



**TEACHER QUALITY PROGRAMS**  
**Education Summit 2017**  
INNOVATION | IMPROVEMENT | IMPACT

## **Delaware Transitions to Teaching Partnership**

---

**(DT<sub>3</sub>P)**

**University of Delaware**

#TQPSummit17



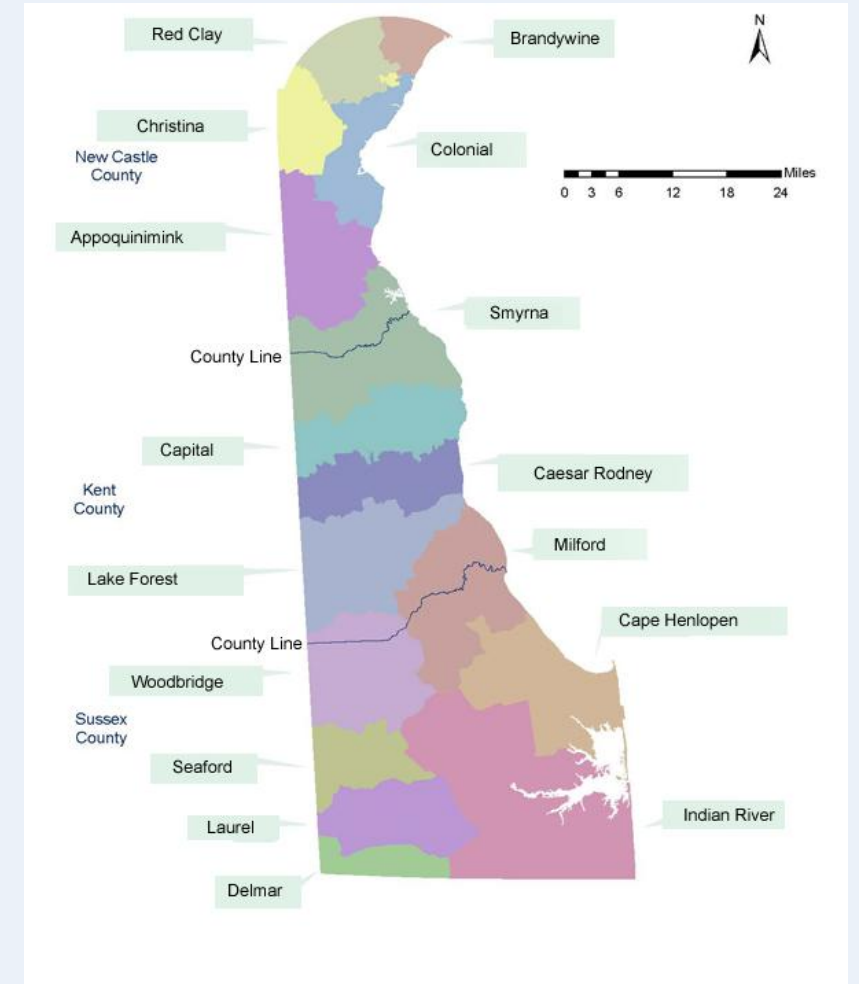
# Delawhere?



# Delaware

- 19 Districts
- 25 Charter Schools
- 137,217 Students
- 9,287 Teachers
  
- **ARTC – 10%**

<http://profiles.doe.k12.de.us/SchoolProfiles/State/>



# DT<sub>3</sub>P Grant Overview, Awarded 2011 for 5 years

- Goal – 4 cohorts
  - 15 STEM teachers
  - high-need secondary schools
- “High-Need”
- Scholarships
- Commitment – 4 years
- Coaching
- Underrepresented groups
- Evaluator

# Recruitment

- Total Applicants 573
- Total Selected 56
- TOR 29
- IHEs
- Veterans Groups
- Job Fairs

## What Worked

- Radio Ad
- Campus electronic bulletin boards
- Non-education job fairs
- Word of mouth
- Persistence

## What Did Not Work

- Recruiting from IHEs
- Number of minority applicants

# Selection

- Two Interviews
- Pre-screener

## What Worked

- Two interviews
- Evaluator input
- Partners ID'd hiring needs earlier
- (Haberman)  
<https://www.startteacheronline.com/>

## What Did Not Work

- Year 1 – no screening for high-need suitability
- ?LEA hiring needs?

# Training

- Pre-service workshops – 60 hours
- Clinical Field Experience – 20 hours
- Expert presenters
- Usable products
- Participant input
- Continuous evaluation

## What Worked

- Response to evaluation
- Coaches participation

## What Did Not Work

- 1<sup>st</sup> year – 3 consecutive weeks
- Limited coaching
- Suitable summer school sites

# Placement

- PLACE
- Candidates find jobs

- No partner obligation to hire

## What Worked

- Partner collaboration
- Candidate profiles
- Marketing strategies
- Delaware DOE & LEA input
- Job search coaching

## What Did Not Work

- Teachers hired by non-high-need LEAs
- Uncertain demands for content areas.
- Economic downturns



# Retention

- Coaches
- Grant coordinator
- Onsite visits

## What Worked

- **Grant staff collaboration with coaches and school administration.**

## What Did Not Work

- **Delaware RIF process**
- **The challenges of high-need schools**
- **\$**

# How USDOE Partnered With Us

- Able to serve more LEAs
- Expanded content areas to include:
  - Special Education,
  - English as a Second Language,
  - World Languages
- No-cost extension for year 6
- Responded to changing needs as supported by data.

# How has DT<sub>3</sub>P Changed Education in Delaware?

- Coaching
- Pre-screener
- New alt routes pathways
- Recruiting
  - Part of Delaware DOE recruiting network
  - Military Partnerships