



Supporting Black Teachers in SEM



What is TQRP?



THE BACKDROP

5 year fellowship supporting the development & retention of new and aspiring teachers

Close network of diverse educators serving high-need urban and rural communities

TQRP

Year-round PD and a summer institute with culturally responsive, trauma-informed, content from a social-emotional learning approach

Areas of focus:
Black Males, STEM and New Teachers

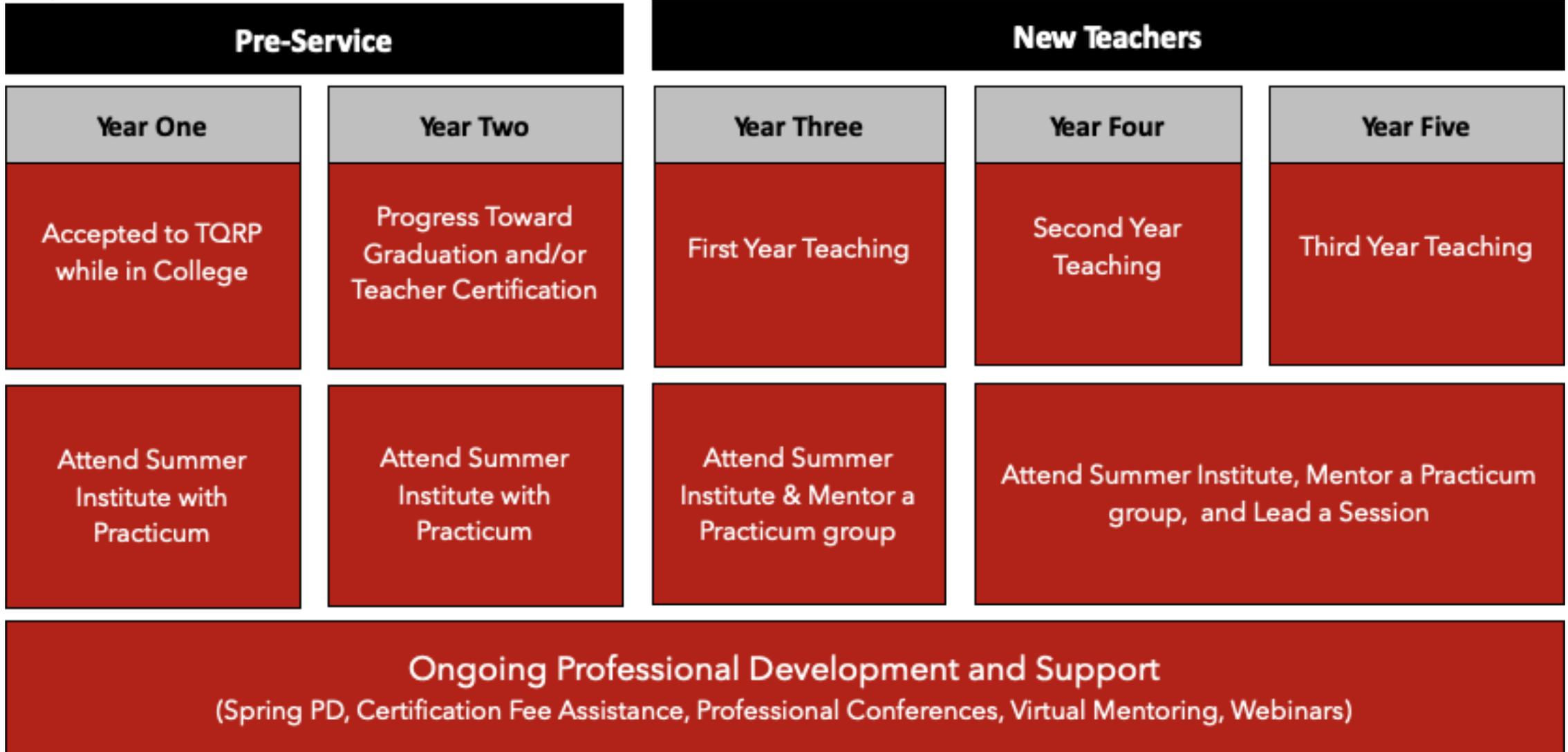


Black Teachers

IMPACT	SHORTAGE
Having one black teacher in elementary school lowers the high school dropout rates of low income black boys by 39% and it raises the college aspirations of poor black students both male and female by 19% .	50% of students in public schools are black only 7% of teachers are black and only 2% are black male teachers.
Black teachers have higher expectations of Black students.	Black teachers have a higher turnover rate than both white and Hispanic teachers.
Black students taught by Black Teachers have higher academic and social gains , as well as higher rates of pursuing a post secondary education.	Black teachers tend to work in low income school districts where funding & resources are tighter, teacher support is harder to come by, and teacher salaries can be up to \$16,000 lower than in high income schools.
Black teachers have lower rates of utilizing exclusionary discipline measures with black children, such as out of school suspensions, which are connected to the school to prison pipeline	Black college students graduate with more student loan debt than other races



THE FELLOWSHIP MODEL



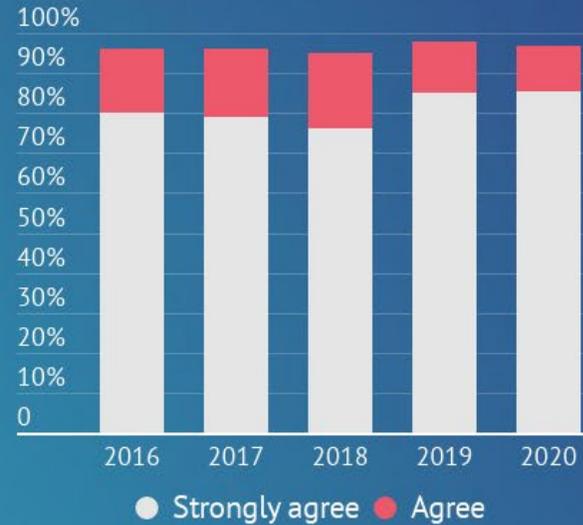


Fellows' Ratings by Year

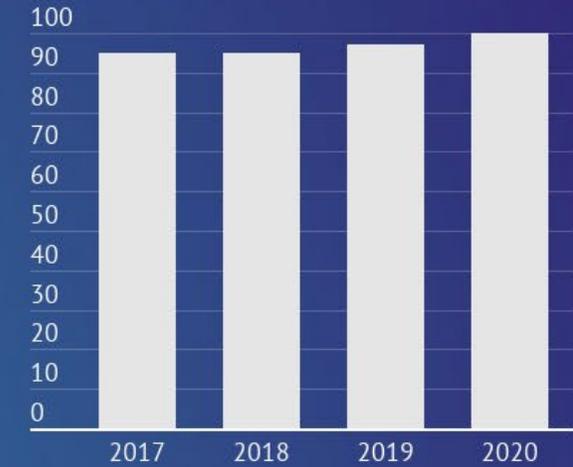
TQRP Quality



At an Advantage



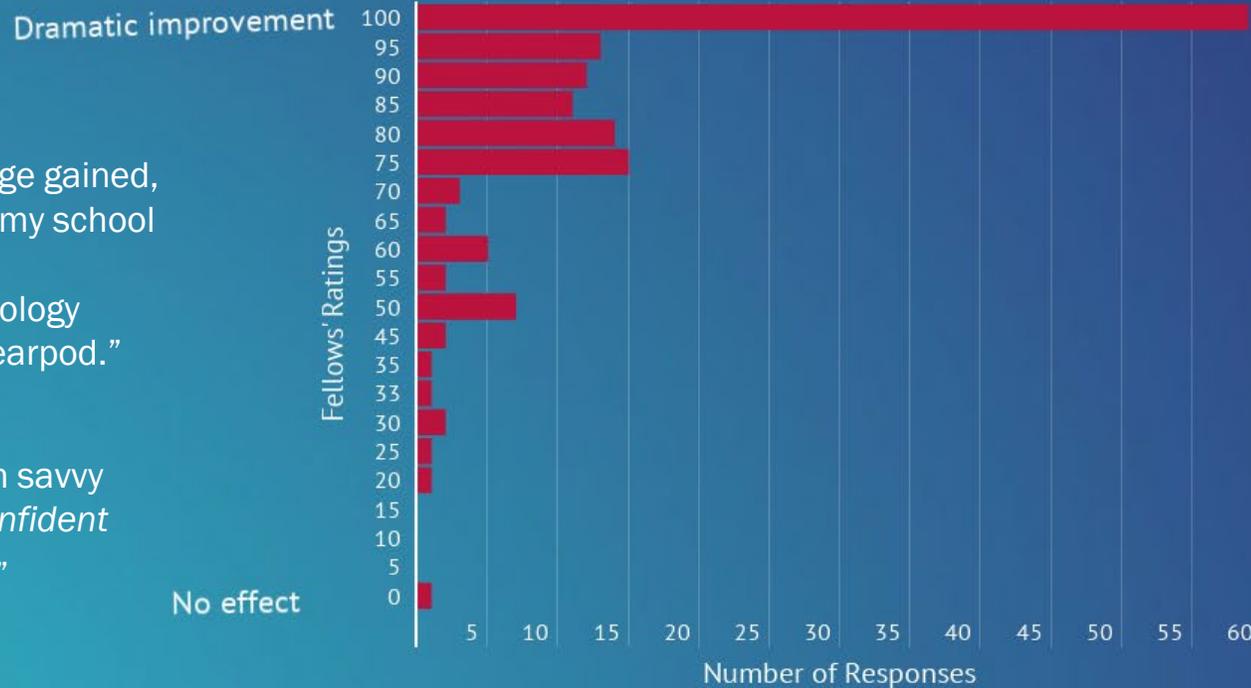
Net Promoter Score



Improved Ability to be a Successful Teacher

“Due to knowledge gained, I was the first at my school to roll out beneficial technology platforms like Nearpod.”

“I was never tech savvy but *now I feel confident with technology.*”



“The Tech [series] was *game changing*, especially with virtual and in person students. I love how we were exposed to *apps for communication, engagement, assessments, and collaboration*. There is not one of those categories that I haven’t used this year in my classroom.”

5 Areas
Instruction | Classroom Management | Designing & Using Assessments | Diverse Learners | Technology

Self-report



Fellow's comments about feedback received on formal observations and evaluations

“My observations
...*improved from Developing to Proficient and Accomplished.*”

“Last summer...I had no idea how I would effectively teach my scholars virtually and how I would keep them engaged .
...today I have been featured on the news, recognized as an outstanding virtual teacher, and received positive feedback from my administrations and parents (thanks to TQRP).”

“I killed both of my observations virtually and was *recommended to assist other educators who were struggling virtually.*”

“...the 2020 institute was heavily-centered on pandemic teaching, and many of the strategies I learned at institute, I applied at school. As a result I was rated highly effective on my first evaluation of the school year in an all-virtual setting.”

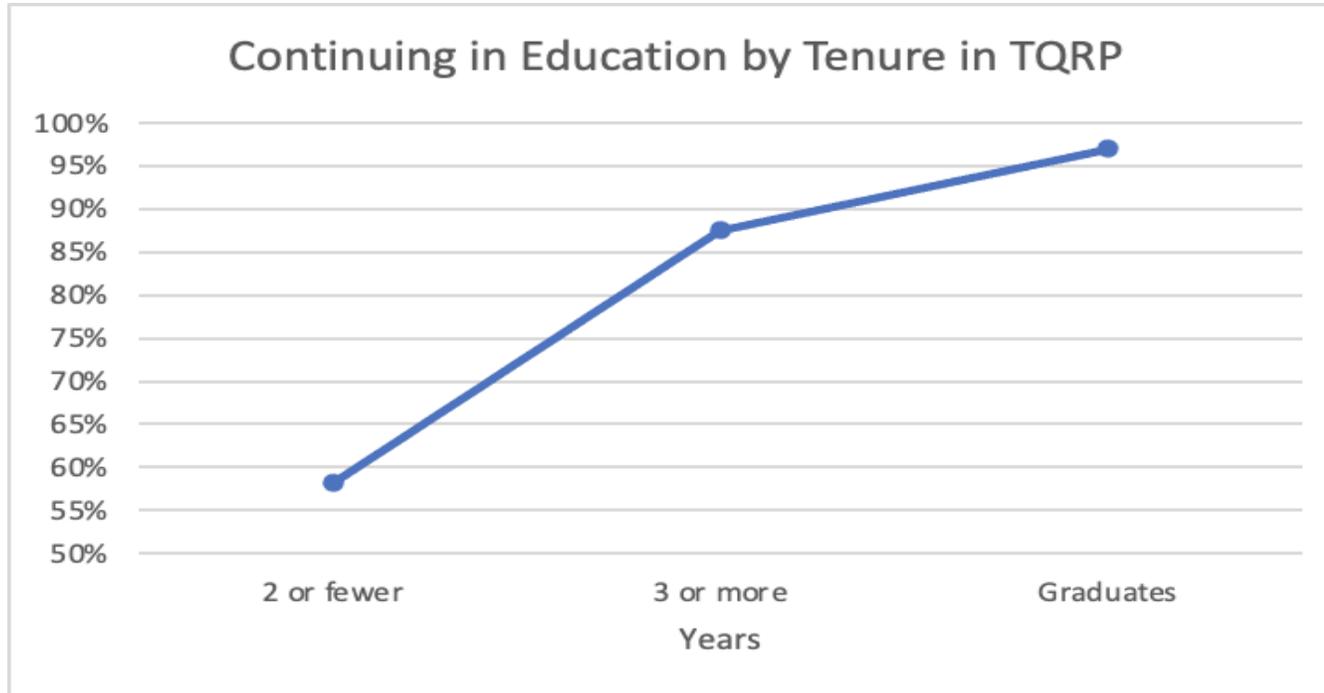


Fellow's Supervisor Comments "This teacher has..."

"done a *phenomenal job* with *virtual learning*. Her class is *engaging...*, her *students have made tremendous gains* through the pandemic."

"done particularly well when compared to her colleagues...adjusting and adapting to virtual and hybrid education models...The TQRP process seems to give teachers a renewed confidence and energy level around the work in the field of education."

"a positive attitude when facing challenges. She encourages and motivates her peers. She builds strong relationships with her students and their parents."



Retention:

- 58% of fellows who completed two or fewer years in TQRP remain in education
- 88% of fellows who completed three or more years at TQRP remain in education, a statistically significant difference
- 90% fellow supervisors surveyed agreed that TQRP would increase teacher retention.



THE CONCLUSION

*Amplify Black
Voices*

*Make research
& data driven
decisions*

Provide support
early and often

Build
relationships



THANK YOU!!!

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