



TEACHER QUALITY & RETENTION PROGRAM

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) and PBIs 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 600 Program Fellows, and, as a result, over 6,000 K-12 students in high-need urban and rural areas to date. 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.

**FOR MORE INFORMATION
PLEASE CONTACT**

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All Program Fellows:

- 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.
- 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 additional Ongoing 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.*

40-50% 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.

WHERE EDUCATION PAYS OFF®

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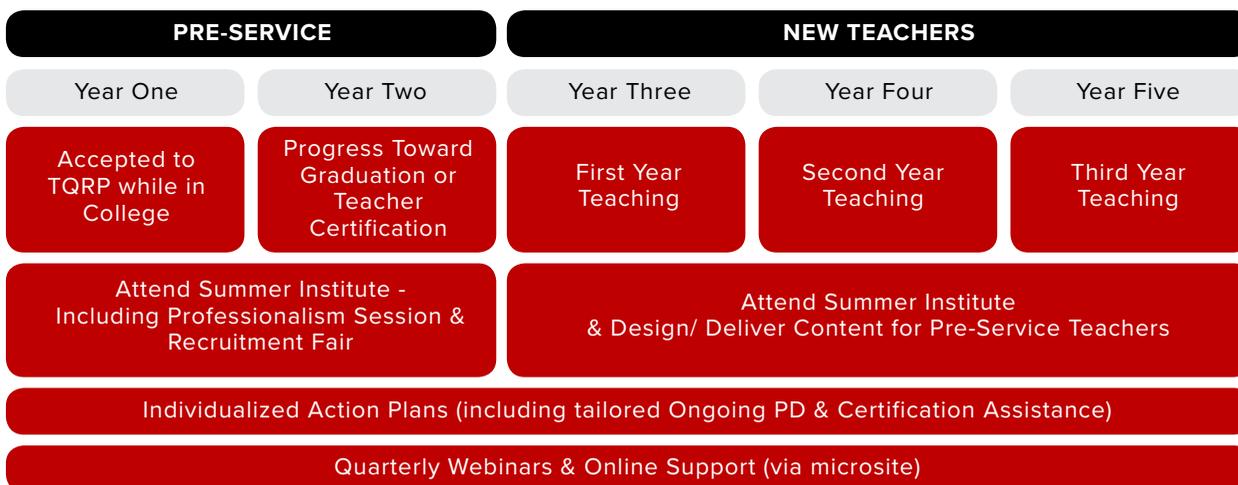
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Continued

2017-18 - TQRP Fellow Demographics

- **32%** are African American Males
- **30%** will be or are currently certified in a STEM subject
- **An additional 25%** are K-8 Generalist or Special Education majors who concentrate specifically on STEM subject matter
- **58%** are currently a Teacher of Record...
- This means that **current TQRP Fellows** will impact **approximately 6000** K-12 students in high-need urban/ rural schools **across 22 states** (including the U.S Virgin Islands) *this school year alone*
- **Select accomplishments of this cohort so far include:**
Teachers of the Year, Content Area Lead Teachers, Grade Level Lead Teachers, School Leadership Team Members, Department Chairpersons, and Master & Doctoral Candidates

2017-18 - TQRP Fellow Demographics



TQRP is a one of a kind program according to the 2015 Shanker Institute Report - "State of Teacher Diversity"

- There were eight programs from across the national featured as "programs to watch" for their work on the recruitment and retention of minority teachers:
 - Boston Teacher Residency
 - Call Me MISTER
 - Grow Your Own Teachers
 - Minority Teacher Identification & Enrichment Program
 - Today's Student Tomorrow's Teachers
 - Teach Tomorrow in Oakland
 - Urban Teacher Enrichment Program
 - **Teacher Quality and Retention Program (TQRP)***
- ***TQRP is the only program featured that focuses solely on recruitment from publicly-supported Historically Black Colleges and Universities (HBCUs).**

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