

# MTR Information 2012-2016





# RESC 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

	12-13	13-14	14-15**	14-15	15-16
Total Scholarships Awarded	7	8	17	12	9*

*\*\* 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



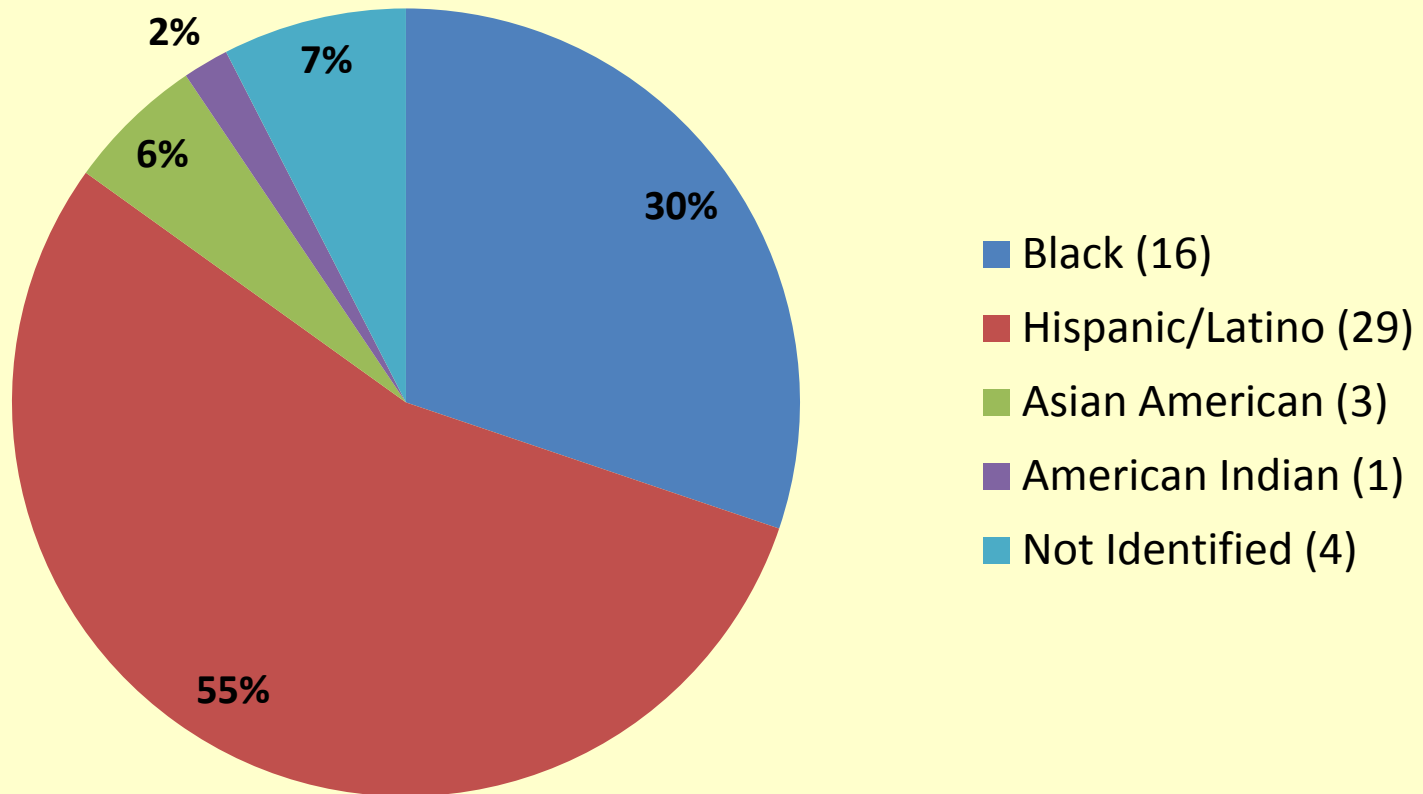


## ARC Scholarships-Application Process

- 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.**



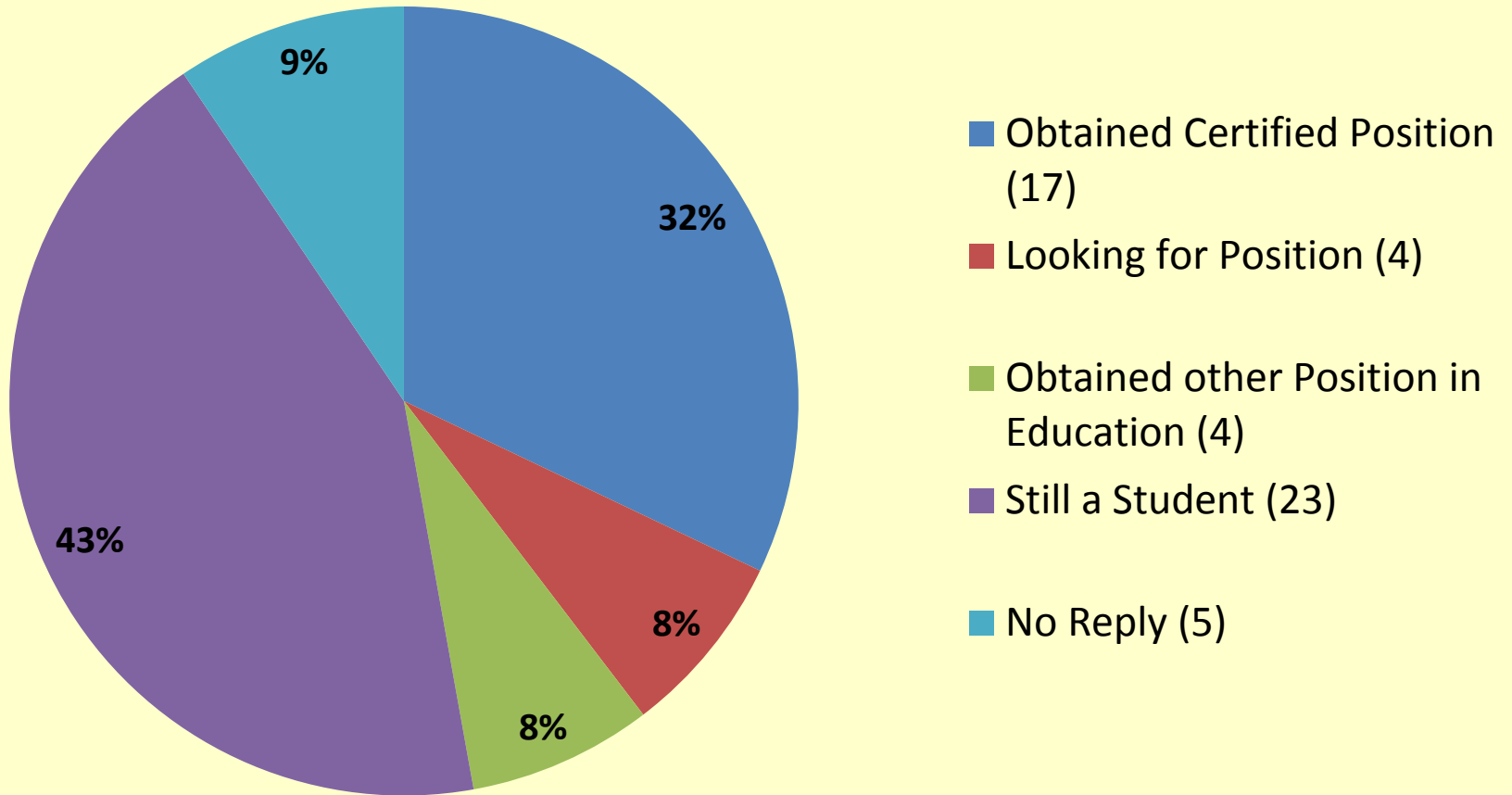
## 2012-2016 ARC Scholarships by Race/Ethnicity





## 2012-2015

# Scholarship Recipients' Career Status



## 2012-2016 Districts Hiring Scholarship Recipients

Bridgeport	3
East Harford	1
Glastonbury	1
Hamden	1
Manchester	2
Meriden	1
New Britain	1
New Haven	3
New Milford	1
Region 7	1
Waterbury	2
Windham	1
Other	3
<b>Total</b>	<b>21</b>



- **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

Year	Students	Districts
2012-13	135	12
2013-14	169	11
2014-15	155	11
2015-16	Approximate	12

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



# Pathways to Teaching 2012-2015

Participation by Grade			
	2012-13	2013-14	2014-15
Grade 9	3	16	6
Grade 10	24	22	21
Grade 11	39	43	35
Grade 12	27	37	42
College	42	51	51



# Pathways to Teaching

## 2014-2015 Students in University

Bentley	1
Boston University	1
Capitol Community College	4
Central CT State University	8
Eastern CT State University	3
Goodwin College	5
Manchester Community College	4
Norfolk State University	1
Quinnipiac	1
Rhode Island College	1
Sacred Heart	1
Southern Adventist University	1
Southern CT State University	3
St. Peters University	1
Suffolk	1
Three Rivers CC	3
UConn	6
University of Hartford	2
University of St. Joseph	1
Western CT State Univeristy	1
Westfield State	1
<b>Total</b>	<b>51</b>

## 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

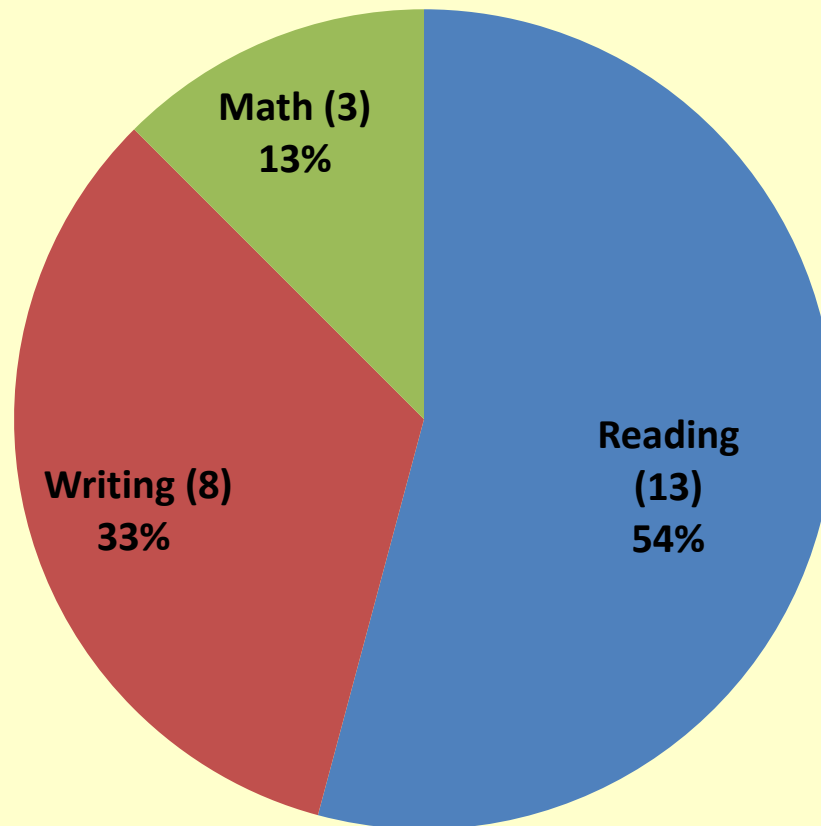
Month	Total Participants	Guest Speaker
<b>October</b>	11	Leo Butler, Diversity Director, Norwich Free Academy
<b>December</b>	24	Mark Sweeting, Assistant Principal, Wilbur Cross High School, New Haven
<b>January</b>	15	Terrell Hill, Assistant Superintendent for Human Resources, Windsor Public Schools

## Praxis Workshops Overview 2012-2015

	2012-13	2013-14	2014-15
Total Praxis Sessions	5	5	7
Number of Participants	28	67	65
Participants Provided Test Scores	-	-	22



## Praxis Participants' Pass Rates for 2014-2015





## 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**