

## VCU SEED Project Abstract

The purpose of the Virginia Commonwealth University (VCU) SEED proposal is to: (1) recruit, prepare, license, and retain effective teachers, focused in STEM fields, by expanding the Richmond Teacher Residency (RTR) program to three additional school districts and (2) evaluating RTR's impact on teacher effectiveness, retention, and student achievement in high-needs schools. This proposal addresses **Absolute Priority 1**, Supporting Effective Teachers and **Competitive Preference Priority**, Promoting Science, Technology, Engineering, or Math (STEM) Education.

### Project Goals:

- **Recruit, prepare, and support 190 new highly-effective teachers in our partner school districts based on their most critical staffing needs.** Teacher candidates (called residents) co-teach with an NTC-trained mentor teacher for an entire year; take coursework and seminars with VCU faculty; and graduate with master's degrees. Graduates receive support from NTC-trained career coaches during the first two years of their teaching career to enhance their teaching skills and increase retention.
- **Strengthen the teaching of mathematics and science through summer professional development opportunities for 360 elementary and special education teachers.** VCU SEED will offer one-week summer institutes in mathematics and science that focus on eight specific grade bands (K-2, 3-5, middle school, high school). These summer institutes will be designed to strengthen the STEM content knowledge and pedagogical skills of elementary and special education teachers in high-needs schools.
- **Provide coursework, tutoring for licensure tests, and a two-year induction program for 60 provisionally licensed STEM teachers moving them towards full licensure and increasing their effectiveness and retention rates.** Five required courses for Virginia licensure will be offered to provisional STEM teachers, along with tutoring for the Virginia Communications and Literacy Assessment (VCLA) and Praxis Core Math licensure tests. Tutoring support also will be offered for non-STEM provisional teachers. A two-year induction program will be provided for the provisional STEM teachers, including an NTC-trained STEM career coach who will provide support for at least one hour a week during their first two years as teachers of record. Provisional STEM teachers also will participate in monthly dinner meetings, using a structured protocol to confront and seek solutions to a range of teaching-related issues in a supportive environment.

### Outcomes:

- Well-prepared and effective teachers who remain in high-needs schools.
- Stronger professional practice and math and science content knowledge among elementary and special education teachers.
- Increased numbers of fully-licensed, effective mathematics and science teachers who remain in high-needs schools.
- Increased student achievement in high-needs schools.

**Partners:** VCU School of Education, VCU Center for Teacher Leadership, Metropolitan Educational Research Consortium, Richmond Public Schools, Petersburg City Public Schools, Chesterfield County Public Schools, and Henrico County Public Schools.