MTR Information
2012-2016
RESA Alliance MTR Committee

Area Cooperative Educational Services (ACES)
Kevin Walton

Capitol Region Education Council (CREC)
Ellen Retelle (Chairperson)

Cooperative Educational Services (C.E.S.)
Esther Bobowick

EASTCONN
Steve Wapen

EDUCATION CONNECTION
Laurene Pesce

LEARN
Ellen Dalton
• **Our Vision:** Making a Difference for Students through Teacher Diversity

• **Our Mission:** Is to assist Connecticut school districts to recruit, hire, develop, support and retain a racially, ethnically, and culturally diverse teaching and administrative workforce.

• **Our Website**
http://www.crecnow.info/RESCMTR/
Based on the following legislation: **House Bill 8003, Sec: 31**

- Pathways to Teaching at the High School and the College/University Level
- Scholarships for ARC program
- Peer Networking
- Praxis I Preparation
2014-2015 Highlights

• Male participation in the Pathways to Teaching program grew from 9 high school males in 2013-2014 to 18 high school males in 2014-2015.

• More than 325 high school students attended the 2015 Future Teachers Conference, and more than 60 percent were minority students.

• Three statewide peer networking professional development workshops were held during the 2014-15 school year.
## ARC Scholarships Awarded

<table>
<thead>
<tr>
<th></th>
<th>12-13</th>
<th>13-14</th>
<th>14-15**</th>
<th>14-15</th>
<th>15-16</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Scholarships Awarded</td>
<td>7</td>
<td>8</td>
<td>17</td>
<td>12</td>
<td>9*</td>
</tr>
</tbody>
</table>

** Indicates funding from the additional $100,000
*Additional scholarships will be awarded
ARC Scholarships

• RESC MTR Alliance Scholarship program provides competitive scholarships to minority candidates attending state approved teacher preparation programs.

• Maximum of $2500.00 per scholarship awarded to eligible candidates.

• Recruitment: Contact with ARC programs; contact the Pathways mentors and schools, website, informal
Eligibility: Scholarship candidates must meet these requirements:

• accepted and enrolled in a state approved certification program

• meet federal guidelines definition of a minority: Black, Hispanic or Latino, Native American or Alaskan Native, Native Hawaiian or Pacific Islander, Asian
ARC Scholarships-Application Process

• Complete application which includes your resume and responses to these three (3) questions:
  – Why have you made the decision to become an educator?
  – What is the value of increasing the number of teachers of color in the teacher workforce?
  – What do you see as your biggest challenge in improving student achievement?

• RESC Alliance Members review applications
• RESC Alliance Members score application
• RESC Alliance Member interview applicant, share with committee, and decision is made
• The RESC MTR scholarships are awarded on a one time only basis per recipient.
2012-2016 ARC Scholarships by Race/Ethnicity

- **Black (16)**: 30%
- **Hispanic/Latino (29)**: 55%
- **Asian American (3)**: 6%
- **American Indian (1)**: 2%
- **Not Identified (4)**: 7%
2012-2015

Scholarship Recipients’ Career Status

- Obtained Certified Position (17)
- Looking for Position (4)
- Obtained other Position in Education (4)
- Still a Student (23)
- No Reply (5)
### 2012-2016 Districts Hiring Scholarship Recipients

<table>
<thead>
<tr>
<th>District</th>
<th>Recipients</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bridgeport</td>
<td>3</td>
</tr>
<tr>
<td>East Harford</td>
<td>1</td>
</tr>
<tr>
<td>Glastonbury</td>
<td>1</td>
</tr>
<tr>
<td>Hamden</td>
<td>1</td>
</tr>
<tr>
<td>Manchester</td>
<td>2</td>
</tr>
<tr>
<td>Meriden</td>
<td>1</td>
</tr>
<tr>
<td>New Britain</td>
<td>1</td>
</tr>
<tr>
<td>New Haven</td>
<td>3</td>
</tr>
<tr>
<td>New Milford</td>
<td>1</td>
</tr>
<tr>
<td>Region 7</td>
<td>1</td>
</tr>
<tr>
<td>Waterbury</td>
<td>2</td>
</tr>
<tr>
<td>Windham</td>
<td>1</td>
</tr>
<tr>
<td>Other</td>
<td>3</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>21</strong></td>
</tr>
</tbody>
</table>
• **High School** *Pathways to Teaching Program* is designed to encourage and motivate diverse students to consider education as a career path.

• *The Pathways to Teaching Program* (PTT) program is a partnership between the RESC MTR Alliance and local school districts.

• The program is selective, admitting students in good academic standing who demonstrate the following criteria:
  - B average and potential to achieve a B+ average by senior year of high school
  - 90% school attendance rate
  - Leadership, Self-discipline, Maturity, Interpersonal skills, Responsibility, Communication skills, Decision-making skills
• **High School** Pathways to Teaching students are exposed to many different activities that encourage and support their decision to become an educator:
  – Workshops about certification in Connecticut;
  – Workshops on public speaking and writing essays for scholarships and the college application process;
  – Shadow a teacher or interview a teacher to learn about effective teacher;
  – Engaging in peer tutoring, tutoring younger children, volunteering at an after school program or assisting teachers in their classrooms;
  – Placement in summer internship opportunities in their local schools;
  – Field trips to colleges with financial aid and admissions information given;
  – Academic support and guidance in preparing for college.
College Pathways Students

• Financial support provided through book award money each semester to eligible students.

• Scholarship application assistance given for programs such as GNEABSE, Alma Exley and MTR Alliance Scholarships.

• Meetings during college breaks focusing on topics such as Praxis I support, certification process, securing financial support, resume writing and interviewing skills.

• Email and phone contact maintained with all students throughout the year.
## Pathways to Teaching 2012-2015

<table>
<thead>
<tr>
<th>Year</th>
<th>Students</th>
<th>Districts</th>
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<tbody>
<tr>
<td>2012-13</td>
<td>135</td>
<td>12</td>
</tr>
<tr>
<td>2013-14</td>
<td>169</td>
<td>11</td>
</tr>
<tr>
<td>2014-15</td>
<td>155</td>
<td>11</td>
</tr>
<tr>
<td>2015-16</td>
<td>160</td>
<td>12</td>
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</table>

<table>
<thead>
<tr>
<th>District</th>
<th>2012-13</th>
<th>2013-14</th>
<th>2014-15</th>
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</thead>
<tbody>
<tr>
<td>Bloomfield</td>
<td>9</td>
<td>11</td>
<td>12</td>
</tr>
<tr>
<td>CREC (MPTPA)</td>
<td>18</td>
<td>27</td>
<td>17</td>
</tr>
<tr>
<td>East Hartford</td>
<td>8</td>
<td>23</td>
<td>7</td>
</tr>
<tr>
<td>Groton/Fitch</td>
<td>12</td>
<td>4</td>
<td>11</td>
</tr>
<tr>
<td>Hartford (Bulkeley High)</td>
<td>29</td>
<td>36</td>
<td>22</td>
</tr>
<tr>
<td>Manchester</td>
<td>4</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>Middletown</td>
<td>16</td>
<td>15</td>
<td>30</td>
</tr>
<tr>
<td>New London</td>
<td>7</td>
<td>15</td>
<td>13</td>
</tr>
<tr>
<td>Norwich Free Academy</td>
<td>21</td>
<td>23</td>
<td>33</td>
</tr>
<tr>
<td>Stratford</td>
<td>7</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>West Hartford (Hall and Conard)</td>
<td>3</td>
<td>7</td>
<td>2</td>
</tr>
<tr>
<td>Windsor</td>
<td>1</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td><strong>Totals</strong></td>
<td>135</td>
<td>169</td>
<td>155</td>
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## Pathways to Teaching 2012-2015

<table>
<thead>
<tr>
<th>Grade</th>
<th>2012-13</th>
<th>2013-14</th>
<th>2014-15</th>
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<tbody>
<tr>
<td>Grade 9</td>
<td>3</td>
<td>16</td>
<td>6</td>
</tr>
<tr>
<td>Grade 10</td>
<td>24</td>
<td>22</td>
<td>21</td>
</tr>
<tr>
<td>Grade 11</td>
<td>39</td>
<td>43</td>
<td>35</td>
</tr>
<tr>
<td>Grade 12</td>
<td>27</td>
<td>37</td>
<td>42</td>
</tr>
<tr>
<td>College</td>
<td>42</td>
<td>51</td>
<td>51</td>
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</table>
Pathways to Teaching
2014-2015 Students in University

<table>
<thead>
<tr>
<th>Institution</th>
<th>Students</th>
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</thead>
<tbody>
<tr>
<td>Bentley</td>
<td>1</td>
</tr>
<tr>
<td>Boston University</td>
<td>1</td>
</tr>
<tr>
<td>Capitol Community College</td>
<td>4</td>
</tr>
<tr>
<td>Central CT State University</td>
<td>8</td>
</tr>
<tr>
<td>Eastern CT State University</td>
<td>3</td>
</tr>
<tr>
<td>Goodwin College</td>
<td>5</td>
</tr>
<tr>
<td>Manchester Community College</td>
<td>4</td>
</tr>
<tr>
<td>Norfolk State University</td>
<td>1</td>
</tr>
<tr>
<td>Quinnipiac</td>
<td>1</td>
</tr>
<tr>
<td>Rhode Island College</td>
<td>1</td>
</tr>
<tr>
<td>Sacred Heart</td>
<td>1</td>
</tr>
<tr>
<td>Southern Adventist University</td>
<td>1</td>
</tr>
<tr>
<td>Southern CT State University</td>
<td>3</td>
</tr>
<tr>
<td>St. Peters University</td>
<td>1</td>
</tr>
<tr>
<td>Suffolk</td>
<td>1</td>
</tr>
<tr>
<td>Three Rivers CC</td>
<td>3</td>
</tr>
<tr>
<td>UCONN</td>
<td>6</td>
</tr>
<tr>
<td>University of Hartford</td>
<td>2</td>
</tr>
<tr>
<td>University of St. Joseph</td>
<td>1</td>
</tr>
<tr>
<td>Western CT State University</td>
<td>1</td>
</tr>
<tr>
<td>Westfield State</td>
<td>1</td>
</tr>
<tr>
<td>Total</td>
<td><strong>51</strong></td>
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</table>
Annual Future Teachers Conference

- Organized by Ellen Dalton (LEARN), Denise Holter (CREC) and Mary Pat Bigley (CCSU). Support from Leanne Brookman (CREC).
- Keynote speaker, workshops, essay and public speaking competitions.
- Pathways college students as well as Pathways high school students offer workshops.
2014-2015 Peer Networking Sessions
Distribution list of approximately 3,000

<table>
<thead>
<tr>
<th>Month</th>
<th>Total Participants</th>
<th>Guest Speaker</th>
</tr>
</thead>
<tbody>
<tr>
<td>October</td>
<td>11</td>
<td>Leo Butler, Diversity Director, Norwich Free Academy</td>
</tr>
<tr>
<td>December</td>
<td>24</td>
<td>Mark Sweeting, Assistant Principal, Wilbur Cross Hugh School, New Haven</td>
</tr>
<tr>
<td>January</td>
<td>15</td>
<td>Terrell Hill, Assistant Superintendent for Human Resources, Windsor Public Schools</td>
</tr>
</tbody>
</table>
## Praxis Workshops Overview 2012-2015

<table>
<thead>
<tr>
<th></th>
<th>2012-13</th>
<th>2013-14</th>
<th>2014-15</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Praxis Sessions</td>
<td>5</td>
<td>5</td>
<td>7</td>
</tr>
<tr>
<td>Number of Participants</td>
<td>28</td>
<td>67</td>
<td>65</td>
</tr>
<tr>
<td>Participants Provided Test Scores</td>
<td>-</td>
<td>-</td>
<td>22</td>
</tr>
</tbody>
</table>
Praxis Participants’ Pass Rates for 2014-2015

- **Reading** (13) 54%
- **Writing** (8) 33%
- **Math** (3) 13%
Suggested Next Steps for

- Scholarships
- Pathway to Teaching Program- High School
- Pathways to Teaching Program- University
- Pathways Program-PARA for HS students who may not be ready for college or be unable to attend college
- Peer Networking
- Praxis I Cohort Model ETS computer site at CREC
- Praxis II
- Annual Future Teachers Conference
Scholarships

- In addition to the ARC program, provide tuition for University Pathways students. The tuition would be in addition to the funds provided for books and fees. Currently, $400 is paid per student per term to approximately 80 students=$64,000 for 2 terms.
- Support students for 4 years
- Approximately 100 students, $2500 per term
- **Approximate cost: $250,000 per year to support current college students for one year. $1,000,000 for 4 years.**
• High School Pathway to Teaching Program
  – Currently we have about 160 students.
  – 2016-17 Extend the PPT High Schools in all RESC areas
  – Recruit at least 10-12 students and 1 mentor for 10 additional high schools=increase PTT by 200 to 220 students
  – $1000 per student per year. This includes mentor, summer work, workshops, supplies, transportation, visits to universities, and annual teachers’ conference.
  – Approximate Cost: $220,000
University Pathways to Teaching Program

- Recruit minority students into the university program who were not part of the RESC PTT program;
- Provide academic & financial support and mentoring to students (provided to university students at this time)
- $3000/student/term 100 students
- **Approximate cost: $300,000 per year**
• Pathways Program- for HS students who may not be ready for or may be unable to attend college.

• PARA $2000/course work

• Speech/Language Pathology Assistant $3000/course work.

• Registered Behavior Therapists $2000 Course work
Peer Networking...continue

- Hold 6 meetings per year
- Topics
  - Networking
  - Cover Letter & Interviewing
  - Resume Writing
  - Overcoming Bias Barriers
  - Cultural Diversity
  - Power Dynamics
  - Moving up the Career ladder
• Praxis I
• Cohort Model
  – ETS computer site at CREC
  – Writing, Reading, Math
  – Test Taking Skills (2 hours)
  – Reducing Test Anxiety Session (2 hours)
• High School Pathways increase to an additional 10 high schools = 220 students for 2016-17 Approximate Cost: $220,000

• University Pathways support current college students for tuition expenses $2500/student = $250,000 per year

• Recruit an additional 100 university students to PPT Approximate cost: $300,000 per year

• HIGH School Students not ready or unable to attend college after graduation 30 students/RESC area x $3000=$90,000

• Total $860,000 + $300,000 Current Funds=1,160,000