



SEED Proposal Abstract

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Project Title: TEACH: Bringing Commitment, Diversity and Great Teaching to Clark County, New York City and Western Texas

In partnership with Nevada’s largest and fastest-growing district, (**Clark County School District**); a consortium of LEAs in western Texas (**Region 18 Education Service Center**); and the country’s largest school district (**New York City Department of Education**), TNTP will develop an innovative approach to addressing the Supporting Effective Educator Development (SEED) program’s Absolute Priority 1 (*Supporting Effective Teachers*). This proposal also addresses Competitive Preference Priority 1 (*Promoting Diversity in the Educator Workforce*) and the contest’s Invitational Priority (*Support for the Use of Micro-Credentials*).

Project Goals:

- (1) Create a new, sustainable pipeline through a rigorous, locally-run, alternative route to certification program, recruiting and training 1,275 teacher candidates over the life of the grant with potential to be effective and/or highly effective new teachers in priority subjects;
- (2) Implement systems and policies to attract and retain more highly effective teachers;
- (3) Monitor, evaluate, and improve upon TEACH to ensure partner districts are set-up to run high-quality and cost-effective programs able to produce several thousand effective and/or highly effective teachers over the lifetime of these programs.

Key Outcomes:

- Each site will have a sufficient supply of diverse, effective and/or highly effective teachers to support strategic and equitable staffing across their schools—in the aggregate and within targeted subject areas.
- Students in partner districts will have more access to effective and/or highly effective teachers than they did prior to the project as sites will have a larger pool of potential talent to select from and will retain effective teachers at a higher rate than ineffective teachers.
- Each site will adopt TEACH’s core initiatives and will be able to sustain them in a way that is:

1. **Cost-effective**, with new district expenses being offset by tuition revenue and/or reallocated funds from less strategic initiatives,
 2. **Influential**, with program best practices shared across each site so they can positively affect all new teachers, and
 3. **High quality**, with students benefiting from more effective teachers than prior to the project.
- The project will publish lessons and findings that have value for practitioners, researchers and policymakers.

Contributions for Research, Policy and Practice:

TNTP will contract with an external evaluator to study this project and disseminate findings. Researchers will conduct a mixed-methods evaluation in an effort to answer four research questions:

- How is the TEACH program being implemented across partner districts, and to what extent does that implementation correspond to intended key implementation performance measures and activities?
- How does TEACH positively impact the teacher pipeline and teacher workforce in partner sites?
- What impact does TEACH have on instructional practice?
- What impact does TEACH have on student outcomes?