



SYMPOSIUM BREAKOUT SESSION  
MONDAY, OCTOBER 25, 2021 | 3:40-4:00 PM ET

# Diversifying the Teaching Profession through AmeriCorps Service: City Year's Teacher Pathway Initiative

## PRESENTERS:

- Jeanette Rojas, City Year
- Rosalyn Rice-Harris, City Year



# City Year's FY22 Teacher Pathways Strategy



# Teacher Pathways Strategy Team



**Jeanette Rojas**  
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Experience Design



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# Innovators, Leaders, and Citizens ready for this moment

Our country is facing serious challenges across multiple systems—in education, health, criminal justice, housing, the economy and the environment—that are weighed down by inequity, racial injustice and mistrust in public institutions.



We believe that City Year alumni possess important insights, skills and attributes that can help the country tackle our most pressing challenges while advancing educational equity.



# Teacher Pathways Theory of Change

To meet the growing social, emotional and academic demands students face, particularly those from systemically underserved and under resourced communities, our nation must develop a diverse and culturally competent teacher workforce. We believe building stronger teacher pathways that begin with City Year service is critical to this goal.

Lack of diverse teachers  
entering the profession



Nationally Aligned Teacher Pathway building off  
a formative school-based AmeriCorps service  
learning for diverse young people

Teacher turnover, from our  
most under-resourced schools



Locally Relevant Training and Experience that  
increase retention, length of tenure, and  
readiness through an extended on-ramp into  
teaching





# Teacher Pathways Strategy Outcomes



Prepare our diverse and committed AmeriCorps members with critical pre-teaching experiences to succeed as teachers and educators.

City Year will become the single largest talent pipeline organization for identified teacher pathway partners.

Our alumni will exceed the national teacher tenure averages due to City Year's unique, multi-year training experience.

# The Journey from AmeriCorps member to alumni teacher

**For last five years, AmeriCorps members' commitment to a career in teaching has doubled from start of year to end of year, increasing from 8% to 16% (2016-2020 National AmeriCorps Member Survey)**

## **Year 1: City Year's Service Year**

- AmeriCorps members get hands-on experience working in diverse teams as Student Success Coaches and partnering daily with veteran teachers to support holistic student learning. Having this experience *before* deciding to pursue a teacher preparation program fundamentally shifts the commitment and preparation level of alumni entering teaching, who fully understand the challenges and opportunities of pursuing a teaching career in a particular school community.



## **Year 2: Teacher Training through additional City Year Service or a Local Training Partner**

- City Year alumni join a teacher credentialing and preparation program having already worked full time in an educator role. Across the country, our teacher pathways initiative has increasingly built streamlined and supportive pathways from City Year service to teacher training and focused on retaining young educators in the community and school that they served.

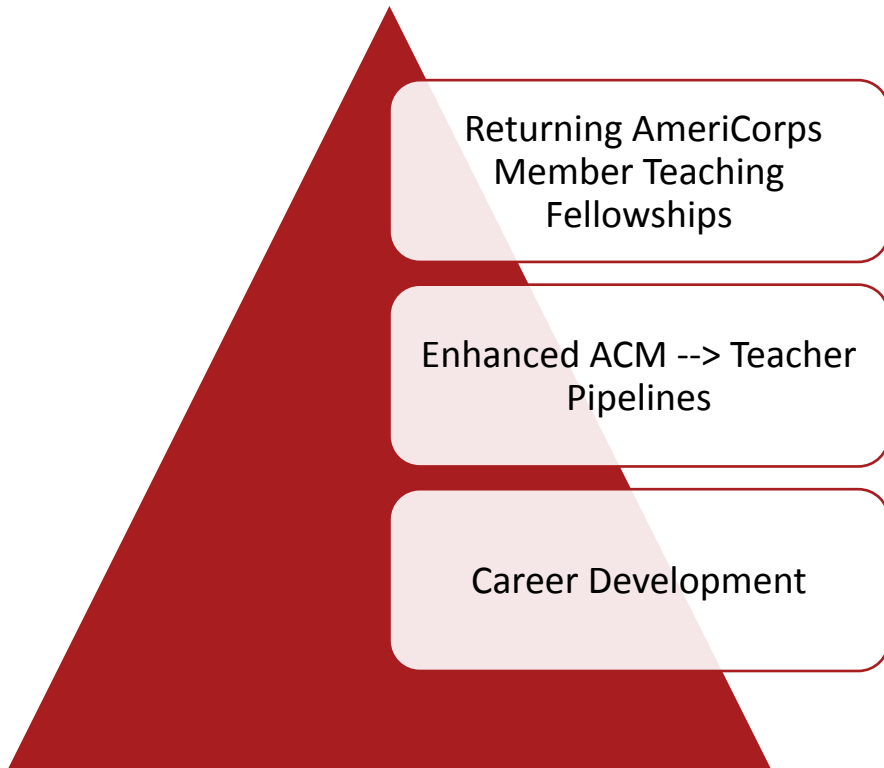


## **Year 3 and Beyond: Alumni Career as Teachers and Educators**

- Our alumni teachers are hired into full-time teaching positions, where they remain for far longer than the average teacher tenure, particularly in the schools supporting a community's most marginalized students. **According to our alumni survey, 86% of alumni teachers (2020 Alumni Survey) have taught for three or more years, and 23% of alumni have taught for 10 years or more.**



# Teacher Pathways Strategy: Nationally Aligned and Locally Relevant



## Returning AmeriCorps Member Teaching Fellowship

- National school leader Nominations
- Connecting Institutes of Higher Education (IHE) to City Year

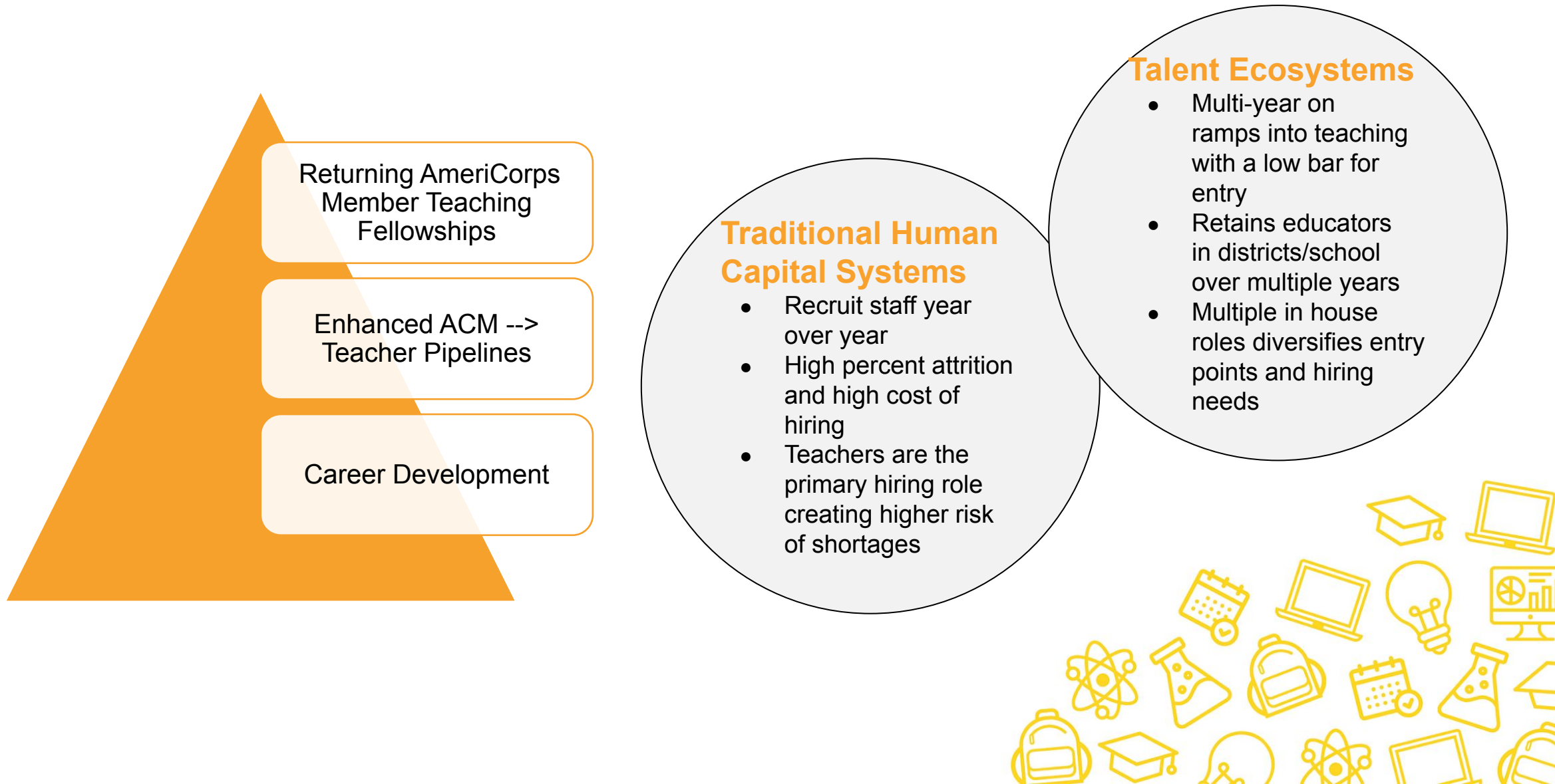
## Enhanced ACM --> Teacher Pipelines

- Teach for America, Urban Teachers, and other teacher preparation organizations offering personalized supports in recruiting and interviewing process and professional development with/for our local sites

## Career Development

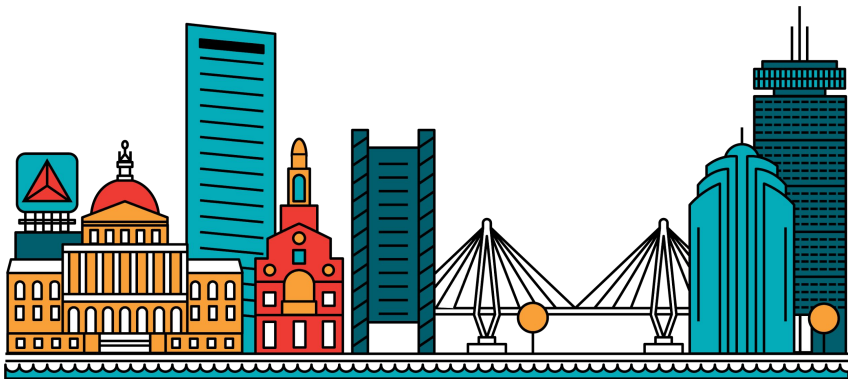
- Career decisioning support with manager through G.R.O.W. Plan
- Career management skills to translate service experience in resume, cover letter, interviewing, networking, and post-secondary applications

# Returning AmeriCorps Member Fellowships: From Partnership to Talent Ecosystems



# City Year Teaching Fellowships

- In Boston and Denver, City Year AmeriCorps members have the option of returning to City Year service for a second year of school-based service while completing a teaching fellowship, graduate degree, and licensure course work
- On average, Fellows pay one third the cost of their peers and spend nearly 5x more time with students than the require 600 hours for licensure



# Boston Teaching Fellow

Alex Gangi | Methuen, MA

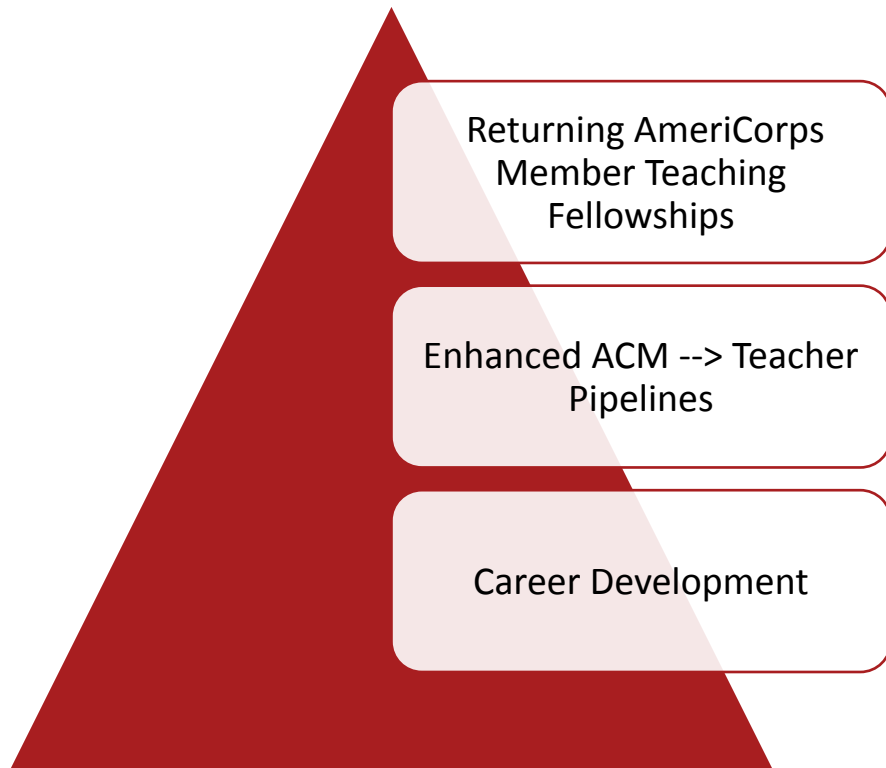
Fenway High School Teaching Pathways Fellow ' 21

"I've always wanted to be a math teacher. I applied to other teaching programs, but **what really drove me to City Year were the great supports I knew I'd get here**: the hands-on observation & coaching in the classroom; training from staff who themselves were former educators; being on a team with other AmeriCorps members so we could learn and grow together.

I also really love the identity work that City Year offers its AmeriCorps members. Before I joined, didn't know what it would mean to be a white educator with students of color. I now have the opportunity to dismantle my whiteness and **explore what it means to be an effective and equitable teacher.**"



# Teacher Pathways Strategy: *Continuous Improvement and Future Design Work*



## Returning AmeriCorps Member Teaching Fellowship

- Undergraduate Degree/Licensure Program Launch
- Measuring student impact and achievement
- Supporting culturally responsive teaching development

## Enhanced ACM --> Teacher Pipelines

- Promising Practices community to support site exploration
- District Partnerships and funding for "grow your own"

## Career Development

- Enhanced training supports with career decisioning supports with Manager
- Expansion of career-based affinity groups pilot
- Introducing college access curriculum and advising support for high school graduates



Thank you!

The logo for the Aurora Institute Symposium. It features a stylized white 'A' with a curved line above it, followed by the word 'AURORA' in a serif font. The letter 'O' is replaced by a white compass rose. Below 'AURORA' is the word 'INSTITUTE' in a sans-serif font, and below that is the word 'Symposium' in a script font. The entire logo is white and centered on a blue background that is a collage of various images from the symposium, including people at a conference, a speaker on a stage, and audience members.

# AURORA INSTITUTE *Symposium*

OCTOBER 25-27, 2021 | VIRTUAL

*“Leading Competency-Based Education Redesign”*

Thank you for joining us!

**Share Your Thoughts.**

Participate in our one-minute poll (link in chat box).