

ARS 15-552 Annual Report  
*"Alternative Teacher Development Program"*  
November 2021

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 (2020 and 2021 Corps Members):**

Total Corps Size: **121**

Estimated Number of Students Reached: **9,075 (approx. 3000 students taught in STEM classes)**

**Current Corps Member Diversity:**

Person of Color (POC): **37%**

Grew up in Low-Income Community (LIC): **57.4%**

Pell Grant Recipient: **50.3%**

POC or grew up in LIC: **65.3%**

POC or Pell Grant Recipient: **60.6%**

**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%	6%
Latinx	45.5%	13.9%	12%
Native	4.5%	2.8%	2%
Multiracial	3.1%	1.6%	10%
White	38.2%	76.2%	52%

(Note: TFA corps member totals do not add up to 100% because remaining % is from corps members who either chose not to identify or who 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 – 2021-2022 School Year**

<b>School:</b>	<b>District/Network:</b>	<b>% Free &amp; Reduced Price Lunch from 2021-2022:</b>
Academy of Math and Science - Flower	Academies of Math & Science	66%
Agua Fria High School	Agua Fria Union High School District	59%
Alhambra High School	Phoenix Union High School District	86%
Bethune School	Phoenix Elementary School District	93%
Betty Fairfax High School	Phoenix Union High School District	58%
Biltmore Preparatory Academy	Creighton Elementary School District	42%
C. J. Jorgensen	Roosevelt Elementary School District	89%
C.O. Greenfield	Roosevelt Elementary School District	Over 98%
Camelback High School	Phoenix Union High School District	86%
Cesar Chavez Academy	Roosevelt Elementary School District	Over 98%
Cesar Chavez High School	Phoenix Union High School District	62%
Clarendon Elementary School	Osborn Elementary School District	81%
Collier Business Academy	Littleton Elementary School District	76%
Country Place Elementary School	Littleton Elementary School District	79%
Coyote Ridge	Glendale Elementary School District	82%
Don Mensendick	Glendale Elementary School District	95%
EAGLE - Maryvale	OpenSky Education	89%
Edison School	Phoenix Elementary School District	78%
Empower College Prep - ES	Empower College Prep	Over 98%
Empower College Prep - HS	Empower College Prep	88%
Encanto Elementary School	Osborn Elementary School District	84%
Esperanza	Isaac Elementary School District	81%

Estrella Vista STEM Academy	Littleton Elementary School District	77%
Excelencia	Creighton Elementary School District	96%
Fine Arts Academy	Littleton Elementary School District	77%
Gateway School	Creighton Elementary School District	94%
Glenn F. Burton	Glendale Elementary School District	Over 98%
Harold W. Smith	Glendale Elementary School District	Over 98%
Heard Elementary	Phoenix Elementary School District	85%
Irene Lopez	Roosevelt Elementary School District	Over 98%
JB Sutton	Isaac Elementary School District	Over 98%
Kenilworth School	Phoenix Elementary School District	75%
Landmark School	Glendale Elementary School District	Over 98%
Loma Linda	Creighton Elementary School District	97%
Longview Elementary School	Osborn Elementary School District	94%
Machan School	Creighton Elementary School District	94%
Maryvale High School	Phoenix Union High School District	89%
Maryvale Prep	Great Hearts	73%
North High School	Phoenix Union High School District	86%
Osborn Middle School	Osborn Elementary School District	91%
Papago School	Creighton Elementary School District	93%
Percy L. Julian School	Roosevelt Elementary School District	Over 98%
Pueblo Del Sol	Isaac Elementary School District	96%
Quentin Elementary School	Littleton Elementary School District	83%
SDA - Phoenix	Self Development Academy	92%
Solano Elementary School	Osborn Elementary 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	Phoenix Union High School District	88%
VCP - Hadley	Vista College Prep	93%
VCP - Maryvale	Vista College Prep	93%
VCP - Sueno Park	Vista College Prep	96%
WSST	Challenge Foundation Academies of Arizona, Inc.	92%
AVERAGE		86%

*\*\*FRL counts are from 2019-2020 since as a result of the pandemic the 2020 and 2021 school year data is incomplete and only reflects those who chose to apply. Furthermore, 100% of students in Arizona can now receive free breakfast and lunch during the 2021 school year: <https://www.azed.gov/hns/frp>\*\**

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

**Matching Gifts Received in (TFA's) Fiscal Year 2021**

<b>Donor</b>	<b>Match Amount</b>	<b>Date</b>
Bank of America	\$100,000	NEW – 11/5/2020
State Farm Companies	\$140,000	Upgrade – 2/1/2021
Bart Faber	\$100,000	Upgrade – 4/13/2021
Jerry Bisgrove	\$25,000	New 4/19/2021
David Reese	\$25,000	Upgrade 3/11/2021
Pakis Family Foundation	\$20,000	Upgrade 4/29/2021
Ernst & Young	\$20,000	Upgrade 2/24/2021
Phoenix Raceway	\$10,000	NEW 12/29/2020
W.D. Manor Mechanical Contractors	\$10,000	New 3/3/2021
Todd & Sarah Davis	\$15,000	Upgrade 1/28/2021
Novaya Real Estate Ventures	\$10,000	New 2/3/2021
Arizona Public Service	\$25,000	Renewal 12/28/2020
Phil and Nita Francis	\$100,00	Renewal 8/14/2020
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 11/9/2021 *40 of 54 principals responded	
Highly Effective Corps Members	15
Effective Corps Members	32
Developing Corps Members	33
Ineffective Corps Members	7
TOTAL	87

*\*Teach For America sent a performance classification survey to all of its partner school principals in fall 2021. The table above represents all responses received by end-November 2021.*

**Data from a RAND Corporation Principal Survey is conducted every two years. In 2021, thirty-four out of 50 (68%) principals responded. Here are some takeaways regarding Teach For America Corps Members:**

*-91.2% of surveyed principals would either agree or strongly agree that they would recommend hiring a TFA Corps Member to a fellow school leader*

*-97% of surveyed principals would either agree or strongly agree that Corps Members contribute to a positive culture in the school and maintain a positive learning environment*

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

*"TFA Corps Members have been extremely positive and have contributed to a positive school culture for both students and staff."*

***-Partner Elementary and Middle School Principal***

*"The TFA members at my school not only participated in, but facilitated site PLC's and took part in different school level committees. They also facilitated Extended PLC's (district wide grade level/content)."*

***-Partner Middle School Principal***

*"TFA has a robust network of support for corps members and that support, in addition to the support provided by our lead teachers, prepared the members for this unprecedented school year."*

***-Partner 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: 2021 National Principal Survey Instrument Responses for Phoenix**

Thirty-four of 50 (64%) total principals responded.

97% agree or strongly agree - I am satisfied with the Teach For America corps members in my school.

91% agree or strongly agree - I would recommend hiring a Teach For America corps member to a fellow school leader.

88% agree or strongly agree – If I had a teaching vacancy at my school, I would hire another Corps Member

97% agree or strongly agree – Corps Members contribute to a positive culture in the school

85% agree or strongly agree – Corps Members demonstrate high content knowledge AND are effective at delivering instruction

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

Corps Year	Total	Completed
2020	67	TBD
2021	54 (2 have since left)	TBD
Total CMs	121	
<b>*98.4% of Corps Members that began this current school year are still teaching</b>		

\*\*End of the year retention data for the 2021-2022 school year will be shared in the November 2022 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. As of September of 2021, “about 25.9% of teacher vacancies across the state this year remain unfilled while 55.4% of the vacancies are filled by teachers who do not meet the state’s standard certification requirements.” - [ARTICLE LINK](#)

<b>Source for first two columns of information:</b> The Morrison Institute’s May 2017 Report: <a href="#">Finding &amp; Keeping Educators for Arizona’s Classrooms</a>	<b>All Arizona Teachers</b>	<b>Teach For America-Phoenix Teachers</b>
<b>Second year teacher retention</b> ( <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) <i>**TFA had a 96% retention rate of year one CMs from 2018 to 2019</i>
<b>Third year teacher retention</b> “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)
<b>Diversifying the teacher workforce</b>	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 an 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.