**PROJECT ABSTRACT**

The Intercultural Development Research Association (IDRA) submits this application to implement the T³ project (Teachers for Today and Tomorrow), a statewide Transition to Teaching (TTT) culturally and linguistically responsive program that will certify 150 bilingual, ESL, STEM (math and science) and special education teachers through an accelerated university-based teacher preparation program. The project will impact English learners, low-income and minority students in Texas. IDRA brings 38 years of experience with PreK-20 education and has for ten years successfully collaborated with Texas LEAs in statewide accelerated route certification efforts. As a result, more than 500 bilingual-ESL, math and science, and special education teachers are serving Texas high need school districts today, the most of any TTT program to date. This T³ project differs from prior TTT efforts by targeting **seven new high need districts that have never received services** through an IDRA TTT program; **expanding the candidates’ pool to include paraprofessionals**, a basic feature of a “grow your own” teacher recruitment approach; featuring a **global statewide teacher pool** where high-need schools can fulfill their teacher shortage needs through a single source; and **providing prospective teacher candidates with an array of teaching preparation programs** to address multiple and combined certification approaches. **Priority 1** is addressed as a consortia of high-need LEAs; **Priority 2**, by promoting STEM education; the **Invitational Priority** by serving rural and urban high-need LEAs (Rio Grande ISD, George Gervin Academy, Lubbock ISD, Plainview ISD, Eagle Pass ISD, Lamesa ISD, and Higgs Carter King Charter School); providing **strategies** for selecting, recruiting and retaining competent teachers in multicultural settings who have a passion for teaching and making a difference; developing a curriculum to certify teachers in STEM subjects in mostly Latino communities; and providing a comprehensive **online and personalized support system** to retain teachers for a minimum of three years.