

**Early-Phase Competition Absolute Priority 5 (Educator Recruitment and Retention)
County of Maricopa Osborn School District #8
S411C230247**

**Nurturing Responsive Connections: Recruiting, Preparing, Supporting, and Retaining
Diverse Teachers to Meaningfully Connect with and Serve High Needs Students**

Applicant Name: County of Maricopa Osborn School District #8

Project Title: Nurturing Responsive Connections

Type of Grant Requested: (select one) Early-Phase Mid-Phase Expansion

Absolute Priorities the Project Addresses: (select all that apply)

Absolute Priority 1-- Demonstrate a Rationale (Early), Moderate (Mid), Strong (Expansion)

Absolute Priority 2-- Field-Initiated Innovations—General

Absolute Priority 3-- Promoting STEM Education

Absolute Priority 4-- Meeting Student Social, Emotional, and Academic Needs

Absolute Priority 5-- Educator Recruitment and Retention

Competitive Preference Priorities the Project Addresses: (select all that apply)

Competitive Preference Priority 1— Promoting Equity in Student Access to Educational Resources and Opportunities: Implementers and Partners

Competitive Preference Priority 2—Supporting a Diverse Educator Workforce and Professional Growth to Strengthen Student Learning* (FOR EARLY-PHASE AP5 APPLICANTS ONLY)

Total number of students to be served by the project: 38,136

Grade level(s) to be served by the project: K-8

Definition of high-need students: Students eligible for FRL, English Language Learners (ELL), students with disabilities and/or students of color who have been traditionally underserved

Brief description of project activities: Recruiting cohorts of diverse educators, strategically matching residents with Supervising Teachers, preparing residents in responsive and relational practices, providing aligned induction, financial incentives, and leadership-based supports

Summary of project objectives and expected outcomes: Recruitment, preparation and support of diverse educators in culturally responsive and relational teaching to increase teacher retention and the achievement of high-need students in Arizona

Summary of how the project is innovative: Center the building of relationships as a cornerstone of teacher recruitment, preparation and support

Other studies related to the proposed project: Theisen-Homer, V. (2020) Preparing Teachers for relationships with students: Two visions, two approaches. *Journal of Teacher Education*, 72(3),271-283

Proposed implementation sites: Phoenix metropolitan area with potential rural expansion

Organizations partnering with this project: Northern Arizona University, American Institutes for