



THE
HATHAWAY
INSTITUTE

The Hathaway Institute

A Virtual Private School And Tutorial Service Provider

Dr. Quintessa Hathaway
Founding Chancellor And Owner
Brentwood, Tennessee

HathawayInstitute.us

Introduction

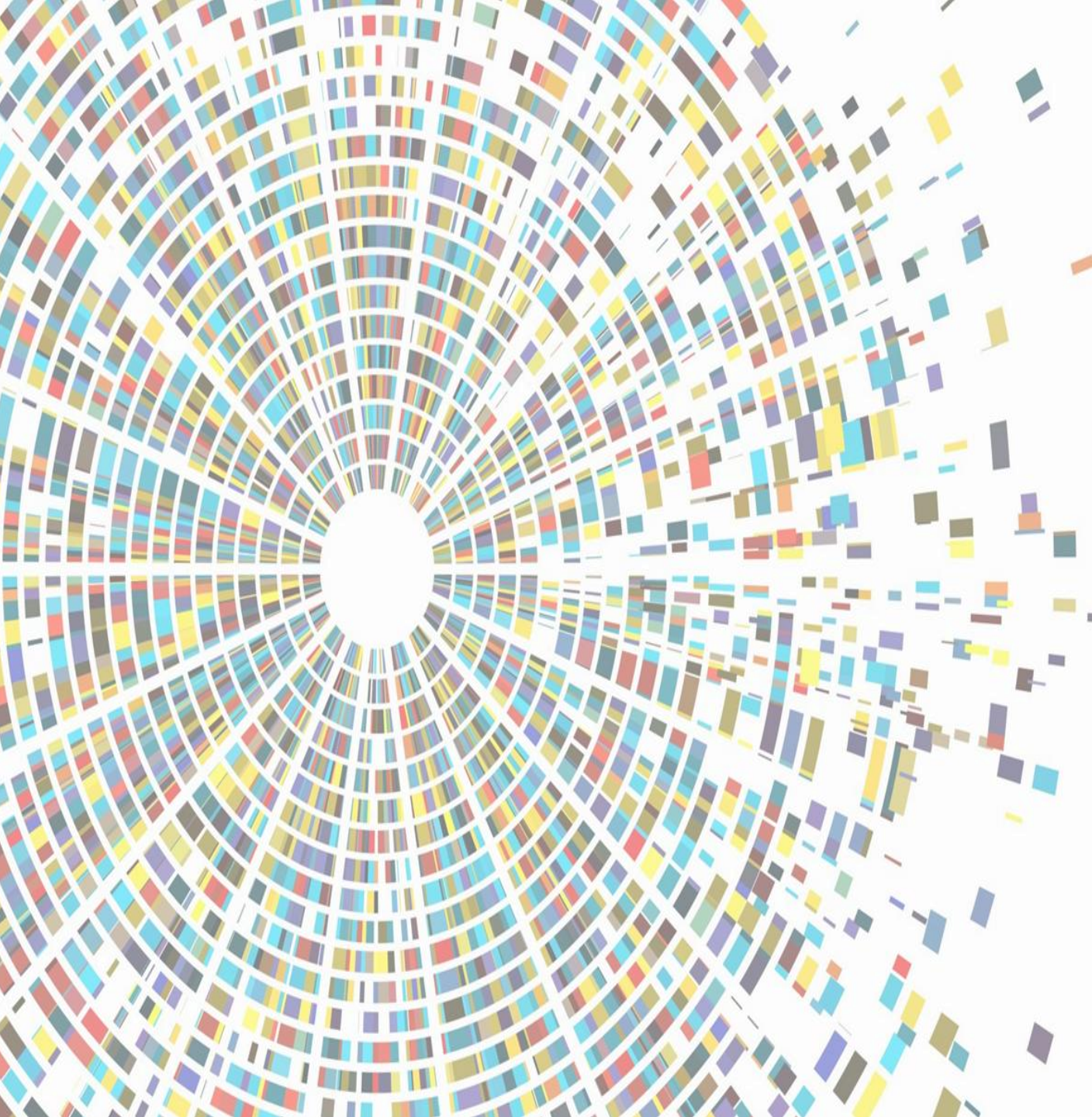
The Hathaway Institute was established in 2024 by Founding Chancellor Dr. Quintessa Hathaway, a distinguished veteran educator and national educational leader. The online private institution and tutoring program are headquartered in the Greater Metropolitan Nashville community of Brentwood, Williamson County, Tennessee. The core and elective content are rigorous, college and career driven, and student-centered in an asynchronous and synchronous format.

The Hathaway Institute is a virtual private school and tutorial provider servicing which strives to be a leading national educational entity which is centered on lifelong student academic excellence, community thriving, scholastic achievement, recruiting and maintaining a premier faculty, interdisciplinary teaching and learning, and sustaining a robust technological infrastructure that meets and exceeds goals around innovation, and opportunity access.

The American educational landscape is transforming. The Hathaway Institute utilizes materials, lesson plans, guides, assessments, protocols, models, and excreta that support and supplant federal and state standards and frameworks. Our objective is to provide powerful, high yield strategies which enable educators, administrators, and the community to produce lasting outcomes.

Our effective and forward-thinking program of study shall reflect the philosophy, goals, objectives, learning experiences, and instructional resources that comprise a specific educational program. The Hathaway Institute has a curriculum that meets and exceeds the needs and current demands of the national economy and global citizenship.

The Hathaway Institute has an interactive educational program and curriculum that expands its capacity to produce positive student learning. We will hone an effective professional learning culture that maintains a foundation of respect, trust, mutual interdependence, an active role by all educators, administrators, and consultants and shared belief that improved learning and academic strength must remain the ongoing goal for all professional experiences.



About The Founding Chancellor And Owner Of The Hathaway Institute Dr. Quintessa Hathaway

The education profile of Dr. Quintessa Hathaway is substantial in four lanes: educational leadership, curriculum development and achievement-gap research, institutional founding, and education-policy advocacy. Her signature contribution is building a full educational ecosystem: classroom experience, doctoral scholarship, consulting, professional development, school leadership, and a national policy vision that positions education as a tool for liberation, excellence, global citizenship, and economic advancement.

Her academic preparation gives her a foundation in both pedagogy and systems leadership. She holds a Bachelor of Arts (B.A.) in Political Science from Jackson State University, a Master of Education (M.Ed.) in Curriculum and Instruction, a Specialist in Education (Ed.S.) in Administration and Supervision, and a Doctor of Education (Ed.D.) in Educational Leadership from Tennessee State University. Her dissertation, *The Common Core State Standards Initiative and the Achievement Gap*, examined educational policy across all fifty (50) states, the District of Columbia, and each U.S. territory, with a focus on curriculum implementation and reducing achievement gaps.

Executive Summary

- The Hathaway Institute is a virtual private educational institution and tutorial service provider that combines academic excellence, workforce readiness, leadership development, civic engagement, entrepreneurship, and global citizenship.
- We shall create a national model for educational innovation that prepares students to succeed in higher education, the workforce, entrepreneurship, public service, and community leadership.

What We Are Building

A scalable educational ecosystem that includes:

- Virtual education
- Workforce development
- College readiness
- Leadership development
- Entrepreneurship education
- Artificial intelligence literacy
- Community engagement
- Professional development services

COMPETITIVE ADVANTAGE

Category	Traditional School	Charter School	Online School	Hathaway Institute
Virtual Learning	Limited	Moderate	Strong	Strong
Leadership Development	Limited	Moderate	Limited	Strong
Entrepreneurship	Limited	Limited	Limited	Strong
Civic Engagement	Moderate	Moderate	Weak	Strong
Workforce Readiness	Moderate	Moderate	Moderate	Strong
AI Literacy	Limited	Limited	Limited	Strong



THE CHALLENGE

America's Educational Crisis

- Despite unprecedented technological advancement, America faces persistent educational challenges.

Student Achievement

- Millions of students remain below proficiency levels in reading, mathematics, and science.

Workforce Preparedness

- Employers consistently report gaps in critical thinking, communication, leadership, and technical skills.

Educational Equity

- Students from underserved communities often face significant barriers to opportunity.

Student Engagement

- Traditional educational models struggle to meet the needs of modern learners.

Future Workforce Needs

- Automation, artificial intelligence, and globalization require new competencies that many schools are not adequately addressing.

OUR SOLUTION

The Hathaway Institute Model

We combine:

Academic Excellence

- Rigorous standards-based instruction.

Leadership Development

- Developing ethical leaders and changemakers.

Workforce Readiness

- Preparing students for careers and entrepreneurship.

Technology Integration

- Utilizing advanced learning technologies.

Personalized Learning

- Supporting individual student growth.

Civic Engagement

- Developing informed and engaged citizens.

TARGET MARKET

Primary Market

Students Grades 7-12

Secondary Markets

- Homeschool families
- College-bound students
- Career-focused students
 - Gifted learners
 - Remote learning
- Students seeking flexible educational environments

Geographic Reach

Initial Focus:

Tennessee, Arkansas, Mississippi, And Georgia

Expansion:

Southern United States

Long-Term:

National Enrollment



Course Offerings

Social Studies	Mathematics	Natural Sciences	English Language Arts	Electives
African American History	Algebra	Anatomy And Physiology	Ancient And World Literature	Braille And Sign Language I/II
Economics And Personal Finance	Advanced Algebra	Biological Science	American Literature	Capstone Project
General Social Studies	Calculus	Chemistry	African And African American Literature	Entrepreneurship And Innovation
Government/Political Science	General Mathematics	Ecology And Environmental Science	Contemporary Vocabulary	French I/II
Psychology	Geometry	Integrated Science	Integrated Literacy	Mandarin Chinese I/II
Psychology	Mathematic Reasoning For Decision Making	Introduction To Health Science	Grammar And Composition	Music And Art Appreciation
Sociology	Probability And Statistics	Physical Science	Oral Communications	Physical Education And Wellness
United States History	Trigonometry		World Geography And History	Spanish I/II
Women's And Minority History				Introduction To Computer Science And Applications
World Geography And History				

COMPETITIVE ADVANTAGES

What Makes Us Different

Leadership

Founded by an experienced educator, researcher, consultant, and educational leader.

Personalized Support

Individualized academic pathways.

Workforce Alignment

Curriculum aligned with future workforce demands.

Civic Leadership

Strong emphasis on citizenship and community service.

Technology Integration

Purposeful use of educational technology and artificial intelligence.

Scalability

National growth potential.



Teacher-Led Tutoring At The Hathaway Institute

I. Executive Summary

We offer a teacher-led, virtual tutoring and academic intervention division program of The Hathaway Institute. It provides live, personalized instruction to enrolled students and attending partner schools, homeschool programs, microschools, community organizations, and public or private school districts.

The model draws upon the strengths of live synchronous instruction, small student groups, credentialed educators, consistent teacher-student assignments, state and common national standards-aligned lessons, diagnostic grouping, and progress measurement. Our major programs are: Virtual Intervention, Tutoring for All, English learner support, ACT and SAT preparation, Summer Academy, teacher-vacancy support, and special education support.

The Hathaway Institute incorporates this adjacent model because we already operates a virtual academic program, offers synchronous instruction between 8:00 a.m. and 3:00 p.m. Central with asynchronous access, uses Zoom for student instruction, employs a tuition-management platform, and maintains a broad course catalog.

We operate under the high-impact tutoring principles and its own educational philosophy:

“The Hathaway Institute, Where Academic Excellence Is The Standard, and every student shall receive the individualized support necessary to soar to higher heights.”



Certified Teachers. Personalized Instruction. Measurable Growth.

II. Strategic Purpose

The Hathaway Institute and our tutorial program pursues six institutional goals:

1. Raising student achievement in mathematics, literacy, science, social studies, and other core courses.
2. Preventing students from falling behind in a virtual learning environment.
3. Providing immediate intervention before course failure occurs.
4. Expanding instructional capacity without placing the entire burden on full-time classroom teachers.
5. Creating flexible, well-compensated opportunities for licensed educators.
6. Establishing a scalable tutoring service that we offer to schools, districts, and organizations.

Our mission is raising academic achievement, empowering learners, providing superior education, and preparing students to contribute and compete in a global society.



Core Program Divisions

Element	Hathaway Standard
Group size	One teacher to three to six students or regular class size
Session length	45, 60, or 90 Minutes
Frequency	Three to five sessions per week
Intervention cycle	Twenty (20) Weeks Or Semester
Instructor continuity	Same teacher for the full cycle
Instruction	Live and synchronous
Placement	Diagnostic and course-performance data
Measurement	Baseline, weekly checks, midpoint, and post-assessment





Tutoring for Every Scholar

Our universal program is available to all students and those identified for intervention.

Services include:

- ✓ Homework Assistance
- ✓ Essay Review
- ✓ Mathematics Problem-Solving
- ✓ Test Preparation
- ✓ Study-Skills Instruction
- ✓ Organization And Time-Management Support
- ✓ Project And Presentation Coaching
- ✓ Enrichment For Advanced Students

Tutoring hours could be offered before school, during scheduled academic-support blocks, after school, on selected Saturdays, and during academic breaks.

College and Career Readiness

We support students preparing for postsecondary education, employment, entrepreneurship, military service, and technical training.

Services

- ✓ SAT and ACT preparation
- ✓ College essay development
- ✓ Scholarship essay support
- ✓ FAFSA and financial-aid workshops
- ✓ College application assistance
- ✓ Career-interest assessments
- ✓ Résumé and interview coaching
- ✓ Dual-enrollment preparation
- ✓ Academic vocabulary development
- ✓ Advanced mathematics readiness

For standardized-test preparation, groups contain no more than five students, with smaller groups established for students requiring foundational remediation. Our ACT/SAT model using live instruction, College Board-aligned content, groups of five or fewer, consistent instructors, and flexible scheduling.



Exceptional Learner Support

We provide individualized instruction for students with documented learning needs, accommodation plans, or individualized education programs when applicable.

Services

- ✓ One-to-one or one-to-two instruction
- ✓ Pre-teaching of upcoming lessons
- ✓ Re-teaching of priority skills
- ✓ Reading comprehension support
- ✓ Executive-function coaching
- ✓ Assignment segmentation
- ✓ Extended-time testing support
- ✓ Transition and life-skills preparation
- ✓ Accessible instructional materials
- ✓ Progress reporting aligned with documented goals

Tutors are educators who recognize and implement services, accommodations, or specially designed instruction required under an applicable educational plan. Online materials and platforms also provide equal access for students with disabilities.



Summer Academy

The summer program combines standards-aligned instruction, social interaction, enrichment, and academic confidence-building rather than functioning only as remediation. It is a four to five-week virtual program built around mathematics, English language arts, customized schedules, and standards-aligned learning recovery.

- ✓ Students with unfinished learning
- ✓ Students with learning loss
- ✓ Students needing credit recovery
- ✓ Rising grade students
- ✓ Students preparing for Algebra I
- ✓ Students preparing for advanced coursework
- ✓ Students seeking enrichment
- ✓ Students preparing for the SAT or ACT

Monday–Thursday

Mathematics intervention

Literacy and writing

Science or social studies instruction and laboratory

Independent practice

Friday

Assessment and student conference

Enrichment seminar

Family progress report

College and career activity



Instructional Vacancy and Course-Coverage

We provide instructional coverage when schools and districts experience:

- ✓ A faculty vacancy
- ✓ Extended teacher leave
- ✓ Enrollment growth
- ✓ A shortage in a specialized subject
- ✓ A need to add a course quickly
- ✓ A temporary scheduling conflict

Students are educated by a remote instructor on a single classroom screen. Each student would participate through an individual device, with the teacher dividing the class into smaller instructional groups when appropriate.

Our vacancy model uses live licensed teachers, district and state curriculum, small-group differentiation, consistent instructors, and support for on-site personnel.



The Hathaway Tutoring Session

Standard 60-90 Minute Session

Every session includes active student participation

Time

5 minutes

8-13 minutes

15-20 minutes

15-25 minutes

10-20 minutes

5 minutes

2 minutes

Activity

Relationship-building and academic check-in

Retrieval practice and review

Explicit teacher modeling

Guided practice

Independent application

Exit ticket or mastery check

Assignment and next-step communication



Teacher-Tutor Minimum Qualifications

All teacher-tutors possess:

- ✓ A current valid teaching license
 - ✓ Subject-area expertise
- ✓ Successful classroom or virtual-teaching experience
 - ✓ A completed criminal-background check
 - ✓ Strong technology skills
- ✓ Training in culturally responsive instruction
- ✓ Training in student privacy and online safety
 - ✓ Ability to interpret assessment data
- ✓ Reliable high-speed internet and professional equipment

The Hathaway Institute prioritizes licensed educators, special education teachers, English learner teachers, retired educators, instructional coaches, and educators holding graduate degrees.

We emphasize a workforce of U.S.-credentialed teachers, consistent tutor assignments, vetting, and ongoing monitoring.



Student Privacy, Safety, and Compliance

The Institute adopted a written privacy and safety framework embedded in its comprehensive handbook.

Required Protections

- ✓ FERPA-compliant access controls
- ✓ Written data agreements with outside providers
 - ✓ Collection of only necessary student information
 - ✓ Restrictions on redisclosure
- ✓ Defined data-retention and destruction schedules
- ✓ Parental notice and consent procedures
- ✓ Special protections for students under age 13
 - ✓ Employee background checks
 - ✓ Mandated-reporting protocols
- ✓ Emergency contact and student-welfare procedures
- ✓ Written rules governing session recordings
 - ✓ Accessible online materials
- ✓ Annual cybersecurity and privacy training



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