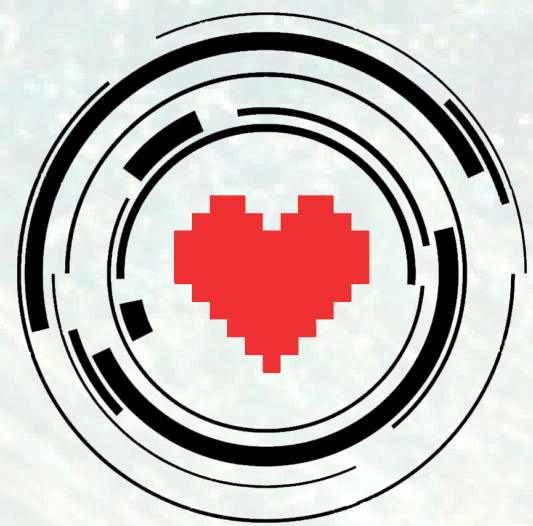


**let's restore humanity,  
together**



**Human Restoration Project**

**2022 Yearly Impact Report**



# inform



**writing**  
Spreading and hosting a message of hope.



**podcasts**  
Inspiring change-making dialogue.



**research**  
Collecting and curating our practice.

# guide



**resources**  
Creating open access, public pedagogy.



**human-centered PD**  
Enabling teachers to realize their purpose.

# grow



**conference**  
Bringing together a network of difference-makers.



**hrp ops**  
Growing a movement toward reimagining education.



**partnerships**  
Linking together a movement of progressive education.



# theory of change

Human Restoration Project is informing, guiding, and growing a movement **toward a progressive, human-centered education system.**

We are bringing together a network of radical educators who are transforming classrooms across the world.

## Grassroots, Systems-Based Thinking

We believe that young people, families, educators, administrators, and community members must take control of their schools to push for change. Top-down reforms from governmental organizations uphold traditional standards and often lead to more problems than they attempt to solve.

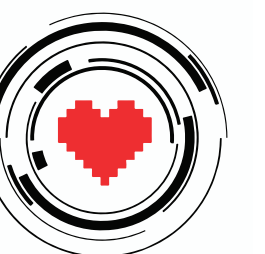
When one system changes, each other system changes in-turn. All depend on each other. Change will only occur when we change underlying systems rather than attempting to make human-centered practice work in inherently inhumane paces

## A Human-Centered Education

HRP has identified twenty systems, summarized within 4 values statements, that must be changed for a human-centric, equitable system that creates a better future for all:

- . Learning is rooted in purpose-finding and community relevance.
- . Social justice is the cornerstone to educational success.
- . Dehumanizing practices do not belong in school.
- . Learners are respectful toward each other's human worth.

We provide the platform to **inform, guide, and grow** systemic change toward reimagining education.





# the future needs you.

Over the last year, we've made incredible strides as an organization. With our first full-time staff, we've set a foundation for joyful change across classrooms everywhere.

No matter where we're at, the first thing we hear is "Wow, where have you all been and how can I get involved?" Perhaps it's our midwestern roots, but I've always been slow to celebrate our successes, but the fact is that our impressive content and connections have made what's often said as impossible - meaningfully reimagining education - toward a reality. It's time to shout what we offer from the rooftops.

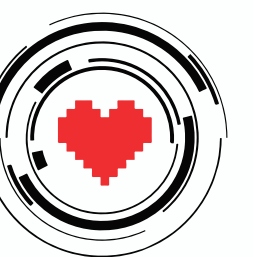
Just a few years ago the terms *ungrading*, *restorative justice*, and *purpose-finding* were relatively

unknown. Recent trends toward a human-centered education have been nothing short of stunning. Due to our work and the overarching movement of progressive educators, radical systems-change in education is now a reality.

HRP is a vision of hope, a place where we can come together and recognize a better school system is possible. We are creating a space of *joy* and *justice* that allows young people to flourish. It isn't 5, 10, or 100 years away, it's starting right now.

As you'll see in this overview, our impact is only just beginning. Let's restore humanity, together!

- Chris & Nick





# reach

Data in this report reflects  
January - October 2022

**1,394,900**  
social media impressions

**54%**  
more website users

**39%**  
more podcast listeners

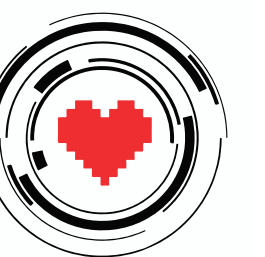
**~4,000**  
average articles read  
/ month

**40%**  
more followers

**84%**  
more page views

**~500**  
average resources downloaded /  
month

**~2,000**  
average listens per podcast  
release





# what people are saying

The Human Restoration Project is exactly what it sounds like - **a chance to restore humanity to education.** I have only recently learned about the Human Restoration Project and am interested in the micro-credentialing program and ongoing action research. I believe progressive education can help us collectively recover and heal in post-COVID times.

When I started teaching, I had no idea what I was doing. I was frustrated and feeling empty of passion when my focus was strictly on content. **My passion for education and learning was ignited** when I was exposed to the resources on the Human Restoration Project website. After I began changing my pedagogy towards the humans and their needs in my classroom, I began having more positive relationships and my practices began to improve. I will forever recommend HRP and its resources to novice and experienced teachers!

I've read a lot of theory about ungrading, but **having that theory reinforced with structured opportunities** for critical reflection really modeled its efficacy.

The practices that HRP promote embody universal humanistic truths while acknowledging of the uniqueness and complexity of every student as an individual. **What is so amazing is that everything they offer** (research curation, live webinars, expert-opinion podcasts, meaningful professional development, etc.) **is FREE.**

Since sharing the HRP with members of our staff, **we've seen an increase in interest to explore topics** such as ungrading, project-based learning, and creating equitable learning environments. Being a district that serves over 75% Title I eligible learners, these topics are incredibly important for us to consider, and the **HRP provides an onramp to consider the implications of the choices we make with or for our learners.**





# writing

## in-depth articles

### designing possibility in schools

Paul Kim  
September 22, 2022



### play's power

Aaron Skjerseth  
September 6, 2022



### carceral classrooms

Jessica Hatrick  
Sophie Sylla  
November 8, 2022



### beyond testing: human centered approaches to assessment

Lisa Wennerth  
March 6, 2022

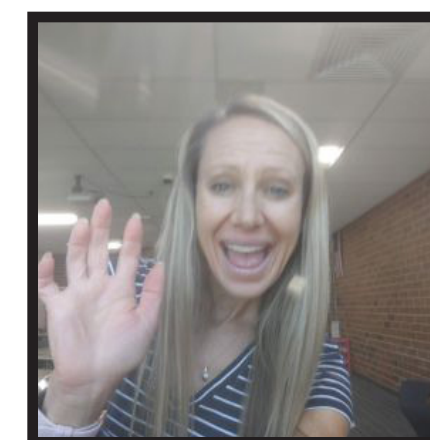
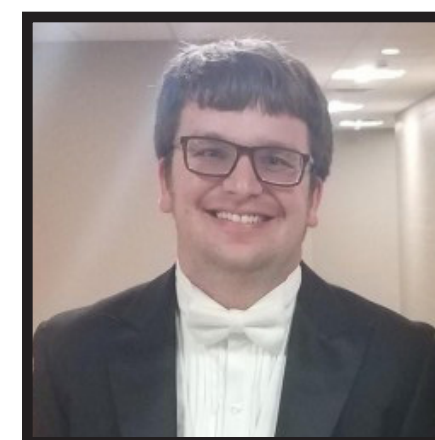
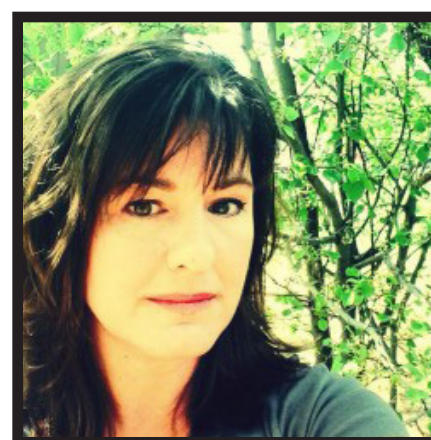


### on constructionism, makerspaces, and music education

Burton Hable  
May 20, 2022

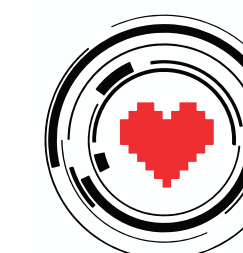


## new contributors



**22** new stories from **16** contributors  
(...and a website redesign)

**inform**







# podcasts

## enlightening conversations





**a pedagogy of love w/ antonia darder**

#120  
October 22, 2022  
   

**advancing and empowering the lives of lgbtqia+ students w/ keenan crow**

#104  
February 12, 2022  
   




**keep hope alive w/ deborah meier**

#112  
May 28, 2022  
   

**guiding toward healthy rebellion w/ t. elijah hawkes**

#113  
June 16, 2022  
   

**poetry, schooling, and flourishing creativity w/ joshua seigal**

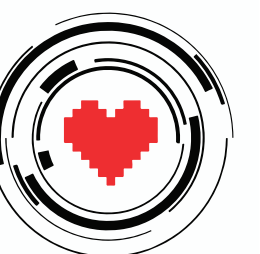
#103  
January 29, 2022  
   

## fantastic guests



**23** new conversations with **21** guests

**inform**





# research


534  
entries

47%  
articles

30%  
studies

23%  
books

65%  
open access



inform

guide

grow

about

support

### research

topic

type

access

Search...

<b>Crowdsourcing Ungrading</b> Ungrading Book   Open Access Buck (ed/for) N.D.	<b>Student Perceptions of an Online Ungraded Course</b> Ungrading Study   Open Access Guberman 2021	<b>Education Reformers Are Waging a War on Play</b> Free Play Article   Open Access De La Cour 2022	<b>How educational are "educational" apps for young children? App store content analysis using the Four Pillars of Learning framework</b> Free Play Study   Open Access Meyer et. al. 2021
<b>Motivated Reasoning: Emily Oster's COVID Narratives and the Attack on Public Education</b> Article   Open Access Carnus & Feldman 2022	<b>Children learning to read later catch up to children reading earlier</b> Promoting Literacy Study   Open Access Suggate et. al. 2011	<b>Does growth require suffering? A systematic review and meta-analysis on genuine posttraumatic and postcstatic growth</b> Social Emotional Learning Study Mangelsdorf et. al. 2018	<b>A belief in meritocracy is not only false: it's bad for you</b> General Progressive Pedagogy Article   Open Access Mark 2019



**a belief in meritocracy is not only false: it's bad for you**

Mark 2019

“

Perhaps more disturbing, simply holding meritocracy as a value seems to promote discriminatory behaviour. The management scholar Emilio Castilla at the Massachusetts Institute of Technology and the sociologist Stephen Benard at Indiana University studied attempts to implement meritocratic practices, such as performance-based compensation in private companies. They found that, in companies that explicitly held meritocracy as a core value, managers assigned greater rewards to male employees over female employees with identical performance evaluations. This preference disappeared where meritocracy was not explicitly adopted as a value.

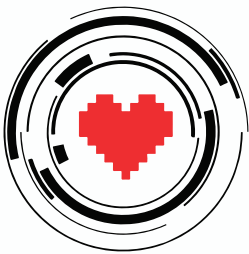
This is surprising because impartiality is the core of meritocracy's moral appeal. The 'even playing field' is intended to avoid unfair inequalities based on gender, race and the like. Yet Castilla and Benard found that, ironically, attempts to implement meritocracy leads to just the kinds of inequalities that it aims to eliminate. They suggest that this 'paradox of meritocracy' occurs because explicitly adopting meritocracy as a value convinces subjects of their own moral bona fides. Satisfied that they are just, they become less inclined to examine their own behaviour for signs of prejudice.

Meritocracy is a false and not very salutary belief. As with any ideology, part of its draw is that it justifies the status quo, explaining why people belong where they happen to be in the social order. It is a well-established psychological principle that people prefer to believe that the world is just.

A belief in meritocracy is not only false: it's bad for you

...and now easily shareable!

inform







# releases

[illegible][illegible][illegible]

The collage consists of six pages from a book, arranged in two rows of three.

**Top Left Page (Self-Regulated Learning):**

- Self-Regulated Learning**
  - Definition:** The process of becoming an active participant in one's own learning.
  - Purpose:** To become a self-regulated learner, one must first become a self-regulated learner. This is a process that involves becoming a self-regulated learner.
  - Model:** A diagram showing the process of self-regulated learning. It includes a central circle labeled 'Self-Regulated Learning' surrounded by five smaller circles: 'Motivation', 'Metacognition', 'Self-Regulation', 'Self-Monitoring', and 'Self-Evaluation'.
  - Table:** A table with 5 rows and 2 columns. The first column lists the components of the model, and the second column lists the corresponding strategies.

**Top Middle Page (Complexity):**

- Complexity**
  - Definition:** The state of being complex, or the quality of being difficult to understand or manage.
  - Table:** A table with 5 rows and 2 columns. The first column lists the components of complexity, and the second column lists the corresponding strategies.

**Top Right Page (Wicked Problems):**

- Wicked Problems**
  - Definition:** A problem that is difficult to solve, often because it is complex and involves many stakeholders.
  - Purpose:** To become a self-regulated learner, one must first become a self-regulated learner. This is a process that involves becoming a self-regulated learner.
  - Model:** A diagram showing the process of self-regulated learning. It includes a central circle labeled 'Self-Regulated Learning' surrounded by five smaller circles: 'Motivation', 'Metacognition', 'Self-Regulation', 'Self-Monitoring', and 'Self-Evaluation'.
  - Table:** A table with 5 rows and 2 columns. The first column lists the components of the model, and the second column lists the corresponding strategies.

**Bottom Left Page (Self-Regulated Learning):**

- Self-Regulated Learning**
  - Definition:** The process of becoming an active participant in one's own learning.
  - Purpose:** To become a self-regulated learner, one must first become a self-regulated learner. This is a process that involves becoming a self-regulated learner.
  - Model:** A diagram showing the process of self-regulated learning. It includes a central circle labeled 'Self-Regulated Learning' surrounded by five smaller circles: 'Motivation', 'Metacognition', 'Self-Regulation', 'Self-Monitoring', and 'Self-Evaluation'.
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  - Definition:** The state of being complex, or the quality of being difficult to understand or manage.
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  - Table:** A table with 5 rows and 2 columns. The first column lists the components of the model, and the second column lists the corresponding strategies.

**guide** 



# videos

2021 to 2022

**208%**  
more views

**124%**  
more watch hours

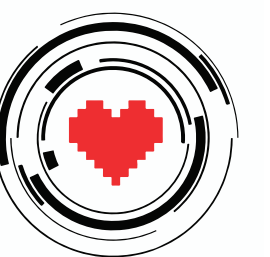
**257%**  
more impressions

**602%**  
more subscribers



additional resources will continually release  
on YouTube, TikTok, and Twitch.

**guide**





# human-centered PD

398

educators involved in PD & workshops

22%

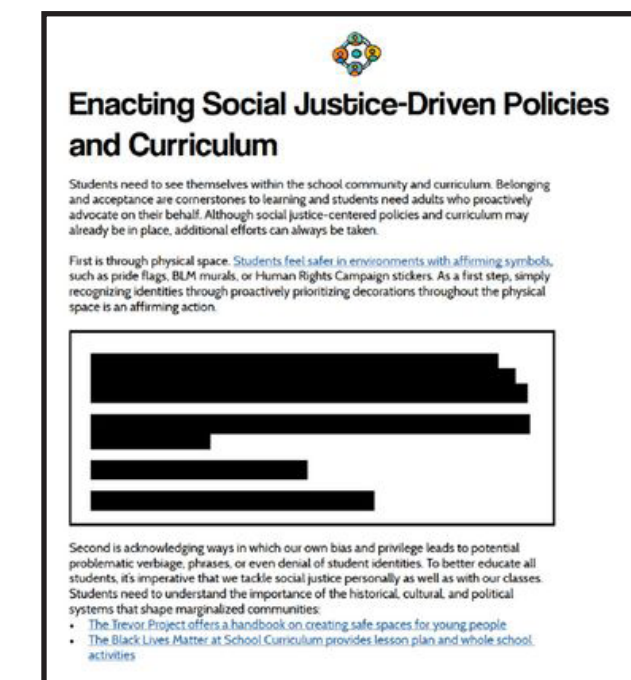
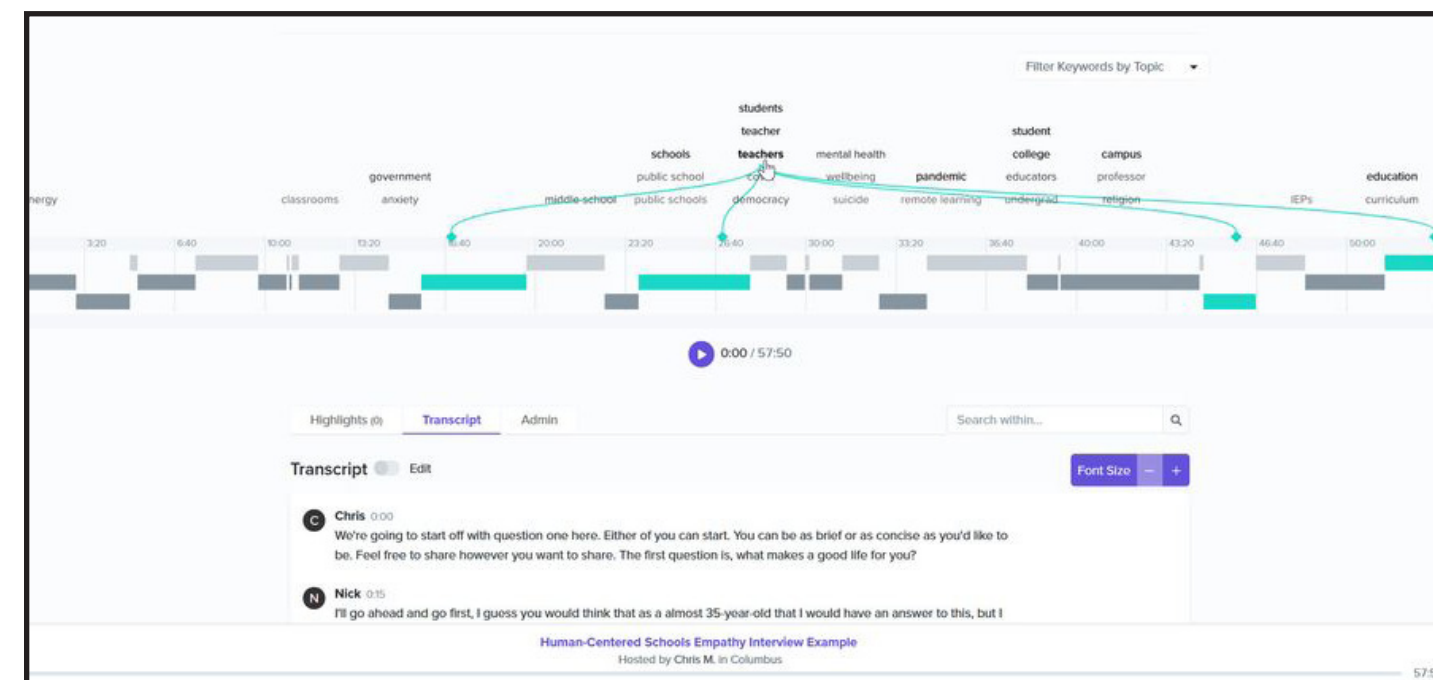
walked in understanding the topic at hand

98%

stated that our PD was “great” or “excellent”

98%

felt more confident in their understanding



we've reformatted our PD to lead with student voice, enabling action toward change



# conference to restore humanity! 2022

**125**  
attendees

**72%**  
rated our virtual conference *better*  
than an in-person event

**a first of its kind virtual conference**  
flipped keynotes, extensive Q&A, self-paced learning & made **available**  
**to all** following the live event

**keynotes by**  
Dr. Henry Giroux  
Dr. Denisha Jones  
Harvest Collegiate Circle Keepers

**tracks on**  
Disrupting Linguistic Discrimination  
Building Anti-Carceral Practices  
Surviving the Bipartisanship of Behaviorism  
Childism in Education  
Feedback-First: Growth Over Grades



# thoughts from attendees

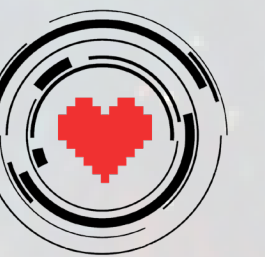
The 2022 Conference to Restore Humanity was **engaging, inspiring, and empowering**. Being able to tune in at my own pace and on my own terms was a game-changer for me, and I'd like to see similar experiences from ALL conference providers going forward.

You know when we talk about how we don't just want to go back to normal after COVID because normal was never good enough? **The organizers of this conference have completely re-imagined what a conference can be.** They cut through all the bullshit and fluff and kept only the things that feed our need to connect and learn with others who are passionate about teaching and learning for a better world.

It was **efficient, intelligent, thought provoking, timely, and thoughtful**.


It's easy to get discouraged with everything that's happening in the world today, particularly in education. The Human Restoration Project's conference is one remedy. **I left feeling energized, inspired, and most importantly, no longer alone in my fight to humanize education.** This conference reignited my passion and pushed me to rethink some long held biases that I didn't realize I had. I'm eager to put into action many of the ideas I had during my week with them. Additionally, the format of the conference was incredible. **This group is rethinking and challenging the status quo at every turn, making for a more accessible and inclusive experience for everyone.**

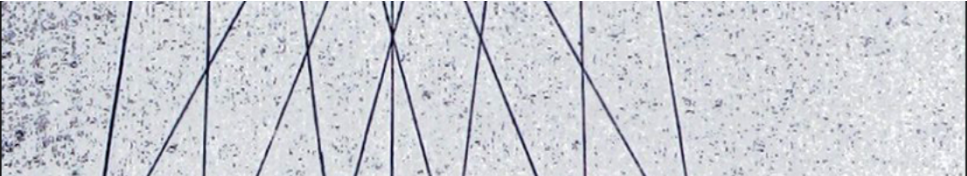
As a trans human rights educator this conference was incredibly nourishing and eye opening in terms of what it means to work in progressive education. **From the philosophical to the practical it transformed the way I view education, now not only as a tool to be prepared for resistance but as a tool of resistance itself.**





# HRP ops





### About Us


**Overview**


Human Restoration Project (HRP) is a 501(c)(3) non-profit which aims to discuss and provide resources that illuminate, foster, and challenge traditional and progressive educational practices. It is of utmost importance that, when looking deeply into dense topics, we provide places for people to start (especially those who are not accustomed to a progressive view of education). Furthermore, it is paramount that we view progressive education not as a series of buzzwords or acronyms, but instead the bringing to light what we've all seemed to forget: our students, our educators - they are human beings. We intend to restore that lost humanity - having administrators, educators, and students remind themselves, and engage with, their purpose and dreams. HRP centers its work around four values statements. Each of these statements places systemic change at the forefront to create radically student-centered school systems. Each systemic structural change is outlined in detail in our Primer.

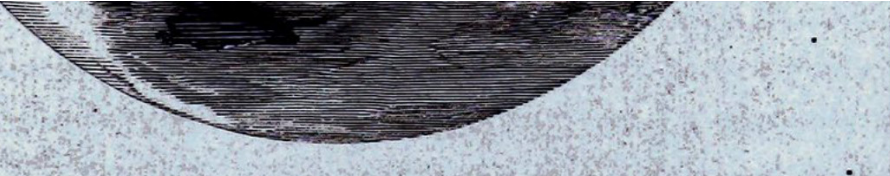
**Our Mission and Vision**

HRP focuses its attention on systems-based change in education through grassroots, teacher-organized change. Despite decades of school reform (Race to the Top, No Child Left Behind, A Nation at Risk), only 40% of students are engaged in high school and less than half of students feel their learning is relevant. And, despite our focus on improving math and reading scores - stressing about test results - the Bulletin of Atomic Scientists state we're "100 seconds from doomsday." Our priorities in education have moved away from the obvious answer: we're all human beings, we need to treat each other accordingly.

Our work is based on three levels of change-making: 1) informing about the need for progressive education; 2) guiding educators through materials and PD on how to implement this practice in their classroom; and 3) growing the movement through coalition building, networking, and grassroots advocacy.







### Operators

Operators assist in transcription, translation, copy-editing, data entry, and more. Although it isn't the "coolest" job around, operators give us the tools that chip away on our (unseen) work.

**What do we need help with?**

#### Transcription & Translation


Transcription is an expensive necessity in making our work accessible. On our podcast page, you'll see all of our works that lack a transcript (especially from 2021/2022). If you can submit an updated transcript, that would be a huge help! All of our resources are currently English-only. If you can assist in translating our works to another language, please reach out to us.

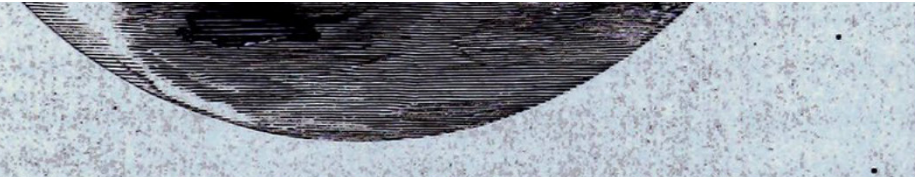
#### Copy-Editing

Outside of our Primer, none of our work has been formally edited, and we know that there are mistakes and ways to clear up our writing. See our website and resources page and let us know if you would like to copy-edit our work.

#### Data Entry & Research

We actively reach out to schools on ways we can assist through our free open access resources and professional development services. To help us research and identify schools, see this template. We're constantly building upon our research database and looking for ways to support our practice. To help us build on our research database, see this template. Human Restoration Project is actively seeking grant-funding to further our mission. To help us research grants, please contact us with any leads or partnerships we should check out.





### Joymakers

Joymakers assist in design, artwork, music creation, and other creative endeavors. We are always looking for help in marketing, artwork, and other creative assets for our various publications, productions, and social media.

**What do we need help with?**

#### Marketing

Creating artwork and designs for any of Human Restoration Project's various initiatives, such as coursework, advertising our free resources, or attracting partners to our conference.

#### Infographics and Artwork

Creating designs that reflect the idea of human-centered learning and/or document concepts found in one of our curated research studies. Artwork could also be utilized for merchandising.

#### Music

Creating music that could be utilized in one of our various YouTube videos, podcasts, or course videos. We tend to utilize sampled music and beats with a sci-fi theme.

**Getting Started**

1. This is "drop in" assistance, meaning that you can get started at any time! If you have an idea, go ahead and get started (and see our creative constraints below)! If you'd like to check in with us regarding a specific design idea, please contact us.
2. Submit any drafts, concepts, ideas, or questions to [chris@humanrestorationproject.org](mailto:chris@humanrestorationproject.org) & [nick@humanrestorationproject.org](mailto:nick@humanrestorationproject.org) (or on Discord).
3. Your work will be credited under Human Restoration Project's CC 4.0 License: Attribution-NonCommercial-ShareAlike 4.0 International, attributed to Human Restoration Project as well as your preferred artist name. Further, you will be credited on our website. We're happy to link back to your work.

Welcome to the Human Restoration Project Ops Center, a space to take action on implementing a progressive, human-centered education system across the world.


### Getting Started

Before volunteering, please familiarize yourself with the following information:

- About Us
- What does HRP do?
- Organization Principles
- Volunteering at Human Restoration Project


Join our Discord! This is the easiest way to get in touch with us (see #hrp-ops).

Utilize the following categories to learn more about furthering HRP's endeavors:




#### Joymakers

Assisting in design, artwork, music creation, and other creative endeavors.




#### Empaths

Assisting in partnerships, event hosting, and social media campaigns.



#### Emoys

Assisting in reaching out to schools, fundraising, and informing our work.



#### Operators

Assisting in transcription/translation, copy-editing, data entry, and more.

**Want to meet "face-to-face"?**

We're organizing our next ops volunteer meet-up in the coming weeks. Fill out this form to sign up!

we're just starting to gather new volunteers  
to assist our programming!

grow



# our team



Nick Covington



Chris McNutt



Selena Carrión



Naoya Okamoto



Dr. Jen Lucas

**recruiting to grow our team is a primary goal  
of 2023!**



# our board



Julia Fliss



Madeline Jester



Skylar Primm



Sunil Singh



Dr. Traci Nicole Smith



John Warner



Dr. Yong Zhao



# partners

**HOLISTIC  
THINK TANK**

our merchandise is  
sustainably sourced  
& union made!



**ANTIOCH  
UNIVERSITY**

**Drake  
UNIVERSITY**

we offer graduate  
credit!



cortico



we've worked with these organizations (and  
more) to further develop HRP across 2022.





# exploring 2023

**change is on the horizon, and we'll pivot to wherever we can make the greatest impact. we plan to...**

**seek grant funding to express the power of youth**

We're seeking grant funding for an initiative to center youth voice & activism within the classroom through the arts, expressing a need for change in classrooms across the world.

**build infrastructure for crowdsourcing and partnering with HRP**

Utilizing tech tools & partners, we are developing an ecosystem for educators to collaborate and share human-centered practices easily through our website.

**expand opportunities for PD & graduate credit**

We will be creating a free PD series for educators. Our goal is to impact as many classrooms as possible through additional recognition in implementing systems-based change.

**host conference to restore humanity! 2023**

2023's theme is centered on actionable hope: creating light in spaces of darkness and combating the aching nihilism of the teaching profession through joyful struggle.

**create at least three more free resources**

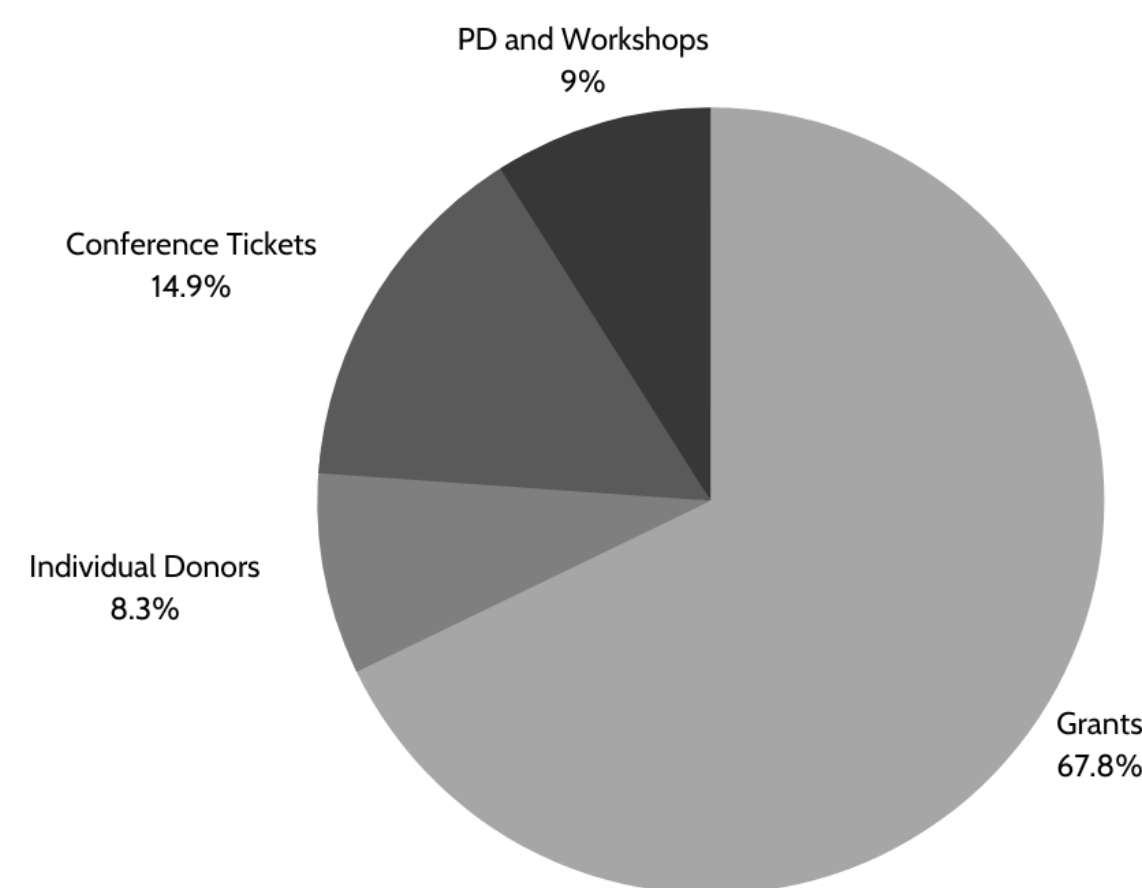
We plan on creating more original open access resources and partnering with outside organizations to host and produce their work. Early interests include handbooks on trauma-informed practices, childism, and restorative justice. We will update existing resources with a special focus on our Path to Purpose Handbook.

**publish a book: (Working Title: Restoring Humanity to Education)**

While cynical political and economic interests, what Henry Giroux calls the "dead zones of imagination", have replaced real local issues and the positive, productive relationships that make our children more humane and empathetic with conspiracism, hatred, and fear of the other that are the ratings priorities of cable news pundits and talk show grifters. This illustrated work presents the collective vision of the Human Restoration Project for a dual grassroots revolution in progressive education.

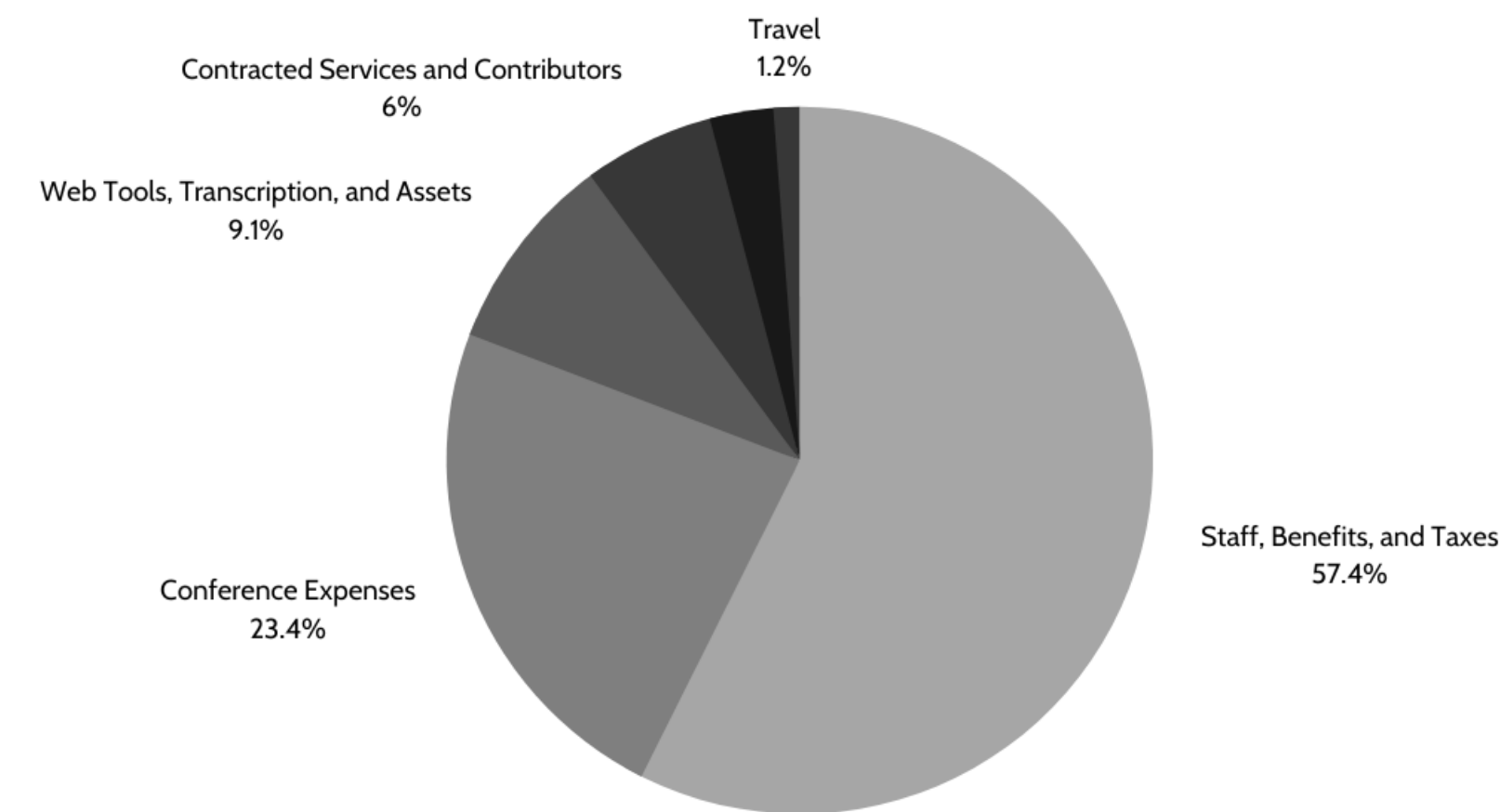


# financial



Revenue

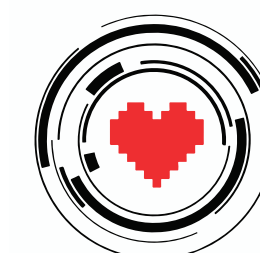
**68%**  
donation growth



Expenses

**66**  
new donors

**what you'll see on our form 990:**  
paid employees: Nick Covington & Chris McNutt  
salary: \$55,000 / yr + benefits  
grant funding: \$100,000, with \$50,000 (minimum) expected in 2023  
our board and volunteers are not compensated





thank  
you to  
our  
supporters

Organization & Foundation Supporters

Floop

Junge Family Charitable Fund

Tides Foundation

Sustainers

advocates \$25/mo+

Debra Covington  
Jenny Lucas  
Jordan Vaca  
Kimberly Baker  
Rachel Lawrence  
Simeon Frang  
Traci Nicole Smith  
Vaughan Cleary

proponents (\$10/mo+)

Andrea Barrera  
Anna Wentlent  
Bradley Hinson  
Brandon Peters  
Connie Fletcher  
Corinne Greenblatt  
Darren Uscianowski  
Dylan Wince  
Jeremiah Henderson  
Joelle Ostrich  
Julia Valenti  
Kevin Gannon  
Monte Syrie  
Savannah Leigh  
Skylar Primm  
Sybil A Priebe  
Timothy Fawkes

backers (\$3/mo+)

Burton Hable  
C. Billy Campbell  
Dan Kearney  
Deanna Lough  
Emma  
Jennifer Mann  
John O'Briant  
Lisa Sharfstein  
Lisa Wennerth  
Marie Becker  
Matt Walker  
Michael Hyde  
Mustafa Haleem  
Paul Wann  
Sally Orme  
Sheila N  
Sophie McCarrell  
Steve Peterson  
Susanne Michelle Harrison  
Thomas White  
Trevor Aleo

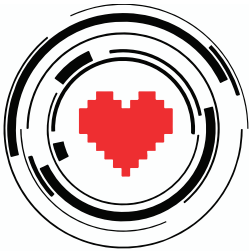
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