

ARS 15-552 Annual Report
“Alternative Teacher Development Program”
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Prepared for the
Arizona Department of Education

TEACHFORAMERICA

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- I. *The number of teachers placed in low income schools by the Contractor*
- II. *The number of students served by teachers placed in low income schools by the Contractor.*

Overview of Teach For America Corps in Arizona (2018 and 2019 Corps Members):

Total Corps Size: **136**

Estimated Number of Students Reached: **10,200 (approx. 3,375 students taught in STEM classes)**

Current Corps Member Diversity:

Person of Color (POC): **44.6%**

Grew up in Low-Income Community (LIC): **56.83%**

Pell Grant Recipient: **48.2%**

POC or grew up in LIC: **67.63%**

POC or Pell Grant Recipient: **59.71%**

Comparative Demographic Data – Arizona Teachers & Students

Source: <https://edtrust.org/educator-diversity/#AZ>

	Arizona Students*	Arizona Teachers*	TFA Corps Members (AZ)
Asian	2.9%	2.2%	5%
Black	5.4%	2.7%	5%
Latinx	45.5%	13.9%	19%
Native	4.5%	2.8%	4%
Multiracial	3.1%	1.6%	10%
White	38.2%	76.2%	53%

(Note: TFA corps member totals do not add up to 100% because remaining % is from corps members who either chose not to identify or whom identify as “another race/ethnicity”.)

III. Demographic data concerning the aggregate composition of students in classrooms served by teachers placed by the Contractor.

*Please see Free/Reduced Price Lunch % in last column of the table below.

IV. A listing of the school districts and schools in which teachers were placed by the Contractor.

Teach For America Placement Sites – 2019-2020 School Year

School:	District/Network:	% Free & Reduced Price Lunch from 2019-2020:
Academy of Math and Science - Camelback	Academy of Math and Science	88%
Academy of Math and Science - Desert Sky	Academy of Math and Science	82%
Academy of Math and Science - Glendale	Academy of Math and Science	78%
Academy of Math and Science - Peoria	Academy of Math and Science	51%
Academy of Math and Science – Flower	Academy of Math and Science	66%
Agua Fria High School	Agua Fria Union High School District	59%
Alhambra High School	Phoenix Union High School District	86%
Bernard Black School	Roosevelt School District	78%
Betty Fairfax High School	Phoenix Union High School District	58%
Bicentennial South	Glendale Elementary School District	87%
Biltmore Academy	Creighton Elementary School District	42%
Carson Junior High	Mesa Public Schools	76%
Cesar Chavez Academy	Roosevelt School District	Over 98%
Cesar Chavez High School	Phoenix Union High School District	62%
Collier Elementary School	Littleton Elementary School District	76%
Country Place Elementary School	Littleton Elementary School District	79%
Coyote Ridge	Glendale Elementary School District	82%
EAGLE Maryvale	Open Sky Education	89%
Emerson Elementary School	Phoenix Elementary School District	74%
Empower College Prep Elementary School	Empower College Prep	Over 98%

Empower College Prep High School	Empower College Prep	88%
Esperanza School	Isaac School District	81%
Estrella Vista STEM Academy	Littleton Elementary School District	77%
Fine Arts Academy	Littleton Elementary School District	77%
Garfield Elementary School	Phoenix Elementary School District	94%
Gateway School	Creighton Elementary School District	94%
Greenfield Elementary School	Roosevelt School District	Over 98%
Irene Lopez School	Roosevelt School District	Over 98%
Isaac Middle School	Isaac School District	88%
CJ Jorgenson School	Roosevelt School District	89%
Percy L. Julian School	Roosevelt School District	Over 98%
Landmark School	Glendale Elementary School District	Over 98%
Littleton Elementary School	Littleton Elementary School District	73%
Loma Linda	Creighton Elementary School District	97%
MO Bush School	Roosevelt School District	82%
Machan School	Creighton Elementary School District	94%
Maryvale High School	Phoenix Union High School District	89%
Maryvale Prep	Great Hearts	73%
Mesa High School	Mesa Public Schools	64%
Osborn Middle School	Osborn School District	91%
Papago School	Creighton School District	93%
Pioneer Preparatory School	A Challenge Foundation Academy	67%
Pueblo del Sol Elementary School	Isaac School District	96%
Quentin Elementary School	Littleton Elementary School District	83%
Reyes Maria Ruiz Leadership Academy	Espiritu Schools	89%
Rhodes Junior High	Mesa Public Schools	73%
Self Development Academy - Phoenix	Self Development Academy	92%
Skyline High School	Mesa Public Schools	53%
HW Smith School	Glendale Elementary School District	Over 98%

Solano Elementary School	Osborn School District	Over 98%
South Mountain High School	Phoenix Union High School District	84%
Tres Rios Elementary School	Littleton Elementary School District	84%
Trevor Browne High School	Phoenix Union High School District	88%
Vista College Prep -Hadley	Vista College Preparatory, Inc.	93%
Vista College Prep – Maryvale	Vista College Preparatory, Inc.	93%
Vista College Prep – Sueno Park	Vista College Preparatory, Inc.	96%
Western School of Science and Technology	A Challenge Foundation Academy	92%
Westwood High School	Mesa Public Schools	65%
Whittier Elementary School	Phoenix Elementary School District	76%
AVERAGE		82%

V. A total of all matching monies raised by the Contractor.

Matching Gifts Received in (TFA's) Fiscal Year 2020

Donor	Match Amount	Date
Arizona Public Service	\$50,000	12/19/19
BMO Financial Group	\$20,000	3/2/20
Carstens Family Funds	\$50,000	5/5/20
Diane and Bruce Halle Foundation	\$150,000	12/20/19
Gary Tooker	\$25,000	3/2/20
Jon Walker	\$5,000	11/12/19
Phil Francis	\$100,000	12/13/19
Regina Bidstrup	\$25,000	12/13/19
State Farm Companies Foundation	\$120,000	3/13/20
The Jack Ingebritson Foundation	\$50,000	12/18/19
Wespac Construction	\$5,000	12/19/19
Total	\$600,000	

VI. The number of teachers in each of the four evaluation performance classifications.

Total Number of Teach For America Corps Members Reported On	80
Highly Effective Corps Members	3
Effective Corps Members	45
Developing Corps Members	29
Ineffective Corps Members	3

**Teach For America sent a performance classification survey to all of its partner school principals in fall 2020. The table above represents all responses received by mid-December 2020.*

Data from a RAND Corporation Principal Survey is conducted every two years. In 2019, thirty-two out of 44 principals responded. Here are some takeaways regarding Teach For America Corps Members:

**Since the RAND Corporation conducts this survey every two years, the next round of survey data will be available in 2021.*

-97% of surveyed principals would either agree or strongly agree that they would recommend hiring a TFA Corps Member to a fellow school leader

-100% of surveyed principals felt that Corps Members, either to some extent or to a great extent, build trusting relationships with their colleagues and administrators as well as continuously learn and improve their practice and impact

Additionally, these are open-ended comments that were offered by partner school leaders:

“All of our corps members are deeply committed to their scholars and our school. Despite challenges and changes this year, these corps members have remained positive and resilient. They are team players who want to better themselves and their scholars.”

-Partner Elementary and Middle School Principal

“The TFA members on our campus get involved in campus activities and all have amazing, “can do” attitudes. We have had members step into coaching roles, support after-school and Saturday programs, and step into roles requiring extra support.”

-Partner Elementary Principal

“I am impressed with the way the corps members reach out to peers for help and are continually trying to improve their craft. They are dedicated and committed to being the best for their students!”

-Partner Elementary and Middle School Principal

VII. Classroom-level data showing student academic progress by participating teachers compared to students served in the same school by beginning teachers.

While it is difficult for us to obtain comparative, classroom-level data, we are able to show some of the effects our corps members (first and second-year teachers) have on student achievement as compared to other novice teachers. Without access to comparative, state-normed data, our best evidence of our teachers’ comparative impact on student achievement is through responses from the school leaders who hire and work directly with our teachers on their school campuses. Below are the responses to an independent (third party research firm) survey that asks principals to respond to questions regarding the performance of our corps members. We’ve selectively included the responses that provide evidence of our teachers’ effect on “student academic progress” per the request above.

Appendix AP: 2019 National Principal Survey Instrument Responses for Phoenix

Thirty-two of 44 (72.7%) total principals responded.

****Since the RAND Corporation conducts this survey every two years, the next round of survey data will be available in 2021.***

I am satisfied with the Teach For America corps members in my school.

Agree or Strongly Agree	91%
Disagree	9%
Strongly Disagree	0%

I would recommend hiring a Teach For America corps member to a fellow school leader.

Agree or Strongly Agree	97%
Disagree	3%
Strongly Disagree	0%

Teach For America corps members have a positive impact on students’ academic growth.

Agree or Strongly Agree	94%
Disagree	6%
Strongly Disagree	0%

Teach For America corps members have a positive impact on students’ personal growth (e.g., socio-emotional development, growth mindset)

Agree or Strongly Agree	93%
Disagree	6%
Strongly Disagree	0%

VIII. The retention rate of the teachers who participate in this program.

Corps Year	Total	Completed
2019	63	TBD
2020	75 (2 have since left)	TBD
Total CMs	136	

***98.5% of Corps Members that began this current school year are still teaching**

End of the year retention data for the 2020-2021 school year will be shared in the October 2021 Annual Report

As we move further away from the teacher retention information curated by the Morrison Institute’s 2017 report (referenced in table below), we wanted to look at other sources of input for comparative retention data. In an [article](#) published in September 2020, the Arizona Republic noted that as of August 31, 2020 over 1,700 (about 28%) teaching positions remained unfilled. Furthermore, 751 teachers left the profession and 326 of those 751 teachers did so due to COVID-related concerns.

Teach For America began the 2020-2021 school year with 138 Corps Members serving students in 58 schools throughout the Valley. As of November 20, 2020, there are 136 Corps Members still teaching in classrooms in the Phoenix region; that is a 98.5% retention rate of Teach For America teachers.

Source for first two columns of information:	All Arizona Teachers	Teach For America-Phoenix Teachers
The Morrison Institute’s May 2017 Report: Finding & Keeping Educators for Arizona’s Classrooms		
Second year teacher retention (<i>taught beyond first year</i>) “Twenty-two percent of the new teachers who were hired in Arizona between 2013 and 2015 left after their first year on the job.”	78%	92.9% (average from 2006-2016) **TFA had a 96% retention rate of year one CMs from 2018 to 2019
Third year teacher retention “Of the new teachers hired in 2013, 42 percent were not in the ADE database by 2016. – Arizona Department of Education data.”	58%	65% (2014 corps members)
Diversifying the teacher workforce	22% identify as people of color	53% identify as people of color (2015-2017 teachers)

IX. A descriptive summary of the ongoing support, evaluations, and professional development provided to participating teachers.

Our program continuum hinges on the recruitment, selection, training, and support of our teachers and the creation of continuous leadership development opportunities for our alumni. Each year, we focus on the following key programmatic activities:

- *Recruitment and Selection* - We seek talented and diverse college graduates and professionals, who demonstrate the traits needed to excel as teachers in low-income areas and become agents of change in education reform.
- *Training and Teacher Preparation* - All incoming corps members attend an intensive six-week training institute, run by the local Teach For America program, to learn the overarching approach to teaching utilized by successful teachers in low-income communities and to gain the training needed to become highly effective teachers.
- *Placement* - Partnering with districts and charter schools, we place corps members in positions where they can achieve maximum success, balancing district needs, state requirements, and corps member preferences.
- *Regional Support and Professional Development*. Regional support includes 1) individualized one-on-one support from a instructional coach, including observations, feedback, co-planning and coaching conversations, 2) quarterly group professional development with veteran educators, 3) coursework and observations through an alternative certification program, and 4) connections with Teach For America alumni for mentorship and resource sharing.
- *Alumni Support* - We clarify and accelerate the path to leadership through our alumni network, online resources, and collaboration with universities and organizations that offer leadership programs for aspiring school leaders and political leaders. We also facilitate and support a Teach For America Alumni Leadership Board, which is made up of Teach For America alumni in Arizona and responsible for galvanizing a network of alumni working together to advance educational equity and opportunity in Arizona.