

PR Award #: S423A220022

National Board for Professional Teaching Standards

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Program Contact Information:

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Absolute Priority: 1

Competitive Preference Priorities: 1, 2, 3

Project Title: From the Margins to the Center: Supporting Teacher Diversity, Quality, and Retention (M2C)

Project Description: M2C is designed to improve teaching effectiveness and support advanced certification for teachers, with a preponderance of teachers of color and teachers in high-need schools, while addressing three workforce challenges: (a) ensuring quality by having teachers undertake professional development to advance their instructional practices that best support student learning; (b) increasing retention by keeping well-prepared teachers in the profession, particularly in high turnover demographics including teachers of color (ToC) and teachers serving in high-need schools; (c) improving diversity by supporting teachers of color. The two-year program takes a sustained and intensive approach to teacher support that is culturally responsive, meaningful, standards based, data-driven, and classroom-focused. M2C will directly serve 1,500 teachers in 10 Partner Sites, including 750 teachers of color and 1,000 teachers in high-need schools. M2C will indirectly serve 90,000 students, 45,000 of whom will learn from teachers of color and more than 60,000 in high-need schools.

Project Expected Outcomes: 1. Goal: Improve students' social, emotional, and academic development. Outcomes: 80% increase social-emotional learning; 80% report their learning environment is safe and inclusive; 80% increase academic achievement; 2. Goal: Improve teachers' instructional practice. Outcomes: Improvement in teaching practice as measured by a valid and reliable tool; 90% of teachers report PD leads to changes to practice; 3. Goal: Increase the number of highly effective teachers, with a preponderance of teachers of color, pursuing and achieving Board certification as an advanced credential. Outcomes: 1,500 teachers pursue National Board Certification; 750 ToC pursue certification; 90% of ToC submit all four components; 70% of ToC achieve certification; and 4. Goal: Improve retention of teachers of color serving high concentrations of high-needs students. Outcomes: 100% of facilitators and mentors are trained in critical mentorship/PD; 100% of participating ToC report feeling supported; Increase retention of ToC staying in the profession to 90%.

Project Partners: Ten Partner Sites; American Institutes for Research