PR Award #: S423A220036
The Corporation of Mercer University
1501 Mercer University Drive Macon, GA 31207

Program Contact Information: Loleta Sartin, Ph.D.
Phone:478.301.5398
Email: sartin_ld@mercer.edu

Absolute Priority: 1
Competitive Preference Priorities: 1, 2, 3.

Project Title: Georgia Educators Networking to Revolutionize and Transform Education (GENERATE)

Project Description: Mercer University's GENERATE teacher residency program uses deliberate recruitment strategies to enroll people of color into a teacher residency program that combines professional development (in holistic development, linguistic justice, equitable discourse, and culturally responsive pedagogy), mentoring, professional learning communities, computer science and cybersecurity training, and induction supports to prepare and retain teachers who are ready to address the needs of each and every child in high-needs schools. Guiding this project is a conceptual framework that extends the work of Dr. James P. Comer. This framework highlights the healthy development of students along six critical developmental pathways: cognitive, social, language, ethical, physical, ethical, and psychological.

Goals include: 1) Increase and diversify the number of highly-qualified educators in high-needs content areas within high-needs LEAs. 2) Establish a mentoring and induction program that effectively empowers educators and leaders to contribute to P-12 student-learning growth 3)Provide a cultural exchange initiative (CEI) for Exploring Teaching as a Career (ETAC) candidates to prepare them to work with peers, families, students, and administrators of diverse backgrounds between two or more diverse institutions.4) Implement a professional development series that aligns with the GACE (Georgia Assessments for the Certification of Educators) Computer Science Assessment (Ga. Comp. R. & Regs. R. 505-3-.41, 2017) and prepare Residents to teach Introduction to Cybersecurity (GaDOE, 2021).

When the GENERATE program reaches these goals, local high-needs schools will have a teacher workforce that can use technology in developmentally appropriate ways and can apply culturally responsive pedagogy, equitable discourse, linguistic justice, and holistic development concepts to lessons and the classroom environments to the address the needs of each and every child.

Project Expected Outcomes: GENERATE will use a quasi-experimental study using an intern's class (treatment) compared to a comparison class in the same school to meet WWC standards that will demonstrate the effectiveness of targeted professional development in a teacher residency program. GENERATE will produce 170 MAT graduates who have matriculated through the residency program and 120 ETAC graduates who have matriculated through their undergraduate programs. These teachers will have impacted more than 92,000 thriving students within five years.

Project Partners: Mercer University's Tift School of Education, Dalton State College's School of Education, Bibb County School District, Clayton County Public Schools, Dublin City Schools, Pike County Schools, and Twiggs County Public Schools