



Parent Handbook

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Welcome,

We would like to thank you for becoming a part of our family. We are inviting you to become a part of this amazing journey. S.O.P. is designed with you in mind. We value and respect each of you, without you there is no S.O.P. Together we all can accomplish our goals. As we deliver our service with excellence, always remember we exist to make a difference in the lives of those we serve.

S.O.P. is eternally grateful, and proud to have each of you as part of our family. We welcome you and look forward to learning more about each of you, and proud to have your talents on our team.

We A.S.P.I.R.E.,

Terrance

History

S.O.P. was initiated in 2019 by Dr. Terrance Haynes. While grieving the loss of his stepson Tyler in 2019 and adopted son Andre in 2020, Dr. Haynes began the development of The S.O.P. Blueprint for Success curriculum. After the death of his adult children, Dr. Haynes began to realize many of his peers are struggling with the loss of adult children to suicide, addiction, homicide, and the criminal justice system.

Growing up in poverty in Franklin, Tennessee, to a 14 year old mother and an absent biological father, Dr. Haynes understands the necessary steps to overcome the barriers of poverty. He lived in the Franklin Housing Authority properties his entire childhood. He is the oldest of his mother's three children, and attended school in the Franklin Special School District and Williamson County Schools with his older half sister and younger half brother from his father's other relationships.

He graduated from Franklin High School in 1990 where he played football, basketball, and baseball. He earned a Bachelor's of Art in Elementary Education from Hope College(1994), Master's in Educational Leadership(2001), and the Doctoral degree(2009) at Trevecca Nazarene University, completing his dissertation titled Educators' Expectations for African American Males in 2009.

Through the reflection of his own professional experiences and current research, Dr. Haynes designed S.O.P. in response to his most recent personal and professional traumas as a parent and Black male educator, to address the needs of our students and community. Dr. Haynes understands and believes the opportunity to impact our youth exist by planting seeds of Awareness, Service, Positive, Inspirational, Respectful and Empowerment(**A.S.P.I.R.E**) in the communities served by the organization. Using The S.O.P. Blueprint for Success curriculum to teach our nine identified principles to our youth, and their caretakers through a long-term mentorship program S.O.P. will address the issue of poverty with an intense focus. It is Dr. Haynes' desire to honor the legacies of Tyler and Andre' with this work, by helping other youth develop more productive habits and breaking the cycles of poverty, trauma, and addiction, to be productive citizens.

MISSION STATEMENT

Our mission is to plant seeds of Awareness, Service, Positive, Inspirational, Respectful, and Empowerment(A.S.P.I.R.E.) in communities we live and serve in order to inspire others to maximize their potential.

VISION STATEMENT

S.O.P. will produce great citizens prepared to lead the world, and serve their community.

A.S.P.I.R.E. Pledge

I will practice self-**Awareness** and seek to be of **Service** in the community. I will strive to keep a **Positive** attitude and be **Inspirational** and **Respectful**. I will use my actions and words for the **Empowerment** of myself and others.

S.O.P. Guiding A.S.P.I.R.E. Principles

Commitment to 100% of our students performing at high **ACHIEVEMENT** levels through demonstrating our **AWARENESS** and utilizing our knowledge, skill, and experiences in life to bridge the past, present, and future.

Build community and capacity through a **SERVANT** attitude by being of **SERVICE** to all people.

PROFESSIONAL mentor advocates using high quality materials, lessons, activities, and assessments to provide a **POSITIVE** experience by focusing on the good aspects of a situation, task, or problem with hope and confidence.

Deliver high quality engaging **INSTRUCTION** personally designed for each student's needs by providing positive **INSPIRATIONAL** sources of ideas as a model to obtain our desires.

Build positive **RELATIONSHIPS** between our educators and the students, parents, schools, and communities we serve; maintaining **RESPECTFUL** interactions with others to exemplify courteous, polite, and dutiful regard.

EMPOWER others to maximize their potential by identifying resources to provide opportunities of **EMPOWERMENT**.

The S.O.P. Blueprint for Success ~~CURRENT~~ GO Framework and 9 Principles Defined

Awareness

To have knowledge of something through being alert and realize it is happening or present because of observing and interpreting your experiences in life.

1.Measures

The objectives and goals you want to accomplish believing they will bring you happiness.

2.The Now

Focus and dedication to current moment, by living in the present, the ability to rational detach and remained focused on your measures to benefit yourself and others.

Service

The things people do or provide for other people to be useful or for pay to meet a need or want.

3.Servicetude

The ability to be useful to others by maintaining a positive mental attitude of service; the habit of going the extra mile by seeking 1st to understand, then working to meet the needs of others.

Positive

To provide a pleasant and helpful experience allowing you to focus on the good aspects of a situation to deal with tasks or problems with hope and confidence.

4.Positive Mental Attitude

The ability to intentionally create your state of mind: by focusing on your purpose.

Inspirational

The feeling of enthusiasm you get from someone, a situation, or source of the ideas that serve as a model to want, to do, or achieve something.

5.Vision Movement

The ability to focus on your measures with precision and consistency, by understanding the end in mind so clearly it inspires others to join.

6.Imagination

The ability to create and use ideas to meet your desired purposes in life through the process of mental transformation.

Respectful

To act with courteous, polite, and dutiful regard in our interactions with others.

7.Ally

A person or organization you recruit to assist you with accomplishing your measures.

8.Harmony

The attitude of synergizing to inspire others to move with you towards your measures and mutual benefits.

Empowerment

To have the ability, authority, power, and resources to provide others the opportunity to become stronger or more successful.

9.Faith

The ability to clear your mind of all fear and doubt. Faith is a mental attitude, which can be cultivated and maintained. Understand the 6 Basic Fears and strategies to overcome those fears, to increase your faith

S.O.P. TARGET AREA DATA AND EXPECTED OUTCOMES

Using the Tennessee State Report Card data for 2022, our analysis indicates more than 5,000 students in the Black and Economically Disadvantaged subgroups, and approximately 13,000 White and 20,000 Non Economically Disadvantaged students perform below proficiency on grade level state assessments for math and reading in our target areas of Murfreesboro, Columbia, and Franklin. **Suicide is the 3rd leading cause of death for ages 10-24 in Tennessee.** In these target areas, **the 18–24-year-old population of citizens arrested for weapon and aggravated assault violations rank 1st or 2nd in each community.** S.O.P. is dedicated to teaching The S.O.P. Blueprint for Success curriculum to disrupt these trends and break the cycle of poverty through our service and programs. **We believe we can address the problems of suicide, homicide, poverty, and academic failure through our programs and services.** Our Mentor Advocates focus on creating a supportive village within their assigned cohorts beginning with students and families in the middle school.

Our focus on building supportive villages and teaching students and their caretakers our 9 principles of success will allow us to achieve the following results:

- We expect **100% of our student participants to demonstrate 1 year of academic growth** on state mandated annually administered norm-referenced and growth-based assessments in Reading and Mathematics and 100% of students that begin our program in 5th grade will perform proficient or above by the end of their 8th grade year. **All the S.O.P. principles, programs, and activities work towards removing poverty from the lives of our students and caretakers.**
- The children and adults learning and using the S.O.P. principles will develop the skills and mindset to be productive citizens. **Our youth will be less likely to need government benefits as educated adults, our adults will develop a mindset and acquire the skills to reduce the need for government assistance.**
- We expect **100% of our caretakers to be able to articulate at least 5 strategies they utilize as their child's 1st teacher** by the end of the 1st year in our program.
- We expect our **students to maintain a 95% attendance rate by missing less than 10 of the 180 required days.** Our students and parents will be able to articulate the importance of being in school each day.
- We expect **60% of our caretakers that don't have a high school diploma will complete a GED program within 3 years of program participation, and 75-100% of our student participants to complete high school with the ability to choose college, trade school, military, self-employment, or directly into the workforce upon graduation.**

S.O.P. Mentor Advocacy Program Descriptions

1st Seeds Program (Grades 5-6) beginning 2023-24 with 10-30 5th & 6th graders

Our 1st Seed Program consists of cohorts of 8-10 students in 5th and 6th grade matched with a same sex Mentor Advocate. The Mentor Advocate will develop a mentoring relationship with each student. Through partnering with **Professional** Mentor advocates to build **Relationships** allowing youth and adults to obtain high levels of **Achievement** while utilizing engaging **Instruction** with a **Servant** attitude to **Empower** youth and adults to reach their highest potential. The 1st Seeds Program will begin with the initial instruction of The Blueprint for Success curriculum. While students are learning the principles for success, the Mentor Advocate will be planting Seeds of P.R.A.I.S.E. through sharing life experiences with those whom we have the opportunity to serve. During the year Mentor Advocates will do weekly check-ins, and monthly activities and programs with their cohort.

Sprouts (Grades 7-8) begin 2023-24 WITH 10-12 E.A. Cox 8th grade female students

Students completing the 1st Seed Program will be assigned an additional Mentor Advocate. As students transition into the Sprouts cohort, the new Mentor Advocate will become the primary advocate and will be responsible for weekly check-in, and monthly programs with the cohort of 10-20 students. The students will deepen their understanding of The Blueprint for Success principles, and be able to share their practice of the principles with others. The Sprouts will begin to demonstrate leadership by working together as a cohort with their mentor to plan Positive, Respectful, Awareness, Inspirational, Service, and Empowerment activities for their cohort. The students will learn to advocate for themselves and others. By the end of the Sprout stage, each student will develop pathway to success plan. Students begin the Sprouts program without completing the 1st Seed Program; will be required to participate in a series of workshops to learn The Blueprint for Success principles.

Buds (Grades 9-12) beginning 2025-26

When students enter high school, they will continue to meet with their cohort. The Mentor Advocate will make bi-weekly check-ins with all students and schedule regular cohort meetings for students to attend. The SOP Mentor Advocate will work with assigned students using their pathway plans, and will help students track and set relevant goals. The cohort will be responsible for planning P.R.A.I.S.E. activities in August, October, December, February, April, and June. All SOP Mentor Advocates will work together with each cohort to plan the 6 required activities, as well as additional activities based on the cohort leadership.

Fruit (Graduates) Class of 2028

When students complete high school, they will become a part of the Fruit cohort. We will work with each graduate to connect them with an appropriate Mentor Advocate in their college community or local community. S.O.P. will continue to provide guidance as our students transition into college or work life. We will establish a Fruit leadership group to plan quarterly events, programs, and activities for S.O.P. graduates.

S.O.P. COMMITMENTS AND EXPECTATIONS

S.O.P. is committed to providing your child and family the opportunity have dedicated Mentor Advocates for life. Using our Guiding Principles, Framework, and The Blueprint for Success curriculum we are committed to serving each family and building a thriving village amongst us in the communities we live and serve. We are intentional about building a community of support for our students, caretakers, and staff.

What S.O.P. provides

- A trained Mentor Advocate to teach the 9 principles in The S.O.P. Blueprint for Success.
- Weekly cohort meetings for students to learn the 9 principles and engage in Positive Respectful Awareness Inspirational Service and Empowerment activities led by the Mentor Advocate.
- Weekly, monthly, and yearly goal setting and goal tracking with an assigned Mentor Advocate.(Measure Principle)
- Fieldtrips to local, state, and national attractions planned with the cohort, parents, Mentor Advocate, and S.O.P. leadership.(colleges, museums, amusement parks, bowling, skating, etc)
- The opportunity to build a network of support for each student and their family.
- An organization to support and advocate for your child and family.
- Knowledge and skills to prepare students for employment, higher education, and productive adult living.
- A network of support for parents by building a village through our cohort model.
- An organization dedicated to providing each student with love, support, and guidance forever.

We expect parents to....

1. Complete our application process.
2. Pay \$35 registration fee.
3. Attend a 45-60 minute orientation workshop.
4. Make sure student has transportation to S.O.P. meetings and activities.
5. Attend S.O.P. parent sessions 60-90 minutes each month to learn the 9 principles and discuss organizational goals and updates.
6. Be willing to learn the 9 principles in our S.O.P. blueprint and use them to guide your child towards a productive adult life.
7. Support and participate in fundraising activities and be willing to serve as needed for events and programs. We want parents as our partners.
8. Make at least a \$10 per month contribution through our online payment to help cover the cost of snacks, fieldtrips, and recognition programs.
9. Be willing to embrace our P.R.A.I.S.E. framework with the desire to enter a lifetime journey with S.O.P. willing to learn and advocate for all youth.
10. Be willing to work on solutions to make our organization great for all.

We expect students to.....

1. Attend scheduled weekly cohort meetings unless you have made arrangements with your Mentor Advocate to not be present.
2. Learn the S.O.P. Pledge and 9 principles of success and apply them to your life.
3. Work with your Mentor Advocate's guidance to complete your S.O.P. Blueprint for Success workbook.
4. Work with your Mentor Advocate to set weekly, monthly, quarterly, and yearly Measures(S.M.A.R.T. goals) and track them with your Mentor Advocate.
5. Understand and model our P.R.A.I.S.E. principles of positive, respectful, awareness, inspirational, service, and empowerment throughout the community.
6. Work with your Mentor Advocate to create your individual plan for success.
7. Be willing to learn from and with your Mentor Advocate.
8. Communicate effectively with your Mentor Advocate.
9. Support and encourage the other cohort members of S.O.P.
10. Make every effort to increase your knowledge and leadership skills.
11. Support and participate in fundraising activities.
12. Be a positive representative of S.O.P. in the community.
13. Attend all scheduled S.O.P. activities and programs.
14. Be a role model in your school and community.
15. Become the best version of yourself and give your best effort in all you do.

Use one of the 2 options to complete the registration for your child to become a member of Seeds of P.R.A.I.S.E.

Parent or Guardian scan the QR code or use the link to complete the registration for S.O.P.

S.O.P. Registration 2024-25



Copy the URL to your internet browser
<https://forms.gle/KkWLcRtTzxBRpR1J7>

Copy the URL to your internet browser

Use one of the 2 options to pay the \$35 registration fee for your child to become a member of Seeds of P.R.A.I.S.E.

Parent or Guardian scan the QR code or use this link to pay the \$35 registration fee and \$10 monthly fee.



Copy the URL to your internet browser

<https://pay.seedsofpraise.com/sop>

If you need additional payment options please contact sop@seedsofpraise.com