Stronger Together: Preparing the Best Teachers for Local Communities

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Introduction

- Doug Hamman, Ph.D.
  - Professor and Chair of Teacher Education, Texas Tech University
  - Program Director of TechTeach Across Texas

- Fay Lee, M.Ed.
  - Professor and Lead Faculty of the Associate Arts in Teaching Program, Lone Star College-CyFair
  - Curriculum Team Chair for all 6 campuses for our system

TEXAS TECH UNIVERSITY
TechTeach™

LONE STAR COLLEGE

Driving Question:

Why is cooperation essential for building and maintaining a

robust pipeline of teacher talent in Texas?

The Problem(s)

The Context

- Teacher shortages
- Demographic changes in Texas
- Demographic Gap in Teacher Workforce
- Disparities with qualified vs. unqualified teachers in high-minority schools vs. low minority schools
- Teacher pipeline leaking
- Proper preparation (IHEs vs. Alternative Certification Programs)

Texas

Total population: 26,956,958

	2010	**2014**	**Percent change**
White	11,447,157	11,735,074	**2.5%**
Black	2,911,689	3,161,811	**8.6%**
Hispanic	9,515,924	10,411,340	**9.4%**

Top 10 Counties With Fastest-Growing Hispanic Populations

Among counties with populations above 50,000, those located nearby large urban centers saw the fastest growth in Hispanic residents between 2010 and 2014.

County	2014 Total Population	Hispanics, as Percentage of 2014 Total	Percent Change in Hispanics, 2010-2014
Midland County	155,830	42.4%	27.3%
Hardin County	55,621	5.6%	27.3%
Randall County	128,220	19.5%	24.6%
Hays County	185,025	37.0%	22.2%
Ector County	153,904	57.5%	21.8%
Montgomery County	518,947	22.5%	21.8%
Kaufman County	111,236	19.4%	21.2%
Comal County	123,694	26.6%	20.7%
Orange County	83,433	6.9%	19.6%
Williamson County	489,250	23.9%	18.0%

Top 10 Non-Border Counties With Greatest Share of Hispanics

Among counties with populations above 50,000, those along the Texas-Mexico border have the highest percentage of Hispanics — though non-border counties are seeing high growth too.

County	2014 Total Population	Hispanics, as Percentage of 2014 Total	Percent Change in Hispanics, 2010-2014
Nueces County	356,221	62.4%	7.4%
Bexar County	1,855,866	59.3%	8.7%
Ector County	153,904	57.5%	21.8%
San Patricio County	66,915	56.0%	6.2%
Victoria County	91,081	45.3%	7.9%
Midland County	155,830	42.4%	27.3%
Harris County	4,441,370	41.8%	10.4%
Dallas County	2,518,638	39.3%	8.8%
Tom Green County	116,608	38.1%	12.1%
Potter County	121,627	37.4%	5.8%

The teacher pipeline in Texas is … leaking

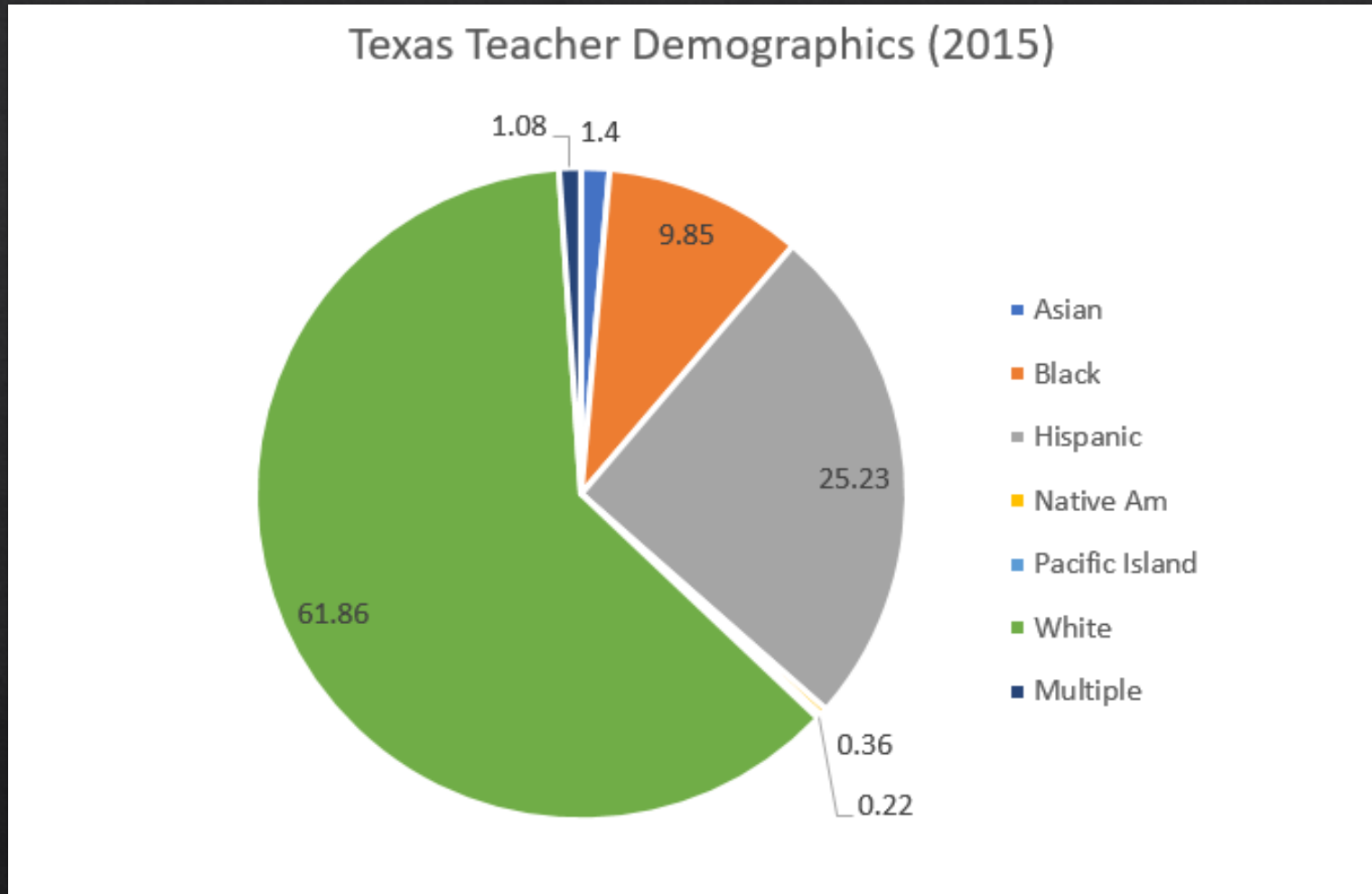**Figure 1**
Enrollment by Race/Ethnicity, Texas Public Schools, 2005-06 Through 2015-16
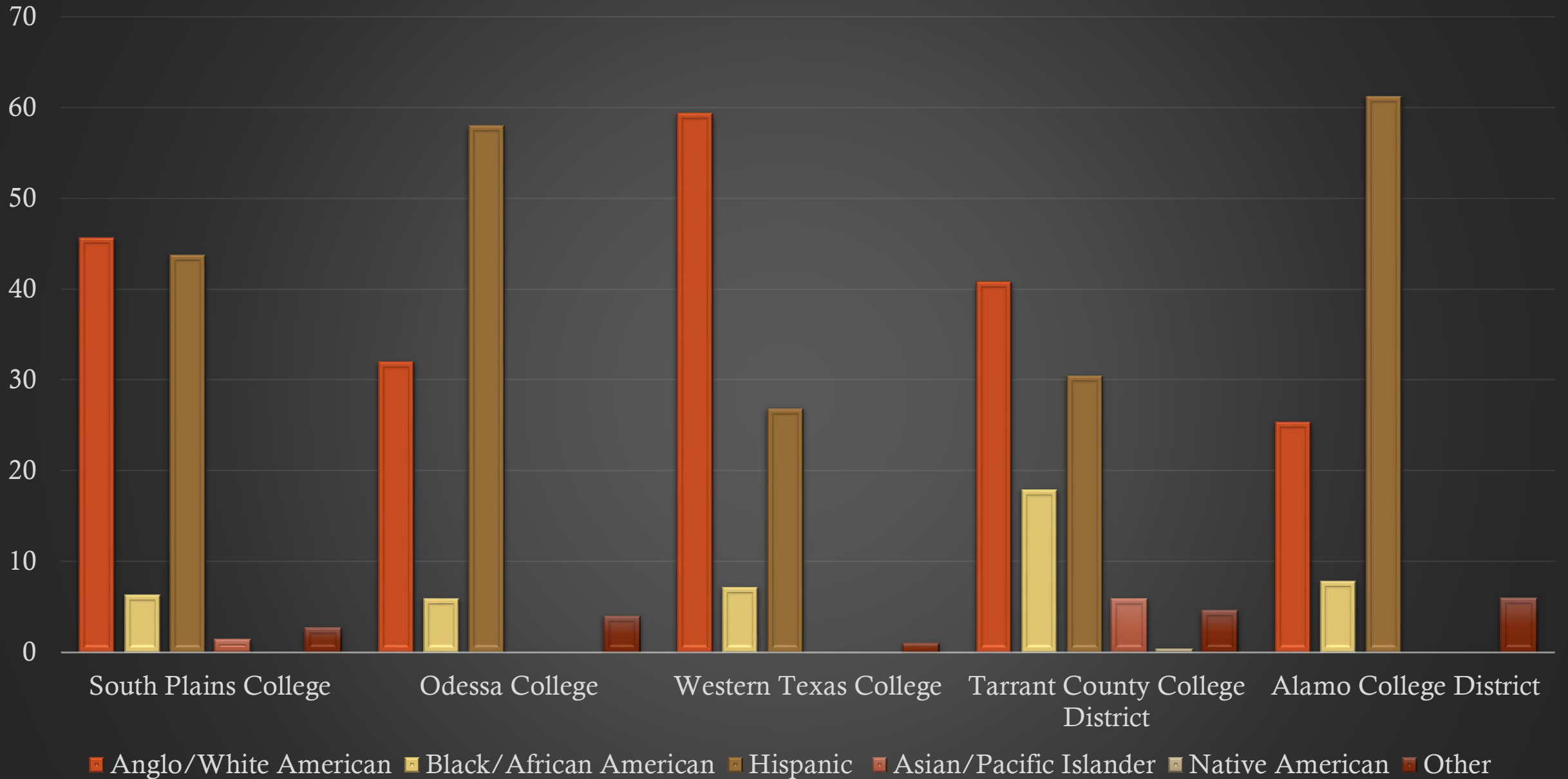
Legend: African American, Asian, Hispanic, White
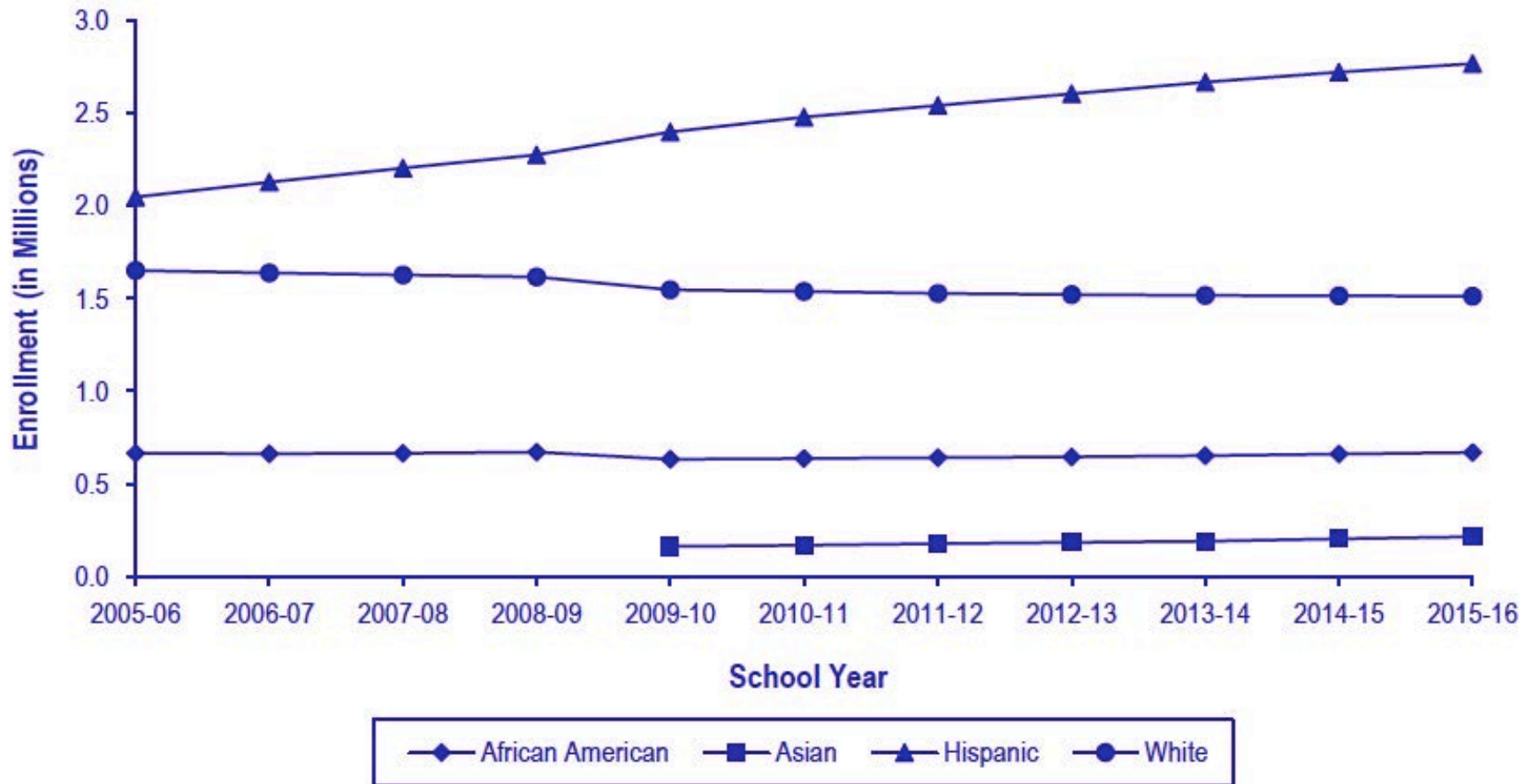
Note. Racial groups (African American, Asian, and White) do not include students of Hispanic ethnicity. Data for Asian enrollment prior to the 2009-10 school year are not available.
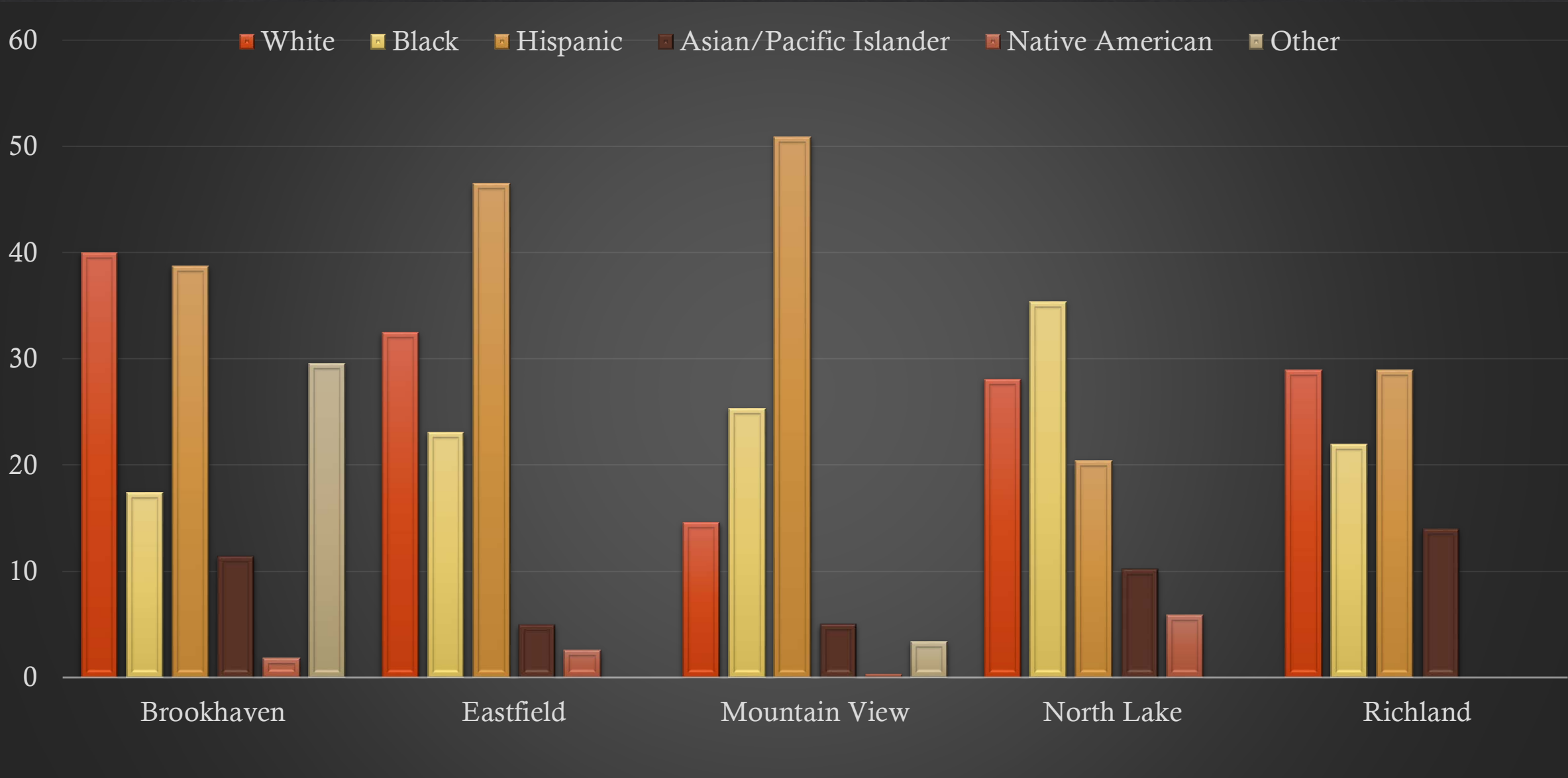
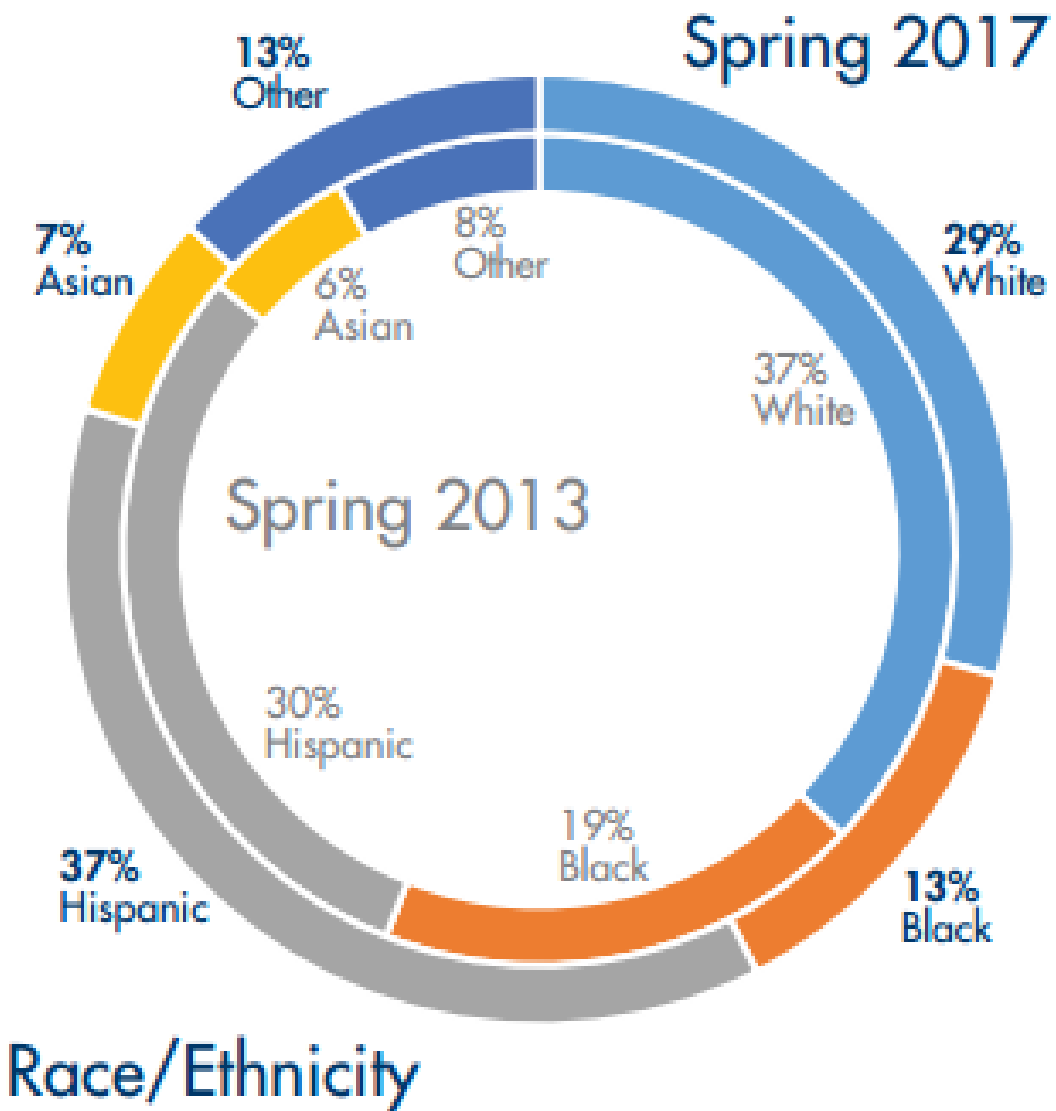# The teacher pipeline in Texas is … leaking

Texas Teacher Demographics (2015)

- Asian
- Black
- Hispanic
- Native Am
- Pacific Island
- White
- Multiple

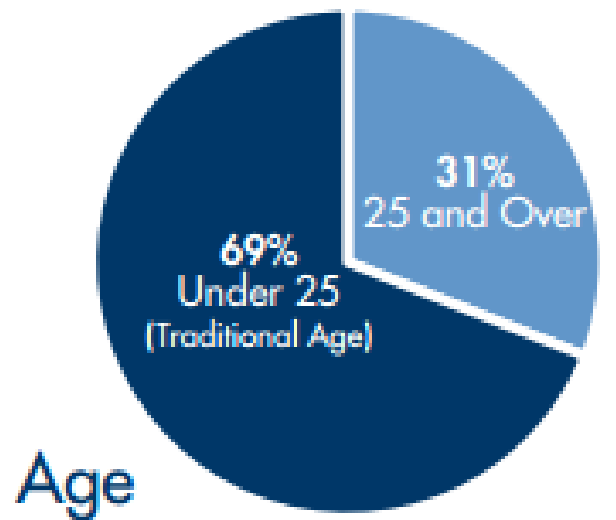There's a lot of overlooked talent in Texas.

Community College Demographics

Dallas County Community College District
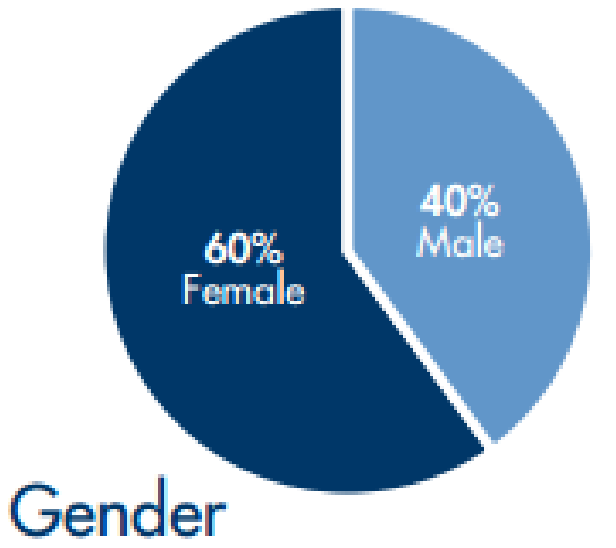
Lone Star College Demographics

The teacher pipeline in Texas is … leaking

Alternative and undergraduate EPPs certify the most new teachers.
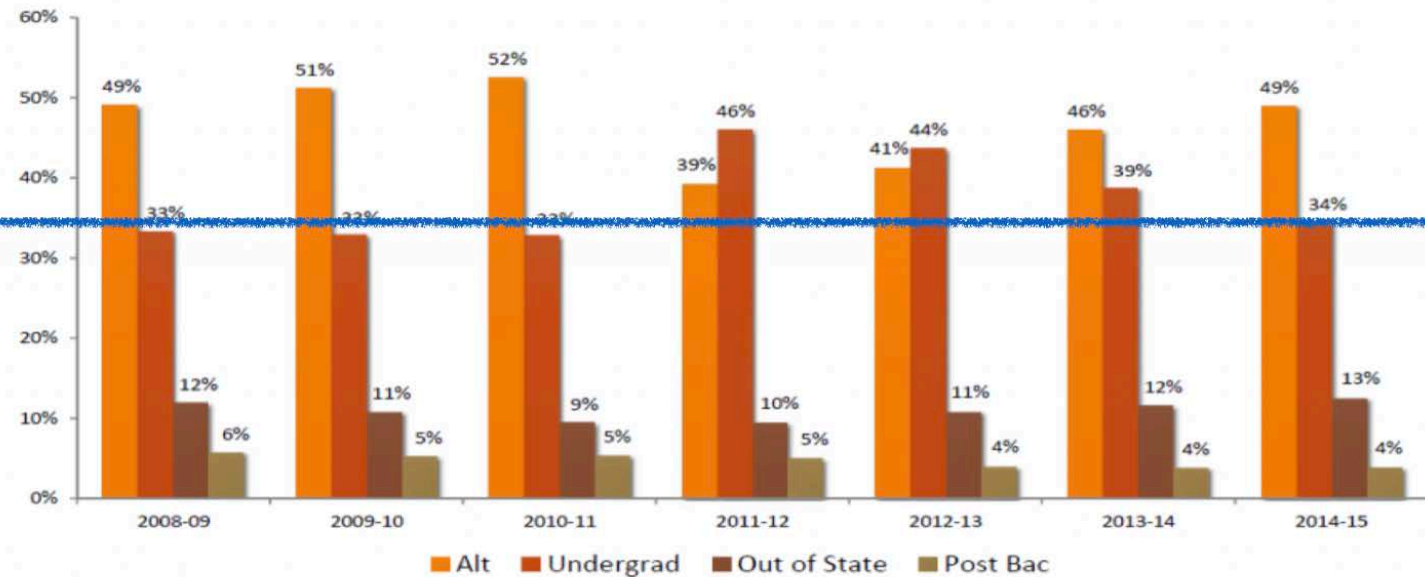
IHE prepare about **34%** of new teachers

Preparation Program Types

	Traditional Undergraduate Program	Alternative Certification Program	Late Hire Alternative Certification Provision – After June 15
Coursework or Training Prior to Clinical Teaching or Teacher of Record	80 clock-hours prior to clinical teaching assignment	80 clock-hours prior to being teacher of record	None
Field Base Experience Prior to Clinical Teaching or Teacher of Record	30 clock-hours prior to clinical teaching assignment	30 clock-hours prior to being teacher of record	None
Student (Clinical) Teaching	12 weeks full day or 24 weeks half day	None	None
Internship	N/A	One full school year paid teacher of record – up to 3 years	One full school year paid teacher of record – up to 3 years
Field Supervision	Three 45 minute observations during 12/24 week assignment	Three 45 minute observations during one full school year assignment	Three 45 minute observations during one full school year assignment
To be teacher of record	Complete program, pass content and Pedagogy and Professional Responsibilities (PPR) exams	Pass content exam or 24 college hours in subject taught	Pass content exam or 24 college hours in subject taught
Coursework or Training for Program Completion	300 Clock-Hours Up to 50 hours can be provided by the district or campus	300 Clock-Hours Up to 50 hours can be provided by the district or campus	300 Clock-Hours Up to 50 hours can be provided by the district or campus

TEA

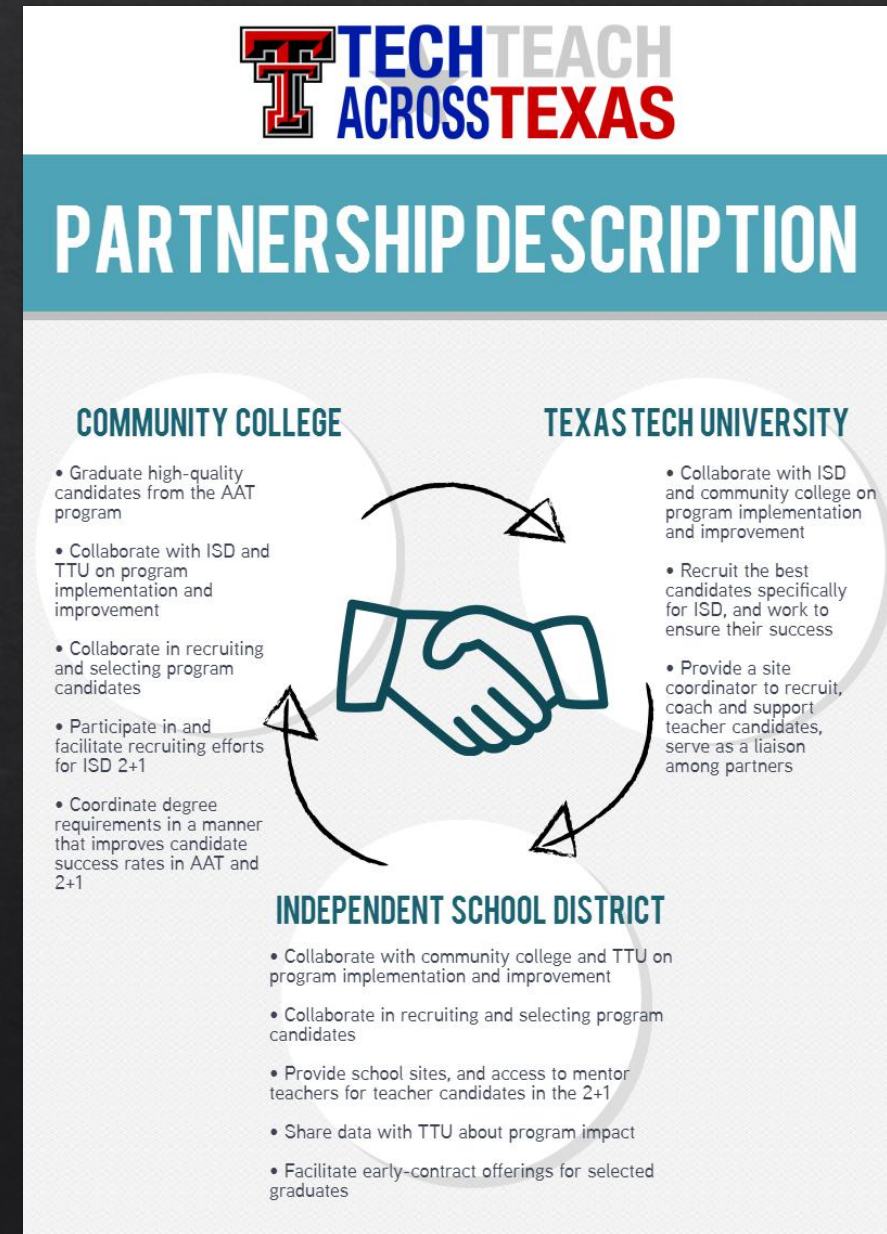Highest proportion of *new teachers* come from this group

Finding a Solution

A Graduate's Perspective
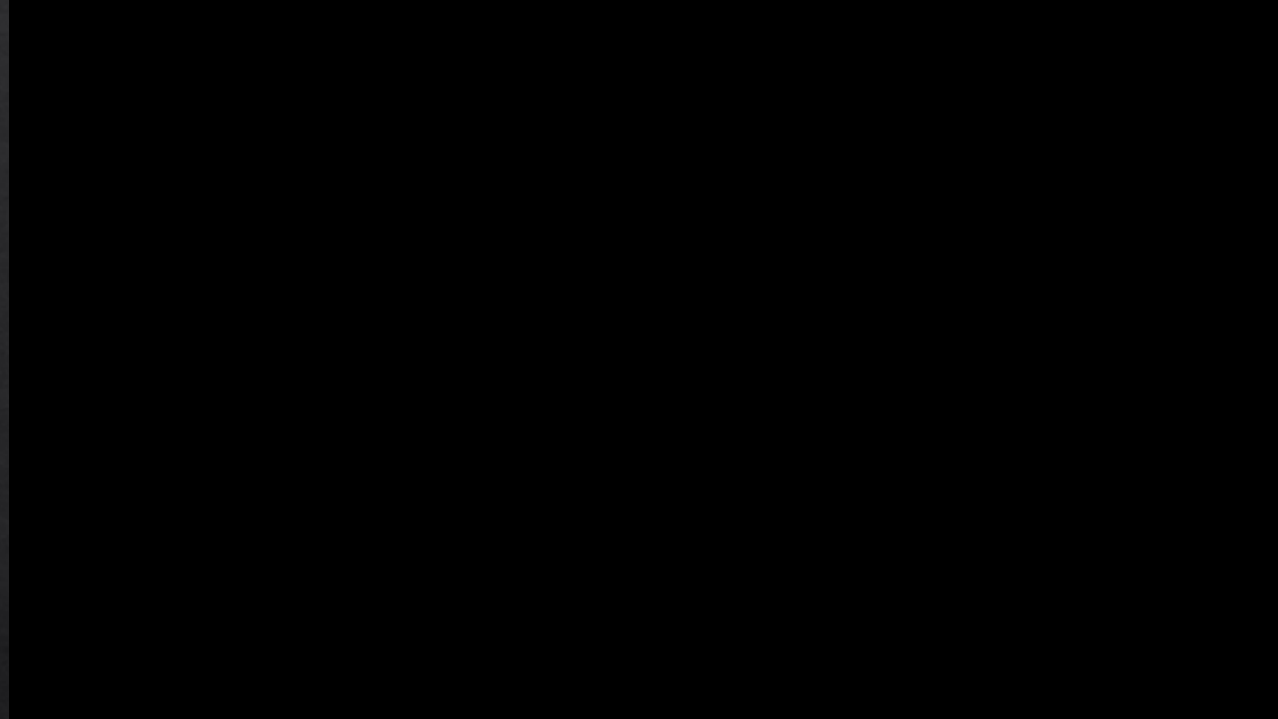
Geneva Paul,
Texas Tech University
Class of 2015

Program Outline

◈ History: ASU to TTU

◈ Motivation: Modification of the model with 2+1

  ◈ Structure: online | in schools | site coordinator

  ◈ Focus: Bilingual | ESL | SPED

◈ Partnerships: win, win, win

Community College-AAT Benefits

◈ Completion and success rates for our AAT (seamless articulation agreement)

◈ Intentional district partnerships (Educational Affiliation Agreements)

◈ Practice Exam preparation (data collection)

◈ Introductory course curriculum (full scope of Teacher Education Program)

◈ *True* partnerships

Data on the Program

13 locations | 30% of enrollment | 60% non-white | 92% offered | 70% district retention after 2 years

Value of and to the Community College Student

- Urban/Title I School background

- Family obligations

- Empathy with the barriers of students

- Immigrant homes

- First generation in college

- Non-traditional pathway

Graduates from FWISD with their Site Coordinator

Impact on Urban & Rural Districts

WHAT IS TECHTEACH ACROSS TEXAS?

TechTeach Across Texas is our fast-track, one-year teacher preparation program, combining intense clinical experiences with applicable online courses in district-based partnerships around the state. You will receive classroom coaching from skilled, experienced Site Coordinators and Mentor Teachers, and be able to immediately apply principles from your practical coursework. TechTeach Across Texas allows students to complete a Bachelors degree and earn teacher certification in one calendar year.

KEY FEATURES OF TECHTEACH

★ We utilize the TAP rubric to clearly define ways for teacher candidates to improve their own performance.
★ Teacher candidates begin working in classrooms in the first semester and begin student teaching earlier than other programs.
★ TechTeach candidates use state of the art digital technology to review their own instruction, evaluate and improve.
★ Teacher candidates work in a co-teaching model alongside experienced, handpicked mentor teachers committed to the professional growth of their teacher candidate.

REQUIREMENTS

★ Completed Associate of Arts in Teaching
★ Minimum of 2.75 GPA
★ 66 transferable hours
★ Foreign language requirement (2 years from high school or 2 semesters of college level)

SCHOLARSHIP OPPORTUNITIES

The College of Education offers scholarships specifically for TechTeach candidates. Competitive transfer scholarships are also available.
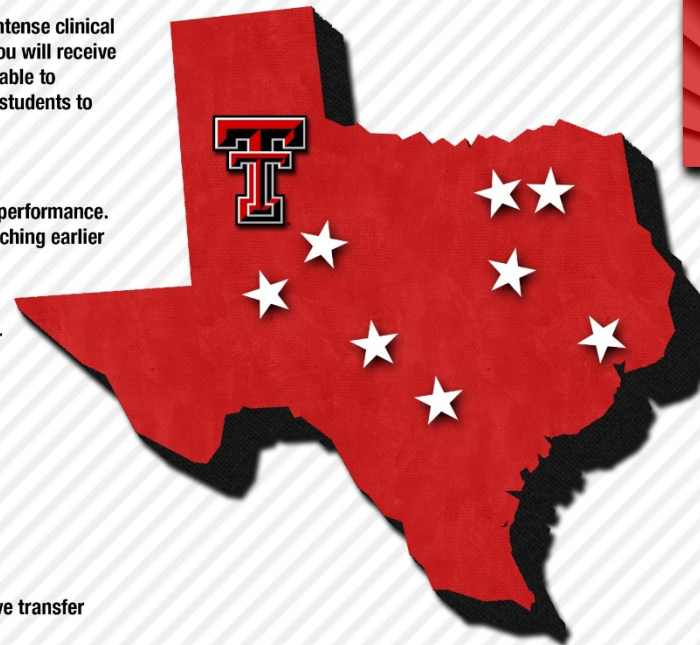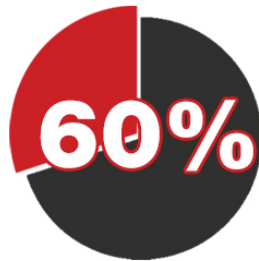
DFW

HILL COUNTRY

SAN ANTONIO

HOUSTON

WEST TEXAS

Lots of Challenges

$ |Location | Institutional coordination | Demand vs. Resource | Academic prep

Financial Aid in Texas for Teachers

◈ Loan forgiveness options for **teachers only** are as follows:

⬦ Federal Teacher Loan Forgiveness

⬦ Teach for Texas Loan Repayment Assistance (outside source)

⬦ Public Service Loan Forgiveness (outside source)

⬦ Federal Perkins Loan Teacher Cancellation (outside source)

⬦ Math and Science Scholars Loan Repayment Program (outside source)

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Additional Readings

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*Readings are noted in www.teachstrong.org