Teach For America - Texas

Conference on Educating the Children of Poverty
Panel: Effective Partnerships & Practices
September 12, 2016
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**Mission**

- Our mission is to **enlist, develop, and mobilize** as many as possible of our nation's most promising **future leaders** to grow and strengthen the movement for **educational equity and excellence**.

**Partnership**

- Teach For America works in partnership with communities to expand educational opportunity for children facing the challenges of poverty. Founded in 1990, Teach For America **recruits and develops** a diverse corps of outstanding college graduates and professionals to make an initial two-year commitment to **teach in high-need schools** and become **lifelong leaders** in the effort to end educational inequity.
Teach For America - Texas

2015-2016

- 1st & 2nd Year Teachers: 912
- 3+ Year Teachers: 1265
- School Principal: 888
- Assistant Principal/Other: 58
- School System Leader: 247
- Other Education (District): 399
- Other Education (Non-Profit): 36
- Other Education (Higher-Ed): 152
- Not in education: 83

78%
We have observed that the systems that seem to be making the most progress have sought to create alignment and smooth transitions across each element of the human capital pipeline in education:
We have developed a rigorous selection model, during which we screen for:

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<thead>
<tr>
<th>Belief</th>
<th>Leadership</th>
<th>Achievement</th>
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<tbody>
<tr>
<td>Perseverance</td>
<td>Goal-Orientation</td>
<td>Critical Thinking</td>
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<td>Organization</td>
<td>Interpersonal</td>
<td>Diversity-Orientation</td>
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Our Program Model:

Pre-classroom Training
- Pre-summer independent work
- Summer training

Regional induction
Regional orientation

Ongoing Regional Support
- Coaching, professional development, and support during the corps

Career and leadership development resources for alumni
In 2010, Teach For America in the RGV partnered with IDEA Public Schools and Pharr – San Juan – Alamo ISD on a federal Investing in Innovation (i3) grant; this partnership allowed these school districts to analyze and plan their approach to human capital management in ways that sought to implement best practices across our organizations, and others.

- Candidate Evaluation
- Principal Training (Hiring)
- New Teacher Institute
- New Teacher Coaching
- Teacher-Leader Institute
- School-Leader Institute