

PROGRAM DESCRIPTION

Department of Elementary and Secondary Education

HB Section(s): 2.040

Urban Teaching Program

Program is found in the following core budget(s): Urban Teaching Program

1a. What strategic priority does this program address?

Educator Recruitment & Retention

1b. What does this program do?

Teach For America Missouri uses a highly selective admission process to recruit an elite corps of individuals nationwide to teach in underserved schools and school districts in Kansas City and St. Louis. On average, over 70% of new teachers (called corps members) selected for the program are not from Missouri but live and work in the state for at least two years.

Following recruitment and selection, corps members are provided intensive, ongoing professional development and support throughout their two years in the classroom and beyond. The program aims to ensure that all children, regardless of geographic location, or background, are able to access an equitable and excellent education that provides unlimited life opportunities. Missouri supported 165 corps member teachers and over 1,000 alumni who work in various sectors, including education, during the 2019-20 school year. TFA MO looks forward to supporting over 140 corps members in the 2019-20 school year, which will allow us to serve more students in high need classrooms. In Kansas City, the program also supports non-TFA recruited teachers through the Beginning Teacher Assistance Program. During the 2019-20 school year, TFA KC provided coaching support to more than 65 new teachers at 5 different charter networks and worked with over 35 mentor teachers through this program. Additionally, over the last two years, TFA KC recruited more than 25 veteran teachers to Kansas City through the Green Fellowship program. These teachers have at least 3 years of experience and relocate to Kansas City for the Fellowship. They receive leadership and professional development through their two year commitment.

2a. Provide an activity measure(s) for the program.

With this funding, Teach For America estimates that its community of corps member and alumni educators served approximately 30,940 in the 2019-20 school year. In the diagrams that follow you will see Teach For America alumni in both St. Louis and Kansas City are pursuing education and mission-aligned work through teaching and leading schools and organizations.

Indicator	FY 2014	FY 2015	FY 2016	FY 2017	FY2018	FY2019	FY2020
Number of Students Served	49,600	49,600	38,540	32,250	27,192	31,836	30,940

2b. Provide a measure(s) of the program's quality.

Teach For America Missouri works closely with school partners to assess satisfaction and ensure expectation are being exceeded. In FY20, Teach For America conducted a principal satisfaction survey. The survey results found that 91% of principals indicated that they were satisfied with the corps members at their school sites. Similarly, 94% of participants responded that they would recommend hiring corps members to other principals. Year over year, we find that the demand for Teach For America talent consistently outweighs our ability to supply school and district partners with new leaders. Through annual surveys we gather data from corps members and alumni that measure the strength of corps culture, corps and alumni affiliation, and the mindsets and beliefs that maximize impact. We believe that strong results in these areas will provide the conditions necessary to ensure success when pursuing our overall organizational strategy. During the 2019-20 school year, TFA St. Louis had the second highest growth rate in corps culture last year across the 52 TFA regions.

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2c. Provide a measure(s) of the program's impact.

During the 2019-20 school year, TFA trained and continuously developed 165 corps members to teach in underserved schools in both St. Louis and Kansas City. TFA retained 94% of teachers through the end of the school year. Given The Department of Education has granted waivers of federal testing requirements under ESSA to the state of Missouri, we are not able to share the same end of year student achievement as we have in the past. However, at mid-year (pre pandemic), we already had strong indications that our TFA teachers were on track to lead their students to at least one year of growth or more. Corps Members had data showing students were averaging .6 years of growth (6 months), which would have put these teachers on track to provide students with an average of 1.2 of growth by the end of the school year, when measured by standardized tests in reading and math. Additionally, in the fall of 2019, TFA KC surveyed close to 2,000 students served by Kansas City corps members. On the question “My teacher helps me believe that I can do well in this class if I work hard”, the average was 4.3 out of 5. On the question, “In this class, we are learning and working the majority of the period”, the average was 4.18 out of 5. While we were looking forward to seeing growth this spring, we were unable to administer the survey due to the pandemic. However, we were excited about the strong results that we saw in the fall and hope to administer this survey in the next school year. These findings are in line with what research suggests corps members are doing around the United States. In a study conducted by Mathematica in 2015, it was found that TFA teachers are as effective as other teachers in math and reading. TFA teachers produce 1.3 months of extra reading gains in pre-K through second grade classrooms when compared to non-TFA teachers in the same elementary schools. A Kauffman Foundation-funded study was just recently completed by MU, which compared TFA and Kansas City Teacher Residency teachers against other educators in the space. In it, they concluded that in Math and ELA, they “find sizeable, positive impacts of TFA...teachers on test-score growth relative to non-program teachers. These impacts are upheld regardless of whether we compare the generally inexperienced TFA...teachers in our sample to other inexperienced teachers, or all teachers, in the local area.”

In an evaluation by Will Dobbie and Roland Fryer in 2015, it was found that TFA increases the likelihood that corps members will pursue a career in the education sector after their commitment and TFA also strengthens their conviction about the importance of social justice work.

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TEACHFORAMERICA
MISSOURI

**TFA CORPS MEMBERS & ALUMNI CURRENTLY WORKING IN
100 TRADITIONAL PUBLIC & CHARTER SCHOOL DISTRICTS**



Impact of State Funding Levels on Teach For America

**Over 1,000 teachers working in over 100 school districts across the state of Missouri.
70% of those teachers did not call Missouri home prior to joining Teach For America.**

Kansas City Executive Director: Chris Rosson | Chris.Rosson@TeachForAmerica.org
St. Louis Executive Director: Dr. Warren Morgan | Warren.Morgan@TeachForAmerica.org

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2d. Provide a measure(s) of the program's efficiency.

CORPS MEMBERS & ALUMNI RETENTION IN MISSOURI

Corps member and alumni retention:

Given the pandemic, some of our corps members are still unsure of what their plans will look like for next year. However, we anticipate around 70% of Teach For America 2018 corps members (those who completed their two year commitment after the 2019-20 school year) will remain in Missouri and work in an education aligned field. To supplement increased traction with alumni, the Kansas City region successfully executed its second year of the Green Fellowship - a program that has attracted more than 25 of Teach For America's most talented educators from across the country. These educators have had an immediate impact in taking leadership positions, coaching opportunities, and collectively setting a new standard for teaching excellence in Kansas City. Similarly, St. Louis continues to see great progress in the leadership development and support of alumni. Programs like the Aspiring School Leadership Fellowship and Exploring Leadership St. Louis, which have engaged over 100 alumni over the past 6 years, allow participants to access professional development and training not offered by their districts and schools and support them in moving into leadership roles, often at accelerated rates.

According to the results from the University of Missouri's study on TFA-MO's effectiveness, TFA-KC corps members from the 2014 cohort are staying in the classroom for at least as long as non-TFA teachers, especially during their first two years. After their two-year TFA commitment, corps members are showing similar retention to non-TFA teachers. In aggregate, Teach For America's teacher retention has trended positively over the last few cohorts indicating to stronger retention as a whole. The charts below help to illustrate the depth and breadth of our alumni both in schools and in various industries more broadly throughout the state of Missouri.

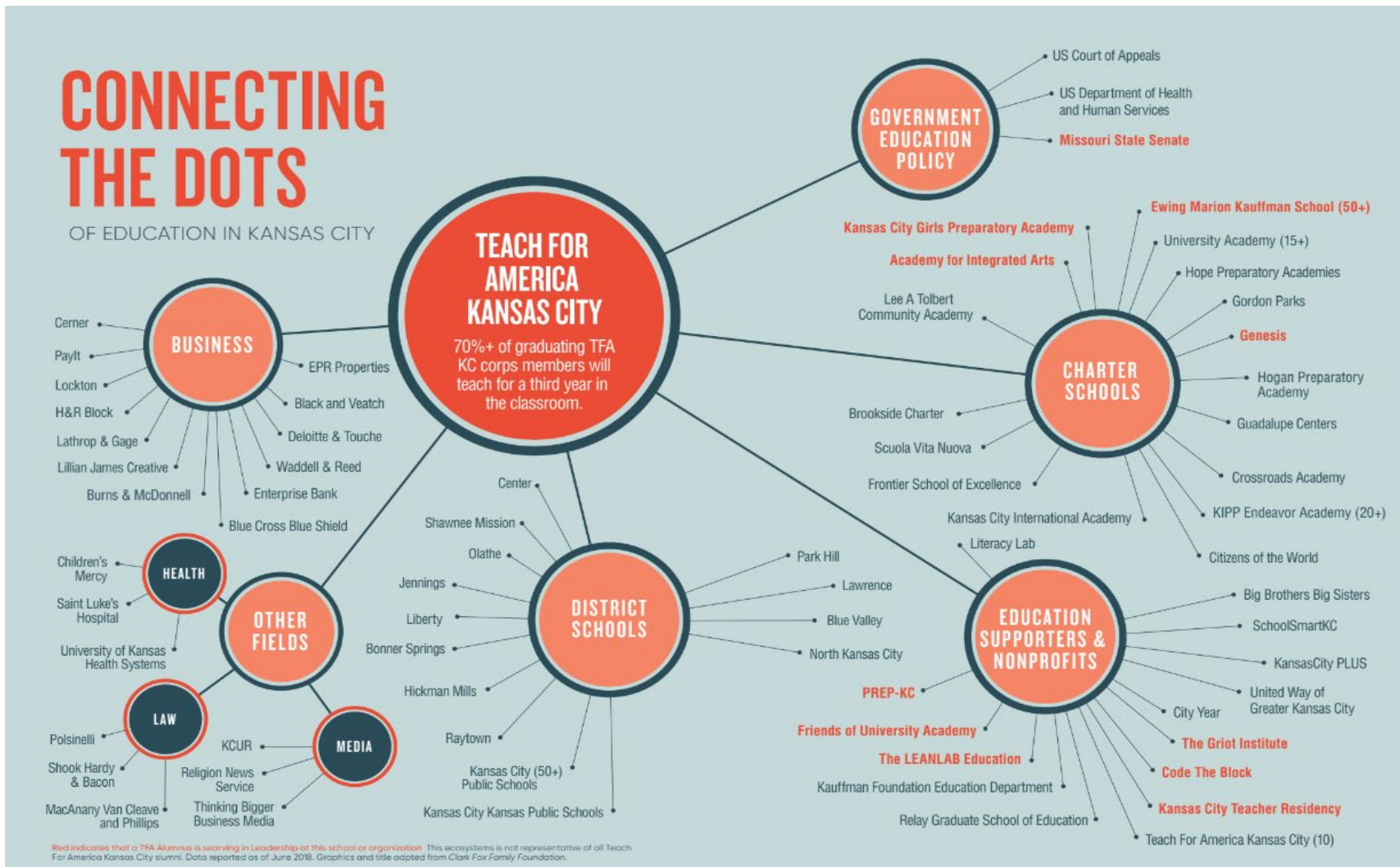
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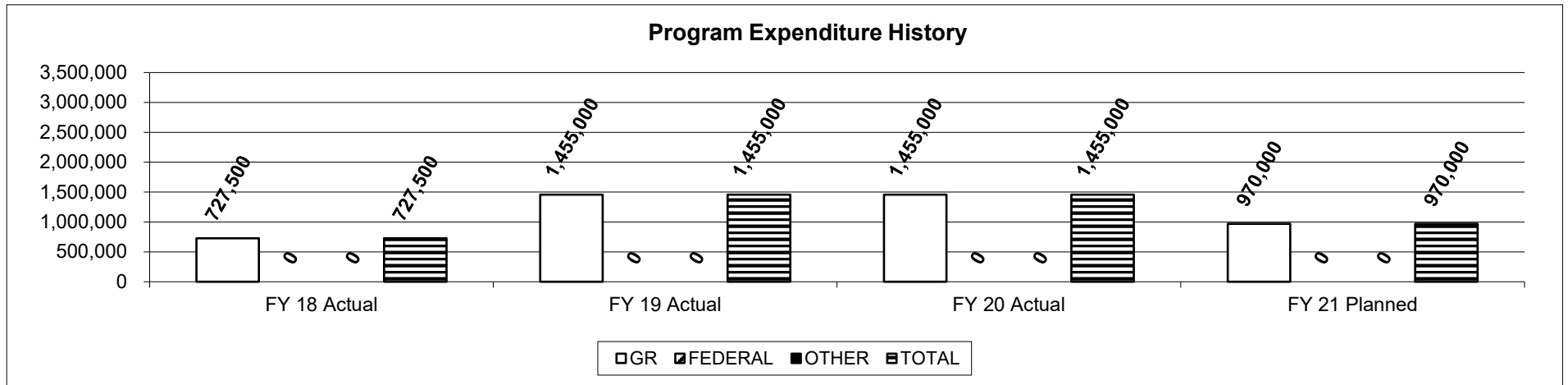


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3. Provide actual expenditures for the prior three fiscal years and planned expenditures for the current fiscal year. (Note: Amounts do not include fringe benefit costs.)



4. What are the sources of the "Other " funds?

N/A

5. What is the authorization for this program, i.e., federal or state statute, etc.? (Include the federal program number, if applicable.)

House Bill 2, Section 2.025

6. Are there federal matching requirements? If yes, please explain.

No

7. Is this a federally mandated program? If yes, please explain.

No