

Abstract

East St. Louis School District 189, a single LEA applicant, will partner with Southern Illinois University at Edwardsville, National Louis University, and the Academy for Urban School Leadership to increase student achievement in 10 high-need schools.

Objectives:

- At least 10 new teachers emerging from the Urban Educator Teacher Residency Program will be hired by the district each year for 4 years
- The retention rate for teachers in the district will improve by 15% over baseline by the end of year five
- 10 educators from the Emerging Leaders Program will move up into leadership positions by the end of year five
- Student achievement will increase so that 45% of students meet NWEA student growth targets by the end of year five in ELA, math, and science
- In 100% of Urban Educator TRP classrooms, 50% of students meet NWEA composite student growth targets

Activities:

- Provide PD and support to teachers and leaders to improve their abilities, including targeted, intensive New Leaders training
- Establish a pipeline for recruitment and retention of new (and more culturally diverse) teachers capable of teaching our district's challenging student population through the Urban Educator Teacher Residency Program
- Establish ongoing partnerships with AUSL, NLU, and SIUE for education and for recruitment of residents to the Urban Educator Teacher Residency Program
- Place residents in classrooms for a practicum year; and subsequently hire some of them to work for the district to fill vacant positions
- Expand the district's PBCS to reward educators for results

Comp. Pref. Priority 1: The Project will place trained teachers in teaching assignments throughout the district, addressing the need for equitable distribution of excellent teachers.

Comp. Pref. Priority 2: We will recruit African American and male residents to participate in the Urban Educator Teacher Residency Program and recruit retired military personnel from nearby Scott Airforce Base to diversify the workforce.