

Equipping Indiana's Next Generation of Effective Educators

Marian University's Klipsch Educators College and the National Institute for Excellence in Teaching are teaming up through a five-year, \$3 million federal Teacher Quality Partnership grant to support aspiring and new teachers in Perry Township, MSD of Decatur Township, and Beech Grove City Schools



PROJECT GOALS

GOAL 1: Build coherence between systems and structures for support for new teachers at the university, school, and district levels.

GOAL 2: Recruit and select high-quality residency candidates and mentor teachers of diverse backgrounds to strengthen the pipeline of effective teachers, including those with a concentration in STEM, in partnering high-need LEAs.

GOAL 3: Build the capacity of resident teachers and mentor teachers during the residency period to support the development of effective educators in high-need schools.

GOAL 4: Build the capacity of new teachers and mentor teachers during a two-year long induction period to support instructional excellence, retention and student achievement in high-need schools.



Our clinical residency model is one of the major benefits our undergraduate students enjoy when they choose Marian University. Students are placed and matched to mentor teachers in schools, giving them a marked advantage in the education workforce when they graduate. This grant will help us develop highly effective teachers who go on to make a significant difference in student learning from day one."

— Dr. Kenith Britt, Vice President of Strategic Growth and Innovation, Marian University

PROJECT OVERVIEW

The grant supports the **Marian Promise**, an innovative residency and induction program for the **recruitment, preparation, and continued development of highly effective new teachers**. The Marian Promise recruits undergraduates to a graduate residency program that will prepare effective new teachers in key shortage areas identified by high-need partner districts in Indianapolis.

Additionally, partner districts work with Marian University to select **mentor teachers** to serve as an instructional coach and mentor for the residents during a one-year residency. At the end of the year, new teachers receive a **Master of Education degree and teacher certification** and they are **equipped to address key shortage areas** at the elementary and secondary level, including special education, English language learning, and STEM.



Through this partnership, Marian University and NIET develop and strengthen programs that support teacher candidates' preparation for and transition into the classroom, with ongoing mentorship as they begin their career. NIET also focuses on the **support for residency leaders and the induction program** in each partner district. Mentor teachers receive a stipend and participate in professional learning designed to increase their instructional understanding and capacity to support residents.

CORE COMPONENTS OF THE PROJECT

The Marian Promise incorporates innovative components that enhance the residency and induction model.

- The program draws **residents from Marian University's practice-based teacher education program**, which gives students clinical experiences in partner schools starting in their first year.
- All partners in this grant have committed to using the **NIET Teaching Standards** to support professional learning, coaching, mentoring, and evaluation. By establishing a common understanding around strong teaching practices, partners have a foundation for more productive and impactful communications among residents, mentors, university faculty, and district and school leaders.
- Each district already has in place professional learning structures that enable **trained and certified teacher leaders to deliver job-embedded professional learning** to their peers. The support for residents and new teachers is being integrated and aligned to this system of professional learning.

TIMELINE

The grant officially started on October 1, 2019 and will run for five years, pending future federal allocations.

- 2019-20: Planning year
- 2020-21: Pilot cohort
- 2021-22: Cohort 1
- 2022-23: Cohort 2
- 2023-24: Cohort 3

"I LOVE THAT I GET A FULL YEAR UNDER A MENTOR WHERE I CAN TRULY GET MY BEARINGS AS A NEW TEACHER. ONE SEMESTER JUST ISN'T ENOUGH TIME!"

– Hope Spaulding, Marian Promise Resident Teacher