

Project Title: Teach For America's Role in Effective Educator Development: Identifying, Recruiting, and Preparing Highly Effective Teachers to Serve High-Need Students

Type of Grant Requested: Supporting Effective Educator Development Grant (SEED)

Goals: This project includes the following goals:

- Recruit, select, train, and place up to 5,800 new teachers in Fall 2012
- Retain 90% of teachers through at least two years
- Support 9,000 teachers; 39% of first-year teachers and 52% of second-year teachers are highly effective; 76% of first-year teachers and 83% of second-year teachers are effective

Expected Outcomes: This SEED project will lead to the following outcomes:

- Creation of a national pipeline of diverse, rigorously selected new teachers for students living in poverty in urban and rural communities across the country; most of these teachers will become lifelong leaders in the effort to eliminate educational inequity
- Significant academic growth for many of the approximately 600,000 high-need students reached by TFA teachers during the 2011-2012 school year
- Deeper understanding, for us and for the field, of how best to recruit, select, train, and develop highly effective teachers serving concentrations of high-need students

Contributions for Policy and Practice: Through this project, Teach For America will directly contribute to broader practices around teacher recruitment, training, and development by (1) sharing insights with other organizations, schools, and school districts to advance understanding and develop best practices; (2) participating in third party research that gives insight into successful practice; and (3) developing more teachers who, informed by their Teach For America experience, will become lifelong leaders impacting educational policy and practice.