

Empowering Great Teachers in Delaware

TEACHER
PREPARATION
COLLABORATION
AMONG DELAWARE
DISTRICTS AND
EDUCATOR
PREPARATION
PROGRAMS
2020-2022

Our Challenge and Why it Matters



THE PROBLEM

Diversity

- 17% of Delaware teachers identify as people of color, while 56% of students do.

Retention

- Only about 50% of teachers of color are in the same school after 2 years.



WHY IT MATTERS

Diversity

- Increased achievement
- Enrollment in advanced courses
- Greater social-emotional development

Retention

- Positively impacts school climate, teacher readiness and effectiveness, student learning, and reduces teacher shortages and hiring costs
- Positively impacts teacher readiness, student learning, and retention

Our Partners

DELAWARE SCHOOL DISTRICT PARTNERS



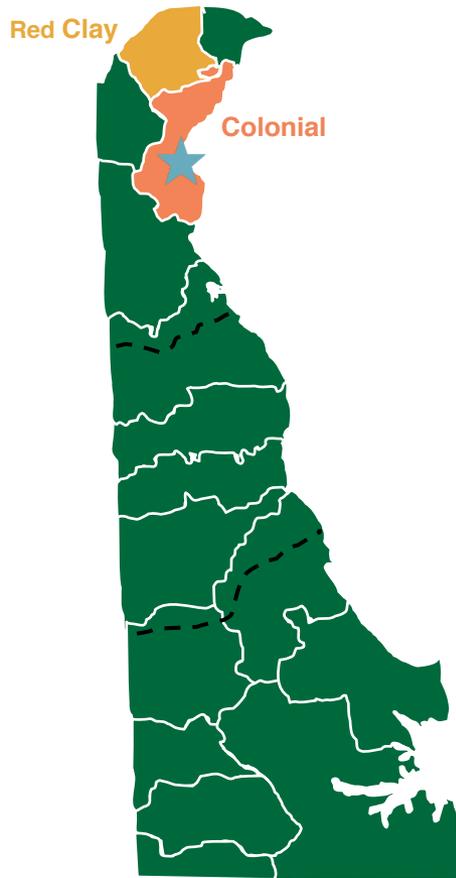
DELAWARE EDUCATOR PREPARATION PROGRAMS



SUPPORTING PARTNERS



Delaware Education Landscape and Partner Districts



Red Clay Consolidated School District has **29** schools and serves **16,000** students.

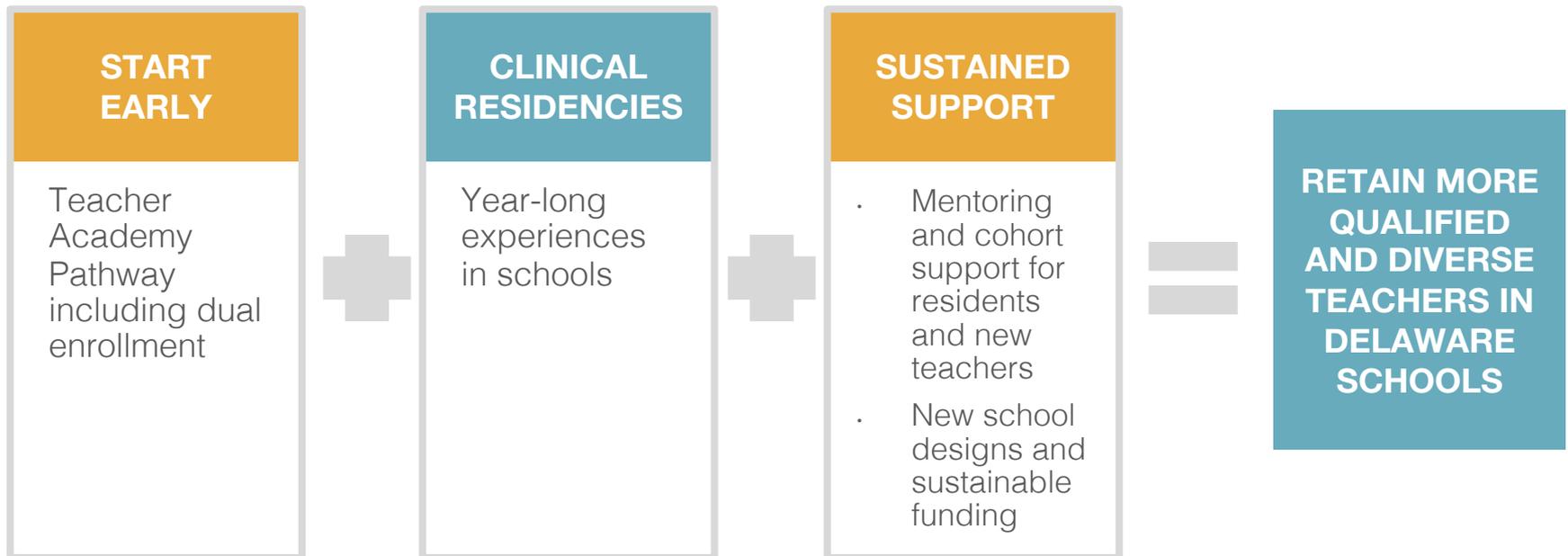
Colonial School District has **15** schools and serves **9,900** students.

There are currently **1,433** high school students earning credits in Delaware's teacher academies and more enrolled. **50% are students of color.**

There are currently **9,622** teachers in Delaware. **17% are people of color.**

Our Goals

- Dramatically increase the teachers of color in the pipeline and their retention in the profession
- Catalyze statewide change in Delaware that can inform national conversation



Defining Our Terms



TEACHER ACADEMY

The K-12 Teacher Academy program of study is a CTE program that prepares high school students for careers in elementary and secondary education.

Observation opportunities in a variety of age and discipline settings, as well as special needs and non-classroom settings, provide practical experiences while enriching the learning.

Students have opportunity to participate in work-based learning during their senior year in a classroom setting.



TEACHER RESIDENCY

Much like clinical residencies for medical professionals, teacher-prep students may pursue teacher residencies.

Teacher candidates are placed with mentor teachers in select partner schools and co-teach with their mentor over the entire school year.

The immersive co-teaching approach provides a true-to-life teaching experience and prepares candidates to competently manage their own classrooms immediately upon graduation. Candidates are involved in all teacher-related activities throughout the year, including classroom set-up, lesson planning, and more.

Timeline of Teacher Residencies

First undergraduate residency in Delaware.

Wilmington University, 2014

Delaware State University launching residency program and University of Delaware expanding early childhood residency, 2020

Relay Graduate School of Education launches graduate residency in Delaware, 2017

State Investments, 2020

The Opportunity in Delaware

LOCAL AND STATE IMPACT

Commitments from:

2

Large,
Diverse
Districts



Local and
National
Funders

5

Educator
Preparation
Programs



State Department
of Education



GREATER PERCENTAGE OF TEACHERS OF COLOR

Entering the Profession and in Training, and
Commitment to Support and Retain Them

LEVERAGED STATE FUNDING

New Funding for
Loan Forgiveness,
Resident Stipends,
and New
Residency
Programs



NEW TEACHERS ARE MORE REPRESENTATIVE

50%

Students of Color
*Out Of 1,500 High
School Students
Enrolled In Teacher
Academy Courses*

34%

First Year
Teachers of Color

HIGH CONCENTRATION OF RESIDENCIES YIELDING WELL- PREPARED NEW TEACHERS AND HIGHER RETENTION POTENTIAL

\$1M

State Investment

75

Teacher Residents
Planned for each of next two years.

Project Goals

INCREASE RESIDENTS	RETAIN MORE QUALIFIED TEACHERS	DIVERSITY OF WORKFORCE	TEACHER ACADEMY
Current Landscape			
<p>47 Residents Statewide</p> <p>6 Residents in Colonial</p> <p>5 Residents in Red Clay</p>	<p>76%</p> <p>Of Teachers Remain in the State Beyond Their First Two Years</p>	<p>34% Of First-year Teachers are People of Color</p> <p>25% Students of Color in Ed Prep Programs</p>	<p>1,433 High school students earning credits in Delaware teacher academies and more enrolled.</p> <p>50% Are students of color</p>
In 2021-2022			
<p>75 Residents Statewide</p> <p>25 Residents in Colonial</p> <p>17 Residents in Red Clay</p>	<p>85%</p> <p>Of Teachers Who Participated in Year-long Residency and are Hired Remain in the State Beyond Their First Two Years</p>	<p>40% Of First-year Teachers are People of Color</p> <p>30% Students of Color in Ed Prep Programs</p>	<p>75% Earning 3-6 dual enrollment credits</p> <p>25% Entering Educator Preparation Program in Delaware</p>

These goals were developed in partnership with district representatives including superintendents and HR directors, state officials, and deans and leaders of educator preparation programs.

Priority Initiatives



RESIDENCIES

- Scale up current residency programs
- Invest in the design and creation of additional residency programs, to include potential redesign of schools such that they deepen training and enhance retention for residents.



CAREER PATHWAY FOR TEACHER CANDIDATES

- Formalize High School Teacher Academy dual enrollment opportunities
- Create pathways to post-secondary Ed Prep Program with a yearlong clinical experience.



HIGHER EDUCATION CONVENING AND COLLABORATION

- Convene IHEs to improve recruitment and support of new teachers of color, in addition to issues such as resident placement, mentor identification and support, and recruiting based on data on districts' long-term hiring needs.

Teacher Diversity Matters



A more diverse teacher workforce could help narrow the achievement gap.

- Students perform better with teachers of the same ethnicity/race.
- Access to high-level coursework.



Higher expectations of students of color from teachers.

- Teacher expectations on student behavior can be powerful influencers for student performance and aspirations.
- Teachers of color serve as advocates and mentors for students of color by helping them navigate school culture.

Teacher Retention Matters

Teacher turnover leads to more inexperienced or unqualified teachers, increased class sizes, or cutting class offerings.

Teacher inexperience and turnover negatively impact student learning.

Turnover disrupts school stability, collegial relationships, collaboration, and the accumulation of institutional knowledge.

Financial costs also accrue when replacing teachers, with estimates reaching \$20,000 or more for each teacher who leaves an urban district.

Work Underway in 2020



RESIDENCIES

- UD and DSU developing residency programs
- Wilmington University expanding its residency program
- State dollars being invested to pay stipends to residents



CAREER PATHWAY

- Articulating the path to becoming a teacher, including dual enrollment opportunities, financial supports and scholarships for teacher candidates
- Identifying opportunities to make this path easier to navigate and more affordable



HIGHER EDUCATION

- Placing residents in hub schools
- Developing support systems for candidates and new teachers
- Creating a forum for collaboration
- Using data to meet districts' hiring needs

Opportunities Ahead

Align efforts with Department of Education on high-quality instructional materials to expose teacher candidates early



Explore new models including “teaching hospital” or hub school with meaningful leadership and development opportunities for teachers



Implement improvements to pathway to becoming a teacher, including dual enrollment and credit articulation



Partner to communicate about the pathway to becoming a teacher in Delaware and the profession broadly