

PR Award #: S423A220038

Organization: University of North Georgia

Project Title: Grow Your Own Programs: Non-Traditional Pathways and Induction-Level Support Structures for Diversifying Educator Preparation

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Absolute Priority: 1

Competitive Preference Priorities: 1, 2, 3

Three-Year Award Amount: \$662,744

This project addresses Absolute Priority 1, Supporting Effective Teachers, along with Competitive Preference Priorities 1, 2, and 3. For our proposed project, we expand on a Grow-Your-Own (GYO) model developed in partnership with two P-12 school districts in Georgia, Hall County and City of Gainesville, to increase the number of Latinx students certified to teach and to support diverse educators in districts with high percentages of Latinx children.

Goal 1 of our project is the recruitment of diverse educators into our non-traditional pathways, including the Master of Arts in Teaching and our Post Baccalaureate program. Over 3 years, we will recruit 30 diverse educators into a yearlong residency-model certification program, whereby they will be teachers of record while working toward certification. Throughout this initial certification program, we will provide holistic supports, including mentorship and professional development centered on social and emotional wellbeing; trauma-informed pedagogies; and diversity, equity, and inclusion.

Goal 2 of our project is to continue to support these non-traditional pathway candidates into their induction years of teaching and to support induction-level teachers from our traditional undergraduate GYO programs with these same districts (the undergraduate program focuses on diverse teacher candidates as well). In this way, we will provide continued professional development and pathways to an English for Speakers of Other Languages (ESOL) and Teacher Leadership endorsement for 84 participants. Components of the ESOL certification will occur via study abroad. Over the course of the project, 114 participants will be served through goals 1 and 2.

Our expected outcomes are that 30 new teachers will be certified, and 84 induction-level teachers will add two endorsements to their certifications. Our purpose is to provide diverse educators with the tools they need to serve diverse populations, thereby helping to better support diverse K-12 student populations and the retention of diverse K-12 educators.