



# University Partnerships Increase New Teacher Recruitment and Retention

**T**his fall, we announced a partnership with Southeastern Louisiana University as part of a five-year competitive grant from the federal Teacher Quality Partnership program. The partnership will support Tangipahoa Parish School System and St. Charles Parish Public Schools with the recruitment and preparation of new teachers, including increasing the number of teachers from underrepresented populations.

The Building Rigorous Induction and Development for Growing all Educators (BRIDGE) partnership will prepare new teachers in a yearlong residency and support them through high-quality induction in their first two years of teaching.

## Teacher Leadership Impact

Teacher leadership is a proven strategy for supporting new teachers by providing timely, relevant, and actionable guidance for continued growth and improvement. The partnership will increase the instructional leadership skills and knowledge of 150 mentor teachers

who will support the preparation of 375 more effectively trained, highly supported, and diverse new teachers over five years. Training for mentor teachers will increase the number of teachers prepared for leadership roles in their schools, expanding their impact to more students and teachers over the long term. School leaders will also participate in grant activities, strengthening their ability to implement an effective induction program and support new teachers to be successful.

## Partnerships to Grow Educators

BRIDGE will prepare teachers in shortage areas identified by districts. “By partnering with school districts, the BRIDGE project will support beginning teachers beyond graduation,” said Dr. Paula S. Calderon, Dean of the College of Education at Southeastern Louisiana University. “In doing so, we will help districts to retain qualified teachers beyond the three- to five-year lifespan of a new teacher.”

“The ability of our district to hire effective teachers and school leaders

is highly dependent on the skills of teacher and school leader candidates,” said Melissa M. Stanley, Superintendent of Tangipahoa Parish School System. “We are excited to partner with Southeastern and NIET to support our new teachers in continuing to improve their classroom practices and better support student success.”

“This partnership will create high expectations for new teachers and supports for teacher candidates in a yearlong residency,” said Dr. Ken Oertling, Superintendent of St. Charles Parish Public Schools. “This will be followed by induction support in their first years of teaching.” These strategies will provide high-quality support for aspiring teachers that bridges their preparation program and their first two years in the classroom.

The BRIDGE project will address the challenges new teachers face by enhancing Southeastern’s teacher preparation program, recruiting a more diverse cadre of new teachers, and creating induction programs in partner districts to support novice teachers to be more effective earlier in their careers.