



Grow Your Own

Teacher Development Project

ANN ARBOR PUBLIC SCHOOLS
LEAD. CARE. INSPIRE.



Presented to the Board of Education
April 25, 2018





*“Be an opener
of doors for
such as come
after thee...”*

Ralph Waldo Emerson





Grow Your Own: Teacher Development Program



- Definition
- Benefits
- Spotlight Programs
- Next Steps



Grow Your Own: Definition





Grow Your Own: Definition

“The Pathways to Teaching program is a program that I started in Denver . . . to encourage high school students to consider becoming teachers, and more specifically, to encourage students of color to become teachers.”

Dr. Bianco, School of Education
University of Colorado - Denver

“This is the idea of establishing a pipeline of locally educated, highly effective, culturally-competent, teachers.”

Dr. Peter Stiepleman, Superintendent
Columbia Public Schools



Grow Your Own: Ann Arbor



From within Ann Arbor, called to serve the children of Ann Arbor . . .

- In our Ann Arbor Public Schools *Grow Your Own Teacher Development Program*, we are inspired to enhance interest in teaching as a career, leveraging human talent from among our current students who will pursue an education degree and return to serve right here in our Ann Arbor community.
- The support and development, begins with the establishment of *Future Teacher Academies* in each comprehensive high school and continues along an continuum of development and supports in encouraging students, particularly students of color, toward a successful career in education.
- Characteristic of this Ann Arbor effort is a community/university/coalition working together to mobilize community support of the growth of these young teachers, lifting up the profession of teaching from within the local community.



Grow Your Own: Benefits



+ Grow Your Own: Benefits



- Allows the district to build a pipeline of future educators
- Builds stronger relationships between school district and area colleges
- Allows district to develop workforce programs to tap into diverse teaching talent
- Promotes and highlights a positive image of the education profession
- Builds a community coalition in support of developing quality teachers
- Enhances community and positive relationships
- Offers tuition/scholarship assistance
- Provides early learning opportunities for school settings at all levels Pre K-12



Benefits of a Program

Hearing from an expert . . .





Spotlight Programs



Columbia
PUBLIC SCHOOLS

+ Spotlight Program #1

Pathways2Teaching Program

Denver Public Schools
Denver, Colorado

www.pathways2teaching.com/guiding-principles.html



University of Colorado
Denver

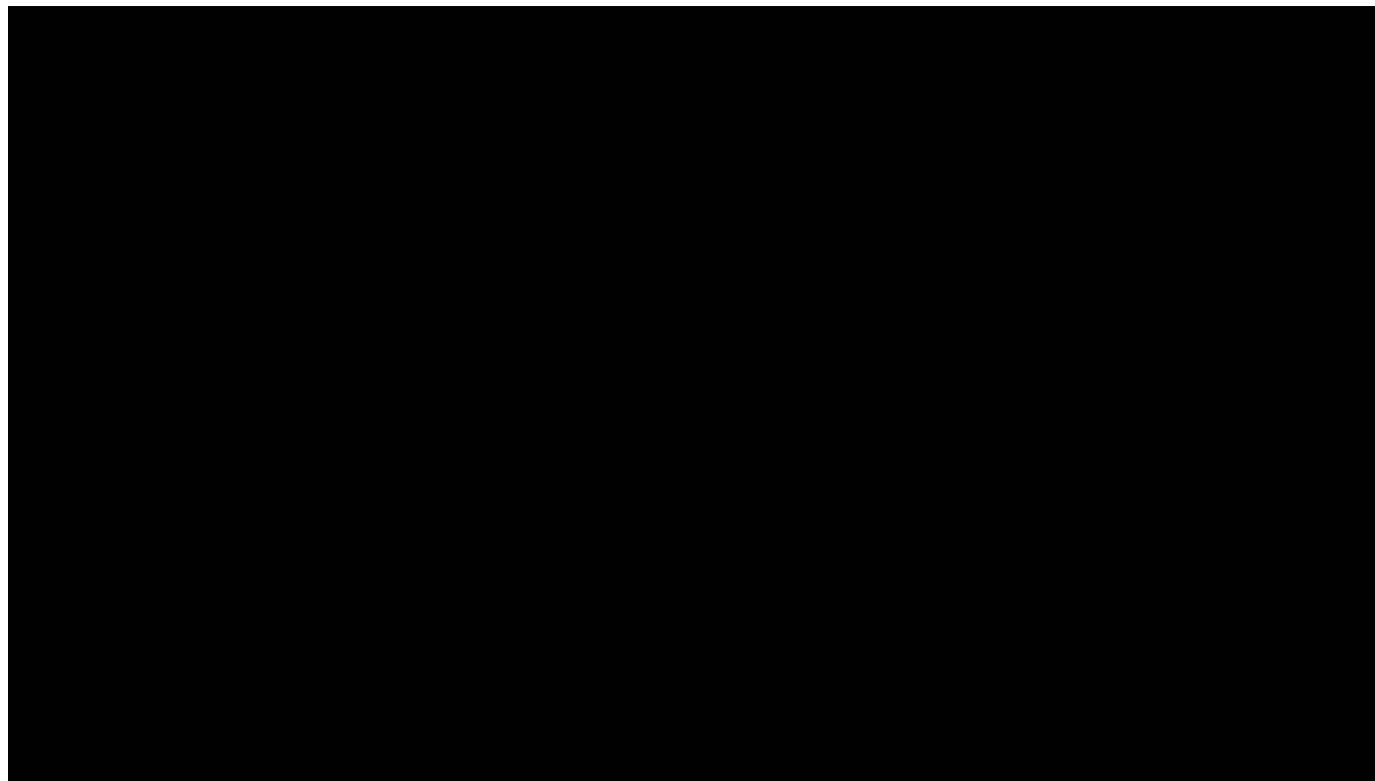
+ Spotlight Program #2

Grow Your Own Teacher Development Program

Columbia Public Schools
Columbia, Missouri



+ Spotlight Program #2





Grow Your Own: Next Steps

- Recruit Campus Sponsors at High Schools
- Engage with University Partners
- Convene a Community Advisory Group





Next Steps – Step #1



- Recruit Campus Sponsors at High Schools
 - Teachers develop a cohesive group from among students considering or interested in becoming teachers
 - Develop program for learning and exploration, experience and internships in classrooms

+ Next Steps – Step #2

- Engage with University Partners (including HBCU's)



EASTERN MICHIGAN UNIVERSITY

+ Next Steps – Step #3



■ Convene a Community Advisory Group

- Ann Arbor Education Association
- Community Leaders
- Michigan Educational Credit Union
- Minority Affairs
- Schools of Education
- Teacher Sponsors
- Others



Phase I - Grow Your Own: Students

- Develop Community Vision & Build a Coalition
- Establish Core Values & Foundational Beliefs
- Clarify Program Guidelines
- Set Program Goals and Budget
- Pursue Resources, including Scholarships, Incentives, Tuition Discounts





Phase II - Grow Your Own: Support Staff



- Survey staff to find those interested in or currently pursuing a degree in education
- Solicit feedback from administrators on viable candidates
- Solicit staff from substitute pool
- Host internal fair to introduce the program
- Application and interview process
- Selection process
- Tuition Assistance/Scholarship Opportunities
- Student teaching opportunities
- Provide training on program initiatives



Coming Into Focus

