

Rutgers Urban Novice Teacher Academy

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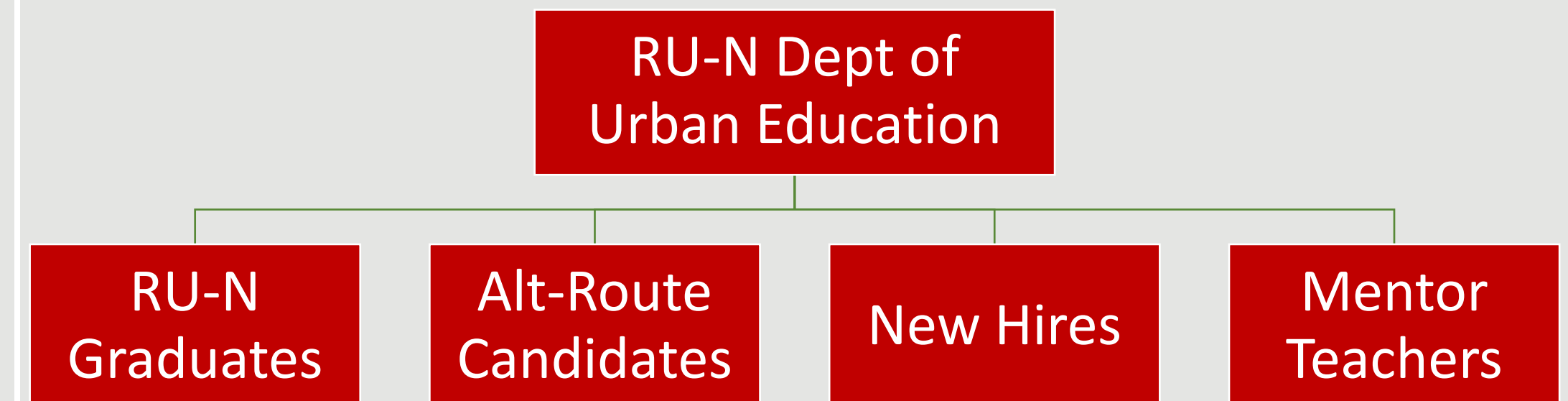
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Abstract:

According to the National Center for Education Statistics (2017), we know that teachers of color are transitioning to other professions at higher rates than their white counterparts often citing **isolation and lack of support**. We also know that the number of students with diverse learning needs in public schools is increasing. The RUN Teacher Academy (Rutgers Urban Novice Teacher Academy) is a **three-year comprehensive support system** and professional development provider for new teachers in their first three years of teaching, with a commitment to supporting the specific needs of teachers of color in urban schools. This program aims to provide novice teachers of color with the **relational, pedagogical, and educational tools** to be successful and confident educators. This proposal addresses the need for **quality novice teacher preparation** and on-site mentorship through **continuing education**. Additionally, it will focus on teacher attitudes, dispositions, self-efficacy, and community-building as **key factors for success**.

Primary Stakeholders:



Key Steps/Activities:

- Increase the intentional support systems for teachers of color in urban schools through **cohort mentoring**
- Increase the retention rates of teachers of color in urban schools, while strengthening the pipeline for teachers of color in schools through **teacher collaboration**
- Increase the self-efficacy of teachers of color in urban schools through **professional learning opportunities**
- Support traditional and alternate route candidates through **teacher inquiry**

Effectiveness Measures:

- Self-efficacy assessment (administered 2x/yr)
- Review Retention Rates (yearly)
- Engagement Satisfaction Survey (after every meeting)
- End of Program Satisfaction Survey (yearly)
- Novice Teacher Job Satisfaction Survey (2x/yr)
- Mentor Teacher Job Satisfaction Survey (2x/yr)
- Employer Satisfaction Survey (yearly)

Communication/Engagement:

- The RUN Teacher Academy will be supported by a committee of stakeholders.
- Committee's purpose is to provide formative feedback and recommendations to the program administrators for continuous improvement.
- The committee will convene quarterly.
- The committee will prepare briefs and presentations on the progress of the RUN Teacher Academy to local, state, and national audiences.

Proposed Timeline/Current Status/Future Directions:

