

The Academy for Rising Educators (ARE)

June 10, 2021





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What We'll Cover Today:

- **Seattle Excellence Strategic Plan**
- **ARE: Our Signature Strategy**
- **Educator Diversity Pathway Updates**
 - ARE Program (Including AA Degrees & transitions)
 - C2C
 - STR
 - ***NEW* CWU STEM**

Strategic Plan Priorities



High Quality Instruction and Learning Experiences



Predictable and Consistent Operational Systems



Culturally Responsive Workforce



Inclusive and Authentic Community Engagement

Strategic Plan Priority 3 Goals



Staff will improve their culturally responsive professional practice



The diversity of staff and leadership at schools and central office will increase

Increasing the Diversity of the Educator Workforce



Seattle Department of
Education & Early Learning



At Seattle Public Schools, we are working to dramatically improve academic and life outcomes for Students of Color by disrupting the legacies of racism in our educational system. This work supports our commitment to make sure every student graduates prepared for college, a career, and community participation.



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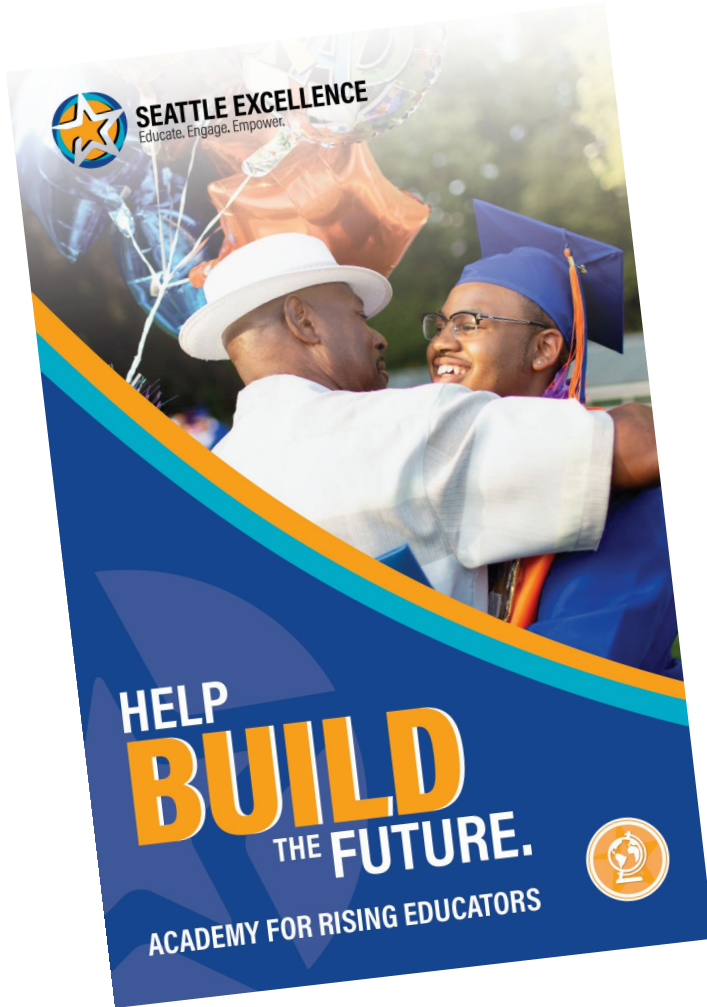
... is a comprehensive strategy that allows us to achieve the goals in the SPS Strategic Plan. ARE is Seattle Public Schools' teacher pathway program that aims to get high school students and classified employees of color on the road to a college degree and teaching certificate – regardless of current level of educational attainment.

Multiple pathways, endless possibilities.

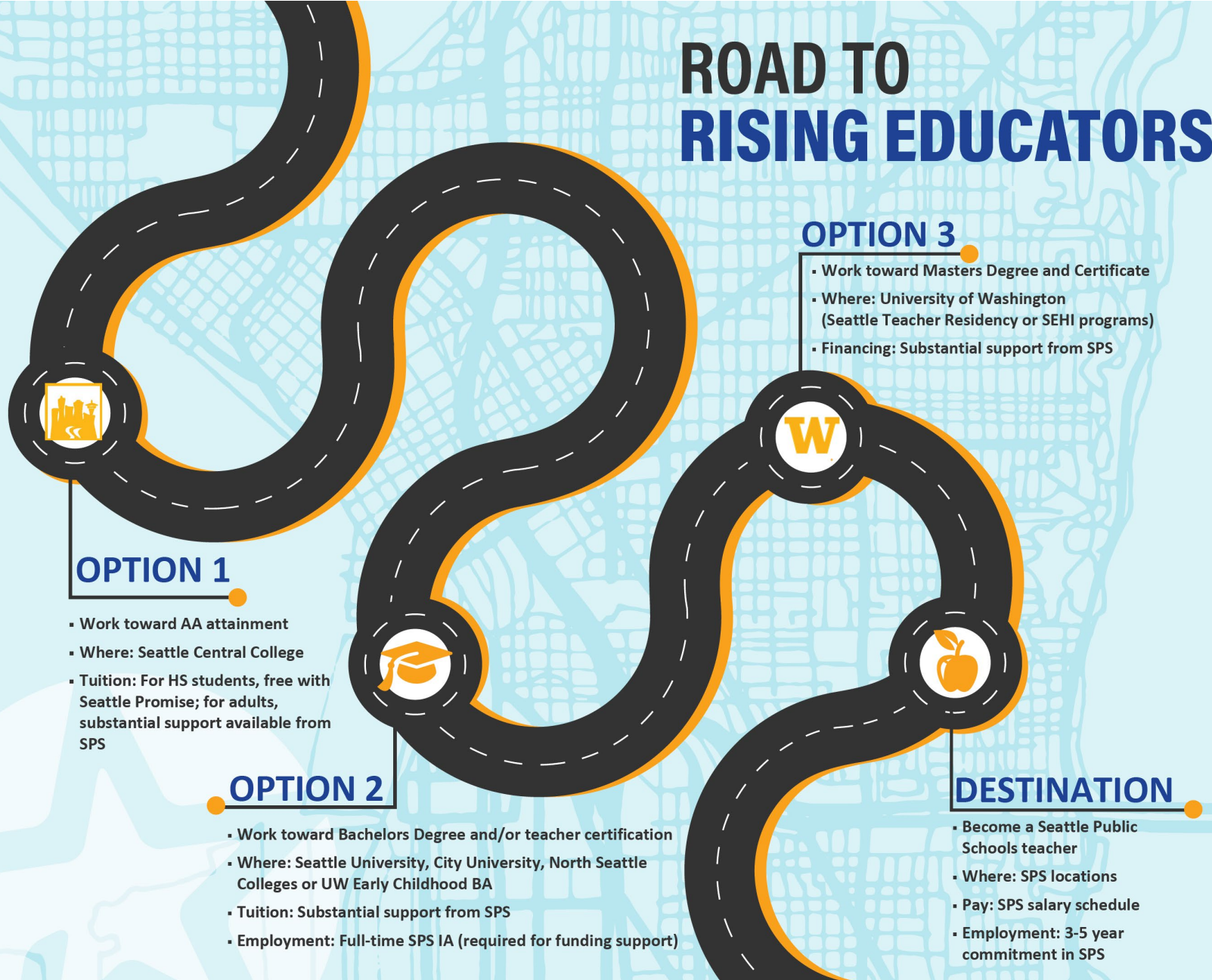


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ARE Pathways



ROAD TO RISING EDUCATORS



ARE Pathways and Demographics



OPTION 1: AA Attainment

- Pathway 1A: High School Students Seeking AA Degrees
- Pathway 1B: Adult Learners Seeking AA Degrees

CityU



OPTION 2: Bachelors Degree and/or Teaching Certificate

- Pathway 2: Class to Cert Program:
 - Seattle University
 - City University
 - North Seattle College
 - *Central Washington University*
 - UW Early Childhood BA



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OPTION 3: Masters Degree

- Pathway 3: Class to Cert Program
 - UW - Seattle Teaching Residency (STR) or
 - UW - Special Education High Incidence (SEHI)

Effective Outreach & Recruitment

- **Strategies**

- High School Engagements
- Class 2 Cert Roadshow presentations across the city aimed at current IAs
- Community Centers, Churches, Charter Schools, Happy Hours, Barbershop Talks

Program	Recruitment Goal	Recruitment Actual
AA Attainment (Pathway 1A and 1B)	75	123
Bachelors/Cert Attainment (Pathway 2)	15	32
Masters Attainment (Pathway 3)	12	27

Mentorship & Persistence

- **Strategies**
 - Provide hands on mentorship/advising/counseling on enrollment, FAFSA
 - Provide tuition assistance
 - Mentor and connect with students regularly

Program	Persistence Goal	Persistence Actual
AA Attainment (Pathway 1A and 1B)	63	117
Bachelors/Cert Attainment (Pathway 2)	13	30
Masters Attainment (Pathway 3)	12	25

Culturally Responsive Professional Development & Preparation



- **Strategies**

- Established the Grow Your Own Collective Partnership:
 - Using best practices based on the national Grow Your Own Collective, including cohort-based placement, monthly support structures, and foundational racial equity coursework to augment traditionalized teacher education programs, ARE prepares candidates of color to teach and model anti-racism within SPS.
 - Developed The ***Teaching for Liberation (T4L)*** curriculum, which is a multi-year plan for providing critical race theory-informed opportunities to deepen pre-service preparation and the first three years of classroom teaching experiences.
- GYO partnering with our PGES organization for synergy opportunities as we work to align our work with ARE with the SPS induction programs for our early career educators.





Thank you!



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