



Teacher Quality & Retention Program

OVERVIEW

From its first Summer Institute in 2009, the Teacher Quality and Retention Program (TQRP) has provided high-caliber training and mentoring to aspiring, pre-service and new teachers from publicly-supported Historically Black Colleges and Universities (HBCUs) across the country. The result of lessons learned from a 2006 Gates School Reform grant, as well as the Teacher Prep Program Pilot in 2008, TQRP has emerged into a robust, research-based program that has impacted over 200 Program Fellows, and, as a result, over 1,500 K-12 students annually in high-need urban and rural areas located across 22 different states. TQRP provides high-quality, pre-service training, as well as personalized support once teachers enter into the classroom.

TQRP offers an intense two-week Summer Institute that convenes all three individual areas of focus (HBCU Males, STEM and New Teachers) to develop sound pedagogy, discuss and demonstrate research-based educational practice, and analyze current educational policy – all with the goal of developing the skills needed to be future teacher leaders.

Annually, approximately 100 Program Fellows participate in the Summer Institute and engage in lessons from experienced TQRP Faculty, each with a tailored content track that strategically overlaps to maximize cross-cohort collaboration:

- HBCU Males foster rich dialogue about their experiences in the teaching profession and develop a network of peers to help in their ultimate goal of becoming National Board Certified Teachers. Pre-Service males also participate in the STEM-focused Practicum.
- Pre-Service STEM Fellows have the opportunity to participate in a Practicum at a local school, where they have real-world experiences delivering their lessons to K-12 students.
- New Teachers write unit plans, develop content trainings for their pre-service peers, and also learn how best to prepare their practice in order to become National Board Certified Teachers.
- **All Program Fellows:**
 - *Engage in deep educational policy discussions to learn how certain policies can affect both their current practice and future in their profession*
 - *Receive a modest stipend and have all travel expenses covered by TMCF and our partners*
 - *Partake in additional support throughout the year in the form of informational webinars, lesson feedback, mentoring – and an additional Fall Professional Development for select New Teachers*
 - *During the Institute, have the opportunity to attend the TQRP Recruitment Fair and Professionalism Sessions, which convene districts from around the country to interview candidates ready for hire, as well as help candidates that are not yet ready to join the workforce prepare their portfolios, resumes and hone their interview skills*

BUT WHY TQRP?

Less than 2% of Public School Teachers are African American males.¹

- *TQRP provides a forum for aspiring African American male educators to learn from, support and share experiences with peers and experienced faculty.*

Nationwide, only 44% of middle school STEM teachers have STEM degrees.²

- *TQRP recruits STEM majors and provides training and support to increase the population of minority STEM teachers in high-need schools.*

Forty to fifty percent of teachers leave the profession in the first 5 years, while 20% after the first year alone.³

- *TQRP offers professional development and support for TMCF member-school students and alumni, beginning with their pre-service training and continuing until their third year in the field.*

1 French, C. (2013). Celebrating African American teachers in the classroom. Retrieved from <http://www.ed.gov/blog/2013/05/celebrating-african-american-teachers-in-the-classroom/>.

2 Loeb, S., & Reiningger, M. (2004). Public policy and teacher labor markets: What we know and why it matters. The Education Policy Center at Michigan State University.

3 Ingersoll, R.M. (2007). CPRE Policy Briefs: Misdiagnosing the teacher quality problem. Philadelphia: Consortium on Policy Research in Education.

Current TQRP Fellow and Alumni Demographics

After only six years, TQRP's impact on the Selection, Retention and Quality of over 200 Fellows is clear:

- ✓ **36%** of the 2015-16 TQRP cohorts are African American males.
- ✓ **38%** of the 2015-16 TQRP cohort will be or are currently certified in a STEM subject.
- ✓ An additional **25%** of the 2015-16 TQRP Cohort are K-8 Generalists or Special Education majors who are concentrating on STEM subject matter.
- ✓ **89%** of TQRP-trained teachers are still in the classroom and intend to remain in the profession.
- ✓ TQRP Fellows impact **over 1,500** K-12 students in high-need urban/rural schools **across 22 states** (including the U.S. Virgin Islands) every year.
- ✓ Select accomplishments of both current TQRP Fellows and Alumni currently in the classroom: Teachers of the Year, Content Area and Grade Level Lead Teachers, School Leadership Team Members, Department Chairpersons, Masters and Doctoral Candidates, and School Administrators.

KEY PARTNERS AND COLLABORATIONS

TQRP collaborates with select highly respected and well-known partners in the education field to accomplish the task of delivering top-notch, research-based content to our Program Fellows.

- **UTEACH** – Trains our Faculty on Inquiry Based Instruction and provides materials for use at Institute.
- **Student Achievement Partners (SAP)** – Common Core State Standards (CCSS) content expertise
- **100K in 10** – Offers a plethora of additional partners and sound advice to better execute our program
- **National Board of Professional Teaching Standards (NBPTS)** – Provides guidance on certification and partners with TQRP on a pilot program of their new **ATLAS Video Library** of Expert Teaching

Program Format

Pre-Service		New Teachers		
Year One	Year Two	Year Three	Year Four	Year Five
Accepted to TQRP while in College	Progress Toward Graduation or Teacher Certification	First Year Teaching	Second Year Teaching	Third Year Teaching
Attend Summer Institute – Including Professionalism Sessions and Recruitment Fair		Attend Summer Institute and Design/Deliver Content for Pre-Service Teachers		
Design and Make Progress on Individualized Action Plans				
Webinars and Online Support				

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901 F Street NW, Suite 300 | Washington DC 20004
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