

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?

Since inception, more than 2,000 Teach For America (TFA) educators have impacted more than 700,000 students in Missouri in over 75 individual schools and 40 school districts (traditional and charter). Forty percent of those educators were placed in “high need” areas, including Early Childhood Education, Special Education, and/or science, technology, engineering, and math (STEM). Forty-three percent of those educators came from a low-income background and 26 percent were identified as first generation college graduates. Last year, 589 Teach For America alumni had roles in education across Missouri. On average, more than 70 percent of Corps Members selected for the program are not from Missouri, but come to live and work in the state. While most known for its signature offering, “Corps Members” (recent college graduates or aspiring career changers that are hired as full-time, salaried teachers of record and serve for two years in the classroom, receiving more than 150 hours of pre-service training), Teach For America Missouri (TFA MO) has come to be defined by even more dynamic and inclusive programming.

Corps Members: Pre Service and Professional Development

a. Following recruitment and selection, corps members are provided intensive, ongoing professional development and support throughout their two years in the classroom.

Green Fellowship

a. Offered in Kansas City, the Green Fellowship is a two-year opportunity, open to both Teach For America alumni and non-alumni that have at least three years of teaching experience. Through in-depth cohort discussions around education, entrepreneurship, and systems change, Fellows receive targeted programming and guidance from the inner circle of their region, education and business leadership in holistically developing fellows’ leadership philosophy and actions. Fellows represent some of the best emerging educators in the city. They serve as teachers, department chairs, instructional coaches and administrators at partnering schools. To date, more than 50 Green Fellows have served Kansas City students, with 92 percent staying on for a fourth year of teaching in 2022-2023.

Instructional Excellence Cohort

a. In St. Louis, the Instructional Excellence Fellowship (IEF) launched in the 2021-2022 school year, supporting 10 teachers from 7 districts in St. Louis City and county. IEF is a six-month program designed to offer experienced classroom teachers’ professional development and the opportunity to connect with other committed educators.

b. One-hundred percent of participants are planning to stay in education in St. Louis.

Aspiring School Leaders Fellowship

a. Offered in St. Louis, the Aspiring School Leaders Fellowship is a nine-month program designed to accelerate participants’ leadership development through networking with education leaders in St. Louis and monthly professional development sessions from national and local facilitators. This is done through monthly sessions, school visits, and the newly added option to enroll in Saint Louis University’s Master’s in Educational Leadership and Principal Certification program.

b. Eighty-six percent of participants are planning to stay in education for the 2022-2023 school year.

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Accelerate

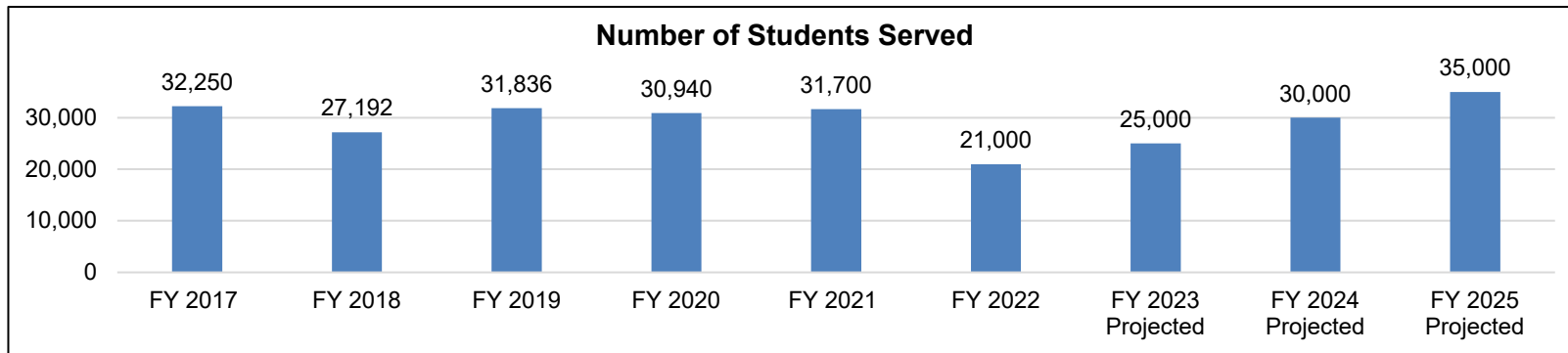
a. In Kansas City, more than 140 beginning teachers, their mentors and school leaders across 5 school districts participated in the program. Through the program, structured development and support to beginning teachers and their mentors is offered in alignment with the Missouri Department of Elementary and Secondary Education (MO DESE) Beginning Teacher Assistance Program (BTAP) requirements. Notably, Accelerate is available not just for educators that matriculate via the Teach For America talent pipeline, but rather to any new educator, long-term substitute or “new to the building” educator at an affiliated school site.

b. In 2021-2022, eighty-nine percent of teachers in Accelerate were retained for the next academic year if a contract was extended and eighty-four percent of students that have a teacher in the program are “meeting” or “exceeding” Missouri state standards.

Across all of its programming, Teach For America in both St. Louis and Kansas City evaluates the effectiveness of its design, implementation, and execution. Program participants and school partners regularly have their satisfaction assessed to ensure expectations are being met.

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

With this funding, TFA estimates that its community of corps member and alumni educators served approximately 21,000 in the 2021-2022 school year. In the diagrams that follow you will see TFA alumni in both St. Louis and Kansas City are pursuing education and mission-aligned work through teaching and leading schools and organizations.



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

Teach For America Missouri works closely with school partners to assess satisfaction and ensure expectations are being exceeded. Annually, school principals complete a TFA partner satisfaction survey. In 2021 (the most recent year for which data is available) the survey results found that:

- a. 100% positively agreed, "Overall, I am satisfied with the TFA alums in my school."
- b. 87% positively agreed, "If I had a teaching vacancy at my school, I would hire another Corps Member."
- c. 93% positively agreed, "Corps Members demonstrate a high level of content knowledge."

In Kansas City:

- a. 89.4% of Corps Members and Green Fellows were retained from the first day of school in the 2021-2022 year to the last day of school.
- b. 84% of students that have a teacher in Accelerate (the program includes TFA and non-TFA teachers) are "meeting" or "exceeding" Missouri state standards.
- c. The Kansas City Public Schools teacher of the year, Kayla McClellan is a Green Fellow, and another TFA alumni, Kellee Ransom was selected as the Missouri Charter School Teacher of the Year (located at University Academy).

In St. Louis:

- a. 100% of participants in the Instructional Excellence Cohort are planning to stay in education for the 2022-2023 school year.
- b. 86% of participants in the Aspiring School Leaders Fellowship are planning to stay in education for the 2022-2023 school year.
- c. The St. Louis Public School's Principal of the year for 2021-2022 school year is Deborah Rogers (STL '10). Teachers Cara Ciccarelli (STL '05) and Alexandra Loh (OK '04) were also district-wide Knowledge is Power Program (KIPP) St. Louis 2021 Award Winners; and Gwen Logan-Craig (STL '16) was nominated for the 2021 Life Changer of the Year Award recognizing K-12 educators and school employees across the country.

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

In the 2018-2019 school year, TFA MO supported 144 teachers of record. Post pandemic, and facing new challenges that demonstrate existential threats to the teaching profession and, consequently, student achievement, more than 300 teachers of record will be supported in the 2022-23 school year in St. Louis and Kansas City collectively.

DESE anticipates that Teach For America Missouri will continue to be tremendously important to the state's education landscape. Like DESE, TFA MO is deeply invested in strategies that not only attract new talent to the profession, but also improve teacher retention.

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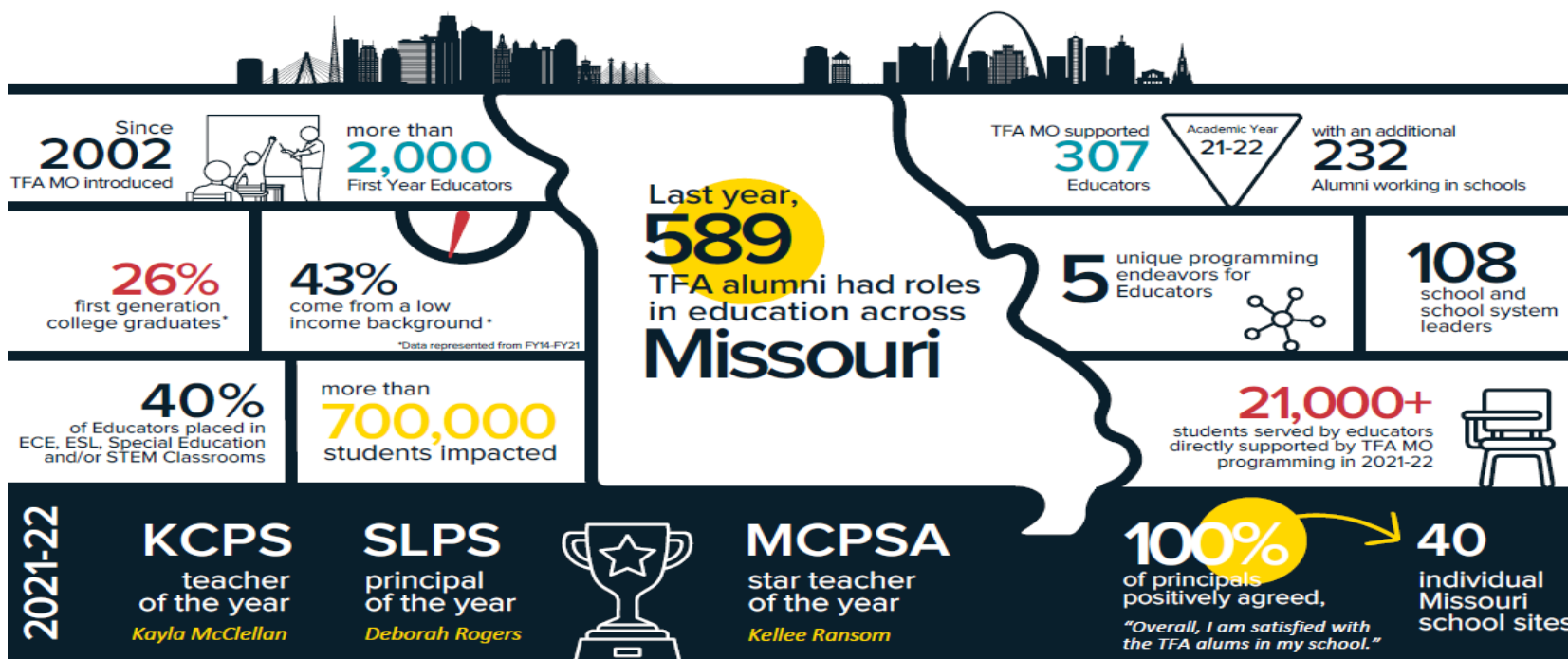
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TEACHFORAMERICA | Missouri

Teach For America Educators currently work in more than 100 traditional public and charter school districts in Missouri.



Teach For America Kansas City
2000 Baltimore, 3rd Floor, Kansas City, MO 64108
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2d. Provide a measure(s) of the program's efficiency.

CORPS MEMBERS & ALUMNI RETENTION IN MISSOURI

DESE anticipates around 70% of TFA corps members (those who completed their two year commitment after the 2020-21 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 third year of the Green Fellowship - a program that has attracted more than 25 of TFA'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. Most recently, TFA KC Green Fellow Megan Jefferson was named the Kansas City Regional Teacher of the Year by the Missouri Charter Public School Association. 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 125 alumni over the past 7 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, TFAs teacher retention has trended positively over the last few cohorts indicating stronger retention as a whole. The charts below help to illustrate the depth and breadth of the alumni both in schools and in various industries more broadly throughout the state of Missouri.

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With offices based in both Kansas City and St. Louis, TFA Missouri remains committed to continue bringing in talented educators while also building on our strengths to retain and support our footprint of more than 1,000 educators and those others across the state.

Accelerate

In compliance with the MO DESE Beginning Teacher Assistance Program (BTAP) requirements, providing observational coaching and structured professional development to beginning teachers and their mentors, in partnership with school leaders.

Aspiring School Leaders Fellowship

A 9-month cohort-based program, featuring monthly sessions, learning from local and national education leaders and school visits. Includes an option to earn principal certification through a partnership with Saint Louis University.

Corps Members

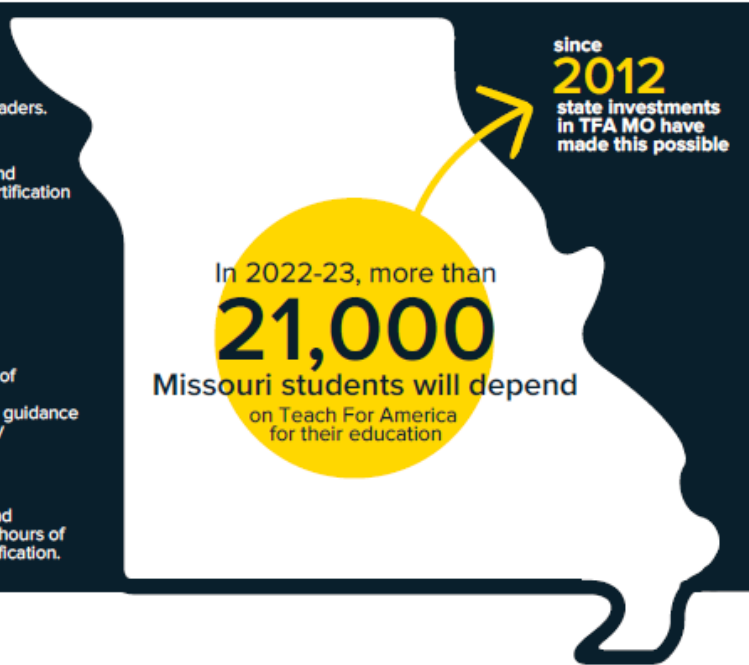
Recent college graduates or aspiring career changers are hired as full-time, salaried teachers of record and serve for two years in the classroom, receiving more than 150 hours of pre-service training.

Green Fellowship

A two-year opportunity, open to TFA and non-TFA alumni that have at least 3 years of teaching experience. Through in-depth cohort discussions around education, entrepreneurship, and systems change, Fellows receive targeted programming and guidance from the inner circle of their region, education and business leadership in holistically developing fellows' leadership philosophy and actions.

Instructional Excellence Cohort

A 7-month cohort-based program designed to increase participants' commitment and confidence as instructional leaders. Program includes monthly cohort meetings, six hours of additional professional development, and the option to pursue National Board Certification.



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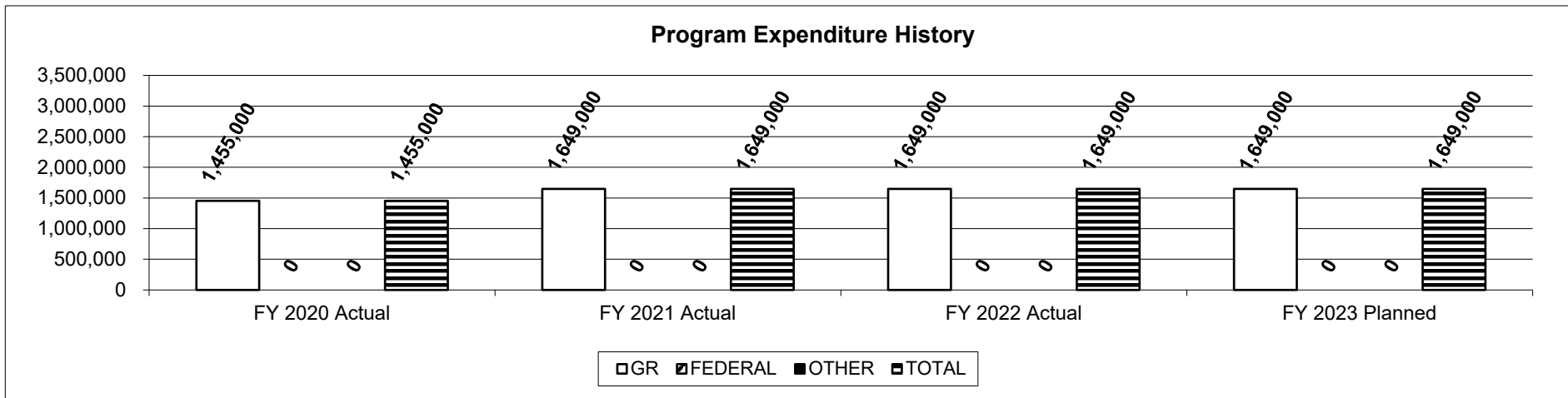
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3. Provide actual expenditures for the prior three fiscal years and planned expenditures for the current fiscal year. (Note: Amounts do not include fringe benefit costs.)



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 2.040

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

No

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

No