

CLASS OF 2023

Mentor Handbook



In partnership
with:



WELCOME

Dear tnAchieves Mentor,

Thank you for your commitment to the thousands of students across our state, but particularly to those you will serve in your community. In its inaugural year, TN Promise accepted more than 58,000 students statewide from the Class of 2015, leading to an unprecedented 4.6 percent increase in our state's college-going rate. Since then, TN Promise students have outpaced their peers in retention and graduation rates by 12 and 14 percentage points respectively. While the funding is critical, at tnAchieves, we believe supports matter. With more than 60,000 students applying from the Class of 2023, your support means all TN Promise students have someone in their corner. We simply cannot do this work without you!

The tnAchieves handbook will serve as a guide to both you and your students as they complete steps to successfully enrolling in college. The handbook provided to your students is nearly identical to yours, allowing you to easily point your students to specific information including scholarship requirements, eligible TN Promise institutions or enrollment information. You will remind them of important deadlines, encourage them when they become frustrated and meet to build a relationship that helps them navigate the college-going process.

You will serve as the conduit between the program and the students. You may be the person students call at the last minute before a deadline when they do not understand a form or when they are ready to give up. Stay positive! Working with high school students is not always easy. I always say, "Don't let the 18-year-old hurt your feelings!" This simply means remember why you are doing this and continue to dig in even when they are non-responsive.

Remember, we pair our mentors with an average of 7 students which feels like a heavy load; however, most likely you will be working with 1-2 students. Celebrate the ONE student – this is human work. ONE student is a BIG deal at tnAchieves. In our effort to reverse pandemic-related declines in Tennessee's college-going rate, it only takes one student to make a difference!

Please reach out to tnAchieves when you need help as we certainly do not expect you to know all the answers or understand how to navigate all situations! Lean on us.

Thank you again for your time and effort as we work to change lives and transform communities. You are making a dent in the universe and we are so thankful for you!

Best regards,

Krissy DeAlejandro

tnAchieves President/CEO

MENTORS

Handbook Perspective

As you begin navigating your tnAchieves Mentor Handbook, you will notice that many of the pages are written in student voice. This is intentional, as we believe it is important for you to see the information students received.

However, to provide context to specific pages, you will find boxes similar to this one with additional mentor-specific details. You will also find pages that are unique to the mentor handbook. These pages are indicated in the page header.

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tnAchieves is a nonprofit partnering organization to TN Promise. tnAchieves works directly with students as they complete the scholarship requirements, including attending mandatory meetings, completing the FAFSA, working with a mentor and submitting community service hours. tnAchieves supports TN Promise students from high school to a college credential.

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The tnAchieves Story

tnAchieves began as knoxAchieves in 2008, launched as an economic development and student success initiative by former Knox County Mayor Mike Ragsdale, then Knoxville Mayor Bill Haslam and businessmen Randy Boyd, Rich Ray and Tim Williams. Because of its success, knoxAchieves was charged with expanding the program statewide, thus tnAchieves was launched in 2011. tnAchieves ultimately seeks to build a strong workforce by increasing educational attainment opportunities across the state. More importantly, we hope to improve students' quality of life, increase the value of education in Tennessee and create more lifelong learners. Today, tnAchieves partners with TN Promise in 83 of the 95 Tennessee counties.

Partnership



TN Promise is a last-dollar scholarship that funds tuition and mandatory fees for up to five semesters at a community college or eligible four-year institution or eight trimesters at a Tennessee College of Applied Technology (TCAT). As a last-dollar scholarship, TN Promise covers a student's tuition and mandatory fees not paid by federal or state funds (i.e., the Pell Grant, HOPE Scholarship, Tennessee Student Assistance Award and Wilder-Naifeh Technical Skills Grant).



The Tennessee Student Assistance Corporation (TSAC) is a governmental financial aid agency that handles state and federal aid for Tennessee students. It administers TN Promise funds directly to post-secondary institutions.

Communication

MENTORS

Like students, mentors will receive an email from tnAchieves every Monday. This email is intended to highlight important dates, requirements and other information that brings value to your mentoring experience. If you do not receive the tnAchieves Monday Email, please email mentors@tnachieves.org. In addition to the Monday Email, tnAchieves may use text messaging to keep you updated on important steps in the program. Below is the contact information for your dedicated tnAchieves Mentor Team. Feel free to connect with this team anytime you have questions or concerns!

tnAchieves Mentor Team

Tyler Ford
Sr. Director of Mentors
309-945-3446 | tyler@tnachieves.org

Graham Thomas
Chief Community & Government Relations
615-604-1306 | graham@tnachieves.org

Ben Sterling
Vice President of Content & Public Relations
865-567-1140 | ben@tnachieves.org

Maintaining a connection with tnAchieves is vital to your success. Utilize our various opportunities to stay engaged and ensure you never miss a deadline or step along the way!

Mondays

Check your email every Monday for an update from tnAchieves. We will be in touch regarding upcoming meeting requirements, college requirements, community service opportunities and other important information. If you do not receive your tnAchieves Monday email, please email tnachieves@tnachieves.org so we can update your email address. You can reply to our weekly email if you have any questions! Check your spam/junk or promotions folders if you don't see our emails, and add tnAchieves as a safe sender.

Text Messaging

You will receive messages reminding you of your upcoming meeting requirements, the FAFSA filing and community service deadlines as well as other important topics. You can reply to our texts and someone will respond!

CONNECT

We will utilize tnAchieves CONNECT, our online mentoring platform, to send reminders, post resources and provide a platform for discussion. Our team is also available to message or video chat through CONNECT. You will be expected to log into CONNECT regularly to stay up to date on your scholarship requirements and engage with your tnAchieves mentor. Learn more about CONNECT on page 7!

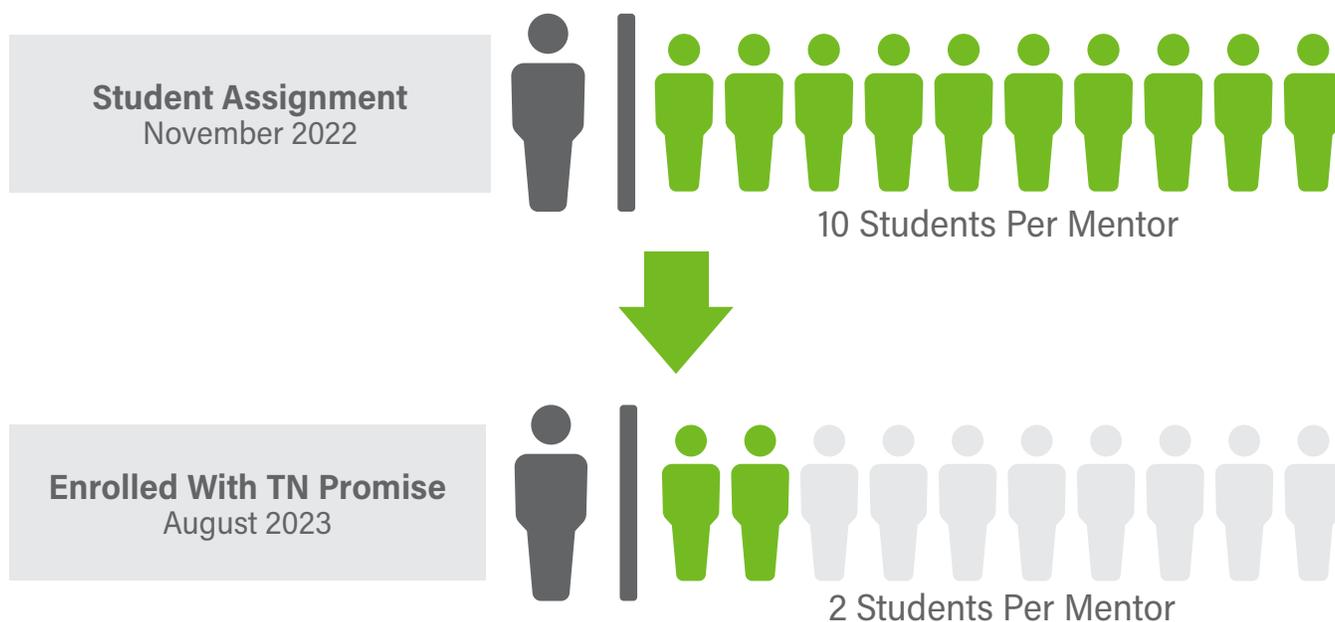
MENTOR EXPECTATIONS

Mentor-Specific Page

Every year, tnAchieves mentors find their students to be unique in their goals and college-going plans. While some of your students will consider TN Promise to be their primary college plan, others will have plans to enroll at an ineligible 4-year institution, join the workforce or enlist in the military.

Most mentors find that by the fall they are working consistently with two to three of their assigned students. As students navigate the tnAchieves program, those who do not intend to utilize TN Promise may be hard to reach and will likely exit the program by not completing a requirement (not attending the mandatory meeting, not submitting community service, etc.). Please know that it is normal to not engage with all of your assigned students, and we encourage you to focus on your students that are engaged and responsive!

The graphic below depicts the realistic expectation of a tnAchieves mentor. While we know 10 students may seem intimidating, on average mentors will actively work with two students that will ultimately enroll using TN Promise.



We hope you will not become discouraged if you are only hearing back from a few of your assigned students. This is not a reflection of your work as a mentor. **Even just one student impacted through this work is a significant win for you, that student, our program and the state!**

"Kiana has been so helpful throughout my senior year. I wasn't sure where to start when it came to college because neither of my parents went. Having her helping hand made me feel safe and secure in my journey to being the **first to graduate college in my family!**"

Zoe
Sullivan County
Student

It is our hope that the student needing mentor guidance the most encounters a helpful adult on their college journey.

PROGRAM MILESTONES

Mentor-Specific Page

Milestone Completion Goal:

Below are milestones that can be used to guide your experience as a mentor. Each milestone helps ensure your students are on track to successfully enroll in college while maintaining TN Promise scholarship eligibility.

DEC. 1

Make initial contact with each student.

Initial contact is typically made via text message, email or phone call. We encourage you to make contact with all of your students and their parents prior to your in-person meeting in December or January. Simply reach out and introduce yourself!

DEC. 1

View Mandatory Meeting/Initial Communication Webinar

tnAchieves will provide a brief webinar training that outlines the expectations of a mentor at the mandatory TN Promise meeting and tips on making your initial contact with your students.

DEC.-JAN.

Attend your students' mandatory TN Promise meeting.

Your students will be required to attend their mandatory TN Promise meeting, which are designed to include time for students and mentors to become acquainted and begin building mentoring relationships.

JAN. 9

View FAFSA Training Webinar

While you are not expected to file the FAFSA with your students, it is good know the role that you will play. This webinar will highlight FAFSA resources and ways that you can support your students.

FEB. 1

Ensure students have activated their tnAchieves CONNECT accounts.

Not only does tnAchieves CONNECT provide mentors and students with a place to chat and track progress, it serves as a one-stop-shop for tnAchieves resources. Students that actively utilize tnAchieves CONNECT can gain access to helpful tnAchieves materials, videos and other resources.

MARCH 1

Ensure students file the 2023-2024 FAFSA.

All students must file the 2023-2024 FAFSA by March 1, 2023 to remain eligible for TN Promise. Students often need help throughout the filing process and you can connect students with helpful content and resources. Please visit tnAchieves.org/FAFSA to access an array of FAFSA resources designed for your students!

APRIL 4

View Helping Your Students Apply To College Webinar

As students graduate from high school and begin finalizing their fall enrollment plans, you can be a source of encouragement and provide answers to questions. Learn how to help by viewing this webinar!

APRIL 15

Conduct a face-to-face meeting with your students.

Meet with your students again either in-person at a tnAchieves Open House or virtually via tnAchieves CONNECT.

MAY 1

Confirm each student has completed a college application.

Have conversations with your students about the different types of colleges and which may be the best fit. Many students are not aware of the variety of colleges/programs that are TN Promise eligible.

JUNE 1

Ensure students are registered for at least 12 credit hours/full-time program for the fall term.

Helping students navigate the enrollment process can ensure they have the confidence to begin college in the fall. Common roadblocks occur around choosing a major, understanding the value of a college education in the workforce and communicating with their advisor.

JULY 5

Ensure students complete and submit 8 hours of community service.

Students often need help connecting with valuable community service. Students can complete up to 4 hours of their community service requirement via tnAchieves virtual community service webinars. You can share both in-person and virtual options with your students.

JULY 10

View Help Your Students Start College Strong Webinar

This webinar will help you understand your role in ensuring that students are prepared to begin college in the fall. Some students lose interest throughout the summer, so we want to help prepare you to keep your students motivated!

AUG. 15

Ensure each student is prepared to begin the fall semester via virtual face-to-face meeting.

To ensure each student is on track to begin classes in the fall, schedule a virtual face-to-face meeting in CONNECT. This will present each student with the opportunity to ask any questions and present any concerns.

SEPT. 1

Ensure students begin their fall semester.

Follow up with your students once classes begin to ensure they are acclimating to college life. This will give them an opportunity to ask any questions and you can connect them with the appropriate resources.

STUDENT CHECKLIST

The checklist below helps you keep track as you complete each step of the tnAchieves process. Use the space below each requirement description to log usernames, passwords or any other important information for each step.

TN Promise eligibility requirements are listed in green.

BY NOVEMBER 1, 2022	DATE COMPLETED	Complete the 2023 TN Promise application at TNPromise.gov.
DEC. 2022- JAN. 2023	DATE COMPLETED	Attend mandatory TN Promise meeting. See page 6 for more information regarding your upcoming mandatory TN Promise meeting!
BY FEBRUARY 1, 2023	DATE COMPLETED	Create your tnAchieves CONNECT account. See page 7 to learn more about tnAchieves CONNECT.
BY MARCH 1, 2023	DATE COMPLETED	File the 2023-2024 Free Application for Federal Student Aid (FAFSA). Visit StudentAid.gov . See pages 8-10 for helpful instructions and tips.
BY APRIL 1, 2023	DATE COMPLETED	Apply to an eligible TN Promise institution. A list of eligible institutions can be found on page 15.
BY MAY 1, 2023	DATE COMPLETED	Submit all requested admissions documents to anticipated college. Check your college email for admissions updates.
SPRING 2023	DATE COMPLETED	Connect with tnAchieves Mentor. See page 11 to learn more about your tnAchieves mentor.
BY JULY 5, 2023	DATE COMPLETED	Complete and submit 8 hours of community service. Submit by 11:59 PM CT at tnAchieves.org . See pages 20-21 for future deadlines.
BY JULY 5, 2023	DATE COMPLETED	Complete financial aid verification, if selected. Verification is completed through your college's financial aid office.
BY JULY 5, 2023	DATE COMPLETED	Ensure your college is listed on your TSAC Portal and FAFSA. See page 18 for instructions on how to update your TSAC Portal and FAFSA, if needed.
FALL 2023	DATE COMPLETED	Enroll as a full-time student at a TN Promise eligible institution. Students must be enrolled in a minimum of 12 credit hours or a full-time TCAT program.
FALL 2023	DATE COMPLETED	Connect again with tnAchieves Mentor. See page 11 to learn more about your tnAchieves mentor.

MANDATORY MEETING

*Eligibility Requirement

To maintain TN Promise scholarship eligibility, students must attend their assigned mandatory TN Promise meeting! Your mandatory TN Promise meeting provides an opportunity to get to know your tnAchieves mentor and learn more about TN Promise scholarship requirements.

Mandatory TN Promise meetings are organized and hosted by tnAchieves. Visit pages 27-30 of the tnAchieves Student Handbook or tnAchieves.org to see your assigned meeting, which is based on your high school. You will also receive an email and text message from tnAchieves that will include your meeting's date, time and location. In most cases, your assigned meeting will be hosted at your high school either during or shortly after your school day. Your mandatory TN Promise meeting will last one hour. Below you will find helpful information and tips that will ensure that you make the most of your mandatory TN Promise meeting!

Before your mandatory TN Promise meeting:

- Visit pages 27-30 of the tnAchieves Student Handbook or tnAchieves.org to find your meeting date/time.
- If your meeting is after school, ensure that you have transportation home from the meeting.
- Let your tnAchieves mentor know that you will be attending.

During your mandatory TN Promise meeting:

- **Sign in when you arrive to your mandatory TN Promise meeting!** As a reminder, your attendance is mandatory, so it is critical that you sign in and ensure your attendance is recorded. Students will sign in by scanning the QR code found at the sign-in table and in various locations around the meeting space. Students will sign in using their first/last name, date of birth and the last four digits of their Social Security Number. Once you sign in, review your assigned table/row number, tap the "Sign In" button and your attendance will be recorded. If you do not have a mobile device or cannot log into the form, please let tnAchieves staff know to help you record your attendance!
- After signing in, you will grab a handout and locate your assigned table/row number. Your assigned tnAchieves mentor will be seated with you and the other students in your group. Being seated with your mentor ensures you can effectively communicate, work through the mentor activity and begin building your mentoring relationship.
- tnAchieves staff will conduct a presentation that highlights the TN Promise scholarship and upcoming scholarship requirements. The mandatory TN Promise meeting handout will guide the presentations; you are encouraged to take notes!
- **Only tnAchieves staff or your mentor can dismiss you from the meeting!** Please be respectful and responsive to your mentor during this time.
- **You must stay for the meeting's entirety.** Also, it is dishonest and runs counter to the spirit of TN Promise to sign in for a friend. Such actions could lead to the loss of your TN Promise eligibility.

After your mandatory TN Promise meeting:

- Once you have attended your mandatory TN Promise meeting, you should reach out and thank your tnAchieves mentor for attending! This is a great way to show your appreciation and continue building your mentoring relationship.
- Check your email after your mandatory TN Promise meeting! You will receive an email from tnAchieves that outlines the next steps for your TN Promise scholarship, including upcoming requirements!

Meeting Cancellation Policy

Should a school district in a county close for any reason, tnAchieves will cancel and reschedule all meetings in that county. tnAchieves will notify students, parents and mentors of the cancellation and rescheduled date as soon as possible in the event of a closure. **Students are expected to attend the rescheduled mandatory TN Promise meeting.**

Excuse Form Policy

If you believe you will need to miss your assigned mandatory meeting, follow these steps:

1. Review the excuse form policy on page 23 of this handbook for a list of acceptable excuse reasons. Your excuse reason must fall within the accepted categories listed in this policy to be approved to miss your mandatory meeting. If your reason does not fall within these categories, you are required to attend your mandatory meeting.
2. You are responsible for notifying tnAchieves before or following your missed meeting via the excuse form provided at tnAchieves.org. Failure to meet this requirement, even with a valid excuse, may result in the loss of TN Promise eligibility.
3. After submitting your excuse form, you will receive notice via email from tnAchieves whether your excuse form has been approved. If your excuse is approved, you will be required to view a webinar provided by tnAchieves. This webinar will be sent to you on February 1, 2023 and is required to be completed by March 1, 2023.
4. If your excuse is approved, you are expected to follow up with and respond to your tnAchieves mentor!

MENTORS

tnAchieves is excited to return to in-person mentor meetings with the Class of 2023! Conducted virtually the last two years, mentors have consistently asked to return to in-person meetings with their assigned TN Promise students. Mandatory TN Promise meetings provide mentors with an excellent opportunity to meet with their assigned students in person and begin building successful mentoring relationships.

tnAchieves will begin communicating your assigned meeting date/time/location via email and text message in November. Mentors are strongly encouraged to attend their assigned meeting, which provides you with an opportunity meet your students!

What To Expect

Mandatory TN Promise meetings will be held primarily at high schools shortly after the end of the school day. Mentors are encouraged to arrive 15-20 minutes before the meeting begins to sign in and locate your assigned table/row number.

Your assigned students will be directed to sit at your assigned table/row. Students will also be given a handout upon arrival, which will include an activity to help inspire conversation within your group.

Mandatory TN Promise meetings are designed to help facilitate mentoring relationships. Take advantage of this time with your students and lean on the tnAchieves staff if you need help or have questions. We are so excited to be returning to this in-person meeting format with mentors and students!

tnAchieves CONNECT

MENTORS

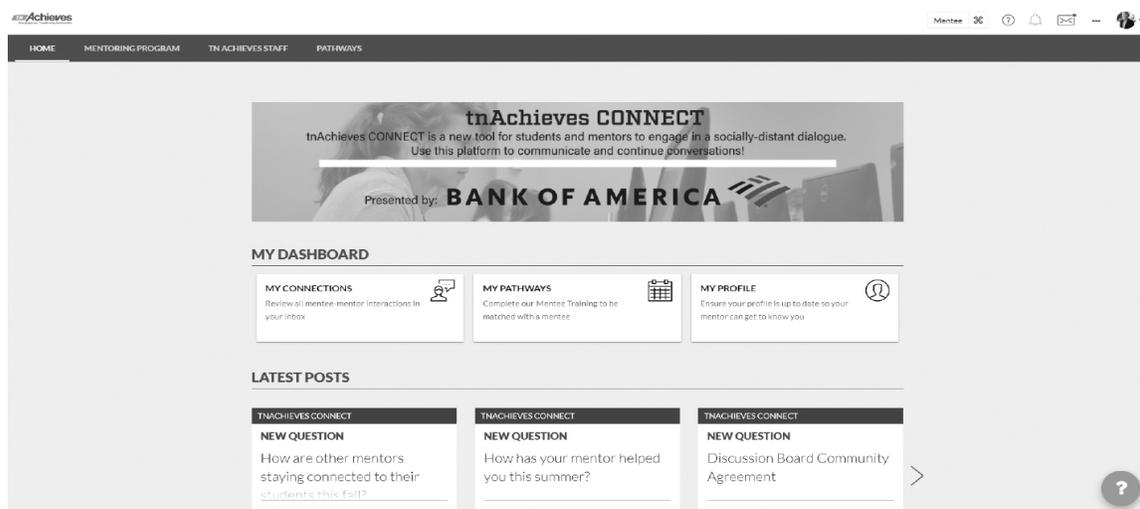
You will be paired with 7-10 students in early November. Your assigned students will receive their tnAchieves student handbook when you receive your mentor handbook.

Please do not be intimidated by that number. Every year, many students apply but do not complete the program for a variety of reasons. The majority of those students often choose to attend institutions outside of TN Promise eligibility.

You will receive your list of students and their contact information via email and in tnAchieves CONNECT in mid-November. At that point, we ask that you contact them. We encourage you to introduce yourself to the students' parent(s) or guardian(s) first, then follow with an introductory CONNECT message, email, text or call to your students. It is not required that you receive a response from the parent/guardian prior to reaching out to each student.

It is important to recognize that many parents and guardians will be unfamiliar with the tnAchieves program and college access process. Not all of them will be engaged in their student's post-secondary journey.

tnAchieves CONNECT offers multiple ways to communicate with your students. Take advantage of the video chat and instant messaging features to stay connected!



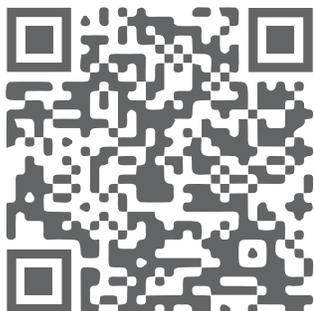
What is tnAchieves CONNECT?

tnAchieves CONNECT is a tool that allows students and mentors to interact in a safe, online platform. You will be paired with your tnAchieves mentor on tnAchieves CONNECT, which allows you to easily communicate with one another.

Why is tnAchieves CONNECT important?

We strongly believe in the power of a tnAchieves mentor (learn more about your tnAchieves mentor on page 11) and the value they bring to a student's college success. To increase connection opportunities for students and mentors, tnAchieves invested in an online mentoring platform that includes video conferencing and instant messaging. tnAchieves CONNECT gives students and mentors the ability to build a relationship virtually and remain in consistent contact.

tnAchieves CONNECT is a valuable resource on your journey to college! Not only is it a place to connect with your tnAchieves mentor and the tnAchieves team, you can gain access to resources that can be helpful as you make the transition from high school to college.



tnAchieves CONNECT Activation Instructions

Scan the QR code! The step-by-step guide will ensure you properly activate your profile, begin navigating the platform and learn to communicate with your mentor. You can email mentors@tnAchieves.org anytime with questions regarding tnAchieves CONNECT!

FILE THE 2023-2024 FAFSA

*Eligibility Requirement

DEADLINE TO FILE: MARCH 1, 2023

Create Your FSA ID

In order to file the Free Application for Federal Student Aid (FAFSA), you will be required to create an FSA ID. The FSA ID gives you access to Federal Student Aid's online systems and serves as your legal signature for your FAFSA. You, as a student, will need to use your personal information to create your FSA ID. One of your parents will be required to create an FSA ID to sign your FAFSA as well. Personal information must be used for a parent to create an FSA ID. This means the student and one of the student's parents will each have unique FSA IDs and cannot use the same email address.

You can create your FSA ID any time before you file the FAFSA. You and your parent are encouraged to create your FSA IDs as soon as possible to avoid delays with the completion of your FAFSA.

Please remember that creating your FSA ID is NOT the same as filing your FAFSA. If you create an FSA ID but do not file the 2023-2024 FAFSA by March 1, 2023, you will no longer be eligible for TN Promise.

Steps to Create Your FSA ID

Visit [StudentAid.gov](https://studentaid.gov) and follow these steps to create your FSA ID. If you have questions during the process, click on the grey question marks next to each field for additional information.

1. Select the **Create Account** button.
2. On the **Create an Account (FSA ID)** page, select the **Get Started** button.
3. Provide personal identification information. Click **Continue**.
 - Make sure your Social Security number (SSN), date of birth and name match what is on your Social Security card.
 - You must have a SSN to create an account username and password.
4. Create your account username and password. Click **Continue**.
 - Your password will be case-sensitive, must be between 8 and 30 characters in length and must contain one uppercase letter, one lowercase letter and one number.
5. Enter your permanent address and mobile phone number. Click **Continue**.
 - tnAchieves recommends signing up for mobile phone account recovery. This option will help you restore access to your account if you forget your FSA ID password or become locked out of your account.
6. Select communication preferences. Click **Continue**.
 - You must select whether to receive required communication by email or postal mail. You can also opt in to receive informational emails and/or text messages regarding programs for which you may be eligible.
7. Select challenge questions and answers. Click **Continue**.
 - If you forget your FSA ID password, answering challenge questions is one way to reset it.
 - Select questions and answers that are easy for you to remember but difficult for others to guess. Your answer must be between 3 and 50 characters in length and can only contain uppercase letters, lowercase letters, numbers or spaces. Your answer is not case-sensitive. Select the **Show Answer** button to see the answers as you type.
8. Review the information you provided and agree to Federal Student Aid's Terms and Conditions. Click **Continue**.
9. Verify your contact information by clicking **Verify My Mobile Phone Number** and **Verify My Email Address**. Click **Finish**.
 - Only a verified email address OR a verified mobile phone number is required, but if you provided both on previous screens, you MUST verify both on the **Account Recovery** page.
 - A unique code will be sent to your mobile phone number and email address to verify their accuracy. Follow the instructions provided to enter the unique code and verify your contact information. Once you verify your mobile phone number and email address, they can be used to log in, unlock your account, retrieve your username or reset your password.
 - NOTE: You MUST verify your information before continuing.
10. Your account is created!
 - Please save your backup code that appears on the **Your Account Was Successfully Created** screen. Your backup code lets you access your account in the event that you cannot use any other two-step verification method.
 - You can immediately use your FSA ID username and password to sign your 2023-2024 FAFSA.
 - Remember, you will use this information to submit your FAFSA each year, as well as access a submitted FAFSA to make changes.

If you have trouble creating your FSA ID, please contact the FSA ID helpline at **1-800-433-3243**. You can also webchat with an FSA ID representative: visit [StudentAid.gov](https://studentaid.gov), click **Help Center**, click **Contact Us**, select **I'm a Student**, click **Live Chat**.

MENTORS

Filing the FAFSA can be one of the most intimidating steps in the college-going process, so we are bringing you into the process before the March 1, 2023 filing deadline! This adjustment places tnAchieves mentors in a position where they can provide students with support and encouragement during this critical time on their college journey.

While tnAchieves staff engages in the actual FAFSA filing process with students, mentors are not expected to dig into the details. You are not expected to file the FAFSA with your students. We simply expect mentors to connect students with valuable FAFSA filing resources, remind them of the deadline and encourage them to follow through with this step.

The tnAchieves team is available to provide students with FAFSA filing support, and we compile an extensive catalog of resources on our website at tnachieves.org/FAFSA.

As your assigned students progress through the FAFSA filing season, they will likely come to you with questions. This is the time where mentors can be the most helpful! This is an opportunity to point students to valuable resources or relay questions to our team. As always, if you are unsure how to answer a question, simply email mentors@tnachieves.org and we will help!

Most importantly, providing encouragement during this time can make a difference as students complete this critical milestone and boost their confidence as they continue on their journey to college.

MENTOR TIP

Proactively reach out to your students to remind them to complete the 2023-2024 FAFSA. It is always in a student's best interest to file the FAFSA well before the deadline. This avoids any last-minute roadblocks or questions that could affect their ability to successfully file by the deadline!

FILE THE 2023-2024 FAFSA

*Eligibility Requirement

DEADLINE TO FILE: MARCH 1, 2023

Filing the FAFSA

The Free Application for Federal Student Aid (FAFSA) serves as the application for the federal Pell Grant, Tennessee Education Lottery Scholarships (TELS) and Tennessee Student Assistance Award (TSAA). This means you will be required to file the FAFSA every year to not only remain eligible for TN Promise, but to qualify for federal or state financial aid. In addition to being a TN Promise requirement, filing the FAFSA by **March 1, 2023** increases the probability that eligible students will receive more aid. You will receive email reminders of the FAFSA filing deadline.

Your high school and local colleges may host events from October-February to assist you and your parent with the filing process. We encourage you to attend an in-person or virtual FAFSA filing event, if possible, to ensure the accuracy and completion of your FAFSA.

1. On or after October 1, 2022, visit studentaid.gov. This is the official FAFSA website. **DO NOT complete the application at www.fafsa.com or any other website that asks you for a fee. FAFSA filing is free.**
2. Make sure you select the **2023-2024 FAFSA** application. If you file the wrong year's FAFSA and do not file the 2023-2024 FAFSA by March 1, 2023, you will no longer be eligible for TN Promise.
3. You will need to create an **FSA ID**. Please see page 8 for detailed instructions on creating the FSA ID.
4. It is important to enter the correct Social Security number. If entered incorrectly, this will lead to future complications with receiving your aid. Triple check that this is correct, as it can cause major issues down the road.
5. Please make sure you select the TN Promise eligible institution you plan to attend as the **first choice school!** If you change your mind, you must log back into your FAFSA and change it so the post-secondary institution can retrieve your information. You must also change your institution on the TSAC Student Portal. See page 18 of this handbook for instructions.
6. You will utilize **2021 tax information** to complete the 2023-2024 FAFSA. If you and your parent have filed and completed your 2021 taxes, you can select **Already Completed** and answer the financial questions based on 2021 taxes. If you or your parent have not completed 2021 taxes at the time of FAFSA completion, you must select **I will file my taxes**, file the 2023-2024 FAFSA based on estimations and later update your FAFSA with the filed tax information. If you or your parent were unemployed or disabled in 2021, you will select **Not Going To File** and continue with the FAFSA.
7. Even if you are 18 years old, you will need one of your parent's information to complete the FAFSA unless you are married, have children who receive more than half of their support from you, were in foster care, are a ward of the court, are emancipated from your parents, are homeless, are in a legal guardianship and/or have parents who are deceased. If you report one or more of these situations as true, you may be required to provide court documentation.
8. If you feel lost, click the question mark outside the answer box. Information will appear indicating where to find the appropriate answer or a tip on how to continue.
9. At the end, you and your parent will sign your FAFSA electronically using the FSA IDs you created. You can create your FSA ID the same day you file. Make sure you click **Submit** to successfully file your FAFSA. If you click save, your FAFSA will not be submitted. You will receive a confirmation email after successfully submitting your FAFSA – **keep this email for your records!**

If you lose your FSA ID and password or have trouble accessing your FAFSA, contact the FAFSA helpline at **1-800-4FEDAID (1-800-433-3243)**.

MENTOR TIP

Share FAFSA filing resources with your students! tnAchieves curates many different types of resources that can help guide students through the FAFSA, including the steps on this page in their student handbook! As a resource to mentors, tnAchieves will provide a 15-minute FAFSA overview webinar that will give you guidance on how to support your students through this process. We will share this resource with you in January 2023.

Before You Begin

The fastest way to sign your application and have it processed is to create an FSA ID. The FSA ID allows students and parents to identify themselves electronically to access FSA websites. An FSA ID is also the only way to access or correct your information online.

If you have an FSA ID but forget your username or password, attempt to log in on the FAFSA home page and click on **forgot username** or **forgot password**. It will then prompt you with instructions to retrieve your username or reset your password.

Dependency

If you are a dependent student, you will report your and your parent's information. If you are an independent student, you will report your information (and, if you are married, your spouse's). For clarification on your status, please visit: studentaid.gov/apply-for-aid/fafsa/filling-out/dependency.

Reporting Parent Information

There are numerous scenarios or questions a student may encounter when reporting parent information on the FAFSA. The answers to these questions may differ based on your parent's marital status and living situation. If you have a question regarding your unique situation, you can visit studentaid.gov/help/who-is-parent for a breakdown of multiple scenarios. You can also contact the financial aid office of the college you plan to attend to ask specific questions.

Making Corrections to your FAFSA

Log into StudentAid.gov using your FSA ID and password and click **Make FAFSA Corrections**.

When correcting your FAFSA, you can:

- Add or remove colleges from your application;
- Change your email or mailing address; and/or
- Correct any field in your FAFSA other than your Social Security number.

Any corrections you make to your FAFSA on StudentAid.gov will be processed in three to five days. Changes must be submitted, not just saved, to be processed. You will receive a revised Student Aid Report (SAR) reflecting the corrections that you made to your application. All of the schools you listed on your FAFSA will have access to the revised information one day after it is processed.

IRS Data Retrieval Tool

The IRS Data Retrieval Tool allows students and parents to access the IRS tax return information needed to complete the FAFSA and easily transfer the data directly and accurately into the FAFSA from the IRS website.

In the finances section of your FAFSA, click **Proceed to IRS** and log in with the IRS to retrieve your tax information. On the IRS website, you must enter the requested information exactly as it appears on your tax return. Click the **Transfer My Tax Information into the FAFSA** box and review to ensure your information has been transferred into the appropriate data fields. Questions populated with tax information will be marked with **Transferred from the IRS**. Some data may not be visible in order to protect your information.

Note: There are several scenarios in which you might not be given the option to use the IRS Data Retrieval Tool. Filing your taxes electronically or by mail will determine how quickly you can use the IRS Data Retrieval Tool. Usually, the tool is available three weeks after tax returns are filed electronically or seven to eleven weeks after tax returns are filed by mail. If the IRS Data Retrieval Tool is not available to you, manually fill out the fields from your 2021 tax returns.

WHO IS MY MENTOR?

In November, you will be assigned a volunteer mentor who has made the commitment to guide, encourage and support you as you transition from high school to college. This is one of the most valuable resources you have with TN Promise.

Applying to college can be an intimidating process. Your mentor is there to help! Be willing to openly communicate with your mentor as you prepare to start your first semester of college and do not hesitate to ask questions. Mentors are invested in helping you succeed.

Your mentor is a(n)...	Your mentor is NOT a...	As a mentee, you are...	As a mentee, you are NOT...
Resource	Person with all the answers	Willing to ask questions	Unkind
Encourager	Best friend	Responsive to your mentor	Unresponsive
Person who wants you to succeed	Tutor	Thankful and kind	Rude

As a TN Promise scholar, it is your responsibility to engage with your mentor during the tnAchieves program. This is a chance to learn how to develop meaningful relationships with mentors who can provide support and opportunities for you to grow in your education and career.

Connect with your mentor when:

- You have a question.
- You complete a step in the process. Your mentor wants to celebrate with you!
- Your mentor asks a question of you via CONNECT, text message or email.
- You are excited/nervous/worried about starting college.

Meet Your Mentor

You will meet your mentor for the first time in December or January at your mandatory TN Promise meeting. This meeting provides mentors and students with an opportunity to set goals and begin building their mentoring relationship. Visit page 6 of this handbook for a full summary of what to expect regarding this meeting!

In the spring, your tnAchieves mentor will schedule a second face-to-face meeting with you! The purpose of this meeting is to help you continue building your mentoring relationship and check in on the goals that you set at the mandatory TN Promise meeting. The meeting will occur either in-person or virtually, depending on your mentor's availability. Below is what you can expect depending on your mentor's preferred meeting format:

- **Open House:** tnAchieves will schedule a meeting opportunity in each county, where mentors and students are invited to gather in-person to meet and check in. tnAchieves Open Houses will also feature college representatives who can answer questions regarding local post-secondary institutions and the college-going process. tnAchieves will communicate Open House dates/times/locations in early 2023 via email and text message. **Check with your mentor about attending your local tnAchieves Open House.**
- **In-Person:** If your mentor chooses to meet in-person, your mentor will offer a date, time and location for the meeting. This may occur at a local college, high school or business. In-person meetings are hosted in public spaces Please confirm your attendance by responding to your mentor's meeting request. **It is imperative that you mark your calendar, show up on time and communicate with your mentor!**
- **Virtual:** If your mentor chooses to meet virtually, the meeting will occur on tnAchieves CONNECT via the video chat feature. Your mentor will offer a date and time to meet, and it will be your responsibility to mark your calendar and attend virtually. If you have questions with utilizing CONNECT's video chat feature, let our team know. We are happy to help!

MENTORS

One challenge all tnAchieves mentors often face is unresponsive students. All of our students differ in terms of motivation and engagement, so patience and persistence are incredibly important. We recommend contacting your students prior to your face-to-face meeting. During the in-person or virtual face-to-face meeting, establish communication guidelines. Ask them how they prefer to be contacted – email, texting, etc.– and discuss the importance of their responsiveness to your communication, even if it is just a “thank you.” Having this discussion together will better equip students to respond and engage with you.

TIP: Prompt your students to respond to your correspondence by ending a text or email with, “Please respond with a YES that you received this email/text.” We have found this to be helpful.

MENTOR COMMUNICATION

Your mentor will begin communicating with you in November and will send an introduction via tnAchieves CONNECT, text message or email. Your mentor may share college and career experiences. **Keep an eye out for this communication and be quick to respond when you receive it!**

Example Message from Your Mentor

Hello, Jason,

My name is Stephen, and I am your tnAchieves mentor. I am here to help you with the college-going process and to help you be successful once you enter college. I am excited to work with you!

I am going to check in with you every two weeks to remind you of upcoming dates and deadlines that are important to your success and eligibility with TN Promise. I am available to help with any questions that you have about the process so feel free to let me know if I can be of assistance.

You can reach me via tnAchieves CONNECT, email, text or phone call. My contact information is at the bottom of this email!

I am excited to meet you at the upcoming mandatory TN Promise meeting at your high school! This meeting will give us an opportunity to get to know each other and ensure that I understand your goals and aspirations. In the meantime, please let me know if you have any questions. I am excited to work with you this year and see you accomplish great things!

Do me a favor and let me know that you have received my email. Even just a "Thank you!" will do.

Sincerely,

Stephen

Example of an Email to Your Mentor

Hi, Stephen,

Thank you for emailing me. I am really excited about the TN Promise scholarship. No one in my family has been to college, so I am kind of nervous about how it all works. Thank you for working with me as my mentor.

I look forward to meeting you!

Jason

Example tnAchieves CONNECT Communication

The screenshot displays the tnAchieves CONNECT messaging interface. On the left, there is a sidebar with a search bar and a list of active conversations. The main area shows a chat thread with three messages:

- 1:56pm** (Mentor): "Hi, Matt! I hope you are having a fantastic senior year! My name is Tyler, your tnAchieves Mentor. I'll be here to help with any questions you have and make sure you are successful. Have you applied to any colleges so far?"
- 1:58pm** (Student): "Hey Tyler! Senior year has been great so far. My counselor asked me about my plans after graduation recently. I want to go to college, but I am not really sure what my next steps are. I haven't applied anywhere yet."
- 2:05pm** (Mentor): "That's great! You can find a list of TN Promise eligible institutions here, I would encourage you to apply at at least one of these schools! Would you want to setup a time soon when we could meet on CONNECT to discuss your options? I want to make sure you apply soon!"
- 2:10pm** (Student): "Thanks for the information. I would like to set up a time to talk about this more. I work after school on Monday, Wednesday, and Friday. Are you free on Tuesday or Friday evening?"

At the bottom, there is a text input field with a "Send" button. On the right side, there is a sidebar with "Goals", "Notes", and "Shared Files" sections. The "Goals" section shows a goal titled "Set up class schedule!" with a "Completed" checkbox.

SUGGESTED COMMUNICATION

Mentor-Specific Page

Communication Plan

November 2022

- The tnAchieves Student Handbook is mailed to each student's home address.
- tnAchieves mentors and TN Promise students are assigned following the Nov. 1, 2022 TN Promise application deadline.
- The tnAchieves Parent/Guardian Handbook is emailed to the parent/guardian of every TN Promise applicant outlining the college process.

December 2022-May 2023

- Weekly Monday emails begin.
- Students are emailed a copy of tnAchieves policies.
- Students are reminded of the TN Promise FAFSA filing deadline via email and text message.
- Students are reminded of their assigned mandatory TN Promise meeting via email and text message.
- Reminders for FAFSA filing and the mandatory TN Promise meeting are posted to social media, including Twitter, Facebook and Instagram.

This outline does not include all email/text reminders sent to parent(s)/guardian(s). It is important to note that tnAchieves uses the contact information provided on the TN Promise application to communicate with students. It is the students' responsibility to notify tnAchieves should their contact information change.

MENTOR TIP

"Send messages to your students individually. When I was a student and I received a group message it was like a calendar reminder. It prompted me to act but it did not feel like a person on the other end. As a mentor I send individual messages to my students and I receive more responses this way."
Former tnAchieves student and current mentor, Shelby County

Once you have introduced yourself to your students, we ask that you begin to communicate with them every two weeks. The following suggested communication items reflect upcoming student deadlines and can help guide conversations. Feel free to take these and make them your own!

Prior to your face-to-face meeting: "Hello! My name is _____ and I am your tnAchieves mentor! I am looking forward to meeting you at the upcoming mandatory TN Promise meeting!"

December 1: "As a reminder, I am looking forward to seeing you soon at the upcoming mandatory TN Promise meeting. Do you have any questions I can help you with?"

December 15: "Have you activated your tnAchieves CONNECT account? If you need help, let me know and I will send you instructions!"

January 1: "Happy New Year! I am so excited to see the great things you accomplish this year! Please know that I am here to help!"

January 15: "Have you thought about which college you plan to apply to? I am happy to talk about the different options available with TN Promise!"

February 1: "You have one month to file the 2023-2024 FAFSA! Please let me know if you need help. I can send you helpful resources!"

February 15: "You have less than two weeks to file the 2023-2024 FAFSA! Do not wait to file! tnAchieves can help if you need assistance!"

March 1: "TODAY is the 2023-2024 FAFSA filing deadline! If you have not filed the FAFSA, you must do so today by 11:59 PM. Please let me know if you have questions!"

March 15: "Have you populated your tnAchieves CONNECT account? Visit your profile and fill in any empty sections to help me get to know you!"

April 1: "Have you asked your counselor to send your official transcript to your college? You must do this! If you have yet to apply to college, you need to do so as soon as possible."

April 15: "Does your college provide email accounts? If you do not know, it is important to check as that is usually how the college sends you important information!"

May 1: "You have two months to complete and submit your first 8 hours of community service. Do you need help finding somewhere to complete these hours?"

May 15: "Check in with the admissions and financial aid offices to determine what documents they need from you. Do not forget to check your college account each week!"

June 1: "Happy graduation! Now that you are on summer break, take advantage of your free time and complete your 8 hours of community service. Remember, your first deadline to complete and submit your community service hours is July 1!"

June 15: "Have you completed and submitted your 8 hours of community service? If not, you have just two weeks left to complete and submit them by the July 1 deadline!"

July 1: "Today is the deadline to submit your 8 hours of community service! Remember, you will submit your hours at www.tnachieves.org. Also, remember to submit any required verification documents to your college's financial aid office, if needed. If you do not know if you were selected for verification, please check your college account or call financial aid today."

July 15: "Have you logged into your college account to see if you were selected for financial aid verification? If you are selected, please submit all required documents to the financial aid office as soon as possible!"

August 1: "Make sure to double-check your college email to ensure that you do not have any outstanding documents or requirements prior to enrollment!"

August 15: "Good luck in your first week of classes! Make sure to show up early, introduce yourself to your professors and read your syllabus."

September 1: "How are your classes going? If you need help with anything, let me know!"

September 15: "It has been great working with you this year! Please know that I am here to help you if you need help in the future and I would love to hear about your accomplishments. Our mentoring relationship is coming to an end but tnAchieves will continue to provide you with support and encouragement throughout your college experience!"

CHOOSE YOUR COLLEGE

How to Apply

Community Colleges: All community college applications can be completed online. If you do not have internet access, most colleges will allow you to complete an application on their campuses.

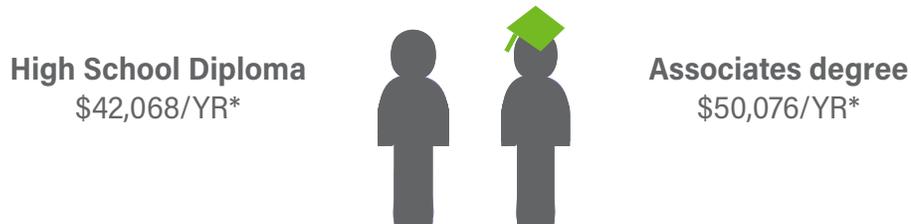
Tennessee Colleges of Applied Technology (TCAT): Most TCAT applications can be completed online. You may also complete a paper application and submit it to the admissions office at the TCAT you plan to attend. Depending on location and program, students may need to place their name on a waiting list after applying.

Make sure to complete an application by early spring. We recommend an April 1 application priority date!

Benefits of Community and Technical Colleges

Better Job Opportunities and More Money

In the future, 80 percent of the fastest growing jobs in the United States will require at least some post-secondary education. By the year 2025, 55 percent of all jobs in Tennessee will require employees to have earned a post-secondary credential (certificate, associates or bachelor's degree).



Earning a post-secondary degree could represent a quarter of a million dollar increase of earnings over a lifetime!

*U.S. BUREAU OF LABOR STATISTICS; bls.gov/careeroutlook/2022/data-on-display/education-pays

Smooth Transition

Community and technical colleges offer a less drastic change from high school than some four-year colleges. Class sizes are small, and campuses are typically easier to access.

Specialized Degrees and Licensing Programs

Community and technical colleges have specialized programs in areas such as welding, automotive technology, nursing, culinary arts and many others that put you on the fast track to a rewarding career.

Best Value for Your Dollar

Community colleges are a great place to take general education courses (e.g., English, math, etc.). You can complete your associates degree in two years, transfer to a four-year state school utilizing the Tennessee Transfer Pathway and save approximately 50 percent in tuition as you complete your bachelor's degree, compared to directly enrolling at a four-year institution.

Below is a possible breakdown of a student who does not receive Pell or TSAA but is both HOPE/Wilder-Naifeh and TN Promise eligible. Please note that these are estimations.

	TCAT	Two-Year Public	Four-Year Public*	Four-Year Private*
Tuition (No books/fees/supplies)	\$3,000	\$4,700	\$8,000	\$20,000
HOPE/Wilder-Naifeh	-\$2,000	-\$3,200	-\$4,500	-\$4,500
TN Promise	-\$1,000	-\$1,500	-\$200	-\$200
Your Cost	\$0	\$0	\$3,300	\$15,300

*Check with your institution of choice to determine both college cost and the amount covered by TN Promise or other institutional aid as all four-year institutions process TN Promise differently.

ELIGIBLE INSTITUTIONS

The following list includes all Tennessee colleges and universities* students may attend as a TN Promise scholar. Visit the institutions' websites to learn about programs offered and admissions requirements. The digital version of this handbook contains links to each institution's TN Promise or financial aid page.

Tennessee Community Colleges

Chattanooga State Community College
Cleveland State Community College
Columbia State Community College
Dyersburg State Community College
Jackson State Community College
Motlow State Community College
Nashville State Community College
Northeast State Community College
Pellissippi State Community College
Roane State Community College
Southwest Tennessee Community College
Volunteer State Community College
Walters State Community College

Tennessee Colleges of Applied Technology

TCAT Athens
TCAT Chattanooga
TCAT Covington
TCAT Crossville
TCAT Crump
TCAT Dickson
TCAT Elizabethton
TCAT Harriman
TCAT Hartsville
TCAT Hohenwald
TCAT Jacksboro
TCAT Jackson
TCAT Knoxville
TCAT Livingston
TCAT McKenzie
TCAT McMinnville
TCAT Memphis
TCAT Morristown
TCAT Murfreesboro
TCAT Nashville
TCAT Northwest
TCAT Oneida
TCAT Paris
TCAT Pulaski
TCAT Ripley
TCAT Shelbyville

Public Universities with Eligible Two-Year Programs*

Austin Peay State University
Tennessee State University**
UT Southern (formerly Martin Methodist)

Private Colleges with Eligible Two-Year Programs*

Baptist Health Sciences University
Bethel University
Bryan College
Carson-Newman University
Christian Brothers University
Cumberland University
Fisk University
Freed-Hardeman University
John A. Gupton College
Johnson University
King University
Lane College
LeMoyne-Owen College
Lincoln Memorial University
South College
Southern Adventist University
Trevecca Nazarene University
Tusculum College
Welch College
William R. Moore College of Technology

*In order to use the TN Promise scholarship at a four-year college or university, students must enroll in and be accepted into an associates degree program at that school - not a bachelor's degree program. Students enrolling in a health sciences program will not be eligible to receive TN Promise funding until admitted into the actual program of study. **If you are a UT Promise student, please see page 22.**

**Dental hygiene is Tennessee State University's only TN Promise eligible program. Students enrolling at Tennessee State University in a program other than dental hygiene will be ineligible for the TN Promise scholarship.

At a four-year institution, the TN Promise scholarship may not be last-dollar, meaning it may not fully cover all tuition and mandatory fees. The amount of funding you will receive will be based on the average amount of tuition and mandatory fees at a community college, which is estimated to be \$4,700. As a last-dollar scholarship, TN Promise will provide the remaining amount after Pell, HOPE and TSAA funds are applied. For example, if the average tuition and mandatory fees at a community college were \$4,700 per year and you were receiving \$4,500 in HOPE funds each year but no other federal or state aid, TN Promise would provide \$200 to be applied toward tuition and mandatory fees at one of the eligible four-year institutions listed on this page.

NOW THAT YOU HAVE APPLIED

The college application is only the beginning of the admissions process. Below is a list of next steps you need to complete to ensure you will be able to start classes on time. **tnAchieves has a priority date of May 1 to have all admissions documents submitted to your college.**

Community or Four-Year College Students

- Submit ACT scores, final high school transcript and shot records
- Attend new student orientation
- Take any required placement tests
- Create and check (at least weekly) college account
- Meet with an advisor/success coach
- Register full-time (12 credit hours)
We recommend 15 credit hours each term for on-time completion.

TCAT Students

- Submit final high school transcript and shot records
- Take any required placement tests
- Enroll in a full-time program
- Attend new student orientation

Submit Your Final High School Transcript

This must be an official transcript sent directly from your high school to your post-secondary institution of choice. Talk with your school counselor to determine the procedure for having your transcript sent to your college. Do not wait until the summer to request your transcript—it may be too late!

Attend New Student Orientation

New student orientation is different at every institution. Some have online orientations, some require you to attend an orientation on campus and others host orientation on the first day of classes. Check with the admissions office to determine when your orientation will be held. **tnAchieves** encourages students to attend orientation on campus, if it is available.

Complete Placement Testing

All colleges have different requirements for placement testing. Placement testing could give you the opportunity to test out of learning support courses, so be sure to take it seriously! Check with your college's admissions office to see if you are required to take placement testing prior to enrollment.

Create Your College Account

If your college has student accounts, create yours NOW and begin to check it weekly. This is where you will be notified if you are selected for financial aid verification (see page 19). This is also how your professors will communicate with you once you are enrolled.

Register for Classes

In college, your classes are not automatically assigned to you. You must select and register for classes based on your academic plan. Meet with an advisor or success coach before you complete registration to ensure you will be taking the correct classes. Please remember, at a community or four-year college, you must register for at least 12 credit hours to remain eligible for TN Promise. If you want to graduate in four semesters, you must take at least 15 credit hours each semester for most concentrations. At a TCAT, you must be enrolled in a full-time program.

MENTORS

Your students are taking the final steps toward their first semester of college. There are several aspects of the college admissions process that you can discuss with them during the summer months.

Creating a College Account

The majority of post-secondary institutions use their assigned institution email to communicate with students. Remind your students of the importance of checking their college student accounts and emails on a weekly basis. Students often miss critical deadlines because they fail to check emails.

Attend New Student Orientation

Orientation provides a great opportunity for students to ask questions and seek out campus resources prior to the start of classes. You do not need to attend orientation with them, but this may be a good time to talk with your students about what they are most excited about as they prepare for college and to uncover any hesitations or questions.

Enrolling Full-Time

Students often do not understand how important it is to register for classes early. It is helpful to encourage them to meet with an advisor to discuss a general schedule so they have an idea of when they should take classes, when they should work and when they can make time to study.

Always encourage your students to call their post-secondary institution when they are confused, especially during this time. The schools have all the materials students need and their staff members are the best people to answer advising questions!

SUMMER BRIDGE PROGRAM

The Summer Bridge Program is a FREE three-week program designed to help incoming students start on a more college-ready level, both academically and socially. Each day, students receive reading, English and math instruction and attend a college success Lunch & Learn. On the last day of the program, students have a chance to test out of learning support courses at the college they plan to attend.

Is the Summer Bridge Program for me?

If you answer yes to one or more of the following questions, the Summer Bridge Program may be for you!

- Did you score below a 19 on the math section of the ACT?
- Did you score below a 19 on the reading section of the ACT?
- Did you score below an 18 on the English section of the ACT?
- Was your high school GPA below a 3.6?

Is the Summer Bridge Program mandatory?

No. You are not required to attend the Summer Bridge Program in order to receive the TN Promise scholarship.

Does the Summer Bridge Program use my TN Promise funding?

No! You will still receive the same amount of funding as long as you continue to meet the TN Promise requirements. The Summer Bridge Program is FREE!

What do you mean by learning support courses?

If your high school GPA was below a 3.6 or your ACT math or reading score is below a 19 and/or your ACT English score is below an 18, you may be required to enroll in a learning support class during your first semester of college. At the Summer Bridge Program, you will take a college placement test on the first and last day. The goal is to better prepare you for your college experience. If you score high enough on the placement test, you will place out of the learning support class in that subject! Why does that matter? Students do not receive college credit toward their intended major for learning support courses, which can delay graduation.

Where will the Summer Bridge Program be held?

All 13 Tennessee community colleges host an annual Summer Bridge Program on one of their campuses. They are listed below:

- Chattanooga State Community College
- Cleveland State Community College
- Columbia State Community College
- Dyersburg State Community College
- Jackson State Community College
- Motlow State Community College
- Nashville State Community College
- Northeast State Community College
- Pellissippi State Community College
- Roane State Community College
- Southwest Tennessee Community College
- Volunteer State Community College
- Walters State Community College

When is the Summer Bridge Program?

Dates will differ by campus throughout June and July. Check tnAchieves.org for details.

How do I sign up for the Summer Bridge Program?

The application will be available at tnAchieves.org in spring 2023.

If I apply, am I automatically accepted?

Not necessarily. Students must maintain TN Promise eligibility to participate. Students planning to attend TN Promise eligible institutions will be given preference if a program reaches capacity. Acceptance is also first-come, first-served, so we recommend applying sooner rather than later!

CHANGING YOUR INSTITUTION

When you file your FAFSA, you need to make sure you select the TN Promise eligible institution you plan to attend in the fall as your first choice. If you change your mind, you will need to update the first college listed on your FAFSA and TSAC Portal. Your TSAC Portal is where you originally completed the TN Promise application before Nov. 1, 2022.

Any change of institution with FAFSA and TSAC should be made by **July 5**. The longer you wait to update your institution, the longer it will take for your financial aid file to be completed. Failure to change your institution could result in a delay of your TN Promise award and result in you having to pay out of pocket.

Updating Your First Choice Institution on the FAFSA

1. Go to **studentaid.gov**, and log in using your FSA ID prior to **July 5**.
2. Ensure the **2023-24** tab is selected and click **Update Schools** found under **You may take the following additional actions**.
3. Click **Continue**.
4. Create a save key.
 - The save key is for temporary use for you or your parent to return and complete this specific FAFSA form. The save key must be between 4 and 8 characters. You can use any combination of numbers and/or uppercase and lowercase letters. For example, the save key "Student2" is different than the save key "sTuDeNt2."
5. If the school you plan to attend is not included in the schools listed in the summary, click **Add More Schools**.
 - Search for the school you need to add by state, city or school name, or type in the Federal School Code, which can be found in the financial aid section of the college's website. Click **Search**.
 - Select the school in the **Search Results** box, then click **Continue**. The school should appear in the **Selected Colleges and Housing Info** menu. When you are done adding colleges, click **Continue**.
6. In the **Make changes to another section of your FAFSA form?** pop-up box, select **No Thanks, Continue**.
7. Read the terms and check the box indicating that you agree.
8. Click **Sign This FAFSA Form**.
9. Click **Submit My FAFSA Form Now**.
10. You will be directed to a page confirming that your 2023-2024 correction was successfully submitted to Federal Student Aid.
11. You will receive a confirmation email to the email address provided on your FAFSA when you submit changes. **Please save and print this email for your records**.
12. Changes made to your FAFSA can take up to **three days** to process. Stay in close communication with the financial aid office at the college you plan to attend to ensure your FAFSA is accessible to the college.

Updating Your Institution on the TSAC Student Portal

1. Visit **tn.gov/tsacstudentportal** prior to **July 5**.
2. Enter the username and password you created when you applied for TN Promise.
 - If you forgot your username and/or password, click **Forgot username or password?**
 - If you forgot your password, click the **Forgot your password? Click here** link. Enter your email address, the last four digits of your Social Security number and your date of birth. Click **Submit**. A temporary password will be sent to the email address you provided when you applied for TN Promise. The temporary password will expire in one hour. It is suggested that you copy and paste the temporary password from the email into the password field.
3. You may be prompted to answer one of the security questions you chose when you applied for TN Promise. Check the box next to **Register this computer to skip this step next time you login from this computer**. Click **Continue**.
4. The next page will show the image you chose. If it is the correct image, enter your password and click **Log In**.
5. Under the **Grants and Scholarship Program Information** section, you will see **Academic Year 2023-2024** and a list of program names and the institutions (program names include TSAA Tennessee Grants, HOPE Scholarship, Wilder-Naifeh Technical Skills Grant, Tennessee Promise).
6. You will see a **Transfer School** button for each program. You may click on any button and update the institution which will update all programs.
7. Select the correct institution from the drop down box. Click **Process Transfer Request**.
8. Click on **View Financial Summary** on the top right hand corner to return to your student portal. You should see that the institution was changed under the **Grants and Scholarship Program Information** section.
9. When you are finished, click **Log Out**. Please keep your username and password for the TSAC Student Portal in a safe place.

If you need help accessing your student account, or if the portal says there is already an account associated with your information, please call the **TSAC Helpline at 1-800-342-1663**.

FINANCIAL AID VERIFICATION

MENTORS

Many of our students are selected for the financial aid verification process each year. TCATs typically notify students they have been selected by contacting them via phone or email, while community colleges and four-year institutions place notifications on students' college accounts. Encourage your students to check their college accounts on a weekly basis and to check in with their institution's financial aid office.

The financial aid verification requirement is not administered by tnAchieves. The colleges will be able to address student questions as they navigate the verification process. Do not worry about having to know the answers to your students' questions. Our staff is available to help you navigate the process, and the post-secondary institutions will be able to assist as well.

This is often a challenging time for students and their families. Your role is to continue to encourage the student to stay on course and submit all required documents by July 5. The earlier students submit all required documentation, the easier the college access process will be.

MENTOR TIP

"Take a few extra minutes to get to know your students' family situations, struggles in school, outside jobs, goals, etc. It pays off, and they will see you as someone who cares, not just another nagging adult."

Patty, Jefferson County

What is verification?

Verification is a process initiated by the Department of Education at the time you submit the FAFSA. Students selected for verification are required to submit certain documents to the college's financial aid office to verify the information provided on the FAFSA. Not all students are selected for verification, but if you are selected, no federal or state financial aid awards, including TN Promise, can be posted to your account until your financial aid file is verified.

What is the deadline to remain TN Promise eligible?

tnAchieves strongly encourages you to submit all requested documents for verification by **July 5** to avoid any delays with your financial aid package. The longer you wait to submit documentation, the longer it will take for your file to be completed. This means you may be required to pay to keep your classes!

How do I know if I have been selected?

You will be notified by your post-secondary institution if you have been selected for verification. **Check your college account!** Your college account may show alerts when you first log in. In order to be notified if you have been selected for verification, the college must have your application and FAFSA on file. If you do not apply to the college, you cannot be notified of any outstanding requirements.

Click the links in the alerts to determine what information is being requested. You can also check the financial aid section of your college account for details. If you have trouble accessing or do not have a college account, contact the post-secondary institution's financial aid office directly.

Many colleges begin posting verification requirements to student accounts in April or earlier. If you are selected for verification, make sure you begin working with the financial aid office at the college you plan to attend as soon as possible.

It is important to make sure your college is listed as the first choice school on your FAFSA and your TSAC Student Portal shows the correct institution. Refer to page 18 if you need to change your FAFSA and/or TSAC Student Portal school choice.

What do I do if I am selected for verification?

If you are selected for verification, contact your school's financial aid office. Sometimes linking your FAFSA back to the IRS website will be sufficient. Other times, you will need to collect copies of the documents requested by the financial aid office (e.g., parent and/or student W-2, IRS tax return transcripts, etc.). Once all paperwork is submitted, the financial aid office will make corrections and process your financial aid. Remember, it can take up to four weeks for the financial aid office to process this paperwork, and processing documents may trigger the need for other documents to be submitted, so begin addressing this immediately.

All requested documentation should be submitted to the financial aid office at the college you plan to attend by **July 5** to ensure your file is reviewed and awards are posted to your account prior to the beginning of the term.

Simply turning in documents does not mean you have completed verification. The review process at the college is considered part of verification.

COMMUNITY SERVICE

*Eligibility Requirement

8 hours of community service must be completed and submitted by July 5, 2023!*

You may begin working on your community service hours November 2, 2022.

*If you plan to enroll at a Tennessee College of Applied Technology over the summer, your first 8 community service hours must be submitted by **April 3, 2023**.

Why?

Community service is a way to give back to your community, become involved and learn more about potential careers. It is also a great way to meet new people and learn about your community.

What?

Community service is time contributed to a nonprofit or public service organization. The community should benefit from the work you do! You can also volunteer in your field of interest to gain experience. This means job shadowing and unpaid internships may count toward your community service requirement.

Make sure you are volunteering with an actual organization (not an individual), you are not being paid and you are being supervised by someone who is not a family member. Students can volunteer with more than one organization to meet their 8 hour requirement. Students can use unpaid internships and job shadowing opportunities as well! Unpaid internships and job shadowing must be completed at an organization or business directly related to your field of study. Job shadowing submissions are subject to review by tnAchieves staff and may be denied if they do not fit within the guidelines.

tnAchieves offers virtual community service webinars that provide insight into various career fields and offer college tips and advice. **Students can watch up to 4 virtual community service webinars that will contribute to the 8 total community service hours needed for each deadline. After viewing 4 virtual community service webinars, students will no longer have access to this feature.** To access the virtual community service webinars, visit tnAchieves.org/virtual.

Examples of what is and is not considered community service:

YES! That counts!	NO! That does NOT count!
Tutoring students at school or a community center	Babysitting your nieces or nephews
Doing laundry for residents of a nursing home	Doing laundry for your elderly neighbor
Building homes for people in need through an organization	Building a deck with your friend
Participating in an environmental clean-up event	Picking up trash during a hike with friends
Volunteering with a JROTC/ROTC group	Service in the military for which you are being paid
Helping with landscaping at a church	Proselytizing (sharing or teaching faith)
Job shadowing in your future career field	Cleaning the parking lot at your place of employment
Attending a tnAchieves job shadow event	Following around the manager of a fast-food restaurant
Shadowing a vet because you are studying Animal Sciences	Working for free at a store because you are studying Business
Watching tnAchieves virtual community service/job shadowing webinars after logging in at tnAchieves.org	Simply watching a YouTube or other online video not hosted by tnAchieves

If you need help finding community service opportunities, tnAchieves posts multiple opportunities for each county at tnAchieves.org/community-service.

Make sure YOU submit your community service hours by the deadline. Do not rely on the organization or another person to complete this important step for you.

MENTORS

Many students wait until the last week of June to complete their community service hours. Throughout the spring and summer, check in with your students to ensure they understand the deadlines and are making progress toward submission. We have many community service opportunities from around the state posted on tnAchieves.org and on our social media feeds. Feel free to offer your own suggestions for organizations that students may visit to complete their hours!

Another option to fulfill the community service requirement is job shadowing. Mentors can serve as a great resource to students when seeking job shadowing opportunities, as mentors' networks tend to include multiple industries. Students can also complete up to 4 hours of virtual community service on our website at tnAchieves.org/virtual!

COMMUNITY SERVICE

*Eligibility Requirement

How?

- 1. Find an organization!** Looking for places to volunteer? Check out tnAchieves.org, contact your local United Way or ask your mentor! Already have a place in mind? You are welcome to complete your hours anywhere that meets the requirements on page 20.
- 2. Complete at least 8 hours!** Don't forget: someone who works for the organization must be able to confirm you were there the entire time. Before you leave, ask for your supervisor's name, email address and phone number. You will need this information to submit your form!
- 3. Submit your form!** Go to tnAchieves.org/community-service/submit-cs-hours and complete the form entirely. Below are a few tips for completing the form:
 - Did you volunteer at the same organization multiple days? When completing the form, make sure you list all of the days you worked and the total number of hours you completed.
 - Having problems submitting the form? Follow the prompts on the error page to submit a help request. A [tnAchieves](http://tnAchieves.org) staff member will respond via email to help troubleshoot your community service submission.
 - After you have submitted your form, you should see a completion page that states, "Thank you for submitting a [tnAchieves](http://tnAchieves.org) community service form." You will also receive a confirmation email at the email address you provided on your form. Save this confirmation email for your records.
 - If you receive an error message when completing your form, this means your form did not submit and your hours have not been received! Please follow the directions provided on the error message or contact us: tnAchieves@tnAchieves.org.
 - Visit tnAchieves.org/community-service/check-my-community-service-hours/ to check how many hours of community service you have submitted.

When?

Semester/Trimester ¹	Deadline ⁴	Timeframe for Completion
Summer 2023 ²	April 3, 2023 by 11:59 PM CT	November 2, 2022-April 3, 2023
Fall 2023	July 5, 2023 by 11:59 PM CT	November 2, 2022-July 5, 2023
Spring 2024	December 1, 2023 by 11:59 PM CT	July 6, 2023-December 1, 2023
Summer 2024 ³	April 1, 2024 by 11:59 PM CT	December 2, 2023-April 1, 2024
Fall 2024	July 1, 2024 by 11:59 PM CT	December 2, 2023-July 1, 2024
Spring 2025	December 2, 2024 by 11:59 PM CT	July 2, 2024-December 2, 2024
Summer 2025 ³	April 1, 2025 by 11:59 PM CT	December 3, 2024-April 1, 2025
Fall 2025	July 1, 2025 by 11:59 PM CT	December 3, 2024-July 1, 2025

¹If you will graduate high school prior to the spring 2023 term, please see the early graduate FAQ on page 25.

²Only students attending a TCAT may enroll the summer directly following high school graduation and must meet the April 1, 2023 deadline. They must also submit an additional 8 hours by July 5, 2023 for the fall term.

³Summer semester/trimester deadlines only apply to students attending a TCAT or students choosing to enroll full time in a summer semester at a community college or eligible four-year institution.

⁴Students attending South College are required to submit 8 hours prior to each quarter. Contact us for specific deadlines.

It is important to note that you may begin completing your community service hours on November 2, 2022. Any community service completed prior to this date will not be accepted. Community service must be submitted each semester and additional hours over the required 8 hours cannot be carried over to the next semester. Hours must be completed within the set timeframe given.

Completing your community service before the deadline but failing to submit to [tnAchieves](http://tnAchieves.org) before the deadline will result in the loss of your TN Promise eligibility. Submitting even one minute after the deadline will result in the loss of your TN Promise eligibility.

UT Promise is a last-dollar, undergraduate scholarship that will guarantee free tuition and mandatory fees to qualifying Tennessee residents enrolling at UT campuses in Knoxville, Chattanooga, Martin, Memphis and Pulaski.*

As a last-dollar scholarship, UT Promise will be applied after other financial aid is received. UT Promise is an expansion of scholarship offerings and does not replace existing scholarships. It is important to note that UT Promise functions separately from TN Promise and can only be used at universities falling under the University of Tennessee system. Eligible applicants must meet the following requirements:

DEADLINES FOR FIRST-TIME FRESHMEN

NOVEMBER 1	Complete the TN Promise application.
DECEMBER 15	Complete the UT Promise application at UTPromise.org .
DECEMBER 15	Apply for admission to your UT institution of choice.
DEC. - JAN.	Complete mandatory meeting requirement coordinated by tnAchieves.
MARCH 1	File the 2023-2024 Free Application for Federal Student Aid (FAFSA).
JULY 5	Complete and submit 8 hours of community service.
JULY 5	Complete financial aid verification, if selected.
JULY 5	Ensure UT institution of choice is listed on your TSAC Portal and FAFSA.
FALL 2023	Enroll as a full-time student at your UT institution of choice.

After you enroll at a UT campus in fall 2023, you will be paired with a UT mentor. You will receive communications about your mentor in fall 2023. To stay informed, check your email for updates from tnAchieves and UT.

Additional requirements:

Free tuition and mandatory fees for in-state students meeting all of the following criteria:

- A family household income under \$60,000.**
- Receive the Tennessee HOPE Scholarship.
- Be admitted to your UT institution of choice and enroll within 16 months of high school graduation.

To maintain eligibility a student must:

- Be a full-time, continuously enrolled student.
- Maintain the Tennessee HOPE scholarship.
- Complete the FAFSA annually, including any verification requirements.
- Complete community service and mentoring requirements each semester.

*UT Promise is only applicable for undergraduate programs at UT Knoxville, Chattanooga, Martin, Southern and the Health Science Center in Memphis.

**The accurate, verifiable total combined amount of parent and student adjusted gross income and untaxed income of less than \$60,000, AND a total maximum asset amount of less than \$75,000, as defined by the Free Application for Federal Student Aid (FAFSA).

For more information on UT Promise, visit utpromise.tennessee.edu.

Please contact the University of Tennessee at utpromise@tennessee.edu with any questions specifically regarding UT Promise.

TNACHIEVES POLICIES

To remain TN Promise eligible, students must:

High School:

1. Attend and graduate from an eligible high school.

- Students must apply their senior year of high school with the Class of 2023 and meet the TN Promise established application deadline.
- A student must be a Tennessee resident.
 - Students' residency will be determined by the post-secondary institution.
 - Students who reside with a parent outside of Tennessee pursuant to military orders will be considered eligible to participate in the scholarship program.
- Students who complete a GED or HiSET diploma must enroll full-time in an eligible post-secondary program in the fall after they receive their diploma, provided that the diploma was earned before the student reached 19 years of age. This assumes the GED or HiSET student met all TN Promise requirements.

2. Attend all scheduled mandatory TN Promise meetings. Students must attend their assigned scheduled meeting as outlined in the student handbook and tNAchieves website.

- Excuse forms will be reviewed for the following: participation in a school-sanctioned event (e.g., athletic event and/or practice, concert and/or rehearsal, national or state conference or competition), death in the immediate family, personal illness, conflict with post-secondary class schedule, conflict with religious observance, personal or immediate family emergency, conflict with work schedule, lack of transportation.
- Students are responsible for notifying tNAchieves prior to or following their missed meeting via the excuse form provided at tNAchieves.org. Failure to meet this requirement, even with a valid excuse, may result in the loss of TN Promise eligibility.
 - All other excuses outside those outlined above are not considered excusable absences and will result in a student losing TN Promise eligibility. This includes meetings that are rescheduled due to inclement weather or school closings.
 - Students who arrive late to a mandatory meeting will lose their TN Promise eligibility. Likewise, students that leave a meeting prior to adjournment will lose their TN Promise eligibility.
 - Students who have an approved absence from tNAchieves must complete the mandatory meeting requirement virtually.
 - Excused students will gain access to the virtual mandatory meeting on February 1, 2023 via email from tNAchieves.
 - Excused students must complete the mandatory meeting requirement by March 1, 2023 to remain eligible for TN Promise.
- Students who graduate high school during the fall term are required to return to their high school for the assigned mandatory meeting.
- Students who transfer during their senior year are responsible for alerting tNAchieves and attending the assigned mandatory meeting designated for the high school to which they transferred.
- A parent/guardian cannot attend the assigned meeting or view the virtual mandatory meeting on a student's behalf. Students must complete the mandatory meeting requirement to remain eligible for TN Promise.
- Students who require accommodations at their assigned team meeting will be responsible for alerting tNAchieves 72 hours in advance of the meeting (e.g., sign language interpreter).

3. Complete the Free Application for Federal Student Aid (FAFSA) by March 1, 2023.

- Failure to qualify for federal aid in the form of a Pell Grant and/or state aid in the form of TELS (e.g., HOPE) or TSAA funding will not affect a student's TN Promise eligibility.
- Students must be eligible for in-state tuition.
- Students must complete the correct year's FAFSA each year prior to the deadline established by TSAC.

4. Submit all financial aid verification documents each year for community and four-year colleges.

- Students attending a TCAT must complete the verification process by October 1 each year.
- tNAchieves encourages students to submit all documents by July 5 to ensure the post-secondary institutions have adequate time to process.
- Students must select the eligible institution they plan to attend as their first choice on the Free Application for Federal Student Aid (FAFSA) as well as direct their TSAC Student Portal to the eligible institution.
- It is the responsibility of students to confirm with the post-secondary institution that their admissions and financial aid files are verified, processed and ready for award.

5. Complete and submit at least 8 hours of community service prior to the start of each semester/trimester/quarter by the established deadline. See the Community Service Policy on page 24 for further details regarding this requirement.

College:

1. Maintain full-time status each semester.

- If students fall below full-time, they will no longer be eligible.
- TCAT students must be enrolled in a full-time program.
- Failure to attend class could result in loss of eligibility.

2. Begin at an eligible post-secondary institution in the fall term directly following high school graduation.

- Students may begin at their post-secondary institution prior to the fall term directly following high school graduation; however, students will be responsible for incurred tuition and fees until fall.
- TCAT students may begin in the summer directly following high school graduation if they have met all TN Promise requirements.
- Students may be granted a medical or personal leave of absence from timely enrollment in the initial semester full-time attendance or continuous enrollment at an eligible post-secondary institution as long as all other acceptable eligibility criteria are met. Students must request a leave of absence with their chosen post-secondary institution for approval.
 - An approved leave of absence of six months or less shall not count against the five-semester or eight-trimester limit at an eligible post-secondary institution.

3. Attend an eligible post-secondary institution for continuous semesters.

- Students cannot leave the post-secondary institution for a period of time and remain eligible.
- If students withdraw from all classes or stops attending during the semester, they will no longer be eligible.

4. Maintain a 2.0 cumulative GPA at the end of each academic year.

- TCAT students must maintain satisfactory academic progress each trimester.

5. Complete the Free Application for Federal Student Aid (FAFSA) by the established deadline each year throughout their post-secondary experience.

- Failure to qualify for federal aid in the form of a Pell Grant and/or state aid in the form of TELS (e.g., HOPE) or TSAA funding will not affect a student's TN Promise eligibility.
- Students must be eligible for in-state tuition.
- Students must complete the correct year's FAFSA each year prior to the deadline established by TSAC.

TNACHIEVES POLICIES

6. Submit all financial aid verification documents each year for community and four-year colleges.

- a. Students attending a TCAT must complete the verification process by October 1 each year.
- b. tnAchieves encourages students to submit all documents by July 5 to ensure the post-secondary institutions have adequate time to process.
- c. Students must select the eligible institution they plan to attend as their first choice on the Free Application for Federal Student Aid (FAFSA) as well as direct their TSAC Student Portal to the eligible institution.
- d. It is the responsibility of students to confirm with the post-secondary institution that their admissions and financial aid files are verified, processed and ready for award.

7. Complete and submit at least 8 hours of community service prior to the start of each semester/trimester/quarter by the established deadline. See the Community Service Policy below for further details regarding this requirement.

Community Service Policy:

Complete and submit at least 8 hours of community service prior to the start of each semester/trimester/quarter by the established deadline. Community service must be completed under the supervision of an established organization (e.g., nonprofit, public service organization).

- a. Community service is not:
 - i. Work resulting in payment.
 - ii. Work done under the supervision of an extended or immediate family member.
 - iii. Work done for an individual rather than an organization (e.g., babysitting, mowing a neighbor's lawn, picking up trash in the neighborhood).
 - iv. Proselytizing (sharing or teaching faith).
 - v. Work done off the clock/unpaid at the student's job.
- b. Virtual community service webinars are available as a means to complete up to 4 community service hours for each deadline. The remaining 4 hours must be completed via job shadowing and/or community service opportunities that fit within the guidelines.
 - i. Each virtual community service webinar counts as one hour. Students will be automatically credited one hour per webinar after viewing the webinar in its entirety.
 - ii. Students are not required to submit a community service form for viewing the webinars.
 - iii. Webinars may only be accessed via tnAchieves.org. All other forms of virtual community service will be denied.
- c. Students must complete and submit all information regarding community service by the established deadline at tnAchieves.org. Failure to comply by the established dates will result in loss of eligibility. Keep in mind, it is not the responsibility of the organization and/or supervisor to submit hours on a student's behalf.
- d. Should students feel that extenuating circumstances beyond their control prohibited them from completing and submitting community service by the deadline, they may file an appeal with tnAchieves at <https://tnAchieves.org/appeal-form/>.
 - i. If the appeal is denied, students will not be able to submit community service after the deadline and will remain ineligible for TN Promise.
 - ii. If the appeal is approved, students will have one week from appeal approval to complete and submit 8 hours of community service, unless otherwise specified in the appeal approval.
 - iii. Should students fail to submit all required community service in the allotted time, they will remain ineligible for TN Promise.
 - iv. Students who are unable to complete community service hours in person due to illness, injury, a documented disability and/or accommodation must file an appeal with tnAchieves prior to the community service deadline.
 - If the appeal is approved, the student will be allowed to complete 8 hours of virtual community service webinars.
 - v. Documentation is required for any community service appeal submitted to tnAchieves.
 - vi. Unless otherwise specified, an approved appeal only applies to the community service deadline being appealed. Any additional exceptions or accommodations for future terms must be appealed prior to each deadline.
- e. In the event that a post-secondary institution reverses a student's ineligibility certification after a community service deadline, an exception to the missed deadline may be considered by tnAchieves.
 - i. If granted, students will be contacted by tnAchieves. Community service must be completed and submitted in its entirety no later than two weeks from notification.
 - ii. Should students fail to submit all required community service in the allotted time, they will remain ineligible for TN Promise.

Other components:

1. Only a member of tnAchieves staff may determine a student's TN Promise eligibility.

- a. Mentors are an extension of tnAchieves but are not tnAchieves staff members.
- b. tnAchieves mentors are volunteers and may lack adequate time to answer all questions; therefore, it is the student's responsibility to confirm eligibility with tnAchieves staff.

2. TN Promise only funds last-dollar tuition and mandatory fees. It does not pay for books or other post-secondary expenses (e.g., application fee, program and class specific fees). TN Promise only covers fees required of all students.

3. A student cannot be mentored by a family member.

4. Mentors cannot choose students to mentor.

- a. tnAchieves staff will randomly assign students to mentors.

5. TN Promise follows the admissions requirements of the post-secondary institution.

- a. TN Promise will fund learning support classes if the student fails to meet the ACT requirements for college-level coursework.

6. Students are responsible for notifying tnAchieves staff when their contact information changes. Incorrect information does not preclude students from ineligibility.

Should students fail to adhere to any/all policies, tnAchieves invokes the right to remove a their eligibility. tnAchieves values honesty and integrity. A student who submits misinformation will immediately lose TN Promise eligibility. Be respectful in all correspondence and communication, including social media.

Policies may be subject to change without notice. It is a student's responsibility to refer to the policies as posted at tnAchieves.org for updates and changes to the TN Promise legislation.

FREQUENTLY ASKED QUESTIONS

What is TN Promise?

TN Promise is a last-dollar scholarship that provides the opportunity for every Tennessee high school student to earn a post-secondary credential. This also applies to students who complete a GED or HiSET prior to their 19th birthday.

Who is eligible?

Any high school senior who graduates from an eligible Tennessee high school or completes a Tennessee homeschool program is eligible to apply. Students will apply in the beginning of the year in which they will graduate (by November 1, 2022) and begin working with tnAchieves. To receive TN Promise funds, students must complete the tnAchieves program.

Are GED recipients eligible for TN Promise?

Students who complete a GED or HiSET diploma (and have met all other TN Promise eligibility requirements) must enroll full-time in an eligible post-secondary program in the fall term after they receive their diploma, provided that the diploma was earned before they reach 19 years of age.

What if students graduate early from high school?

Students who graduate early from an eligible high school, eligible home school program or obtains a GED or HiSET early may enroll in an eligible post-secondary institution with TN Promise funding prior to fall 2023 provided they meet all requirements:

- Apply to TN Promise by November 1, 2022;
- File the 2022-2023 FAFSA using 2020 tax information by March 1, 2023 (available now to all students at studentaid.gov);
- File the 2023-2024 FAFSA using 2021 tax information by March 1, 2023 (available October 1, 2022 to all students at studentaid.gov);
- Attend their assigned mandatory meeting by March 1, 2023 (see page 6); and
- Complete and submit 8 hours of community service by April 3, 2023 (see pages 21-22).

Early high school graduates are defined as students who graduate from an eligible high school, eligible home school program or completes a GED or HiSET prior to the spring semester of what would normally have been their senior year of high school. After the TN Promise application closes, students who have indicated an early graduation date on their TN Promise application will be notified via email by tnAchieves. If students choose to enroll in an eligible post-secondary institution in the spring term, they must meet all requirements listed above to receive TN Promise funding.

Early high school graduates are not required to begin college prior to the fall term immediately following high school graduation; however, if they chose to enroll in college prior to fall 2023 with TN Promise funding, the term(s) will be counted as one of the 5 semesters/8 trimesters available with TN Promise. Additionally, TN Promise early graduates who enroll and receive funding in the spring and/or summer semester would have a GPA reviewed at the conclusion of the academic year. This could lead to a permanent loss of eligibility. All TN Promise students must maintain a 2.0 cumulative GPA at the end of every academic year.

It is important to note that students must complete all early graduate TN Promise requirements outlined above PRIOR to spring enrollment to avoid triggering a reimbursement process for tuition and mandatory fees. In other words, students who have yet to complete all steps prior to spring enrollment will pay tuition and fees upfront then be reimbursed by TN Promise only when all requirements are satisfied.

Students who find out they can graduate from high school early after the TN Promise application closes and/or later in the fall term of their senior year are responsible for notifying tnAchieves and completing the requirements above to be eligible for an early college start. Please reach out to tnAchieves with any questions.

Do non-U.S. citizens qualify for TN Promise?

No. To be eligible, students must be able to complete the FAFSA, qualify for in-state tuition and possess a valid Social Security number. The DACA number is NOT a valid entry on the Tennessee Promise application. A student must complete the Free Application for Federal Student Aid (FAFSA) for which the student's U.S. citizenship or eligible non-citizenship status has been confirmed by the federal government. Note: This option is only available for:

1. U.S. Citizens;
2. U.S. permanent residents (with an I-151, I-551, or I-551C permanent resident card); or
3. Individuals who have an Arrival/Departure Record (I-94) showing one of the following designations: Refugee, Asylum Granted, Cuban-Haitian Entrant (Status Pending), Conditional Entrant (Valid only if issued before April 1, 1980), Victims of Human Trafficking (T-2, T-3, or T-4 visa), or Parolee (who meets certain conditions).

What does TN Promise fund?

TN Promise is a last-dollar scholarship that funds tuition and mandatory fees at eligible TN Promise post-secondary institutions. These funds cannot be used for books, cost of attendance fees or fees associated with a specific program or class.

In order to use the TN Promise scholarship at a four-year college or university, students must enroll in and be accepted into an associates degree program at that school – not a bachelor's degree program. Students enrolling in a health sciences program will not be eligible to receive TN Promise funding until admitted into the actual program of study.

At a four-year institution, the TN Promise scholarship may not be last-dollar, meaning it may not fully cover all tuition and mandatory fees. The amount of funding you will receive will be based on the average amount of tuition and mandatory fees at a community college, which is estimated to be \$4,700. As a last-dollar scholarship, TN Promise will provide whatever amount remains after Pell, HOPE and TSAA funds are applied. For example, if the average tuition and mandatory fees at a community college were \$4,700 per year and you were receiving \$4,500 in HOPE funds each year but no other federal or state aid, TN Promise would provide \$200 to be applied toward tuition and mandatory fees at one of the eligible four-year institutions found on page 15.

FREQUENTLY ASKED QUESTIONS

Does TN Promise cover remedial education?

Yes. TN Promise will cover remedial classes if a student should need to take them.

How will the funds be administered?

After students meet all TN Promise requirements, the Tennessee Student Assistance Corporation (TSAC) will send the funds to the eligible institution after all Pell, TELS (e.g., HOPE and Wilder-Naifeh) and TSAA funding have been applied.

When does TN Promise funding begin?

Students must begin at an eligible institution the fall semester immediately following high school graduation. TCAT students are able to begin in the trimester beginning in May 2023 as long as the student has completed and submitted community service hours by April 3, 2023.

Will a student receive a check for the scholarship?

Students never directly receive funding from TN Promise. TSAC will send funds directly to the college.

How long after high school graduation will students remain eligible for TN Promise?

If a student continues to meet all requirements, TN Promise funding is available for five consecutive semesters at a community college or eligible four-year institution, eight consecutive trimesters at a TCAT or until a terminating event (graduation or transfer to a non-TN Promise institution) has occurred.

What happens if a student misses a TN Promise deadline?

Failure to meet any TN Promise deadline will result in a student being permanently ineligible for TN Promise.

May a student attend a four-year institution with TN Promise funding?

TN Promise eligible post-secondary institutions (see page 15) offer associates degree programs. In order for students to receive TN Promise funding at one of these eligible institutions, they must meet all deadlines, as well as be accepted in the associates degree program. At these institutions, funding for TN Promise may not be last dollar. The scholarship will be determined by the amount students would receive should they attend a community college. This amount would be portable to the eligible four-year institution. In other words, if a student's last-dollar amount at a community college is \$0 due to a full Pell Grant being awarded, the student would not receive any funding at the eligible four-year institution. If a student receives the HOPE scholarship only, the student would receive approximately \$100 each semester from TN Promise at the four-year institution. Check with the institutions' offices of financial aid to determine student financial responsibility as it varies from college to college.

What should students do if they are having trouble submitting the community service form?

Students who are having trouble with the community service form should follow the prompts on the error page to submit a help request. A tnAchieves staff member will respond via email to help troubleshoot your community service submission.

Can a student take a semester off?

Students may request a medical or personal leave of absence from timely enrollment in the initial semester, full-time attendance or continuous enrollment at an eligible post-secondary institution as long as all other applicable eligibility criteria are met. Medical or personal appeals will be considered in the following situations: illness of the student, illness or death of an immediate family member, extreme financial hardship of the student or student's immediate family, fulfillment of a religious commitment expected of members of that faith, fulfillment of required military service, enrollment for a specific TCAT program being unavailable until a later trimester or other extraordinary circumstances beyond the student's control where attendance by the student creates a substantial hardship. In order to complete an appeal prior to initial enrollment, students must visit tnAchieves.org/resources/appeal-process/ for instructions on submitting an appeal. In order to request a leave of absence after initial enrollment, students must complete the appeal process as specified by their college. In the event an institution denies a request for a medical or personal leave of absence, students may appeal the decision in accordance with the rules found at tnAchieves.org/resources/appeal-process/.

How can students transfer to a four-year program or institution once they have completed their degree or certificate through TN Promise?

Tennessee Transfer Pathways ensure that students follow a prescribed curriculum that is transferable, marked by clarity and available for students to review on the first day of enrollment. There are approved transfer pathways that span multiple disciplines and are accepted at all public institutions in Tennessee. More information about participating institutions can be found at: www.tntransferpathway.org/transfer-campus. Although students who complete an associates degree are no longer eligible for TN Promise, they should contact the four-year institution they are interested in to discuss other sources of aid.

Why is it important to update tnAchieves when emails and phone numbers change?

tnAchieves uses the contact information initially provided on the TN Promise application to send important communication related to program requirements. Failure to notify tnAchieves of changes may result in students missing important emails and texts related to upcoming deadlines. Incorrect information does not preclude a student from ineligibility.

If students and their families have not filed taxes by March 1, 2023, can they still file the FAFSA before the TN Promise deadline?

Yes. Due to changes in the FAFSA application process, students will report income information from 2021 taxes. Reference pages 8-10 of this handbook for additional information.

FREQUENTLY ASKED QUESTIONS

Mentor-Specific Page

Am I required to use tnAchieves CONNECT?

Mentors are encouraged to use CONNECT whenever possible. Not only will this platform make connecting with students more efficient, but it allows tnAchieves to better support your efforts as a mentor. We will continue to provide you with student contact information should you choose to reach out via phone or email, but we recommend using CONNECT as a primary source of communication.

Are parents accessible on CONNECT?

Parents will not be accessible on tnAchieves CONNECT. You are encouraged to send emails and texts to parents regularly to stay in contact and continue offering support!

Will the virtual video meetings be group meetings or one-on-one?

You will set up individual virtual meetings with each of your assigned students, with each virtual meeting lasting about 10-15 minutes. We believe these virtual meetings will allow for more connected, personal relationships and serve as an excellent jumping-off point to your time as a mentor. tnAchieves will provide topics, instructions and tutorials in advance of these virtual meetings.

How often should I check CONNECT?

We recommend at least once a week! Monitoring the platform frequently will ensure you do not miss student messages. tnAchieves will also populate the site with student data related to their requirements and college enrollment, so checking regularly will ensure you are up-to-date regarding your students' progress.

How will I know which students I will be working with this year?

Mentors will receive their list of students and the students' contact information in November via email.

When should I contact my students?

We ask that you contact your students at least every two weeks. We have provided suggested communication on page 13 for your reference. Feel free to contact your students more often! The more you reach out, the stronger the connection.

How many students will I mentor?

Mentors will be paired with 7-10 students, depending on how many students they indicated on their application.

How will I know if my students meet the TN Promise requirements?

tnAchieves will send an updated list to each mentor following each eligibility deadline. This email will include each student's eligibility status. Mentors can also access tnAchieves CONNECT which gives a real-time look at each student's status.

What if I do not hear from my students after I contact them?

We have found students prefer to communicate via text message. If you have not tried sending them a text message, do so! If this does not work, please let tnAchieves know, and we will attempt to help facilitate a conversation.

What if I begin with seven students but only have two remaining after high school graduation?

Your success as a mentor is NOT based on the number of students who remain TN Promise eligible. Helping one student enter the pipeline is a MAJOR accomplishment! You changed that student's life!

What if the parents of my students are not engaged in the college going process?

Many of our students are the first in their families to attend college and sometimes parents are not aware of the steps involved in the college admissions process. This is the reason the students need you! You serve as an individual who can walk with students through this important process.

Who do I contact if I do not know an answer to a question?

You can contact any member of the tnAchieves Mentor Team with questions or concerns. Our contact information can be found on page 2. We are always available to you!

MENTOR RECOGNITION

Mentor-Specific Page

tnAchieves Mentor Hall of Fame

Class of 2022 Inductees

The tnAchieves Mentor Hall of Fame celebrates and honors mentors who consistently go above and beyond to support tnAchieves efforts in their communities. tnAchieves is recognizing 32 outstanding volunteers across Tennessee in its inaugural class! tnAchieves Mentor Hall of Fame inductees include educators, business professionals and community leaders from across the state. The individuals being inducted into the tnAchieves Mentor Hall of Fame have consistently answered the call to ensure students are successful and their communities are aligned in support of tnAchieves efforts. **Congratulations to the**

Class of 2022 inductees!

Debbie Adams Sequatchie County	Rebecca Ashford Hamilton/Knox County	Janice Bettis Sevier County	Veenita Bisaria Knox County	Randy Boyd Knox County	Ricky Boyd Obion County
Karen Bowyer Dyer County	John Cagle Jefferson County	Dan Caldwell Rutherford County	Owen Driskill Anderson/Knox County	Beth Duffield Rutherford County	Lindsay Frilling Obion County
Janice Goldthreate Shelby County	Matthew Hunter Hamblen/Hawkins County	Shanna Jackson Davidson County	Tish Jones Hamblen County	Youlanda Jones Lauderdale County	Michael Laman Knox County
Kelly Lancaster Rutherford County	Mark Luttrell Shelby County	Allen Lutz Roane County	Greg Martz Humphreys County	Christy Newman Blount County	Don Polley Gibson/Madison County
Mike Ragsdale Knox County	Rich Ray Knox County	Mischelle Simcox Johnson County	Michael Torrence Coffee/Putnam County	Kasey Vatter Knox/Sumner County	Cliff Wightman Cumberland County
	Tim Williams Knox County			Anthony Wise Knox County	

tnAchieves Mentor Recognition

5+ Year tnAchieves Mentors

tnAchieves is grateful for the continued support of longtime mentors. Below are the mentors who have served students in their communities for 5+ years, providing students with proactive, local support.

Fifteen Years

Randy Boyd, Owen Driskill, Michael Laman, Tim Williams

Fourteen Years

Rebecca Ashford, John McDevitt, John Meade, Mike North, Mike Ragsdale

Thirteen Years

Les Fout, Leigh Anne Touzeau, Kasey Vatter, Anthony Wise

Twelve Years

Michelle Adkisson, Callie Archer, Jeff Armstrong, Janice Bettis, John Cagle, Sarah Davis, Mary DeVault, Alan Fishmoore, Fara Fishmoore, Shaundra Gatewood, Bruce Hartmann, Tami Hartmann, Jay Hill, Janet King, Allen Lutz, Teresa Moyers, Christy Newman, Fran Odom, Aaron Overall, Dana Peterka, Adam Rankin, Alex Rom-Roginski, Sheila Smith, John Tyler Stephenson, Michael Stokes, Mahmuda Sultana

Eleven Years

Tiffany Akin, Virginia Babb, Steve Baker, Michael Beehan, Karen Bowyer, Michael Boyd, Teri Brahams, Bill Brittain, Patty Bushey, Mindy Coulter, Cindy Dodson, Teresa Duncan, Sarah Fennell, Alan Flanigan, Kris Frye, Larenda Fultz, Maria Gonzales, Sarah Hooper, Matthew Hunter, Teresa Jackson, Tish Jones, Linda Ketner, Cheryl Laxton, Lisa Loden, Sherry McCreary, Lindsay Moore, Christopher Morgan, Lynne Musick, Michelle Nix, Russell Noe, Sherri Ottinger, Dejuan Parker, Tracy Powers, Zach Sheets, Jama Sutton, Christopher Whaley, Jerri Winningham, Penny Woody

Ten Years

Paula Allen, Ashley Allison, David Anderson, Katherine Ayers, Sherry Baker, Debbie Benedict, Robert Blaudow, Donna Brogdon, Alana Brown, Chris Chandler, Robin Chapman, Lauren Chesney, Andrea Coffey, Delores Collingsworth, Barbara Crider, Douglas Cullum, Marlin Curnutt, Eric Farmer, Jerry Faulkner, Matthew Gann, Troy Grant, Duane Gregg, Wanda Grimes, Vickie Hensley, Jemeika Houston, Jody Howells, Jessica Jennings, Mary Johnson, Brian Ketner, Sunshine Lachendro, Toni Larue-Garrett, Carol Martin-Osorio, Ellen Matheny, John Mathews, Mel Matthews, Judy Miller, Audra Morelock, Liz Moseley, Jill Nesbitt, Debbie Petree, Jessica Rabb, Misty Rosser-White, Jayme Simmons, Katherine Sorenson, Patsye Thurmon, Michael Torrence, Sherra Witt, Amy Zubko

Nine Years

Debbie Adams, Michelle Adelsberger, Emily Adkisson, Jessica Akers, Kristy Albright, Don Alexander, Bob Alvey, Sam Anderson, Lil Andrews, Jeffrey Scott Angell, Madhuri Annam, Renee Austin, Marilyn Barbee, Linda Barclay, Jeanne Barker, Jim Barrott, Jenny Bartley, Angela Beard, John Becker, Allison Bellissimo, Julie Bennett, Cindy Betts, Sandra Bible, Laterrica Bland, Dennis Blanton, Carolyn Blevins, Sharon Bosse, Mason Boswell, Tracy Boucher, James Boyd, Tonya Braden, Holly Briscall, Troy Brown, Jeff Bryan, Terry Bubbs, Greg Burgess, Jeanette Burton, Vicki Cain, Kathryn Calhoun, Lucinda Calhoun, Monica Calhoun, Karen Campbell, Kim Carideo, Tiffany Carpenter, Jonathan Case, Crystal Caulfield, Barbara Childress, Carol Childress, Benjamin Clabo, Dustin Click, Geneva Clifton, Tanya Cloud, Jennifer Cobb, Jason Cody, Janet Colburn, Crystal Collins, Mary Collins, Joyce Conner, Tyler Cox, Allen Craig, David Craig, Chelsea Crawford, Kristine Crews, Robert Crider, Vilma Cueva, Rhonda Custer, Dj Dalton, Amy Daniels, Harold Davis, Jimmy Davis, John Davison, Earl DeLong, Carolyn Denton, Emily Dickens, Marlena Dixon, Teresa Dobbs, Stephanie Dodge, Kelly Dodson Cook, Michael Dote, Cindy Douglas, Teresa Drinnon, Beth Duffield, Beth Duggar, Penelope Duncan, Billy Dye, Dana Dye, Kevin Eason, Mary Lou Easter, Melody Edmonds, Annette Eldridge, Wayne Ellington, Shawna Engel, Kimberly Estep, Angela Everett, Charles Everett, Wanda Faulkner, Jennette Fetters, Allison Fields, Kathy Finley, Kae Fleming, Cheryl Flowers, Michael Flowers, Andrea Franckowiak, Lindsay Frilling, Elizabeth Fronk, Paula Fuller, Celeste Gammon, Gregg Garrison, Holly German, Tammy Golden, Lamecia Goode-Freeman, Ann Gordon, Nick Grabar, Yolanda Grant, Krystal Grebner, Tiffany Greer, Glory Griffin, Stephanie Grissom, Samantha Gutter, Brenda Hannah,

MENTOR RECOGNITION

Mentor-Specific Page

Nine Years

Debbie Harbin, Janice Harder, Patricia Harlan, Michael Harrison, Kim Harville, Melissa Hebert, Jerry Hendrix, Regina Henry, Kristina Hibdon, Nancy Hickey, Tammy Hines, Rachel Hinkle, Victoria Hirschberg, Christopher Hitechew, Dale Hobbs, Carissa Hoitenga, Cissy Holt, Joe Horne, Cortina Hosch-Owens, Rhey Houston, Shelley Huber, Patti Huffman, Gary Hughes, Tom Hughes, Kirk Hunnicutt, Laura Hunt, Karen Hutson, James Hyde, Shanna Jackson, Sharronica Jackson, Donna Johnson, Renee Johnson, Rhonda Johnson, Elizabeth Jones, Ivan Jones, Jennifer Jones, Alan Kantor, Michelle Keller, Jim Kelly, Melanie Kelso, Dave Killebrew, Tom Klug, Catherine Kocaja, Trisha Lalumondier, Linda Lawhorn, Andrew Lee, Susan Lewis, Gary Lilly, Dr. Keith Lindsey, Patrick Little, Tracy Long, Baylor Nicole Love, Caryn Lowe, Greg Lowe, Cheryl Luhrs, Timothy Luppe, Lisa Luster, Anna Major, Malen Marcum, Laura Martin, Pedro Martinez, Kelly Maupin, Jeremy McBride, Danny McClain, John McConnell, Shirley McDonald, Raymond Mcghee, Stephanie McGowen, Kim Mcpherson, Thomas Midgley, Robert Mitchell, Susan Moinester, Ardella Monger, Laura Monks, Blake Montgomery, Cathy Moran, Alexa Moscardelli, Latonya Moses, Dwight Murphy, Kelly Myers, Larkin Myers, Connie Neal, James Neale, Bill Newman, Lingli Ni, Edward Nichols, Jennifer Niter, Theresa Nixon, Joseph Noble, Laura Noe, Megan Nolen, Dale Norton, Verrill Norwood, Sheilia O'Bannon, Susan Olinger, Chris O'Neal, Mark Ortlieb, Larissa Ottinger, Malinda Owens, Steve Owens, Jana Parnell, Timothy Parrott, Wendy Peay, Rachel Peay Cornett, Dick Pelley, Bo Pierce, Catherine Pipe, Mark Pody, Don Polley, Ravi Poluri, Allison Porter, Michael Powell, Melissa Ramsey, Nedra Redditt, Scott Reis, Lynlee Robinson, Gary Rogers, Christopher Ross, Marjorie Rothschild, Karin Rubnitz, Freda Russell, Gena Ryan, Andrea Sanders, John Sanders, Charles Scott, Mary Scudder, Mildred Shackelford, Crystal Shields, Jamie Shields, Ed Sims, Dr. Timothy Skinner, Romontavious Slater, Bertha Smith, Bill Smith, Cassandra Smith, Michelle Smith, Shelley Smith, James Snider, Scott Sobecki, Lucile Sorrells, Lauren Spiegel, Lillie St.Clair, David Stanislawski, Donna Stansberry, Derosa Stephens, Tracie Stephens, Brigid Stewart, Marvin Stewart, Tess Stovall, Paul Stumb, Arrita Summers, Mark Swientoniewski, Roger Taylor, Tawana Teague, Roland Tester, Linda Theus, Albert Thomas, James Thomas, Janice Thomas, Alice Thornton, Carol Topping, David Toye, Malissa Trent, Jennifer Turpin, Melissa Tyree, Michael Van Dyke, Allison Vander Horst, Danni Varlan, Matthew Von Lunen, Joe Waddell, Patrick Wade, Gina Walker, Kare Walsh, Sarah Warde, John Warner, Patricia Weaver, Carolyn Webber, Thomas Wesley, Mary Beth West, Joe Weyant, Julie Wheeler, Charlene White, Cliff Wightman, Margaret Wildi, Jeanne Wiles, Nancy Williamson, Angie Wills, Cheryl Wilson, Linda Wilson, Casey Wrenn, Andrea Wright, Ken Wright, Mae Wright, Linda Yockey, Marsha Young, Tori Young, Stanley Ish Young Sr

Eight Years

Kenny Adkins, John Anderson, Sandy Anderson, Amanda Armstrong, Ida Armstrong, Deborah Austin, Revendra Awasthi, Diane Banks, Jessica Barnett, Lois Barte, Tanya Barte, Tj Battle, Robin Beamon, Heather Beck, Donene Beckett, Debra Bennett, Paige Bigham, John Billings, Robin Blackman, Lisa Bordenet, Walter Bowman, Eric Boyland, Kristen Bradley, Lori Michelle Bradley, Randall Brady, Robert Brooks, Karen Brown, Tamara Brown, Leslie Brumbach, Chad Bryant, Pam Bullock, Midge Burnette, James Brandon Burton, Walden Buttram, Jake Bynum, Dan Caldwell, Patrick Cammack, Calvin Cannon, Bridgett Carwile, John Cash, Megan Chalk, Gussie Cherry, Michael Childers, Ann Cho, Carolyn Clemmons, Kimberly Cole, Bob Collins, Patricia D Collins, Cynthia Cortesio, Brenda Cowan, Kelly Craft, Laura Cromer, Susanne Crow, Jamie Cyphers, Kathleen Daniel, Angela Daugherty, Cynthia Davis, Stephanie Davis, Iris Delgado, Darcia Deloach, Alston Denton, Nancy Draper, Eric Dreher, Donna Duarte, Kenric Duncan, Phillip Dunlap, Karen Eastman, Gwen Elliott, Jennifer Ellis, Nyerere Ellis, Ann Epperson, Dora Estes, Georgette Farmer, Carla Farris, Raymond Feierabend, James Fenton, Tanya Foreman, Kelly Franklin, Lori Frederick, Anne Freeland, Kathy Freeman, Ashley Fuqua, Debra Gates, Jean Getter, Steve Gianakos, Rayma Gibbs, Jane Gilliam, Lindsay Gilmore, Paula Givens, Shelli Golden, Janice Goldthreate, Tammy Gose, Annie Gray, Jodi Green, Ed Greenwell, Larena Grieshaber, Richard Griffin, Ashley Griffith, Karen Grigsby, Michelle Gruber, Beverly Guinn, Anthony Gunn, Allison Halbrook, Stephanie Hall, Tracy Hall, William Hall, Holly Hanson, Henrietta Hardin, Adriana Harrington, Tom Hartley, Erin Hatfield, Mary Hatfield, Diana Hawkins, Jan Helton, Patricia Henderson, Tassany Henderson, Christina Henry, Geoffrey Herring, Lisa Herring Mayo, Mary Camille Hickerson, Theresa Hicks, Alan Hill, Lashondra Hill, Stephanie Hill, Shawn Hirt, Blake Hodge, Phyllis Hodges, Spike Hosch, Brian Huber, Tom Hughes, Nicole Human, Marcia Hurley, Cheryl Jefferson, Connie Johnson, Sabra Johnson, Lauren Jolly, Donna Jones, Jesse Jones, Shannon R Jones, Sylvia Jones, Ashley Jordan, Sherry Jordan, Robert Jowers, Belinda Juergens, Daniel Kelley, Rhonda Kendrick, Betty Jo Kepley, Andrew Kester, Amber Key, Selena Kimber, Alex King, Kristie King, Thomas King, Adam Kolatorowicz, Elizabeth Kreis, Theresa Kropinak, Charles Kubicek, John Kueck, Philip Kulp, Rachel Kurilko, Amanda Lamberth, Kelly Lancaster, Larry Lance, Jennifer Lanier, Natasha Lee, Sandra Lee, Gina Leitch, Robert Liddon, Renee Long, Melissa Looby, Mark Luttrell, Richard Lyman, Greg Mackay, Laurie Macnair, Dean Makinster, Renee Malone, Betty Mansfield, Jil Maples, Lindsey Marantos, Archibold Marowa, Andrea (Nichelle) Martin, Greg Martz, Stephanie Mascolo, Donna Mason, Carol Mastey, Cile Mathews, Scott Mcanally, Deanna Mccarthy, Intan Mccartt, Dana Mcclanahan, Meredith Mccraw, Emily Mcdonald, Taylor Mcgregor, David Mcneill, Lois Ann Meador, Rachelle Meador, Jason Mease, Monica Meeke, Tina Mercer Brown, Isaac Mitchell, Mary Moffitt, Gisela Moore, Reggie Mudd, Dana Mullican, Joy Mullinix, Cheryl Murphy, Laura Musgrave, Nate Naugle, Amy New, Jake New, Christy Newman, Lawrence Nussio, Lisa O'Donnell, Tim O'Donnell, Patrick O'Hagan, Peter Oneill, James Overcast, Anthony Owens, Gloria Parker, Bobbie Patterson, Tiffany Patterson, Rosa Perez, Tammy Phillips, Frank Ponzio, Shauna Pounders, Melissa Prince, Amanda Pugh, Becky Redding, Marci Reiter, Carl Rickels, Tiffany Roach, Joanna Roberts, Tammy Roberts, Karen Rodgers, Kalii Roller, Barbara Roseborough, Thomas Rouse, Gwendolyn Rucker, Sandy Rutter, Terry Sailor, Kara Sanders, Tandy Scheffler, Yvonne Schlangen, Callon Schmid, Nicole Shanklin, Paula Shipley, Jennifer Shoffner, Joy Shriver, Mischelle Simcox, Jordan Slay, Jody Sliker, Brooke Smith, Carolyn Smith, Jeremy Smith, Sandra Smith, Stewart Smith, Teresa Smith, Leslie South, June Spears, Valerie Spence, Michael Stark, Kevin Steelman, Ryne Stewart, Shunnetta Stinson, Jamie Stitt, Cyndie Strahan, Bobby Straughter, Edith Streams, Adrienne Sublett, Cherise Sumlar, Curtis Sutton, Stacey Swafford, Marilyn Sweat, Glenn Swift, Katheline Tate, Eric Thoman, Suesanna Thomas, Chuck Thomas Iii, Deidre Thompson, Mattie Trice, Sandra Tuck, Dennis Tumlin, Christina Vanmeter, Larry Vaughan, Lynda Vincent, Maxine Vincent, Wendy Vincent, Alvin Walker, Ashley Ward, Faith Warui, Lorraine Washington, Tanya Washington, Kellie Weaver, Rick Webb, Kimberly Webster, Michael Welch, Carlos M Wells, Erin Wigley, Sandra Williams, Shaina Williams, Ted Williams, Latroyal Williamson, Bruce Wilson, Anne-Louise Wirthlin, Dawn Witty, James Wolobah, Donna Wortham, Nathalie Wyss, Deidre Young, Jan Zuehlke

Seven Years

Jennifer Abernathy, Adam Ackerman, Bradley Adams, Christina Adams, Courtney Alms, Cynthia Anderson-Johnson, Jessica Anthony, Vicki Armstrong, Devre Austin, Leslie Badaines, Linda Bales-Jewusiak, Oliver Barry, Ana Basoa-Mcmillan, Kayce Beam, Destiny Beverly, Brandi Bickham, Charles W. (Bill) Bissell, Maggie Black, James Bobela, Mark Bolin, Bruce Bomar, Austin Bradley, Ashley Bradley-Roland, Sarah Branch, Mark Braswell, Sherry Brewer, Valetta Brinson, Robert Broadus, Christin Brooks, Alan Brown, Anne Brunasso, Constance Bryant, Melanie Bumpus, Lisa Burchfield, Michael Burnett, Patrice Callahan, Kimberly Callais, Libby Capps, Eve Carney, Sherry Carr, Jennifer Carrier-Berkley, Joyce Carter, Keith Carver, Susan Cheatham, Sheryl Chesnutt, Brent Clark, Tracie Clifford, Dawn Cole, Ann Collette, Lauren Collier, Jimmee Coward, Melissa Cox-Brown, Abigail Daniels, Reginald Davis, Michelle Deford, Regina L. Deloach, Kamisha Dixon, Brian Douglas, Kurt Dronebarger, Korsi Dumenyo, Jackie A Duncan, Wendy Duncan, Ashley Edens, Journey Ellison, Gabriel Fancher, Lori Fishel, Bob Fletcher, Shaun Floyd, Angelia Ford, Brittany Ford, Brad Fowler, David Freeman, Lindsay Frierson, Kurt Gadke, Ines Gibson, Heather Gilliam, Hannah Godfrey, Jonathan Graham, Uzette Grandison, Monique Grant, Mark Grantham, Beth Green, Tarah Guinn, Ayse Gungor, Jonathan Habart, Cindy Hall, Nancy Hamilton, Stephanie Hammonds, Emily Hancock, Rusty Harrod, Julie Harstin, Mark Hart, Kimberly Harville, Susan Havens, Benita Hayes, Bridget Head, Phill Hearn, Tyler Helton, Jeanette Henning, Fran Henslee, Quinton Herring, Kathleen Hickok, James Higdon, Angela Hobbs, Steve Hoelscher, Jason Holbert, Matthew Holladay, Thomas Hollenbeck, Lisa Houston, Holly Hoyle, Rakaya Humphreys, Allen Hutsell, Aimee Isenberg, Dane Jackson, Markesia Jackson, Patricia Jackson, Gerald Jesch, David Johnson, Gloria Johnson, Sharla Johnson, Sonya Johnson, Candace Jones, Tonya Jordan, Anna Kammerer, Sridevi Kandikonda, Dwight Kennedy, Mauricette Angela Khan-Norton, Melanie Koewler, Vanessa Kohler, Ed Lancaster, Natasha Langford, Rhett Lankford, Shanna Layrock, Steve Learn, Lesli Lee, Alisa Lemons, Rachel Lewis, Wendy Lick, Peggy Ligo, Janice Lovell, Myneika Malone, Nathaniel Mann, Tiffany Manning, James Mantooh, Felicia Martin, Helen Mason, Leah Mason, Michael Mason, Marylou Mauney, Rebecca McBride, Cynthia McClancy, Michael McCroskey, Brian McDonald, Jennifer Mcgee, Kasey Mcgee, Glenn Mcguire, Patricia Mckean, Tonya Mckellar, Margaret Mckinley, Shavonda Mclean, Randy Mcpherson, Alisha Melton, Ellis Metz, Deb Miksa, Jessica Minton, Emily Mitchell, Anita Monohan, James Moon, Analee Mora, Andrea Morris, Sara Morrison, Tanya Morton, Sharron Murden, Darrell Murphy, Marcie Murrell, Michael Nelson, Curtisa Nichols, Francis Offiong, Sean O'Neill, Jennifer Owens, Jessie Parker, Rebecca Parks, Joy Patton, Jeff Pezick, Sheri Phillips, Kevin Poe, Jennifer Poirier, Rubianna Porter, Terra Pugh Turner, Troy Pulliam, Jacqueline Quillen, Brian Quinn, Anita Ransom, Allison Ready, Stephen Reel, Patsy Rees, Kenyae Reese, Farah Reynolds, Denise Rice, Deborah Roberts, Sally Robertson, Rodney Robinson, Sandra Rockett, Hailey Rudd, Melissa Russell, Stephanie Sallman, Vivian Sands,

MENTOR RECOGNITION

Mentor-Specific Page

Seven Years (Continued)

Tiffany Scruggs, Monica Sheppard-Viator, Shawndolyn Sims, Donna Singley, Valerie Sitz, Jason Smith, Kristy Smith, Sherry Smith, Donna Spencer, Laurie Springer, Derriell Springfield, Erin Springfield, Mike St. Charles, Rebecca Stewart, Kawana Strong, Lora Stutts, Samantha Sullivan, Casey Sutherland, Timothy Swafford, Bryan Taylor, Jason Taylor, Jai Templeton, Tanya Terry, Amanda Tester, Marie Thomas, Clay Thompson, Angela Trunzo, Clomeisha Tumlin, Spanikca Turner, Wil Turner, Kerrie Turner, Yris Vaca-Burgos, Jennifer Vanderink, James Veenstra, Sandra Vickers, Candice Waites, Tina Walker, Diane Ward, Ellen Warman, Nesia Weddington, Larry Wells, Shavonne Westerfield, Joyanna Wever, Hannah White, Brent Wiles, Karen Wilken, Harry Williams, Darlene Windsor, Mike Winton, Jennifer Woodall, Latamera Woodley, Derrick Woods, Katrina Woody, Joanna Zimmerman

Six Years

Maryam Abdallah, Samantha Adams, Karla Adesso, Sheila Albritton, Melodee Alexander, Jason Allen, Beverly Anderson, Devon Anderson, Belinda Angel, Reginald Archer, Cody Asbury, Bearlyn Ash, Teresa Ashworth Harris, Britt Autry, Ahmad Aziz, Matthew Baddorf, Cliff Bahlinger, Bernadette Baker, Patrick Baldwin, Kelli Ballard, Jutta Bangs, Megan Barker, Kelli Beam, Kyleen Beechum, Erica Bell, Tracy Bell, Jacob Bellissimo, Dawn Belson, Lawrence Bentley, Lesley Berryhill, Deborah Biancofiore, Jennifer Biggs, Erin Blalock, Precilla Bobo, Julie Bockman, Jane Boozer, Mandy Bowen, Jessica Boyd, Jamie Branin, Andrea Breeding, Veronica Broadnax, Sylvester Brown, Pamela Browning, Claire Brulatur, Jennifer Bultman, Somer Burnett, Suzanne Burnett, Casey Burrahm, Libra Burress, Johnna Burton, Heidi Busch, Brooklyn Butler, Donna Calhoun, Kirby Campbell, Kelsey Cardin, Terri Cardin, Lu Ann Carey, Tim Carpenter, Chuck Carter, Yvette Carter, Sonya Cathy, Susan Cathy, Dorothy Caul, Alyssa Cave, Mary-Margaret Chandler, Stephen Clancy, Sherica Clark Nelms, Rhonda Clarke, Partricka Cole, Gail Cooley, Lyndsay Cooper, Blake Copple, Kevin Corkern, Steve Crouch, Melanie Cummings, Bobbie Darlene Davenport, Robert Davenport, Charles Deal, Connie Deletis, Robert Dickenson, Elizabeth Disney, Ann Dodson, Shelley Dunham, Janessa Dunn, Rachel Dyer, Russell Dyer, Joy Eargle, Jay Easter, Audrey Elin, Julie Ennamorato, Whitney Erickson, Bonnie Ervin, Angelica Essary, Mignon Evans, Starlet Evans, Chadstity Everett, Elizabeth Eversole, Rachael Fernandez, Randolph Wesley Foster, Jama Franklin, Mark Freeman, Jodie French, Marion Fryer, Melissa Fugate, Gina Garber, Rachel Gauger, David Gerregano, Gabriela Gheorghe, Regina Gilbert, Lakishia Goss, Derek Green, Nancy Green, Natasha Green, Riney Green, Sue Greene, Suzanne Greenlee, John Greer, Luanne Greer, Monica Gregory, Chuck Griffin, Vanessa Griffin, Julie Hackney, Melissa Hale, Dave Hall, Kim Hall, Yuketa Hall, Leticia Hannum, Robert Haralson, Jennifer Harmon, Lecharle Harris, Derek Hawm, Justina Heimdal, Jerry Henderson, Annise Henson, Rebecca Hill, Joshua Hinerman, Paula Hines, Arista Hodge, Tina Hogue, Leslie Huff, Landon Huffman, Natalie Humphries, Paul Hurd, Margaret Indingaro, Lara Irwin, Stephanie Ivey, Dennis Jackson, Diane Jackson, Joanne Jackson, Chad Jaynes, Scott Jeffress, Carmen Johnson, James Johnson2, Lee Johnston, Katie Jones, Renea Jones, Linda Jordan, Wyatt Keener, Wendy Kell, Shirley Key, Mary Kidwell, Chris Kilgore, Heather Kinneer, Jackie Kirk, Susan Kizer, Lisa Klarer, Paul Kraft, Kristina Krau Waymire, Cheryl Lambert, Lisa Lambert, Carol Laney, Mary Laphen, Patricia Larrance, Isaac Lassiter, Kary Latham, George Laurie, David Lee, Jeff Lemon, Joseph Ley, Rachel Lovell, Geoff Luckett, Chelsea Luttrell, Ying Ma, Mary Mabe, Eshadia Maduka, Rajan Mahadevan, Katie Mantooth, Jotrone Marable, Johnetta Marcellus, Tandra Martin, Krystal Massey, Kathleen Mcanally, Cynthia Mccarty, James Mccoy, Erika Mcdowell, Tonya Mcdowell, Elizabeth Mccowan, Mark Mccmickle, Natasha Mccmurray, Amanda Mconew, Lisa Meals, Lisa Melton, Karen Meredith, Robert Milhiser, Cameron Miller, Connie Miller, Tamsin Miller, Catania Minter, Kendra Mitchell, John Mooneyham, Heather Moore, Ivan Moore, Stephanie Morley, Rebecca Morrison, Chris Mowery, April Mullikin, Kelly Myers, Kayla Nation, Matthew Naylor, Dawn Nichol, Jonell Nicholson, Al North, Kelly North, Mindy Nower, Nickson Odeny, Carmen O'Hagan, Indrani Ojha, Allan Ortiz, Nahomi Ortiz, Mary Palmer, Vicki Pare, Emily Parker, Pamela Parker, Jerry Paschall, Lauren Patterson, Chris Patton, Tom Penfold, Amy Pierce, Shannon Pierce, Yolanda Pillow, Dawn Powell, Greg Pressley, Jeff Priest, Toryanica Pruitt, Courtney Ramsey, Sherry Ramsey, Alexandria Redding, Jeremy Redmon, John Rehm, Eric Richardson, Chasity Roberson, Nakesha Roberts, Amy Robinson, Sadie Robinson, Victoria Robinson, Mary Ann Rush, Amanda Russell, Alma Rutledge, Kaitlin Salyer, Jeremy Sandall, Mitchell Saulsbury, Felicia Sawyer, Rayleana Schenkenfelder, Tammy Seay, Adrienne Shelton, Jennifer Sherwood, Jillian Short, Allyson Simpson, Josh Sinclair, Danielle Smith, Shalain Smith, Dale Snyder, Tyra Spearman, Katy Spurlock, Allison Starnes-Anglea, Michael Strange, Bob Strimer, Jamie Strozier, Timothy Swaw, Alice Swearingen, Deborah Swarcz, Ali Taheri, Stephanie Tanksley, Mary Terrell, Anne Thaxton, Monica Thomas, Lavelle Thompson, Michael Tinsley, Crystal Tompkins, Cynthia Torian, Angelique Troelstrup, Donna Trogdon, Becky Trout Fryxell, Jennifer Turner, Eugene Turpin, Constance Vincent, Kim Vineyard, Candy Ward, Tim Warren, Melissa Watson, Jennifer Wells, Sheree Wheat, James White, Charles Whiting, Nicholas Wierschem, Mia Wilkerson, Jeannie Williams, Shaun Williams, Jane Wilson, Todd Winters, Janis Young, William Zechman, Mavis Ziegler

Five Years

Pauline Adams, Jesmin Akther, Tracy Alsop, Cathy Anderson, Rachel Arnold, Tianca Ashford, Marian Bacon, Kathrine Bailey, Melissa Ball, Deanna Baltimore, Ylonda Banister, Kerri Barber, Theresa Barke, April Barker, Marcia Barnes, Lora Barnett, Mary Basconi, Sheneka Bell, Jodie Bennett, Ron Berenato, Tabatha Blackwell, Kim Blevins-Relleva, Wes Boling, Lorri Bonner, Byron Boyd, Gloria Boykin, Stephen Branch, Cindy Briggs, Kimberly Briscoe, Denzil Britt, John Brock, Sam Brooks, Candous Brown, James Brown, Rex Brown, Kellie Buchanan, Lena Burgess, Leah Burns, Bedengere Burrow, Karen Burrow, Stephanie Burset, Leigh Ann Bussell, Amy Butler, Monica Butler, Sherri Byars, Tamara Byrd, Luke Cameron, Alyce Campbell, Dana Campbell, Paris Carnell, Sarah Carr, Beth Carter, Danetta Carter, Marla Carter, Pete Carter, Tiffany Carter, Stacey Casteel, Triveni Chandraprakasam, Jill Channing, Terri Chism, Chinanu Chi-Ukpai, Peggy Claiborne, Stephanie Clark, Jasmine Clemmons, Vicki Clevinger, Amanda Clifton, Debby Clifton, Jamisha Clinkscales, Angela Coakley, Lloyd Coakley, Laura Cole, Joselyn Coleman, Miami Coleman, Carla Collins, Ben Conrady, Kim Cooper, Sandra Corbett, Rickie Cornell, Vernon Corum, Susan Cowden, Tori Cox, Tabitha Cude, Tichara Cummings, Ashleigh Currie, William Freddy Curtis, Scott Daley, Matthew Daniel, James Darrett, Deana Daugherty, Celinda Davidson, Stephanie Davidson, Belinda Davis, Briana Davis, Carrie Davis, Lakeisha Davis, Rhonda Davis, Tanisha Davis, Reshena Dean, Russ Deaton, Merrie Dekle, Andrea Delap, Emilie Denson, Kevin Donaldson, Jessica Doppelt, Denise Douglas, Jada Dowell, Stephanie Drumright, Robert Dulan, Daniel Duncan, Mary Dunn, Nacole Dykes, Darnishia Elam, Lindsey Ellis, Denise England, Amanda Estep, Jan Esterline, Alyssa Evans, Dianne Evans, Rusty Evans, Sandra Evans, James Exum, Manar Faidi, Brittany Faul, Robbie Featherstone, Sabrina Feiten, Lisa Ferron, Kristin Fields, Logan Finke, Stacie Finley, Yocia Flowers, Laura Foltz, Keturah Foote, Harrison Forbes, Candice Ford, Christopher Ford, Denise Ford, Sylverna Ford, William Franklin, Deborah Frey, Leigh Fuson, Brigitte Gaines, Christopher Garner, Michele Gass, Lori Giblin, Jerry Gibson, Sandra Gibson, James Gilliam, Kathi Gilmore, Ben Gladstone, Cynthia Goad, Ellen Gooden, Mike Gooden, Megan Gottschall, Robyn Graham, Mark Graubner, Alisa Gray, James Green, Kimberly Green, Sharon Green, William Green, Bo Griffin, Michelle Gripenstraw, Kimberly Guy, Evelyn Hadley, Jimmy Haley, Malcolm Clinton Hall, Kelie Hammond, Julie Hammonds, Rachel Hamrick, Regina Harmon, Sara Harris, Margaret Harrison, Jimmy Hart, Henriques Hassell, Michael Hassler, Hernandez Havard, Anita Hawkins, Cheryl Hayes, Stephanie Hayes, Caleb Heath, Kevin Helms, Rhonda Herring, Greg Hewitt, Jack Hicks, Elizabeth Higbie, Jennifer Hill, Jeffrey Hinkle, Mandy Hoard, Danielle Hobbs, Elizabeth Hodges, Bg(Ret) D Brooks Hodges Iii, Jill Holland, Annette Holloway, Faith Holt, Jennifer Hoover, Freida Houck, Mikia Housley, Gary Howell, Joshua Hoyle, Jonathon Hudson, Sharon Hudson, Brenda Hughtet, Cynthia Humes, Merrol Hyde, Mabel Irwin, Lynn Jenkins, Greta Jernigan, Zerlinda Jessee, David Johnson, Margie Johnson, Melanie Johnson, Michelle Johnson, Jimmy Jones, Tyler Jones, Youlanda Jones, Tonda Jones-Boylard, Shontell Jordan, Donna Kanipe, Laurie Kaudewitz, Janice Keene, Tracie Keith, David Kelley, Alex Kelso, Alyson Kennedy, Kimberly Kennel, Shirley Key, Rubbie King, Michael Knapp, Jennifer Koski, Mary Kroeger, Damien Kuhn, Lawrence Lalonde, Ellen Lamke, Randal Lane, James Larry, Pirjin Laser, Jan Latimer, Lauren Lauzon, Jay Laws, Sara Lawson, Jessica Lee, Christian Leonard, Caroline Lewis, Henry Lewis, Stephanie Lewis, Jan Lippert, Theresa (Teri) Long, Christin Lotz, Angel Lovecchio, Vanova Lowrie, Abigail Lyons, Martha Maccabe, Shanaya Maclin, Kamal Malik, Stella Jasmin Margaret, Bonnie Marschner, Angela Martin, Christy Martin, Jessica Martin, Julie Martin, Pascuala Martin, Gloria Martinez, Brian Matthews, Lee Ann Mattox, Kristi May, Amanda McBride, John McBride, Melanie Mccardell, Stephen Mccollum, Phyllis Mccoy, Elizabeth Mcculloch, Kelly Mccullough, Carol Mckenzie, Carl Mckmaster, Brooke Mccminn, Tracy Mctgiewic, Cheryl Mcveigh, Damon Meadows, Nancy Merriweather, Gwendolyn Mettetal, Bill Miller, Josey Miller, Lissie Miller, Jenny Mills, Cindy Mitchell, Robert Moore, Sandra Moore, Terry Morgan, Mehran Mostajir, Michael Mott, David Murner, Sean Murphy, Therese Murphy, Tom Murphy, Stephanie Nails, Donna Nelson, Scott Niermann, Jean Nkurunziza, Kirk Norman, Lashonda Norman, Breonna Oglesby, Kathryn Olita, Susan Ottinger, Allison Panyavong, Kiana Parker-Lee, Nancy Patterson, Foessa Patton, Shavondra Patton, Melody Peace, Heidi Perkins, Nolson Philippe, Jana Phillips, Jenny Phillips, Ryan Phillips, Kelly Pietkiewicz, Cheryl Pignes Crite, Karen Pilkington, Margaret Plunket, Barbara Pody, Anita Polk-Conley, Ashley Popovich, Tamara Porter, Brook Powell, David Powell, Nicholas Powell, Amanda Powers, Dennis Powers, Viola Prater, Nancy Proctor, John Proffitt, Gini Pupo-Walker, Melanie Pykiet, Erica Rains, Jyothi Ramaprasad, Devora Ramey, Kim Randell, Diane Ranney, Radhakrishna Rao, Stephanie Ray, Janet Reed, Rose Mary Reed, Stacie Reese, Kenya Reid, Miranda Rhoton, Sandra Richard, Julie Richmond, David Riley, Lynne Riley, Takeallah Rivera, Scott Rix, Crystal Roberts, Megan Roberts, Faye Robinson, Tina Robinson, Tricia Roelofs, Melissa Rogers, Lillian Romero, James Rosen, Erin Rowland Carlin, Snigdha Roy, Daniel Rucker, Patricia Russell, Daniel Ryan, Karen Sartain, Ronald Schlangen, Mack Schmidt, Sara Schmitt, Jonathan Scoonover, Lillie Seal, Tammy Sears, Agnes Senter, Mary Sexton, Rebecca Seymore, Adrianna Sharkey, Taylor Shaw, Beth Shea, Brandon Sherman, Jessica Sherwood, Tarquin Shipman, Megan Simons, Doris Sims, Amanda Smith, Brantley Smith, Dayciaa Smith, Shannon Smith, Steven Smith, Amy Spears-Boyd, Leilani Spence, Vernon Stafford, Terri Stansberry, Andrew Steffan, Jacqueline Steffan, Tiffany Steward, Ebonye Stewart, Angela Stone, Devin Stone, Kristin Stone, Mendy Stotts, Kelsey Stovall, Jeremy Strader, Alexandra Stuart, Misty Sullivan, Jasmine Sutton, Leann Sutton, Lucinda Sutton, Chad Swan, Emily Sweetland, Crystal Tallent, Lisa Tate, Natasha Taylor, Veronica Taylor, Bethany Thompson, Cindy Thralls, Kelli Tidmore, Margie Timmins, Linda Tipton, Becca Todd, Bryant Tokarz, Wes Totten, Judith Christy Trussell, Heather Tunnell, Perry Turcotte, Michelle Turner, Sarah Twaddle, Mba Ude, Jill Uhrine, Alicia Underwood, Janlyn Underwood, Christina Vaughn-Jones, Rex Veach, Bill Vogel, David Vollrath, Laurie Wade, Zachary Walden, Melissa Walker, Cassie Warner, Dora Warner, Brittany Washington, Randy Webb, Gary West, Nanette West, Linda Wester, Crystal Whitehead, Mike Whitehead, Donovan Whiteside, Jason Wilder, Jill Wilder, Claire Wiley, Cindy Wilhoit, Shaun Williams, Tracey Williams, Danny Wilson, Riley Wilson, Mary Elizabeth Wilson-Patton, Anthony Witcher, Jeremy Womack, Tiffany Wood, Brandee Worsham, Heather Wright, Jennifer Wright, Robbie Wynn, Bing Xiao, Stephanie Zeto, Kimberly Zills, Andy Zirkle, Ara Zurcher

***If your name was missed, please know it was an unintentional oversight and we appreciate your service!**

"I am very thankful for my mentor, Heather, because she helped so much with all of my questions I had, big or small. If my mentor didn't know the answer she would find it out as soon as she could. Then, she would let me know as soon as she found out. My mentor was very, very helpful, and I recommend her to any other upcoming senior!"

Jala
Trousdale County
Student

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