

Building the Teacher Pipeline & Diversifying the Teaching Workforce

Stacey McAdoo, 2019 Arkansas Teacher of the Year
Teach Plus Arkansas State Director

"I Am Here For A Reason."

51%



20%

Professional Snapshot

- + Nontraditional, 19 year classroom practitioner
- + Little Rock School District - largest urban district
- + Little Rock Central High School
 - + Communications
 - + College & Career Readiness Coordinator
- + 2019 Arkansas Teacher of the Year
- + Professional Dev./Lead Mentor for all Novice Teachers
- + Educators Rising Instructor
- + Adjunct Instructor - Educator Prep Program
 - + Advanced Secondary Strategies
 - + Teaching Diverse Learners
 - + Praxis Studies Skills
- + Founding Teach Plus Arkansas State Director
 - + Policy Fellowship for teachers across the state





DIVISION OF ELEMENTARY
& SECONDARY EDUCATION

TEACH
+ PLUS



Questions We Repeatedly Asked...

- + What's happening to our pipeline?
- + Who says its leaking?
- + How do we know it's *really* leaking?
- + Where is it leaking?
- + Why is it leaking?
- + How bad is it leaking?
- + Do we plug it, fix it or tear it down and install a whole new one?

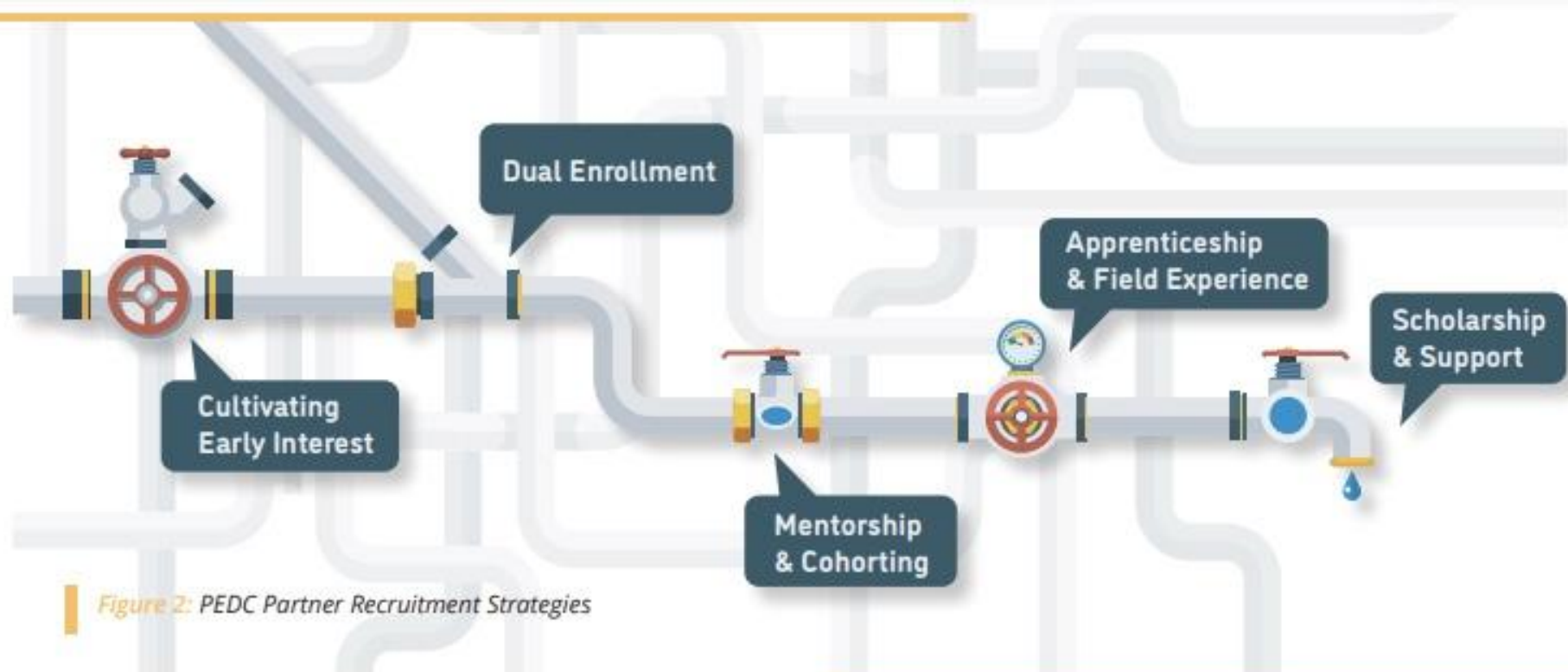


Figure 2: PEDC Partner Recruitment Strategies

Arkansas Teacher Residency

Teach Arkansas



All Roads Lead to Licensure



High School

Opportunity to jump start pathway by partnering with colleges for stackable credentials toward an education degree.

Begin your career as a Teaching Assistant

Work throughout school and earn **\$23K+** a year



Community College

Opportunity to start/continue affordable pathway while not leaving home & work at local district while completing degree.

100% Online | 100% FREE with ARFuture



College/University

Work-based options you can begin as a freshman. Opportunity for grants and scholarships throughout.

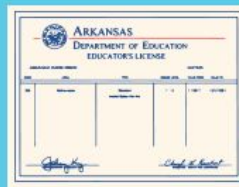
100% Online | 100% FREE Tuition



Alternate Route

For individuals with bachelor's degrees. Can be employed as teacher of record under a provisional license while earning certification.

Earn Full Salary | Average \$35K+ a year



Earn An Arkansas Teaching License

100% Online | 100% Affordable



Earn a FREE Degree



2 yr Associate's Degree

\$6,880 Average Cost

— **6,880** FREE Through ARFuture

FREE

4 yr Bachelor's Degree

\$37,640 Average Cost

— **18,820** FREE Associate's through ARFuture & Arkansas Concurrent Challenge Scholarship

— **7,600** TEACH Grant
Up to \$15K available

— **9,000** Arkansas Academic Challenge
Up to \$14K available

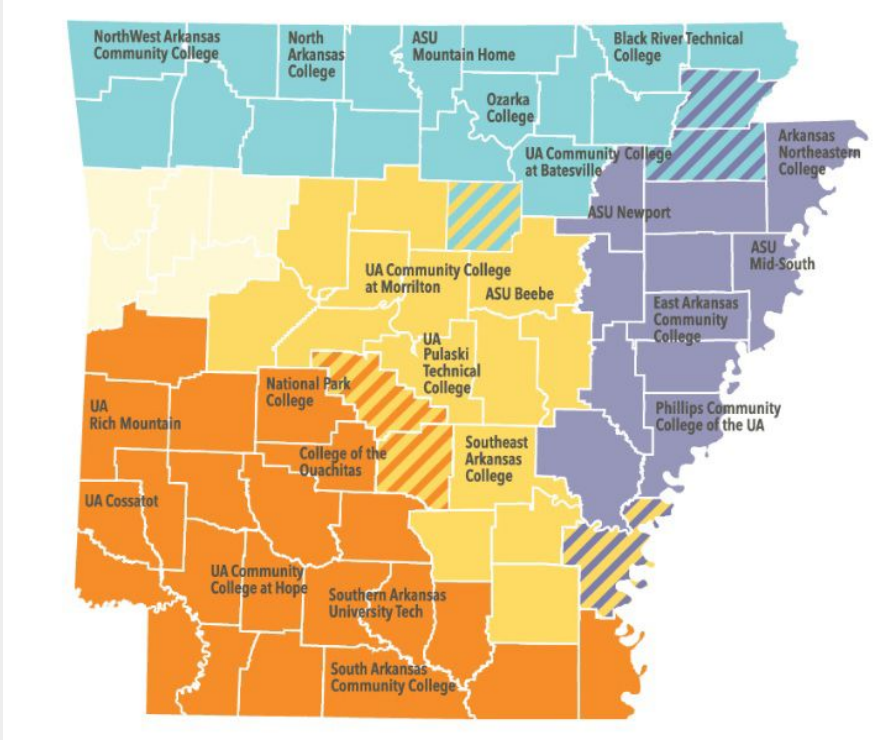
— **3,000** Loan Forgiveness through STEP Program
Up to \$12K available

FREE

Some may receive \$1,500 per year with the AR Geographical Needs Minority Teacher Scholarship.

Associates Degree in Education

AR Future Grant



Arkansas Teacher Residency Model



High School student or Paraprofessional earns the Certified Teaching Assistant (CTA) credential.

Level 1 Resident



- The CTA is working in a P-12 setting and is enrolled in a degree program that is designed to feed into an approved Arkansas Educator Preparation Program (EPP).
- This is typically Freshman/Sophomore Year of College.
- Level 1 begins with the attainment of the CP until the completion of an Associate Degree or admittance to an Educator Preparation Program.



Level 2 Resident

- The CTA has been admitted into an Educator Preparation Program at an IHE while continuing to work in a P-12 setting.
- Responsibilities increase and align with grade-level/content of licensure area being sought.

Level 3 Resident



- The CTA is prepared for the Internship component of the EPP, which is offered as a work-based internship.
- Must have been part of the Arkansas Teacher Residency Model for at least 2 semesters to qualify as a Level 3 Resident.
- The Level 3 Resident assumes full responsibility for a teaching assignment under the coaching of school and university-based teacher educators.
- May fill a teaching vacancy or serve as the classroom teacher at this level provided that the district has a teacher leader who is the assigned Teacher of Record.
- The CTA will be identified in eSchool to identify the teaching assignment.



Fully Licensed Teachers

- ✓ Immersed in School Culture
- ✓ On the Job Training
- ✓ DAY ONE READY

What is a Certified Teaching Assistant?



A Certified Teaching Assistant (CTA) meets the requirements for a highly qualified paraprofessional & has received pedagogical training and completed field experiences.

Earn a CTA in high school or college by completing the following:

9 Hours of College Coursework

Introduction to Education (field experience included)
Education Technology (field experience included)
Additional course toward a degree in education
(can be a general education course)



Passing Score on ETS
Parapro Assessment

Arkansas Teacher Residency Model



Step 1: Offer the Certified Teaching Assistant (CTA) credential to high school students and paraprofessionals.

District Responsibilities

Offer CTA Pathway for high school students
Offer flexibility for paraprofessionals and other classified employees to complete CTA coursework
Establish an **Educators Rising** student organization

Shared Responsibilities

"Grow Your Own" Residency Program MOU
District Responsibilities | IHE Responsibilities

Pre-Educator Program of Study MOU
Allows High School Students to receive concurrent credit
Includes flexible admission requirements

Provide a teacher who can teach Courses
District Employee | Highly Qualified Professor from IHE
Shared position from group of districts

Create collaboration opportunities for **Educators Rising** high school and collegiate chapters.

IHE Partner Responsibilities

Offer Certificate of Proficiency in Teaching - 9 Credit hours
Introduction to Education | Education Technology Elective
General Education Course

Provide Work-based Flexible Options for Coursework
Experiential credit | Evening/online/Summer Coursework

Establish an **Educators Rising Collegiate Chapter**

Arkansas Teacher Residency Model



**Step 2: Personalizing the CTA Licensure Pathway -
The Arkansas Teacher Residency Model.**

Each step in the residency model should include the following:

Coaches

Support candidates as they create a work/life balance while navigating the path to teacher licensure



Cohorts

Create opportunities to come together in an academic setting to share experiences and collaborate



Student-Facing Work

Provide quality field experiences and opportunities

Licensure Assessment Support



Financial Aid Guidance

Arkansas Teacher Residency Model

Level 1 Residency Program Components

District Responsibilities

Provide the opportunity to complete 10 hours of student-facing work per week
Provide flexibility to complete coursework within the degree plan
Time to attend on-campus classes | Access to technology | Opportunities to meet course objectives through student-facing work

Shared Responsibilities

Work with residents to determine a licensure area and grade span based on interests, expertise and district need.
Ensure residents take advantage of appropriate financial aid opportunities for teachers
ArFuture | TEACH grant Scholarships offered by the district and/or IHE

IHE Partner Responsibilities

Create a personalized degree plan for each resident that includes work-based opportunities.
Experiential credit
Evening, Online or Summer Coursework



Level 2 Residency Program Components

District Responsibilities

Provide student-facing work directly related to licensure subject area/grade span
Increase working hours to meet expectations of college coursework equivalency to count towards college credit
Ensure a teacher leadership model is in place.
Allows residents to take on more pedagogical responsibility with support from lead teacher

Shared Responsibilities

Work together to ensure residents are participating in guided, hands-on, practical activities
Provide support for subject-area assessment completion

IHE Partner Responsibilities

Ensure residents are receiving appropriate content-specific coursework and support to prepare for the required assessments for licensure.
Review courses and P-12 work schedules to allow for experiential learning credit.



Resident must pass required Praxis Subject Area Assessments to progress to Level 3 Residency

Level 3 Residency Program Components

District Responsibilities

Ensure residents assume full responsibility for a teaching assignment under coaching of school/university-based teacher educators. Provide opportunities for residents to attend district-level and school-level professional development.

Shared Responsibilities

Ensure residents are supervised in all internship experiences by a team of a teacher leader, school principal or designee, and an educator preparation program faculty member.
Daily oversight by teacher leader | Weekly informal classroom visits by the principal | Two formal observations of teaching practice per semester by the Educator Preparation Program

IHE Partner Responsibilities

Ensure residents are able to complete a work-based internship while meeting all requirements of the bachelor's degree program.



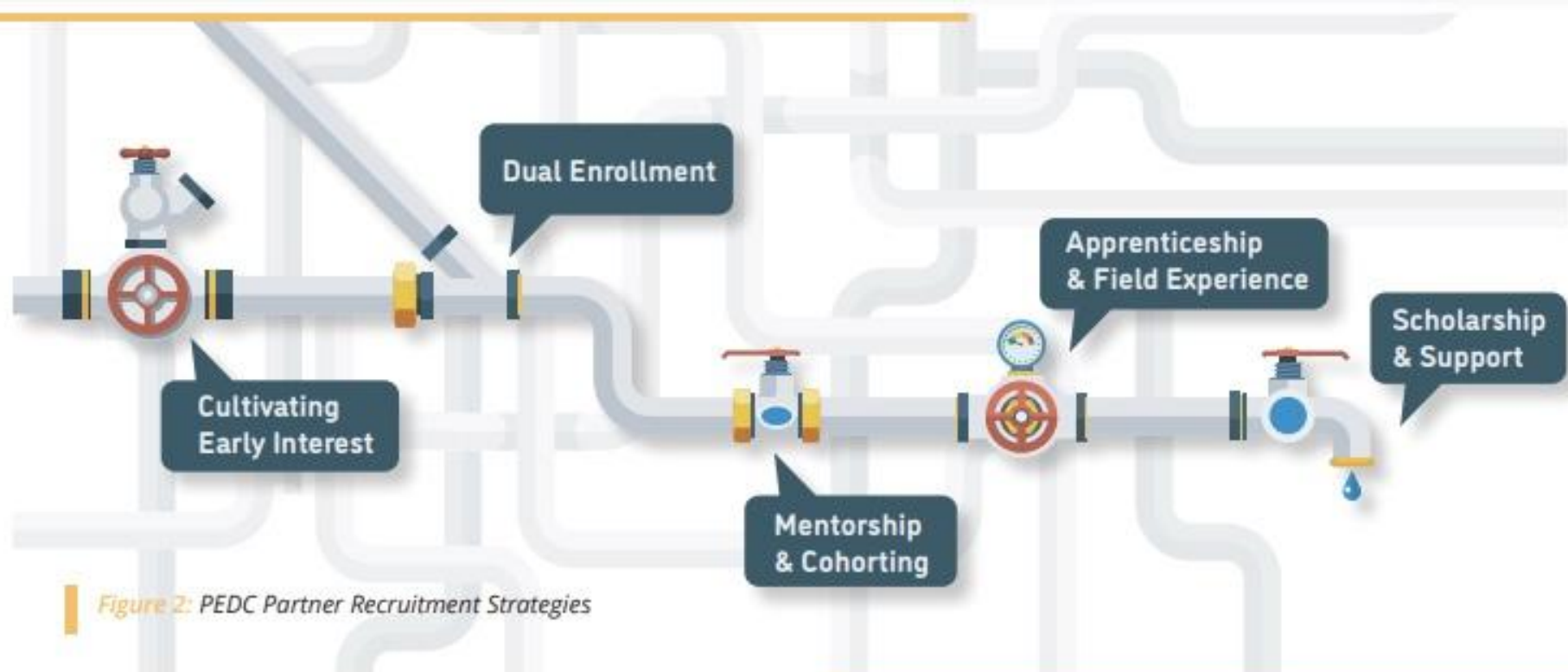


Figure 2: PEDC Partner Recruitment Strategies

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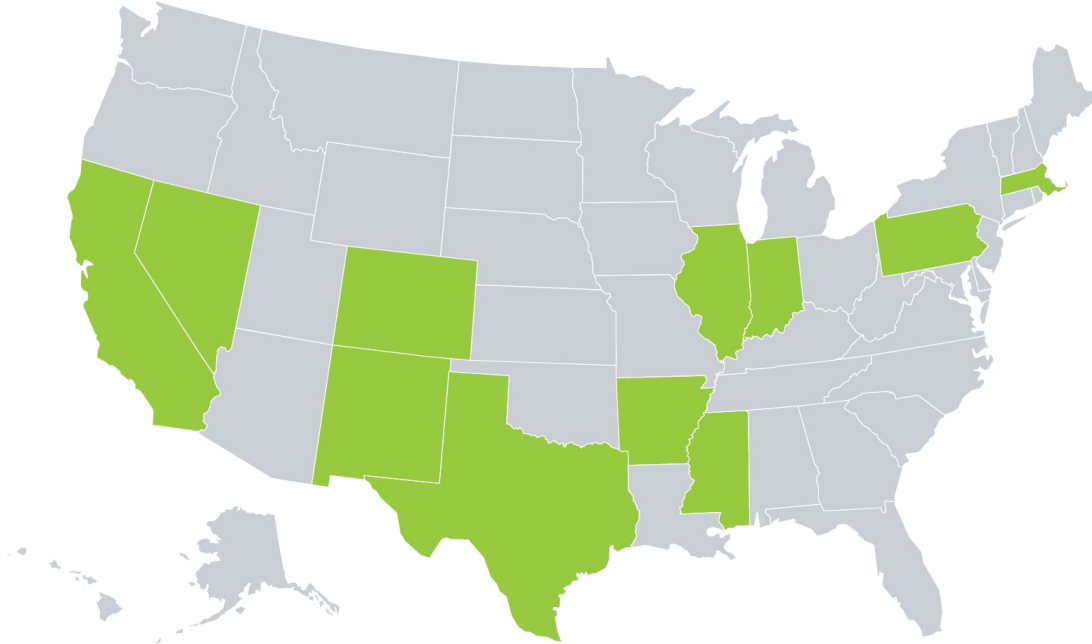
+ PLUS



Mission

The mission of Teach Plus is to **empower excellent, experienced, and diverse teachers** to take leadership over key **policy** and **practice** issues that **advance equity, opportunity, and student success**.

Where We Are & Our Reach



In 2020:

480 Leading instructional change in their schools and districts

286 Leading policy and systems change in their state

766 Teach Plus Teacher Leaders across our regions

Our Equity Focus Areas

1. Teacher preparation, development, and leadership
2. Recruitment and retention of a diverse teaching force.
3. Whole child, student-centered learning.
4. Rigorous curricula, high standards, and meaningful accountability.
5. High-quality early childhood education; and
6. Equitable funding in our schools.

Our Programs

Policy

- + **Policy Fellowship:** Teach Plus Policy Fellows work to improve laws and policies at the school, district, and state levels.

Instructional Leadership

- + **In-School Programs such as Change Agent:** Teach Plus teacher leaders create change needed in schools to advance equity and improve outcomes for students.

Greater Than Diamonds:

Recommendations on Improving Teacher Diversity in Arkansas from Teach Plus Teacher Policy Advisory Board

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Diversifying the Teacher Pipeline: A Toolkit for Recruiting More High School Students of Color Into Pennsylvania Teacher Prep Programs and Schools



DIVERSIFYING THE
TEACHER PIPELINE

A TOOLKIT FOR RECRUITING MORE HIGH SCHOOL STUDENTS OF COLOR INTO PENNSYLVANIA TEACHER PREP PROGRAMS AND SCHOOLS

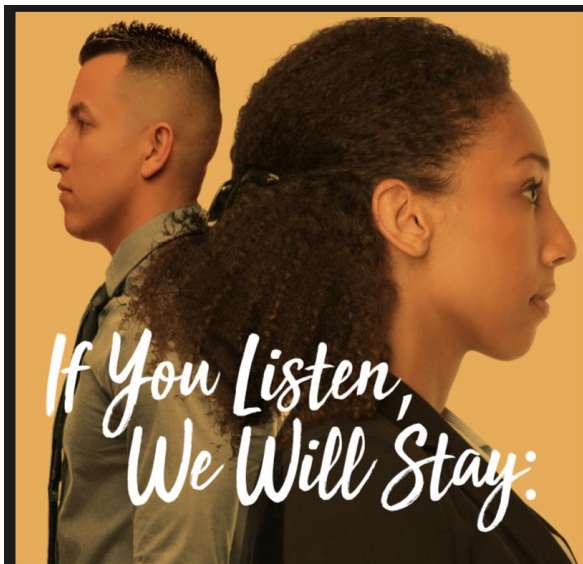


Strengthening the Pipeline:
Recommendations from Teach Plus Illinois Policy Fellows on Supporting Educators of Color in Teacher Preparation Programs

TRANSPARENCY AND TRENDS:
TEACH PLUS TEACHER LEADERS ON
CREATING OPPORTUNITIES FOR STUDENTS
AND TEACHERS OF COLOR IN NEW MEXICO



Strengthening the Pipeline:
Recommendations from Teach Plus Illinois Policy Fellows on Supporting Educators of Color in Teacher Preparation Programs



Why Teachers of Color Leave
and How to Disrupt Teacher Turnover

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teachplus.org


The Education Trust
EdTrust.org • #BlackoutColor

TO BE
WHO WE ARE

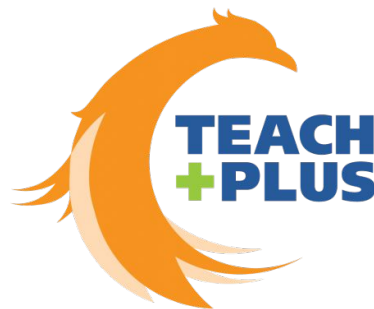
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CENTER FOR
BLACK EDUCATOR
DEVELOPMENT

Black Teachers

ON CREATING AFFIRMING SCHOOL CULTURES



Phoenix
Project

Stacey McAdoo, 2019 Arkansas Teacher of the Year
Teach Plus Arkansas State Director

www.teachplus.org
smcadoo@teachplus.org
617-947-8233

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