Delaware Transitions to Teaching Partnership

(DT₃P)

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/
DT3P 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

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
- IHEs
- Veterans Groups
- Job Fairs
Selection

- Two Interviews
- Pre-screener

What Worked
- Two interviews
- Evaluator input
- Partners ID’d hiring needs earlier
- (Haberman) https://www.starteacheronline.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

What Worked

- Response to evaluation
- Coaches participation

What Did Not Work

- 1st year – 3 consecutive weeks
- Limited coaching
- Suitable summer school sites

- Usable products
- Participant input
- Continuous evaluation
## Placement

**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

- No partner obligation to hire

**PLACE**
- Candidates find jobs
Retention

• Coaches
• Grant coordinator

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 DT₃P Changed Education in Delaware?

• Coaching

• Pre-screener

• New alt routes pathways

• Recruiting
  • Part of Delaware DOE recruiting network
  • Military Partnerships