

# Recruiting, Training, and Retaining New Teachers in Urban Education

Aaron Seligman, Regional Director for Leadership for Educational Equity

Michael Nguyen, Managing Director of Teacher Leadership Development for  
Teach For America Milwaukee

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**The Problem:** Not all students have the opportunity to get the education they need and deserve, and our kids and communities need more leaders who believe this is a solvable problem fighting for them.

**What We Do:** We work to empower Teach for America corps member and alumni to become transformative leaders in their communities who will hold decision-makers accountable and help grow the movement for educational equity.

**Why We Are Unique:** We're making a bet on leadership. We understand there is no single set of solutions that will work in every community. That's why we work to empower our members to work for change that reflects and responds to the needs of kids in their communities.

**The Result:** We believe that when our members are organized and reach positions of influence, they will serve as a transformative force for and with students, communities and the broader movement for educational equity.

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Leadership for Educational Equity (LEE), is a non-profit leadership development organization that works to develop policy, advocacy, organizing and civic leaders to fuel the movement for educational equity. Through one-on-one coaching, fellowships and workshops, LEE works to inspire and develop its members individually and collectively as civic leaders in their communities and across the nation. LEE membership is free and currently open to all TFA corps members and alumni.

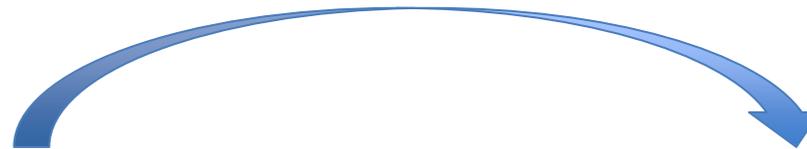


On one hand we face a critical deficit of leadership necessary to bring about equity.  
On the other hand we have a leadership base that is not tapped to lead in this area

**A base of over 40,000  
Teach For America alumni  
who:**

- Have seen the injustice of inequity first hand as classroom teachers in low-income communities,
- Have been selected for their leadership skills and have been developed as leaders, and
- Have our values about the urgent need to end inequity

**But who are insufficiently  
engaged in the civic space**



**LEE exists to bridge this chasm**

- We inspire these alumni to lead in the public space;
- We develop these leaders to be able to lead in the public space;
- We help make these leaders more effective as they lead in the public space.

**Education Inequity**



**We lack the necessary  
policies and laws**



**We lack the leadership  
(individual and collective)  
to achieve those policies  
and laws**

**By mobilizing these leaders to lead in politics, policy, advocacy, and organizing, LEE exists to help our members change laws and catalyze the efforts of teachers, school leaders, parents, and community leaders to bring about educational equity**

## Areas of Leadership

We aspire to be a vital source of diverse, impactful leaders working at all levels in **advocacy, community organizing, policy and elected office** to end the injustice of educational inequity.



Teacher Voice



Advocacy  
& Organizing



Policy Leadership



Elected Office

## Teach For America's Mission

Teach For America is growing the movement of leaders who work to ensure that kids growing up in poverty get an excellent education. We recruit and train remarkable people from all career backgrounds and academic majors to become teachers in low-income rural and urban school districts and leave a positive impact on their students. They help our nation deliver on the promise of equal opportunity for all kids.

## Teach For America Milwaukee

In Milwaukee, we specifically believe that, to be responsive and adaptive to our community, we take that national mission but ask the question, “How can we ensure that the people we’re recruiting and training are rooted in Milwaukee?” That means recruiting Milwaukeeans as well as teachers who share the backgrounds and diversity of our students. It also means making sure our teachers are humble, hard-working partners in their school—that they embody the best attributes of our city. Finally, it means that as many of them as possible are committed long term to education in our state—that both those from here and those from elsewhere fall in love with this city and state and its students and commit their whole lives to working on their behalf.

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## Teach For America Milwaukee's Priority: STUDENT ACHIEVEMENT RESULTS

Average classroom growth the equivalent of 1.6 grade levels (2013-2014 MAP)

88% of our non-MAP classrooms with data met their rigorous benchmarks (CCSS, CRS based assessments)

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# How We Get There

Recruitment

Preparation

Retention

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## Recruitment

High Admission Standards

Diversity

Preparation

Retention

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## How We Get There: RECRUITMENT

### High Corps Member Admission Standards

Admitted 15% of applicants this year

National 3.4 GPA average

More than 50 student-body presidents, more than 165 NCAA Division 1 athletes, more than 90 prestigious scholarship recipients, and more than 50 Phi Beta Kappa members

University of Wisconsin-Madison, University of Wisconsin-Milwaukee, and Marquette University are among the top providers of corps members nationally, contributing 34 graduates

### Diversity of Teachers

47% POC in Milwaukee

1 in 2 come from low-income backgrounds

30% first generation college grads

30% math, science, tech, engineering backgrounds

Students becoming the teachers

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## Teach For America MKE's Methods to Recruitment

High caliber individuals

Shared identity

- Milwaukeeans

- POC

- Pell Grants recipients

Targets

- City Year

- MPS and charter/Choice school aides and paraprofessionals

Full time staffer



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Recruitment

Preparation

Initial training

Collaboration with Community

Ongoing support

Retention

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## How We Get There: PREPARATION

### Preparation

Over 90% of teachers complete Master's Degree programs during the two-year commitment

Over 370 hours of Teach For America professional development and coaching for teachers

### Collaboration in the Community

Marquette University, Alverno College, and Cardinal Stritch University

93% of Principals believe TFA teachers are making positive impact

Schools That Can Milwaukee, City Year, MPS, Choice and charter school leaders, and various other local non-profit organization partners

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## Teach For America MKE's Methods for Initial Preparation

Matriculation

Induction

Summer training

“Kick Off” preparation

Overall focus on culture



## Teach For America MKE's Methods for Teaching Support

Graduate school

Vision and Metrics for Success

Scope and sequence for development

Social justice and race consciousness

Coaching cycle



## Teach For America MKE's Methods for Teaching Support

Professional development events

Data driven reflection

Collaboration with the community



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Retention

Mindsets

Pro-active support

Conversation

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## How We Get There: RETENTION

96% of teachers complete two-year commitment

Teach for America alumni remain in education.

60% of alumni work directly in schools

75% still in education

Only 10% originally planned careers in education

> 30 TFA alumni serve in school leadership: as principals, assistant principals or deans in Milwaukee.

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## Teach For America MKE's Methods for Retention

Fostering mindsets

Communication with school leaders

Active retention communication in second year

Leadership opportunities

Making people feel wanted



## Overall Consistencies in Our Interactions with Our Teachers and Community

Preparation in knowledge, skills, and reflection

Collaboration, culture, and community

Mindsets and convictions in urban education, race, and  
resiliency

Support and love

