Helping High-Need Districts Hire, Develop, and Retain Highly Effective Teachers

In partnership with Chicago Public Schools, Miami Dade County Public Schools, and SRI Education, New Teacher Center (NTC) proposes to disrupt how teachers are recruited, developed, and retained, resulting in a sustainable and scalable solution to the national teacher shortage and quality crisis (Absolute Priority 1 and the Competitive Preference Priority). This project identifies two deficits in the teacher quality pipeline: deficient clinical experiences and support for pre-service teachers (PSTs); and inadequate instructional support for new teachers, especially alternative certification (Alt Cert) teachers. Supported by moderate evidence, this project will reach 216,000 students and 3,030 teachers (with an emphasis on STEM teachers), creating an aligned support system for scale across the nation. NTC and its partners will provide:

- Improved Clinical Experience for PSTs: Cooperating teachers (CT) will participate in NTC's professional learning in order to provide an improved clinical experience for PSTs
- Enhanced Recruitment and Hiring: PSTs will have preferential hiring and be attracted to positions due to stronger clinical and job-embedded supports during student teaching
- Retention strategies for PSTs and Alt Cert Teachers: Hired PSTs will participate in two years of NTC's teacher induction (TI) as teachers of record, and Alt Cert teachers will receive TI support coupled with targeted content support

The goals of this project are to (1) provide instructional support for teachers, creating a scalable strategy for new teacher development that improves teacher practice; and (2) build a sustainable, high-quality teacher development path by developing district capacity. The outcomes include: (1) improving the instructional practice and retention of PSTs and Alt Cert teachers and their students' learning; and (2) better understanding how levels of implementation and barriers contribute to outcomes, and help codify and share a scalable solution.