a teenager. I think, however, that being dealt bad kidneys that require exhausting and cumbersome dialysis several times a week, yet still finding the energy and motivation to be a great student and person makes Christian heroic.”

Both Zurhellen and Dunbar have long recovered and are in very good health.

“I'm feeling great,” Dunbar said. “I haven't felt this good in a long time.”