

# Relay GSE

Residency Model

The Future of Teacher Preparation

June 22, 2017

**RELAY / GSE**  
GRADUATE SCHOOL of EDUCATION

Teaching is an expression of **love.**

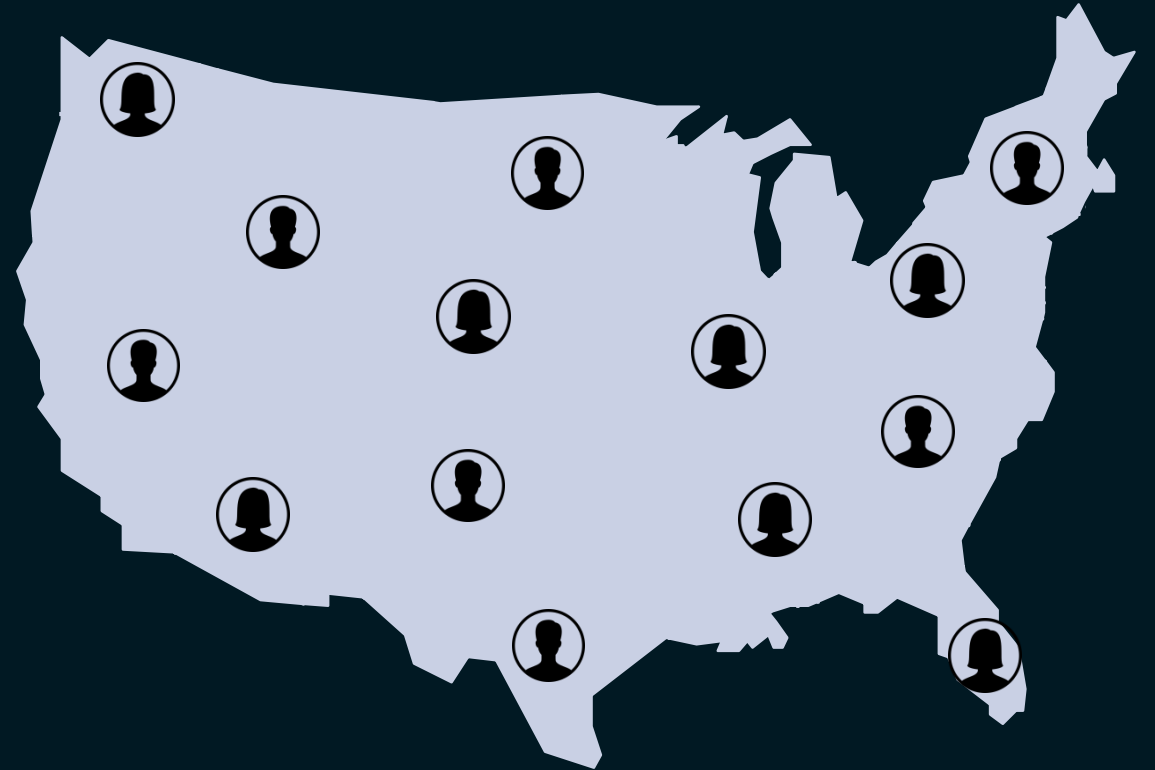


Every child needs a champion:  
Teachers are heroes serving students  
and their communities.

Great teachers are **made**, not born.

You can be a great teacher, and Relay has the tools and expertise to help you reach your potential.

Our goal is to become *the* place where a new generation of dedicated, continuously-improving teacher-heroes can fulfill their destiny in the world's greatest profession.





# Our students are our teachers



## Salsabiel Ellsberry (Newark, NJ)

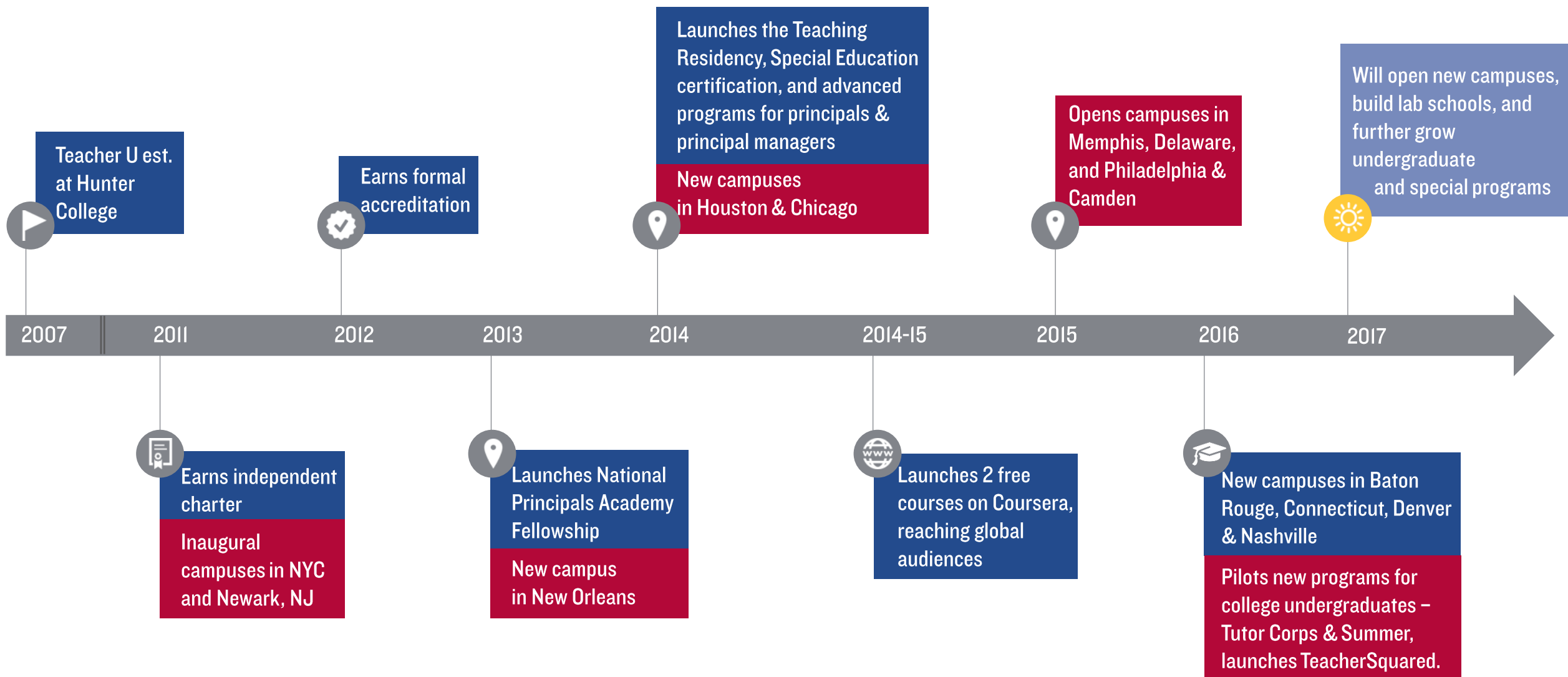
- North Star Academy HS grad, 2007
- NJIT Biomedical Engineering Major
- Worked as EMT during college
- Residency was her portal into teaching
- Teaching math and engineering at NSA HS

# Our Project

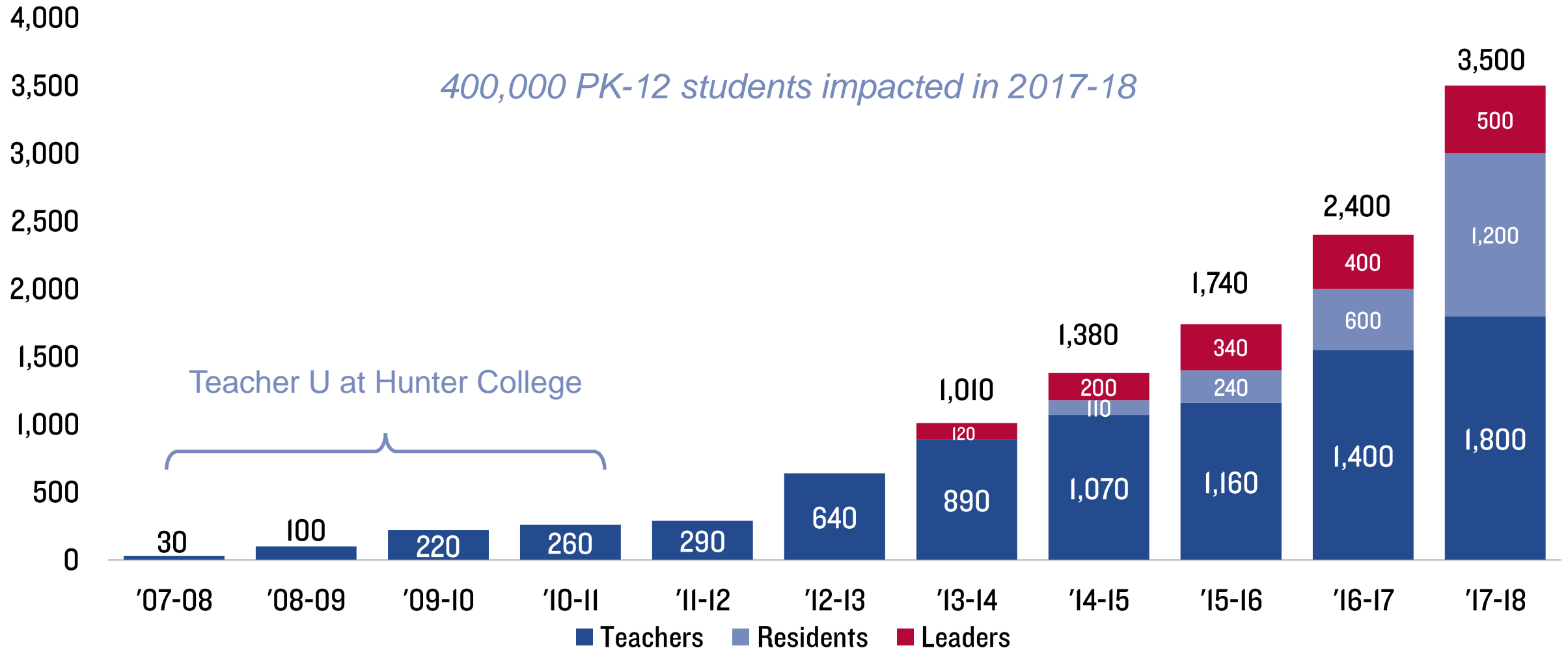


Grow the number of effective teachers and school leaders preparing their PK-12 students for success in college, careers, and life.

In less than a decade, Relay has grown from a small, local teacher-training program to an independent graduate school of education offering innovative programs to a growing international audience.



# Scaling to meet the need

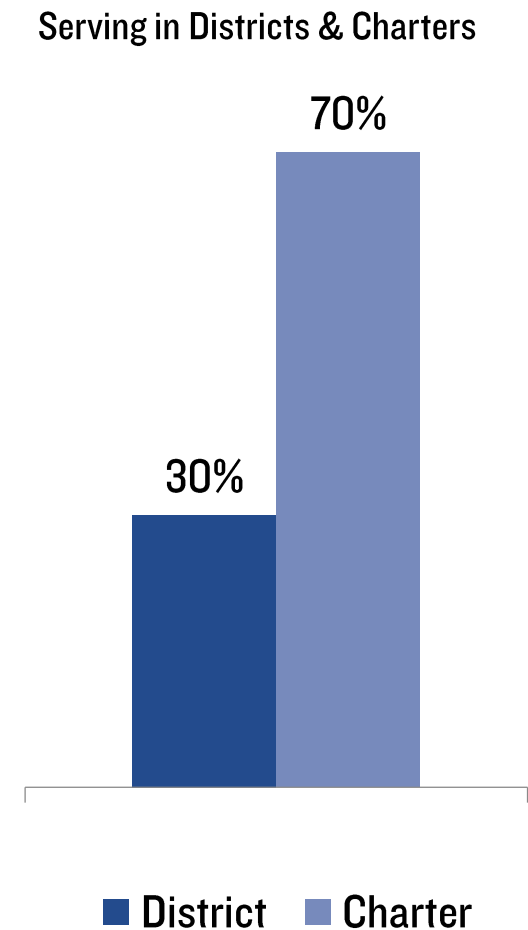
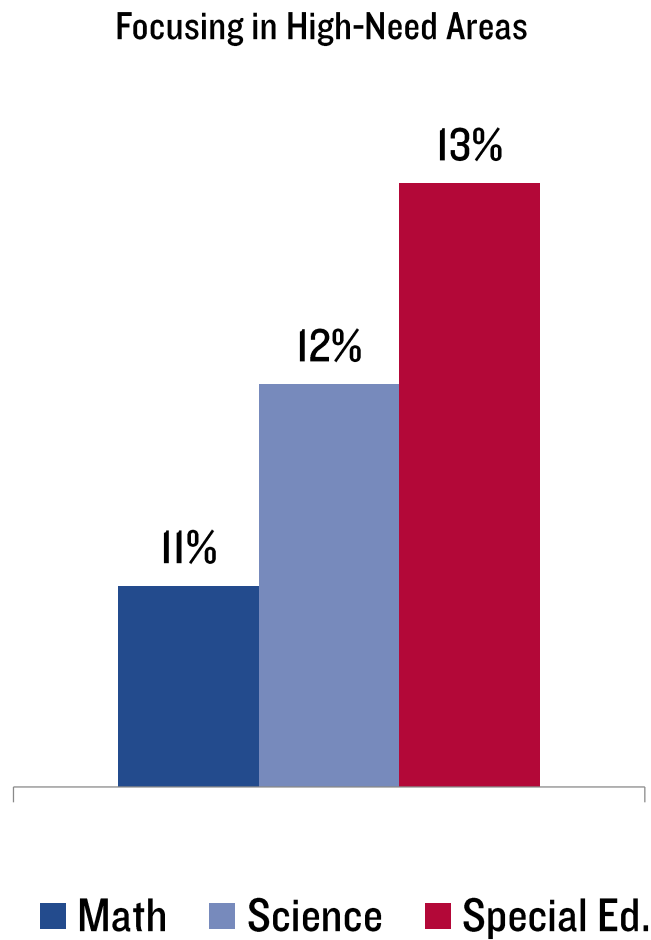
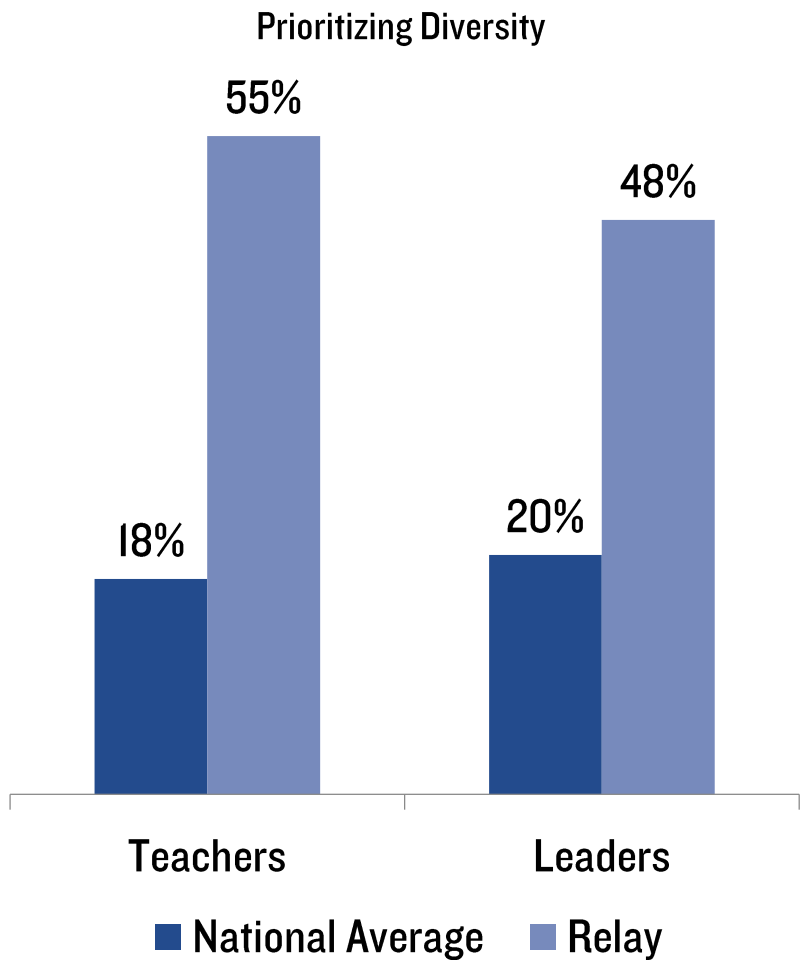


# Relay operates 16 campuses & serves leaders in 25 states





# Diverse, highly effective teachers and leaders for high-needs public schools.



# The Relay Approach: Learn. Practice. Perform.

Just as doctors and athletes must train for years to become expert professionals, we know that it takes meticulous practice, feedback, and repetition to become a skilled teacher or principal.



**Learn**



**Practice**



**Perform**

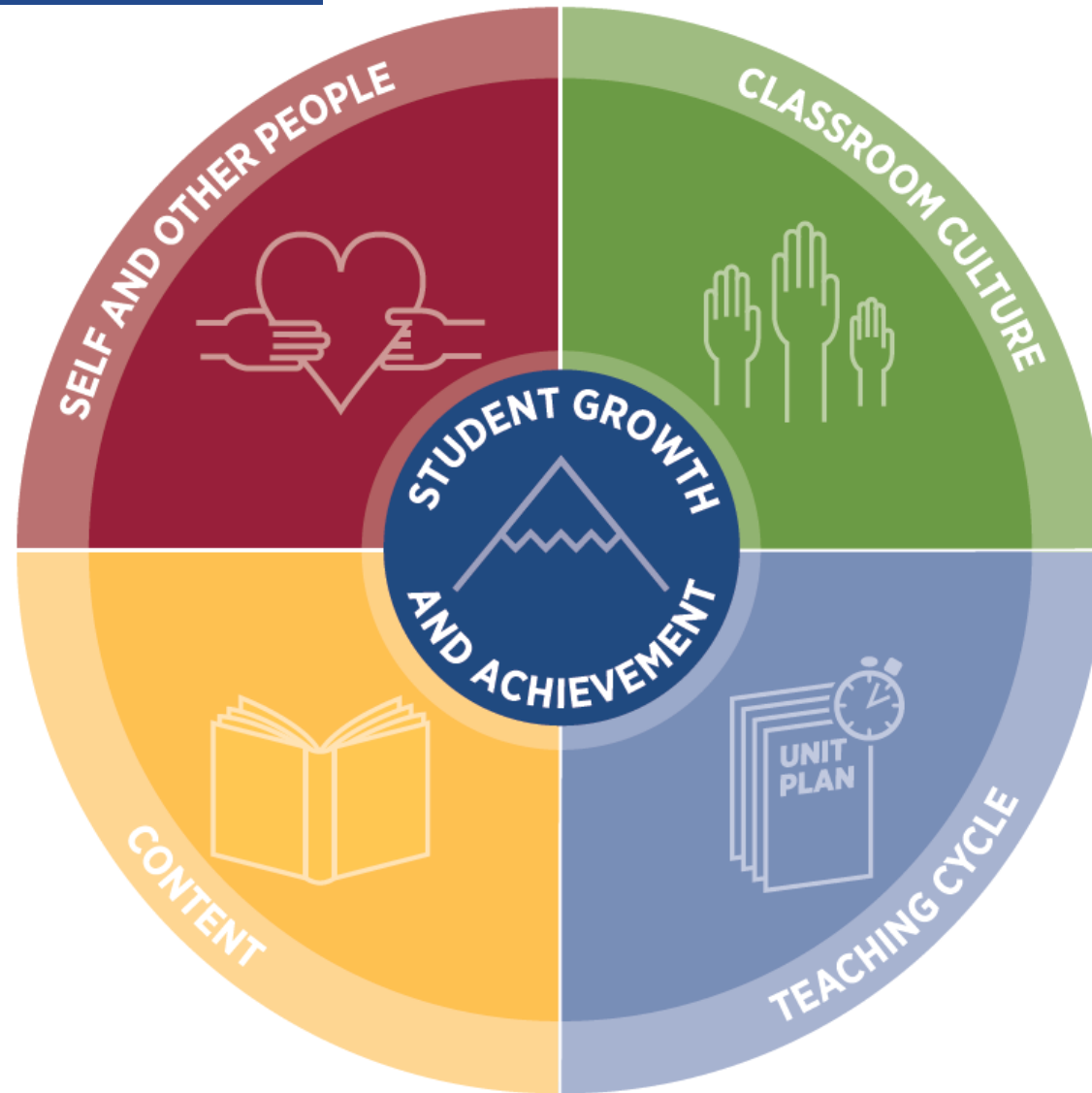
# The Relay Approach: Learn



- ✓ Practical techniques that can be used the next day in the classroom
- ✓ Champion professors who were themselves outstanding teachers
- ✓ Curriculum is delivered 60% in-person, 40% online



# Relay Curriculum





# The Relay Approach: Practice



- ☑ Unparalleled opportunities for practice with faculty and peer teachers
- ☑ Use of video to record and analyze teaching in action
- ☑ Immediate feedback to help refine techniques

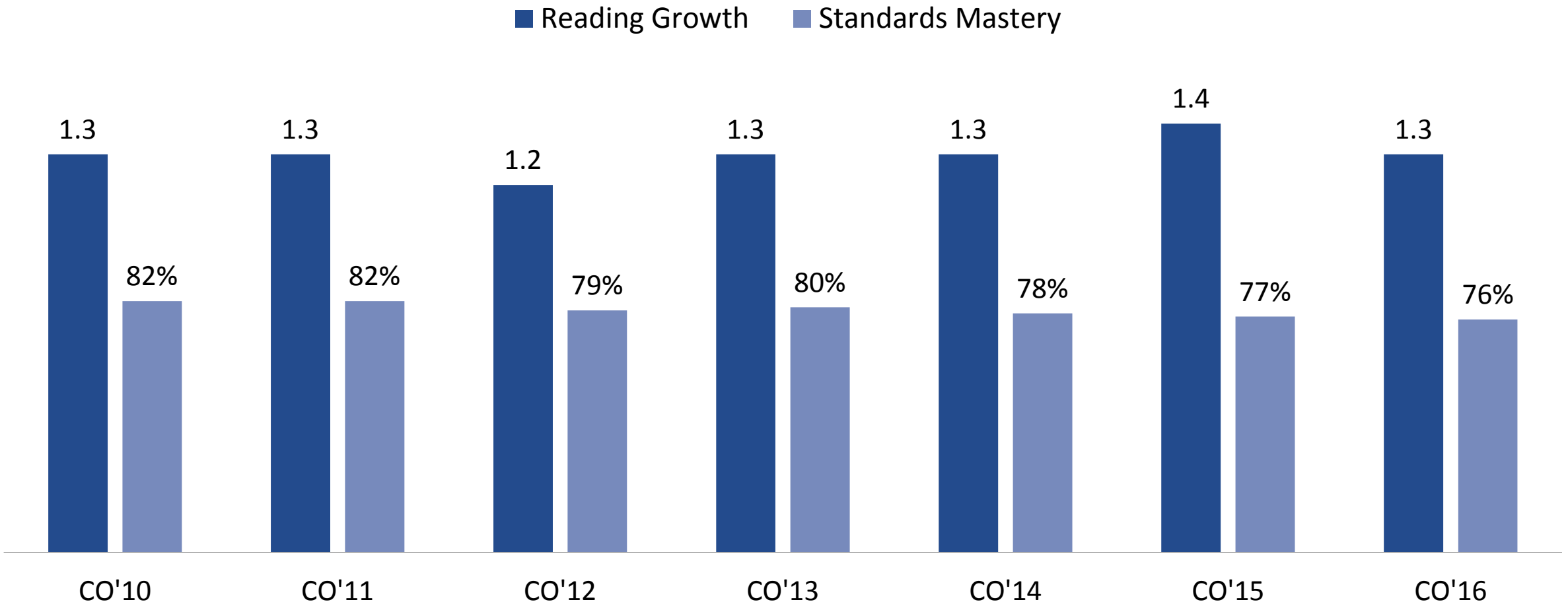
# The Relay Approach: Perform



- ✓ **Capstone: Student Growth and Achievement**
- ✓ **Teachers drive & track student success in academics and personal character development**
- ✓ **1.3 years of growth on average on reading assessments**
- ✓ **70% standards mastery**



# Average Reading growth & Standards Mastery





# The Relay Teaching Residency



A gradual two-year pathway into the profession through an apprenticeship model



“Deliberate Practice” offers expanded opportunities for practice and feedback



Many of our diverse graduate students come from the communities they serve



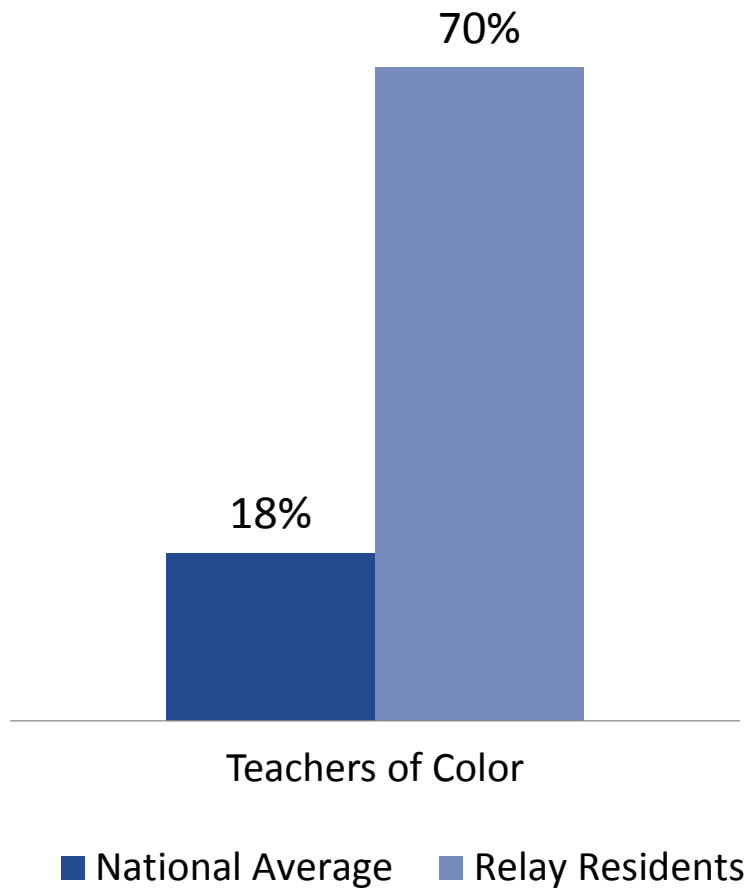




## Gloria Munoz (Chicago, Illinois)

“One of the reasons I came back to teach in my own community is because I benefited from the [very few] teachers of color I had as role models. I think if they see that ‘she did it [graduated from Stanford],’ they’ll feel: ‘I can do it, too.’”

# Recruiting Diverse Residents



First, step into shallow end of the pool



## Shontoria Walker (Houston, TX)

“Through Relay, I have an amazing team of people supporting me, from my Resident Advisor to my mentor teacher and grade level chair. The biggest benefit was the support system all the way through.”

# Five Gateways

October 1

Mindsets & Professionalism  
(95%)

November 1

Openings  
Classroom Management  
(88%)

January 10

Engaging Everyone &  
Introducing New Materials  
(87%)

March 30

Teaching a Full Lesson  
(84%)

May 15

Hired as Full Time Teacher  
(81%)



# Deliberate practice



## Jonah Greenawalt (Baton Rouge, LA)

“Relay Graduate School offered a great way to ease me into higher classroom accountability. The techniques we practice are directly tied to situations I’ve seen at my host school, and offer tangible solutions for how to approach them the next day.”

# Resident alums v. other first year teachers

**BLIND OBSERVATION STUDY:** At the beginning of the year, on average Relay residents outperformed non-Relay teachers across all ten strands of the observation instrument used (statistically significant in 6 out of 10 strands).

- At the end of the year, these trends were still present and statistically significant in 8 out of 10 strands. Most promising:
  - ✓ Teacher establishes effective classroom procedures
  - ✓ Students meet/exceed behavioral expectations
  - ✓ Activities are aligned to appropriate objectives, are well-sequenced, and build on each other
  - ✓ Teacher effectively adjusts instruction in light of real-time data
  - ✓ Students are doing the cognitive work

# Opportunities for change: Finance & Data

## Financial Model for Teacher Residencies (Relay example)

- \$18,000 tuition for 2 year MAT (paid by teacher, AmeriCorps, private scholarships, fed financial aid)
- \$25,000 salary/stipend paid by School/District (paid by Title I, Title 2, IDEA, paraprofessional funds)
- \$5,000 recruitment/selection/placement cost (paid by school/district)

## Need for state level data to be shared across teacher preparation programs

- Tracking teacher (alumni) performance data over time
- Getting common dashboard indicators on program performance
- Understanding program graduates who are: getting hired, serving low income communities, are diverse, have been through clinically-rich programs, feel prepared, are assessed as prepared by schools, stay in teaching, have strong content background, and generate value added outcomes for students.

Thank you.

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