

PR Award #: S336S220051

Organization Name: Marian University

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Absolute Priority: 4

Competitive Preference Priorities: 1 - 4

Invitational Priority (GYO): Y

Requested Total Award Amount: \$3,500,000

Project Description:

The Klipsch Educators College (KEC) at Marian University, in collaboration with the College of Arts and Sciences and high-need school districts in the Indianapolis metro area, proposes to continue a proven successful residency and induction system for the recruitment, preparation, and continued development of highly effective new minority teachers while simultaneously launching a leadership program for the principalship and superintendence with a focus on the recruitment of minority individuals. The **Resident Educator and Administrator Pipeline (REAP)** program will support a year-long intensive residency and culminate in a robust and sustainable new teacher induction program. Similarly, the Doctor of Education (Ed.D.) in Organizational Leadership will carry out an effective school leadership program to prepare students for careers as superintendents, principals, ECE program directors, or other leaders, including work in LEAs in rural areas. This project will address the Invitational Priorities and Competitive Preference Priorities through the following goals:

1. Build coherence between systems and structures to support new teachers at the university, school, and district levels.
2. Recruit and select 20 high-quality residency candidates and mentor teachers of diverse backgrounds per year to strengthen the pipeline of effective teachers
3. Build the capacity of resident teachers, principals, and superintendents during the residency period to support the development of effective educators in high-need schools.
4. Build the capacity of new teachers, teachers, principals, and superintendents during a two-year-long induction period to support instructional excellence, retention, and student achievement in high-need schools.
5. Build a pipeline of highly qualified administrators to serve in school and district leadership roles.

Project Expected Outcomes:

Expected outcomes of the REAP program are to (1) increase the number and retention of effective new educators; and (2) increase student academic achievement growth in partner districts. The REAP program will improve retention and student achievement in high-need partner schools by providing a steady pipeline of a highly qualified teacher and leader candidates and enhancing collaboration and professional learning among educators.

REAP will result in 40 more effectively trained, highly supported, classroom-ready, and diverse new teachers over two years and will increase the 40 in-service teachers with instructional leadership skills and knowledge who will serve as mentors during residency and induction. The Doctor of Education (Ed.D.) in Organizational Leadership program will result in 20 more effectively trained, highly supported, district-ready, and diverse new school superintendents over two years. Additionally, it will increase 20 more in-service leaders' organizational leadership skills and knowledge, serving as high level administrators in academic communities.

Project Special Features:

Development of highly effective new minority teachers while simultaneously launching a leadership program for the principalship and superintendence with a focus on the recruitment of minority individuals.

Project Partners:

KEC developed an innovative partnership with Ivy Tech Community College and the Klipsch Educators College; Schools on Wheels; Teachers Treasures; The Mind Trust

High-need LEA(s) – Indianapolis Public Schools (IPS), Warren Township Schools, Wayne Township Schools
Warren Central High Schools; Wayne Township Schools.

IHE: Marian University Klipsch Educator's College and Marian University College of Arts and Sciences.