

Texas Education Agency

2016-2017 Teach For America Final Report

Addendum: 30, January 2018 to include updated data on
Goal 1, Objective 4 (page 4 – 5)

Authorized by General Appropriations Act, Article III, Rider 50, 84th Texas Legislature

The final progress report should provide information to the Texas Education Agency about the current status of the Teach For America Program Grant for project period starting no earlier than September 1, 2016, and an ending date of no later than August 31, 2017. Since the report template is based on information provided by the grantee in the approved 2016-2017 application, grantees should address objectives, activities and funding as written in the application.

Goal 1. Process and strategy for recruiting, selecting, and placing Teach for America corps members to teach students in the Rio Grande Valley, Houston, San Antonio, and Dallas/ Fort Worth Metroplex areas.		
Related Objectives	Completed Activities	Explanation of Variance in original objectives and accomplished objectives
<p>1. Number of corps member participants in Houston, the Rio Grande Valley, and the Dallas/Fort Worth Metroplex area.</p>	<p>Houston:</p> <ul style="list-style-type: none"> • 2017 Corps: 104 • 2016 Corps: 88 • 2017-2018 School Year <ul style="list-style-type: none"> ○ Public District = 38% ○ Charter = 60% ○ Early Childhood = 2% <p>Rio Grande Valley:</p> <ul style="list-style-type: none"> • 2017 Corps: 31 • 2016 Corps: 40 • 2017-2018 School Year <ul style="list-style-type: none"> ○ Public District = 61% ○ Charter = 39% ○ Early Childhood = 0% <p>Dallas – Fort Worth:</p> <ul style="list-style-type: none"> • 2017 Corps: 149 • 2016 Corps: 173 • 2017-2018 School Year <ul style="list-style-type: none"> ○ Public District = 63.4% 	<ul style="list-style-type: none"> • HOU: We lost more 2016 CMs over the summer than anticipated from district resignations. In addition, due to budget constraints in our public school district and high need in our charter districts, we had ended up placing more CMs in charters than in our public school districts. The 2017 corps ended up being larger due to high matriculation numbers and CM preference. • RGV: We had our national allocation decreased last winter due to decreased demand of corps members to teach in the RGV. With a

	<ul style="list-style-type: none"> ○ Charter = 36.6% ○ Early Childhood = 0% <p>San Antonio:</p> <ul style="list-style-type: none"> ● 2017 Corps: 55 ● 2016 Corps: 74 ● 2017-2018 School Year <ul style="list-style-type: none"> ○ Public District = 70% ○ Charter = 30% ○ Early Childhood = 0% <p>These are first year (2017 corps) and second year (2016 corps) teachers who began teaching in the 2017-2018 school year, and the percentages in traditional ISDs, charter districts and early childhood centers.</p>	<p>smaller corps size, a slight change in placements impacts the percentages. We have been slightly over 1/3 charter placements for both of the past two corps years.</p> <ul style="list-style-type: none"> ● SAN: We lost more 2016 CMs over the summer than anticipated some for emergency medical release and others for resignation from district.
<p>2. Percent and number comparison between the target and actual numbers of Teach for America corps members recruited and placed in the Rio Grande Valley, Houston, San Antonio, and Dallas/ Fort Worth Metroplex area.</p>	<ul style="list-style-type: none"> ● HOU: 105/105 = 100% ● RGV: 31/32 = 97% ● DFW: 151/200 = 76% ● SAN: 58/55 = 105% <p>These are corps members who started teaching as first year members in Teach For America in the 2017-2018 school year.</p>	<ul style="list-style-type: none"> ● RGV: We did not hit that goal of 32 because we had almost 10 deferrals. Some of the ones at the end were due to uncertainty around DACA and corps members not from the region not wanting to move here with that uncertainty about their status in the future. ● DFW: Our FDOS number fell short of our target due to a large number CM releases based on certification test failures, CM decisions to drop their commitment throughout matriculation prior to institute, and a small number of CM decisions to defer their corps commitment.

<p>3. Percent and number of Teach for America corps members who are placed in Math, Science, or Bilingual/ESL courses in each of the targeted areas.</p>	<p>2016 Houston Corps</p> <ul style="list-style-type: none"> • Math: 24/105 = 23% • Science: 14/105 = 13% • BILG/ESL: 8/105 = 8% <p>2016 RGV Corps</p> <ul style="list-style-type: none"> • Math: 4/38 = 11% • Science: 10/38 = 26% • BILG/ESL: 12/38 = 32% <p>2016 DFW Corps</p> <ul style="list-style-type: none"> • Math: 32/180 = 18% • Science: 37/180 = 21% • BILG/ESL: 26/180 = 14% <p>2016 San Antonio Corps</p> <ul style="list-style-type: none"> • Math: 18/74 = 24% • Science: 10/74 = 14% • BILG/ESL: 10/74 = 14% <p>Additionally many of our TX corps members get certified in ESL as a supplement to their generalist certification during their time in the corps.</p> <p>*This is in addition to the 2nd year corps members already in place and reported on in the 2015-2016 final progress report.</p>	<ul style="list-style-type: none"> • HOU: The outcome is both due to resignations and also a growing need in our local district landscape need for ELA teachers so we have seen an increase in Reading positions for our generalist teachers. • DFW: Due to resignations, we varied from the projected percentages in Math and in Bilingual.
<p>4. Percentage of principals who rate their level of satisfaction with Teach for America corps member's performance at above average or higher.</p>	<p>In 2017, The RAND Corporation recently conducted our bi-annual survey of partner principals. One item principals responded to included: "To what extent do you agree with the following statement? I am satisfied with the Teach For America corps members in my school."</p>	<ul style="list-style-type: none"> • One of the limitations of the survey is that the responses are anonymous. As such, we are not able to design or execute response plans based on principal response.

	<p>Results from the 2017 Survey: 82% of principals surveyed in Texas agreed.</p> <ul style="list-style-type: none">● Houston: 77% agreed● Rio Grande Valley: 90% agreed● Dallas - Fort Worth: 88% agreed● San Antonio: 74% agreed	<ul style="list-style-type: none">● That said, all of our regions pursue activities to engage with partner principals, and our intent is to continue these meetings in service of better aligning our programmatic support of our corps members with the needs of individual campuses and teachers.
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Goal 2. Sustainability of the Teach for America recruitment process.		
5. Percent and number of participating corps members provided guidance, resources, and mentoring as appropriate by a local contact.	All corps members receive guidance, resources, and mentoring through a local contact. This is primarily done through our Managers of Teacher Leadership Development MTLTD to which each corps member is assigned. More details on the role of the MTLTD can be found under question 13.	N/A
6. Average number of hours per week that a participating corps member receives in research based mentoring from TFA staff or local school district.	All corps members receive 1-2 hours per week (on average) of TFA mentoring, observation, prof. development, or workshops.	N/A
7. Percent of corps members who earned a State of Texas Teaching Certificate after the second year in each of the targeted areas.	<ul style="list-style-type: none"> ● HOU: 100% of teachers completing two years of service earned their teaching certificate ● RGV: 100% of teachers completing two years of service earned their teaching certificate ● DFW: 100% of teachers completing two years of service earned their teaching certificate ● SAN: 100% of teachers completing two years of service earned their teaching certificate 	N/A

<p>8. Percent and number of recruits that complete the specific program/training in Math, Science, or Bilingual/ESL in each of the targeted areas.</p>	<p>2016 Houston Corps</p> <ul style="list-style-type: none"> • Math: 24/105 = 23% • Science: 14/105 = 13% • BILG/ESL: 8/105 = 8% <p>2016 RGV Corps</p> <ul style="list-style-type: none"> • Math: 4/38 = 11% • Science: 10/38 = 26% • BILG/ESL: 12/38 = 32% <p>2016 DFW Corps</p> <ul style="list-style-type: none"> • Math: 32/180 = 18% • Science: 37/180 = 21% • BILG/ESL: 26/180 = 14% <p>2016 San Antonio Corps</p> <ul style="list-style-type: none"> • Math: 18/74 = 24% • Science: 10/74 = 14% • BILG/ESL: 10/74 = 14% <p>Additionally many of our TX corps members get certified in ESL as a supplement to their generalist certification during their time in the corps.</p> <p>*This is in addition to the 2nd year corps members already in place and reported on in the 2015-2016 final progress report.</p>	<ul style="list-style-type: none"> • HOU: The outcome is both due to resignations and also a growing need in our local district landscape need for ELA teachers so we have seen an increase in Reading positions for our generalist teachers. • DFW: Due to resignations, we varied from the projected percentages in Math and in Bilingual.
<p>9. Retention rate of Teach for America corps members placed in each of the targeted areas.</p>	<ul style="list-style-type: none"> • HOU: 89% • RGV: 88% • DFW: 90% • SAN: 90% 	

Goal 3. Teach for America’s pre-service training will prepare corps members to be effective teachers and leaders.		
10. Percent of corps who have receive content-specific professional development and training in the targeted areas.	All corps members receive content-specific professional development and training both during their pre-service training and during the school year.	N/A
11. Percent of students served by Teach for America corps members who demonstrate student achievement in Math, Science, and Bilingual/ESL (if applicable) in each of the targeted areas.	<p>To report on this outcome, we use the following method:</p> <ol style="list-style-type: none"> 1. For the sake of comparison, we are providing State Level Economically Disadvantaged outcomes from 2016-2017 2. For grades/subject where there is a STAAR Index 1 performance standard: the % of students in Teach For America classrooms who attained approaches/meets/masters grade level proficiency on Index 1 STAAR performance standard. 3. For grades/subject where there is a STAAR Index 2 growth goal: the % of students in Teach For America classrooms who met/exceeded their Index 2 growth goal. <p>Results summarized below in Table.</p>	<ul style="list-style-type: none"> • HOU: Many of our science teachers still need a lot of support in breaking down the problems in terms of foundational math and foundational reading knowledge. We have created more content specific cohorts this year and are in collaboration with our district partners to ensure we are hitting these skills while also maintaining rigor. • HOU: At times our bilingual teachers struggle to access accurate and rigorous aligned assessments ongoing in both reading and math, and this continues to be an area of focus for us this coming year. Several of our bilingual teachers experienced some switching around of grade levels due to shifting class sizes or individual campus determinations of which grades and subjects were bilingual or transitional. • RGV: The data reveals that Mathematics and English-Language Arts at the 5th grade

		<p>level present areas of opportunity. Often grade 5 is departmentalized and coupled with early exit programs. A trend in teachers having changes in students or schedules during the spring semester as part of the preparation leading up to STAAR preparation (target groups) may lead to increased challenges for a first or second year teacher or for students who are changing environments.</p>
<p>12. Aggregated data on the percent of economically disadvantaged students served by Teach for America corps members who demonstrate improvement in student achievement in each of the targeted areas</p>	<p>Teach for America cannot differentiate student achievement data based on students' economic status; since we do focus our partnership with districts and schools on low-income students as a rule, we are reporting on the aggregate achievement of all students.</p> <p>To report on this outcome, we use the following method:</p> <ol style="list-style-type: none"> 1. For the sake of comparison, we are providing State Level Economically Disadvantaged outcomes from 2016-2017 2. For grades/subject where there is a STAAR Index 1 performance standard: the % of students in Teach For America classrooms who attained approaches/meets/masters grade level proficiency on Index 1 STAAR performance standard. 	<ul style="list-style-type: none"> • HOU: We are definitely seeing discrepancies across schools districts around which teachers at certain districts are hitting higher percentages of met or exceeded progress and which are falling behind. This correlates with districts that have more consistent data analysis and instructional coaching support on campuses. While we have seen movement with individual teachers, there is still distance to cover across the partnership as a whole. • SAN: We have a commitment to placing the majority of our CMs in SAISD, which has been identified

	<p>3. For grades/subject where there is a STAAR Index 2 growth goal: the % of students in Teach For America classrooms who met/exceeded their Index 2 growth goal.</p> <p>Results summarized below in Table.</p>	<p>by TEA as a priority district given the number and duration of IR campuses. Many of our STAAR testers are on these IR campuses or serving a population of students that are disproportionately 'At Risk'. This year in particular, our MS ELA (55% Approaching) fell far behind our target for the year.</p>
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2016-2017 Results	Houston	Rio Grande Valley	Dallas - Fort Worth	San Antonio	TFA-Texas (2016-2017)
Index 1: Approaches Grade Level (All Subjects)	64%	76%	66%	62%	66%
Index 1: Meets Grade Level (All Subjects)	30%	46%	29%	26%	31%
Index 1: Masters Grade Level (All Subjects)	11%	18%	7%	6%	10%
Index 1: Approaches Grade Level (Math)	65%	84%	71%	67%	70%
Index 1: Meets Grade Level (Math)	29%	51%	31%	28%	31%
Index 1: Masters Grade Level (Math)	12%	22%	9%	10%	11%
Index 1: Approaches Grade Level (Science)	63%	77%	72%	66%	70%
Index 1: Meets Grade Level (Science)	23%	50%	35%	28%	34%

Index 1: Masters Grade Level (Science)	8%	21%	5%	5%	9%
Index 1: Approaches Grade Level (BILG/ESL)	54%	70%	56%	60%	61%
Index 1: Meets Grade Level (BILG/ESL)	29%	40%	26%	21%	32%
Index 1: Masters Grade Level (BILG/ESL)	14%	23%	11%	8%	16%
Index 2: Met or Exceeded Progress (All Subjects)	47%	55%	56%	57%	52%
Index 2: Exceeded Progress (All Subjects)	12%	23%	17%	13%	15%
Index 2: Met or Exceeded Progress (Math)	50%	56%	58%	63%	57%
Index 2: Exceeded Progress (Math)	9%	22%	18%	12%	14%
Index 2: Met or Exceeded Progress (BILG/ESL)	33%	30%	63%	70%	46%
Index 2: Exceeded Progress (BILG/ESL)	16%	23%	31%	20%	20%

13. Number of Teach for America graduates in the state who are employed by a public	<p>1,903 Teach For America alumni in Texas working for a public school district or charter</p> <ul style="list-style-type: none"> • Additional detail included as Attachment A. 	
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<p>school district or charter, by school year. Include length of service, job title, district or charter campus of current employment, and district or charter campus to which the graduate was initially assigned.</p>	<ul style="list-style-type: none"> Data pulled from alumni database, and informed by Winter 2016/2017 Teach For America alumni survey and ongoing one – one meetings. 	
<p>14. Number of Teach for America graduates in the state who are no longer employed by a public school district or charter, and length of service. Provide reason for leaving public school employment as applicable based on available data surveys and rate of response.</p>	<p>2,685 Teach For America alumni in Texas who are no longer employed by a public school district or charter</p> <ul style="list-style-type: none"> Additional detail included as Attachment B. Data pulled from alumni database, and informed by Winter 2016/2017 Teach For America alumni survey and ongoing one – one meetings. 	<p>Upon further investigation of our survey data and alumni database, we found that we have not consistently inquired as to the reason for leaving public school employment over our 25 year history and are therefore unable to report on this detail.</p>
<p>15. Demographic information on Teach for America first and second year corps members and graduates to include birthdate, gender, race/ethnicity, institution of higher education where undergraduate degree was earned, undergraduate major, and the educator preparation program enrolled in.</p>	<p>4,271 Teach For America corps members and alumni in Texas</p> <ul style="list-style-type: none"> Additional detail included as Attachment C. Data pulled from corps member and alumni database, and informed by application information, and Winter 2016/2017 Teach For America alumni survey and ongoing one – one meetings. 	<p>Upon further investigation of our alumni database, we discovered we do not track educator preparation program in a consistent manner across regions or across time.</p> <p>That said, our current program partners are:</p> <ul style="list-style-type: none"> Houston: Teaching Excellence RGV: Project PaCE DFW: Southern Methodist University; Texas Wesleyan University

		<ul style="list-style-type: none"> • San Antonio: Teacher Orientation and Preparation Program
<p>16. Please describe the process used to monitor the corps members' progress through this time period.</p> <p>The primary avenue of our corps member progress monitoring occurs through our regional Teacher Leadership Development staff, specifically our Managers, Teacher Leadership Development (MTLD). By September 1, each corps member is assigned to a MTLD cohort and each MTLD works to ensure a strong foundational relationship with each corps member in their cohort. Additionally, early in the start of the school year/grant year, the topics of focus are: setting measurable academic and personal student goals; developing and implementing strong systems and procedures for classroom operation; developing and cultivating strong classroom culture of achievement; developing and executing on rigorous, objective-based instruction. Through this time, MTLDS are collecting data on the progression of development of each corps member, as well as the rigor of academic instruction, and the culture of achievement in each classroom. Additionally, as it becomes available, a MTLD will monitor the achievement/mastery of students based on objective-based assessments, either as developed by a school/district or in partnership between the MTLD and corps members. The engagement between MTLD and corps member continues through the entire school year, with meaningful interactions happening on a 3 – 5 week basis, or as needed and determined by developmental needs of students and corps members.</p>		

17. Include a list of the participating campuses and the number of corps members in each of the targeted areas.

The following lists provide participating campuses and the number of 2016-2017 corps members placed. Note: "Number of Corps Members Placed" includes only first year teachers in 2016-2017 and does not include first year teachers in 2015-2016 already reported on in the Final 2015-2016 Program Report.

Rio Grande Valley

Campus Name	# of 1 st Year Teachers in 2016-2017
Academy for Academic Enhancement - Middle	1
Ann Richards	3
Carmen Anaya Elementary School	1
Dishman Elementary School	1
Domingo Trevino Middle School	1
Harlingen High School	1
Harlingen School of Health Professions	1
IDEA Academy - Frontier	1
IDEA Academy - Quest	1
IDEA College Prep - Alamo	3
IDEA College Prep - Donna	2
IDEA College Prep - Frontier	1
IDEA College Prep - Mission	4
IDEA College Prep - San Benito	1
IDEA College Prep - Weslaco	2
Idea College Prep-Brownsville	2
JACKSON ELEMENTARY SCHOOL	1
Jimmy Carter Early College High School	1
Juan D Salinas Middle School	2
Juarez-Lincoln High School	1

Lloyd M Bentsen Elementary School	1
Memorial High School	1
Mercedes High School	3
Palmer Elementary	1
PSJA High School	1
Rodriguez Elementary School	1
Southwest High School	2
Wilson Elementary School	1
Grand Total	42

Houston

Campus Name	# of 1 st Year Teachers in 2016-2017
Baker-Ripley Charter School	2
Benavidez ES	3
Black MS	1
COOK ROAD HEAD START CENTER	2
Cunningham ES	2
Dogan ES	2
Fondren MS	2
Hartman MS	2
Hilliard Elementary School	1
Jane Long MS	1
KIPP 3-D	3
KIPP Academy Middle School	1
KIPP Connect Middle	2
Kipp Courage College Preparatory	1
KIPP DREAM PREP	2

Kipp Explore Academy	2
KIPP Intrepid	3
KIPP Legacy	1
KIPP Liberation	2
KIPP PEACE Elementary School	1
KIPP Polaris	2
KIPP Prime	1
KIPP Sharpstown	1
KIPP SHINE	2
KIPP Sunnyside	1
KIPP Unity	2
KIPP Voyage Academy for Girls	1
KIPP ZENITH ACADEMY	2
Lantrip ES	2
Lewis Elementary	2
McReynolds MS	1
Patrick Henry MS	2
Port Houston ES	1
Pugh ES	3
Revere MS	1
Ripley House Charter School	1
Ripley House Middle School	1
Robinson ES	1
Sam Houston Math, Science, and Technology Center Ninth Grade College Preparatory Academy	3
SPRING BRANCH ELEM SCHOOL	1
SPRING OAKS MIDDLE SCHOOL	6
Spring Woods HS	1
Thurgood Marshall Elementary School	4

Tijerina ES	1
TREASURE FOREST ELEMENTARY SCH	1
Valley West ES	1
Wainwright ES	2
Woodview Elementary School	2
YES - East End	4
YES - NorthCentral	2
YES - Southeast	1
YES - West	1
YES North Forest	1
Yes Prep - Gulfton	3
YES Prep - Hoffman	1
YES Prep - Northside	1
YES Prep - Southwest	1
YES Prep - White Oaks	2
YES PREP BRAYS OAKS	2
YES PREP FIFTH WARD	2
YES PREP NORTHBROOK MS	2
YES Prep Southside	2
Yes Preparatory Northbrook	1
Grand Total	111

Dallas Fort Worth Metroplex

Campus Name	# of 1 st Year Teachers in 2016-2017
Ann Richards Middle School	4
Billy Earl Dade Middle Learning Center	7

Boude Storey Middle School	5
C.M. Soto Elementary School	2
Christene C. Moss Elementary School	2
Como Elementary School	2
E.B. Comstock Middle School	1
East Handley Elementary School	1
Edward H. Cary Middle School	4
Edward Titche Elementary School	2
Florence Middle School	8
Greenbriar Elementary School	3
H. Grady Spruce High School	10
Innovation, Design, Entrepreneurship Academy	1
Jerry Junkins Elementary School	1
Justin F. Kimball High School	8
KIPP Destiny Elementary	2
KIPP Pleasant Grove Primary	1
KIPP Truth Academy	2
KIPP Truth Elementary	2
L.V. Stockard Middle School	2
M.M. Walton Elementary School	2
Meadowbrook Elementary School	1
Medrano Middle School	6
Milton L Kirkpatrick Elementary School	1
Moises E. Molina High School	2
Morningside Middle School	1
Nancy Cochran Elementary	3
Natha Howell Elementary School	2

Oran M. Roberts Elementary School	3
Raul Quintanilla Middle School	2
Riverside Middle School	1
Rosemont Elementary School	3
S.S. Dillow Elementary School	2
Seagoville High School	1
South Hills High School	4
Sunrise-McMillian Elementary School	1
T.W. Browne Middle School	2
Thelma Elizabeth Page Richardson Elementary School	3
Thomas A. Edison Middle Learning Center	4
Thomas C. Marsh Middle School	3
Thomas Jefferson High School	11
Uplift Grand Preparatory Middle School	1
Uplift Grand Preparatory Primary School	2
Uplift Hampton Preparatory High School	3
Uplift Hampton Preparatory Middle School	2
Uplift Hampton Preparatory Primary School	1
Uplift Heights Preparatory High School	4
Uplift Heights Preparatory Middle School	2
Uplift Infinity Preparatory High School	2

Uplift Infinity Preparatory Middle School	2
Uplift Lee Preparatory Primary School	2
Uplift Luna Preparatory High School	4
Uplift Luna Preparatory Middle School	4
Uplift Luna Preparatory Primary School	2
Uplift Meridian Preparatory Primary School	2
Uplift Mighty Preparatory High School	2
Uplift Mighty Preparatory Middle School	2
Uplift Mighty Preparatory Primary School	2
Uplift Peak Preparatory High School	2
Uplift Peak Preparatory Primary School	1
Uplift Pinnacle Preparatory Primary School	2
Uplift Summit International Preparatory Middle School	2
Uplift Summit International Preparatory Primary School	2
Uplift Triumph Preparatory Primary School	1
Uplift Williams Preparatory High School	3
Uplift Williams Preparatory Middle School	3
W.W. Samuell High School	3

West Handley Elementary School	4
Westcreek Elementary School	1
Western Hills Elementary School	1
Whitney M. Young Junior Elementary School	2
Grand Total	194

San Antonio

Campus Name	# of 1 st Year Teachers in 2016-2017
Ball Elementary	1
Brackenridge HS	1
Burbank HS	1
Davis MS	1
De Zavala Elementary	1
Douglass Elementary School	2
Estrada Achievement Center	3
Foster Elementary	3
Franklin Elementary School	1
Graebner Elementary School	2
Harris Academy	1
Highland Hills Elementary	1
Highlands HS	5
HIRSCH ELEMENTARY SCHOOL	1
Idea Academy-Monterrey Park	1
Idea Academy-South Flores	1
IDEA Carver CP	3

Idea College Prep-Monterrey Pk	4
Kelly Elementary	1
KIPP Aspire	1
KIPP Camino Academy	1
Kipp Esperanza Dual Lang Academy	1
KIPP University Prep	3
Lamar Elementary School	1
Lanier HS	2
Longfellow MS	1
Lowell Middle School	1
MADISON ELEMENTARY SCHOOL	1
Maverick Elementary	1
New Frontiers Charter School	1
Ogden Elementary	1
Page MS	2
Pershing Elementary	1
Poe MS	1
Rodriguez Elementary	3
Rogers Elementary	3
Rogers MS	1
Sam Houston HS	2
SCHENCK ELEMENTARY SCHOOL	1
Stewart Elementary	4
Tafolla MS	1
Washington Elementary	2
Wheatley Middle School	1
Whittier MS	2
Woodlawn Elementary	2
Grand Total	75

