PROGRAM OPTIMIZATION
THE NEW CORPS MEMBER PROGRAM SUPPORT MODEL
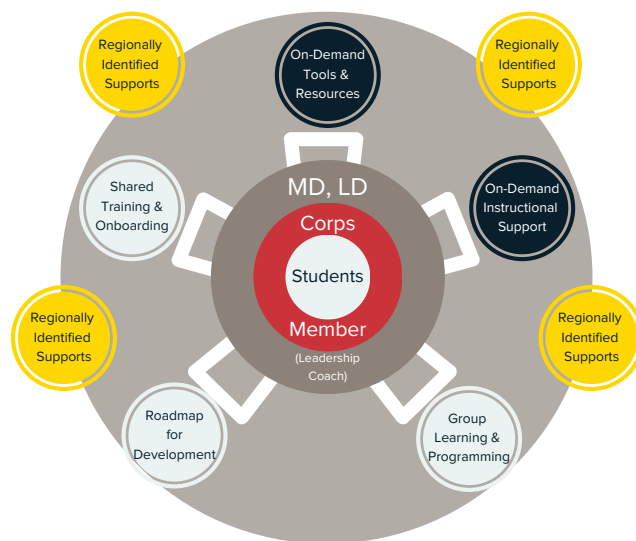
EVOLVING OUR SUPPORT MODEL

For over thirty years, Teach For America's (TFA) admissions process, training program, and ongoing professional development have created a corps of teachers who positively impact student achievement.

To achieve this impact, TFA has had to evolve its program support model over time. As we update TFA's teacher preparation and support program for current student needs, we are taking the best practices from our TFA network and the teacher preparation field, and scaling that in a consistent way. This improvement ensures that every TFA CM experiences the same highly effective, cohesive training program, while also allowing us to design more financially efficient and cutting-edge support solutions, with an emphasis on digital approaches.

HOW WILL CORPS MEMBERS EXPERIENCE THIS NEW PROGRAM?

Each incoming corps member (CM) will be assigned a Managing Director, Leadership Development (MD, LD), whom they will work with from the time they accept their offer with Teach For America until they complete their corps commitment. The CM co-creates an individual learning plan and roadmap with their MD, LD. The learning plan is developed from a foundation of live and on-demand learning experiences that include individual and group learning opportunities aligned to cutting-edge research on what is required for students to learn, lead and thrive in the 21st century. TFA MD, LDs will be experts on all the resources available to the CMs and help guide the creation of their learning plans that will best position each CM to grow as anti-racist classroom leaders in their communities.

Regionally Identified Supports — On-Demand Tools & Resources — Regionally Identified Supports — Shared Training & Onboarding — MD, LD / Corps / Students / Member (Leadership Coach) — On-Demand Instructional Support — Regionally Identified Supports — Roadmap for Development — Group Learning & Programming — Regionally Identified Supports

○ Shared, Universal Experience

● Personalized by Participant

● Contextualized to local site, rooted in local strategy, partnerships, relationships, local alumni network, and accountability to students, families, community.

In addition to their learning plans, CMs will continue to have support around the following areas: Credentialing, Hiring, Pre-Service Training, Instructional Coaching, Group Learning Experiences, AmeriCorps Award, Alumni Supports

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IMPROVEMENTS TO DATA & LEARNING

A few years ago, we set a big goal: By 2030, we would double the number of students who are on a path to economic mobility and success in life. It is critical that we are able to regularly assess student impact data and apply learnings to continually strengthen how we train and support our teachers as they work alongside the broader network and our communities to achieve this goal. Our updated program support model will provide better and faster access to student impact data.
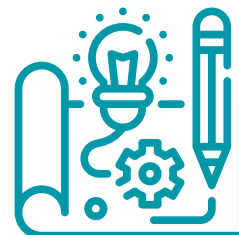
Our updated program and support model aims to collect and use data from three main areas to inform our work throughout the year: classroom conditions, teacher practice, and student achievement data. As part of this, we are scaling two tools, Teachstone's Classroom Assessment Scoring System (CLASS) classroom observation system and Cultivate for Coaches student surveys, which will allow us to better understand how our teachers are growing in core pedagogy skills, as well as how students are experiencing their classrooms with CMs. Having this information at the enterprise-wide level will allow us to tailor and design our work to accelerate our progress and go further faster. We also plan to expand our data-sharing agreements with partner schools in order to better support student and educator growth. Staff will meet regularly in Communities of Practice to reflect on data and learning to improve CM support.

NEW PROGRAM SUPPORT MODEL FEATURES

- Customizable Learning Plan & 1:1 Coaching with MD, LD
- National and Local Data Map for Continuous Improvement
- Standardized 'CLASS' Coaching Rubric (piloting in PK-4)
- 'Cultivate' for Coaches Student Survey & Professional Development System (Grades 5-12)
- Digitized Resources for Support and 'One App' Experience
- Transition to Alumnihood Support Plan
- Anti-Racist Teacher Leadership Development
- Financial Literacy Support