

Collaborative Partners: Central Unified School District, Fresno County Superintendent of Schools

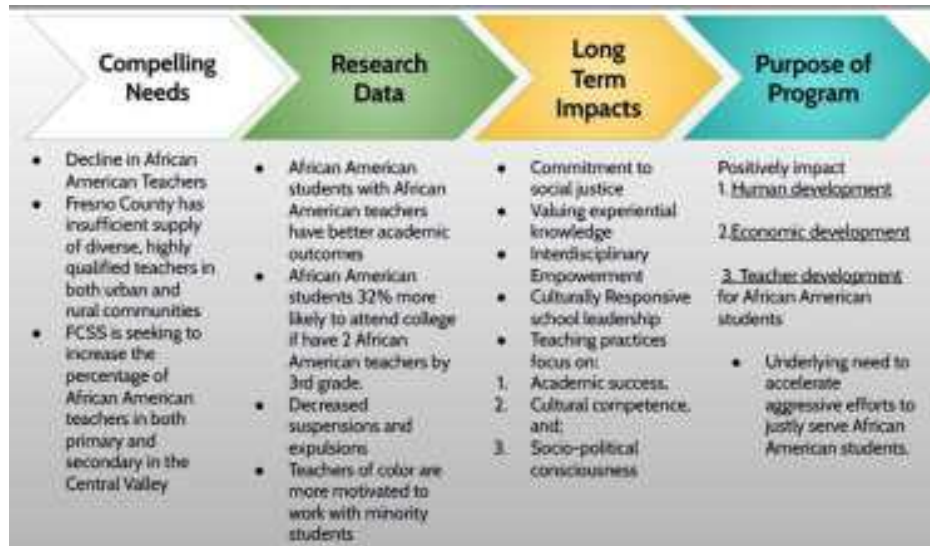
Project #22: Teachers of Color – Alliance of Educational Empowerment (TCAEE)

Pathway(s): Single Subject Teaching
Key Elements(s): Equity & Outreach

Achieved	In Progress & Ongoing
<ul style="list-style-type: none"> • Central Unified School District partnership established. • CUSD Elementary, Middle and High Schools identified; initial cohort of 30. • FCSS Director of K-12 Support Programs Onboarded & FCSS Program Coordinator hired. • Six educators from FCSS and Central Unified participated in the AVID summer institute focused on culturally relevant teaching practices. • Active recruitment of community advocates and mentors to provide support and leadership development seminars for participating middle schools and high school students. 	<ul style="list-style-type: none"> • Implementation of pipeline recruiting and supporting students of color. • Analysis of scaling the TCAEE program to other districts will be discussed in the future. • Meetings scheduled with current and former African American Student Advisory Cabinet members to ensure the African American student voice is being captured and to incorporate their feedback in the implementation of TCAEE. • By 2024, 9% of the participating students will begin DuE with Interdisciplinary Study, IS 001; and all students who take the DuE class will successfully complete.

Single Subject Teachers Pathway and Equity

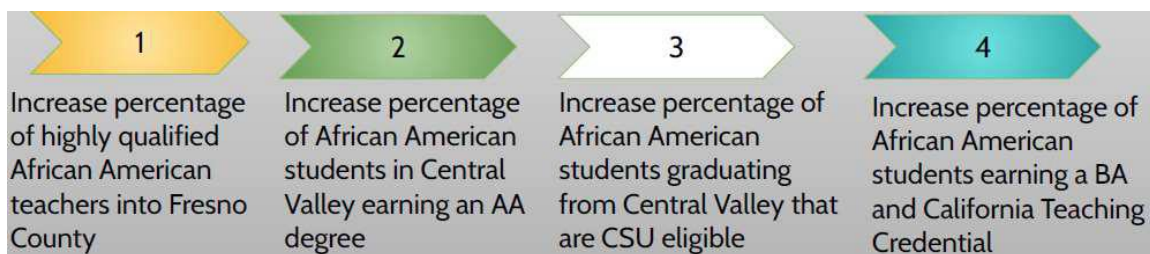
FCSS is creating a pipeline of recruiting and supporting students of color starting in middle school through high school and college, to completion of a teaching credential. Research has suggested that teachers of color are more motivated to work with minority students (Gay, 2002), and our current teacher demographics do not mirror the student population.



Working to achieve equity, FCSS is building a system that supports minority students to become teachers. An important research-based positive support practice is to have culturally proficiently trained teachers, who will be ensuring the success of selected students of color (Junior Teacher Academy.) TCAEE English teachers (two middle school English teachers and four high school English teachers for a selected MS/HS in each of the three identified districts) of the students in TCAEE have begun training to focus on student academic success, cultural competence, and sociopolitical consciousness, plus most effective practices for supporting students of color.

FCSS continues to be excited to establish a foundation for a pipeline of recruiting and supporting students of color in the field of education, specifically in teaching. The TCAEE project is beginning within one district. Further analysis of scaling the TCAEE program to other districts will be discussed in the future. FCSS has secured a partnership with Central Unified School District to implement the TCAEE program. Central Unified has a diverse student population with the second highest percentage of African American students in Fresno County and third highest number of African American students when compared to other Fresno County districts.

The goals of implementing TCAEE at Central Unified will be to:



Timeline:

- During July 2021, the FCSS staff met with the Acting Superintendent of Central Unified School District to learn about the various programs that exist within the district that would complement the mission of TCAEE. Central Unified implements AVID and is establishing a teacher pathway at the high school level. FCSS will continue to collaborate with Central Unified to identify one elementary school, one middle school, and one high school that will participate in establishing the teacher pipeline as part of TCAEE.
- Toward the end of July 2021, FCSS onboarded the Director of K-12 Support Programs to support the TCAEE implementation. The Director of K-12 Support Programs was tasked with hiring a FCSS Program Coordinator for continued implementation of the TCAEE program. At the end of August 2021, FCSS hired the Program Coordinator who will collaborate with Central Unified School District for successful implementation of the TCAEE program.
- In August 2021, six educators from FCSS and Central Unified participated in the AVID summer institute focused on culturally relevant teaching practices. Further discussion will be had to determine which teachers will lead the elementary level implementation of AVID and first phase of TCAEE.
- Currently, the FCSS Director of K-12 Support Programs and Program Coordinator in partnership with the FCSS Program Specialist for Student Equity & Empowerment are arranging for a virtual meeting with former senior African American Student Advisory Cabinet members and in-person meeting with current African American Student Advisory Cabinet members. The focus of this meeting will be to capture the African American student voice and incorporate their feedback in the implementation of TCAEE.
- Meeting to be scheduled to introduce the new FCSS Program Coordinator to the Acting Superintendent of Central Unified School District and collaborate on next steps. FCSS Deputy Superintendent of Educational Services is also actively recruiting community advocates and mentors to provide support and leadership development seminars for participating middle school and high school students.

The implementation of the TCAEE will be the first of its kind in the region creating a system that supports minority students to become teachers by creating an important researched-based positive support practice, which is to have culturally proficiently trained teachers, who will be ensuring the success of selected students of color. The program will also increase the social emotional and academic support for minority students resulting in a more positive K-12 experience, including dual enrollment while in high school.

Targeted Quantitative Outcomes

For each of the three districts, there are 2 middle school English teachers and 4 high school teachers for a selected MS/HS, with the first cohort 30 and subsequently 25 each for a total of 75 students to initially be impacted. These students would begin dual enrollment (DuE) in the summer after completing their 9th grade year, and continue with dual enrollment through the regular and extended school year.

In the summer of 2024, 90% of students will begin DuE with Interdisciplinary Study, IS 001. ALL students who take the DuE class will successfully complete. (FCSS staff will be supporting and monitoring.) Students would continue through a DuE program during regular high school and summers, with at least 75% of students who were continually in the program from 7th grade through 12th grade, earning their Associate Transfer Degree in Education at the completion of high school. With continued support from FCSS in mentoring the cohort, we anticipate a 60% success rate of students going from 9th grade to a CA teaching credential in 7 years.