

PR Award #: #S336S220016

Organization Name: Kansas State University

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Absolute Priority: 1

Competitive Preference Priorities: 2 and 4.

Invitational Priority (GYO): Y

Requested Total Award Amount: \$1,304,409.00

Project Description:

PROJECT REFORM [Redesigning Experiences Forging Opportunities for Recruitment and Mentorships] seeks to provide three communities and corresponding community colleges with a Grow Your Own teacher pathway to serve underrepresented students and their communities by providing equitable opportunities leading to teaching careers. These priorities are met through these goals and primary activities: 1) Reforming the Community College pathway to teaching by recruiting and developing diverse teacher candidates for high need and hard-to-fill positions; 2) Reforming the teacher education program, by increasing the amount of time candidates spend in the classroom during their student teaching apprenticeship year; 3) Identifying and developing teacher leaders for a Mentor Teacher Academy (MTA) to mentor the participating teacher candidates during their yearlong student teaching experience, and 4) Creating an Induction Lab as part of a 2.5-year induction program supporting professional development requirements for both their respective districts and the Kansas State Department of Education.

Research, policy, practice contributions/Study Design: The project's research is grounded in two key theoretical frameworks: Culturally responsiveness and equity mindedness. Guiding this research are four research questions: G1) What is the impact of Project REFORM on recruiting and developing diverse teacher candidates, as measured by project completer data), as compared to the business-as-usual condition? G2) What is the impact of Project REFORM on teacher candidates' self-efficacy, as measured by the Teachers' Self-Efficacy Scale (TSES), as compared to the business-as-usual condition? G3) What is the impact of Project REFORM on developing mentor teachers, as measured by MTA participant data, as compared to the business-as-usual condition? G4) What is the influence of Project REFORM induction lab on retaining diverse teachers, as measured by LEA and KSDE survey employment data, as compared to the business-usual condition? In accordance with What Works Clearinghouse standards with reservations, matching techniques including Stratification matching and a propensity-score matching (PSM) approach will be used to formulate a control group for the purposes of this research.

Project Expected Outcomes:

REFORM seeks to create 60 diverse teacher candidates for high-need, hard-to-fill positions; reformed teacher education program reflecting full-year apprenticeship; and develop a mentor teacher academy model and an induction lab model suitable for replication.

Project Partners:

REFORM will leverage a collaborative effort with K-State Colleges of Education and Arts and Sciences, Independence Community College, and Coffeyville Community College. Collectively, the three LEA's serve 16,272 partner LEA students ranging from 58 to 74 percent poverty.