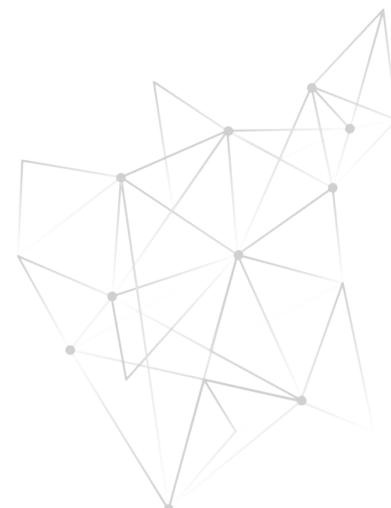60 by 25
NETWORK

BUILDING CURRENCY IN EDUCATION PATHWAYS TO ADDRESS THE TEACHER SHORTAGE

Education Systems Center
Golden Apple Foundation

@EdSystemsNIU

#IL60by25

AGENDA

- Introduction of Panelists

- Background: Scaling Education Pathways in Illinois

- Golden Apple Scholars

- Q&A

Forward Together

60 by 25 NETWORK

Plenary

Building Currency in Education Pathways to Address the Teacher Shortage

Thursday, February 25 | 12:00 – 1:00pm

Pam Witmer
Chief of Staff,
Golden Apple Foundation

Alan Mather
President,
Golden Apple Foundation

Juan Jose Gonzalez
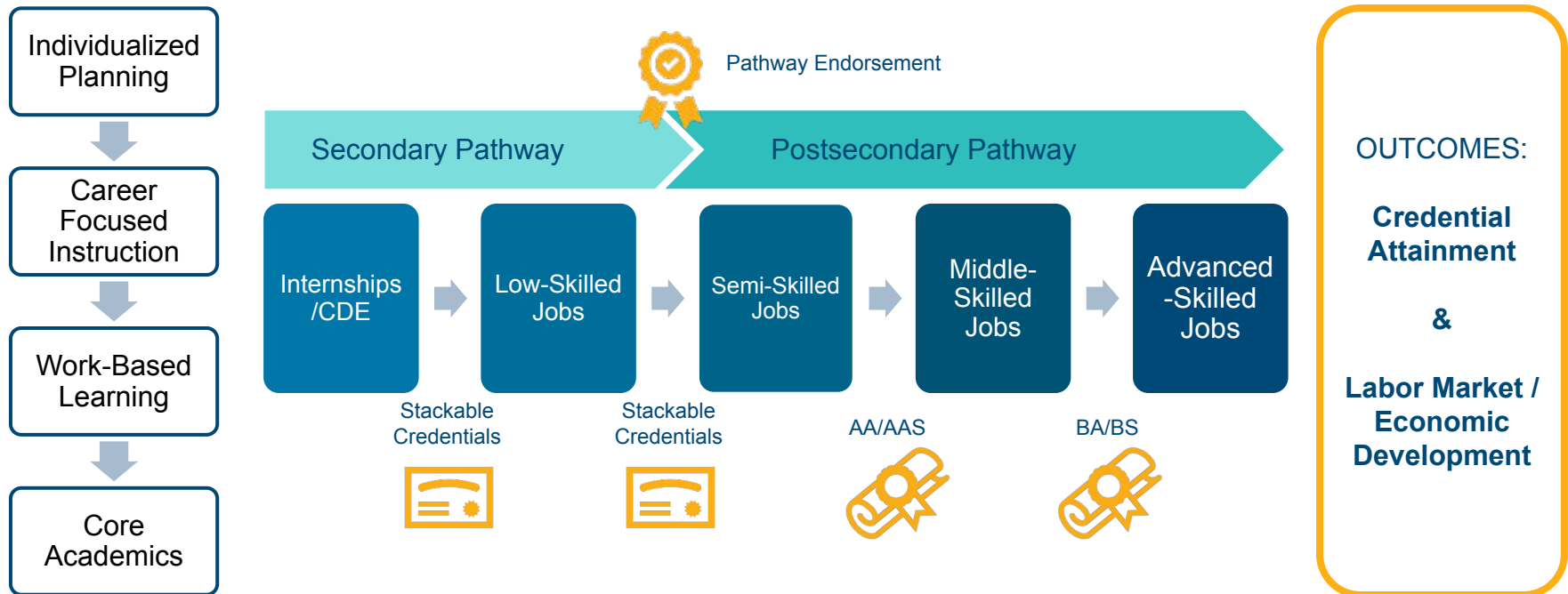Pathways Director,
Education Systems Center at NIU
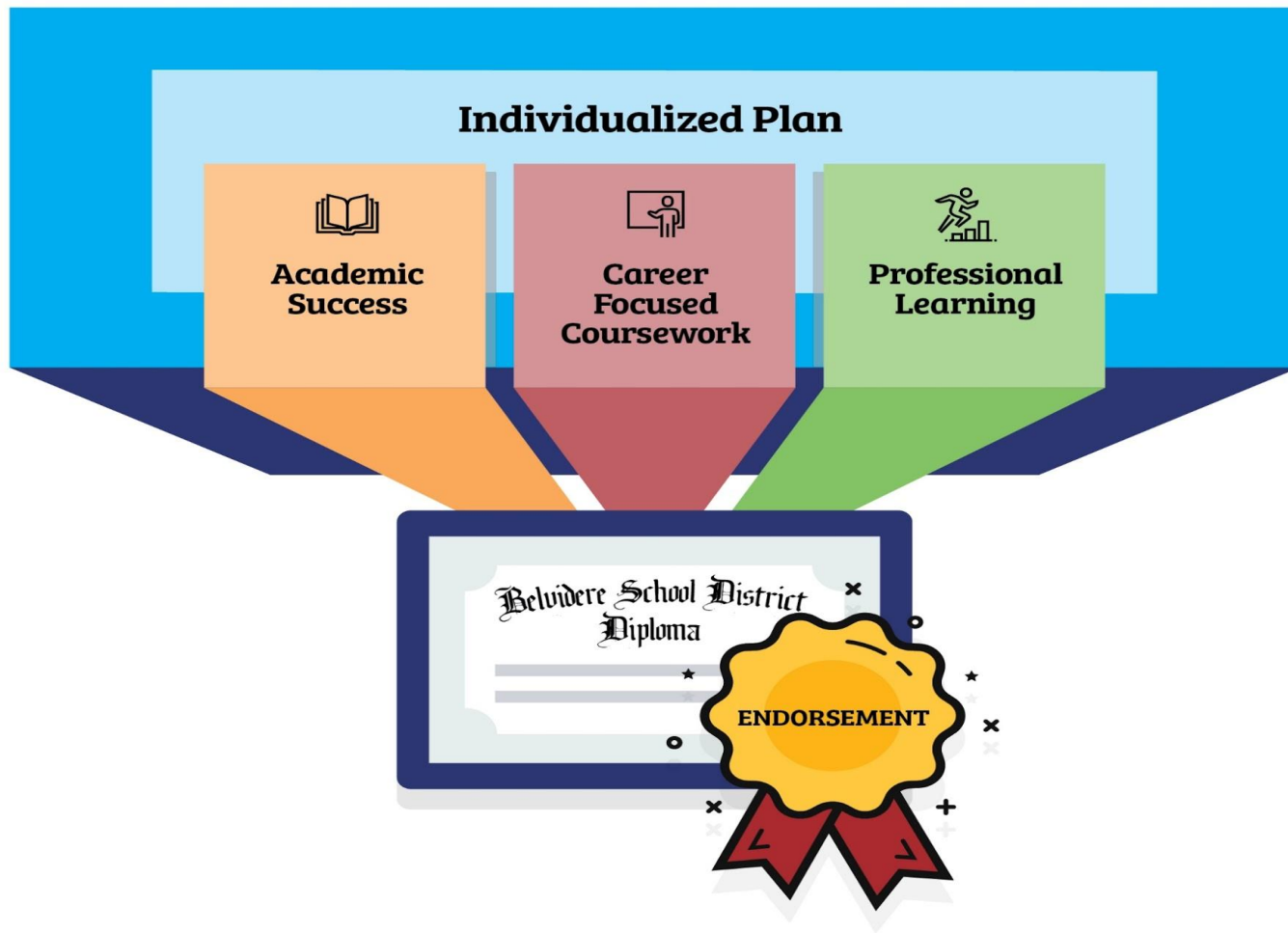
BACKGROUND: SCALING EDUCATION PATHWAYS IN ILLINOIS

STATE PATHWAYS FRAMEWORK

```
Individualized
Planning
      ↓
Career
Focused
Instruction
      ↓
Work-Based
Learning
      ↓
Core
Academics
```

Pathway Endorsement

| Secondary Pathway | Postsecondary Pathway |

| Internships /CDE | → | Low-Skilled Jobs | → | Semi-Skilled Jobs | → | Middle-Skilled Jobs | → | Advanced-Skilled Jobs |

Stackable Credentials   Stackable Credentials   AA/AAS   BA/BS

OUTCOMES:

Credential Attainment

&

Labor Market / Economic Development

#IL60by25

PATHWAYS ENDORSEMENT ON DIPLOMA

ENDORSEMENT AREAS

FINANCE & BUSINESS SERVICES

INFORMATION TECHNOLOGY

HEALTH SCIENCES & TECHNOLOGY

MANUFACTURING, ENGINEERING, TECHNOLOGY & TRADES

AGRICULTURE FOOD & NATURAL RESOURCES

HUMAN & PUBLIC SERVICES

ARTS & COMMUNICATIONS

RECOMMENDED TECHNICAL AND EMPLOYABILITY COMPETENCIES

Postsecondary & Workforce Readiness Act

Statewide Public-Private Steering Committees for
College and Career Pathway Endorsements

Recommended Technical and Essential Employability Competencies

July 2018

MANUFACTURING, ENGINEERING, TECHNOLOGY & TRADES

TOP 10 TECHNICAL COMPETENCY STATEMENTS FOR ADVANCED MANUFACTURING & ENGINEERING

Competency	Statement
Equipment Safety	Students can use their understanding of equipment usage, practices, and procedures to maintain a healthy, safe, and secure work environment.
Manufacturing Environment	Students can use their understanding of workstations, tools, and equipment operations to safely navigate a manufacturing environment.
Personal Health & Safety	Students can use their understanding of personal safety and environmental regulations to comply with local, federal, and company health/safety demands.
Spatial Reasoning	Students can use their understanding of objects in relation to one another to understand three-dimensional imaging.
Process, Design, & Development	Students can use their understanding of technical drawings and schematics to complete the design and development process.
Installation	Students can use their understanding of tools to assemble and disassemble simple tools.
Customer Focus	Students can use their understanding of communication and project management to understand client needs and complete project accordingly.
Quality Assurance & Continuous Improvement	Students can use their understanding of product and process to meet quality systems requirements as defined by customer specifications.
Digital Manufacturing	Students can use their understanding of digital manufacturing tools and computer-based programs to complete the design and develop implementation process.
Supply Chain Logistics	Students can use their understanding of materials, suppliers, and internal systems to plan and monitor movement and storage of materials and products.

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RECOMMENDED TECHNICAL AND EMPLOYABILITY COMPETENCIES

Postsecondary & Workforce Readiness Act

Statewide Public-Private Steering Committees for
College and Career Pathway Endorsements

Recommended Technical and Essential Employability Competencies

July 2018

TOP 10 CROSS-SECTOR
ESSENTIAL EMPLOYABILITY COMPETENCY STATEMENTS
COLLEGE & CAREER PATHWAY ENDORSEMENTS

|	
Teamwork & Conflict Resolution	Students can use their understanding of working cooperatively with others to complete work assignments and achieve mutual goals.
Communication	**Verbal:** Students can use their understanding of English grammar and public speaking skills to convey an idea, express information, and be understood by others. **Written:** Students can use their understanding of standard business English to ensure that written work is clear, direct, courteous, and grammatically correct. **Digital:** Students can use their understanding of email, keyboarding, word processing, and digital media to convey work that is clear, direct, courteous, and grammatically correct.
Problem Solving	Students can use their critical thinking skills to generate and evaluate solutions as they relate to the needs of the team, customer, and company.
Decision Making	Students can use their understanding of problem solving to implement and communicate solutions.
Critical Thinking	Students can use their understanding of logic and reasoning to analyze and address problems.

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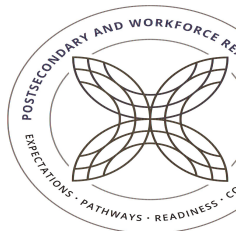
College and Career Pathway Endorsement Framework
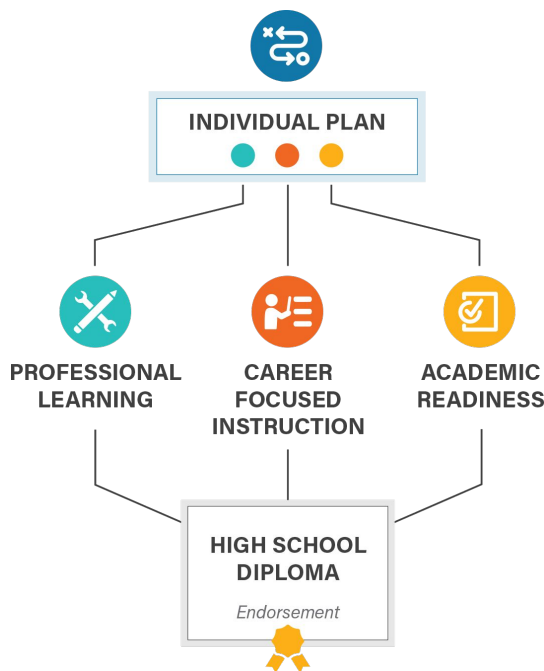
INDIVIDUAL PLAN

Each student completing an endorsement must have an individualized plan, which includes college planning linked to early understanding of career goals, financial aid, resume, and personal statement.

PROFESSIONAL LEARNING

Awareness, exploration, and preparation activities that provide opportunities for students to interact with adults in their workplace

9th	10th	11th	12th
At least 2 career exploration activities or 1 intensive experience		60 cumulative hours of paid or credit supervised career development experience with a professional skills assessment	
At least 2 team-based challenges with adult mentoring			

Through these experiences, a student gains essential employability and technical competencies in their identified sector.

CAREER-FOCUSED INSTRUCTIONAL SEQUENCE

Two years of secondary coursework, or equivalent competencies, that articulate to a postsecondary credential with labor market value. Must include at least 6 hours of early college credit.

| 9th	10th	11th	12th
Orientation / Introduction			
	Skill Development		
			Capstone / Adv. Courses

ACADEMIC READINESS

Ready for non-remedial coursework in reading and math by high school graduation through criteria defined by district and local community college

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INDIVIDUAL PLAN

PROFESSIONAL LEARNING — CAREER FOCUSED INSTRUCTION — ACADEMIC READINESS

HIGH SCHOOL DIPLOMA
*Endorsement*

BENEFITS OF CCPE

Course Sequences

- CTE Course sequence and Programs of Study
- Potential Focus on Industry Credential Attainment

→

- Not necessarily restricted to CTE Courses,
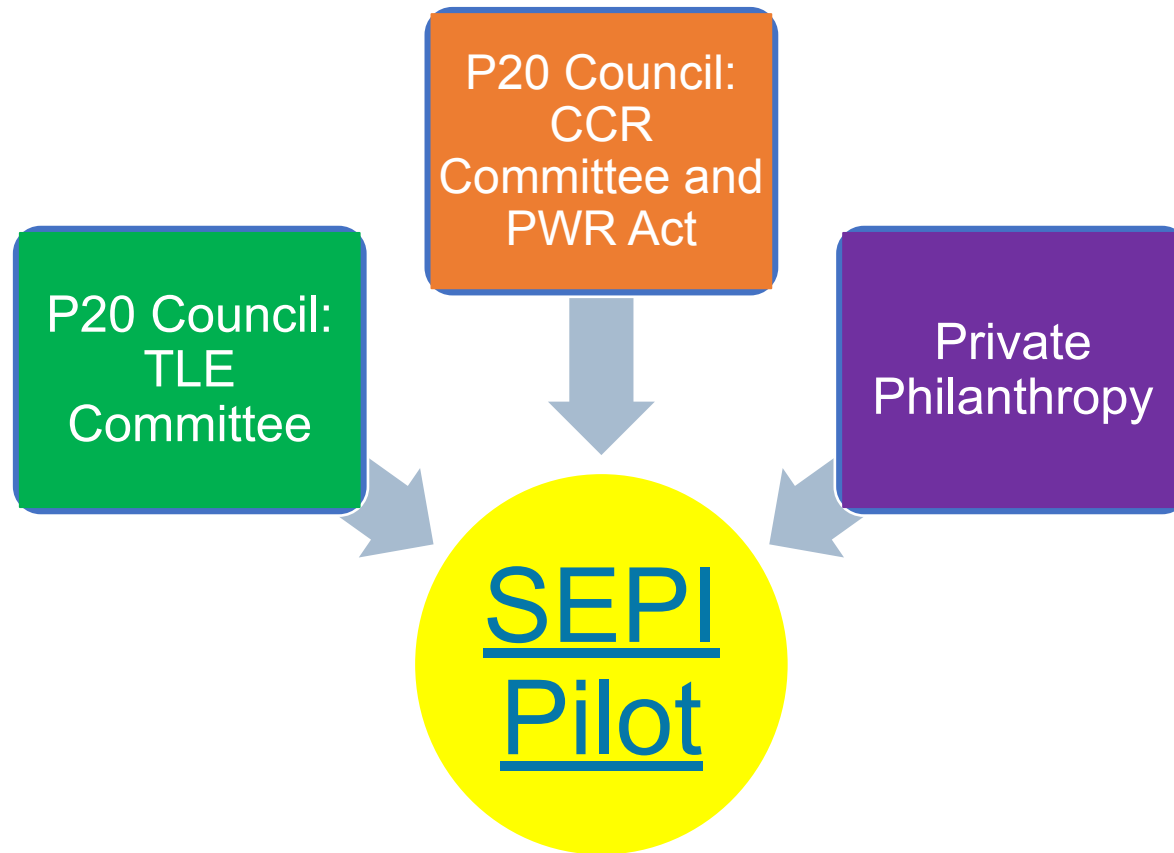- Add "Career-Focused" Early College Courses

Work-Based Learning

- Job Shadows, Site visits
- Internship Placements / SAE

→

3 Distinct Work-Based Learning activities with specific numeric goals for each

College Readiness

- Transition to postsecondary institutions an afterthought

→

- Must create plan for students to enter postsecondary institutions with non-remedial coursework

SCALING EDUCATION PATHWAYS IN ILLINOIS

P20 Council: CCR Committee and PWR Act

P20 Council: TLE Committee

Private Philanthropy

SEPI Pilot

Addresses teacher shortage by funding community collaborations that will build education pathway systems that begin in high school and continue on through to initial teacher placement

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BEYOND CCPE: FULL PATHWAY ACTIVITIES

In addition to Implementing an Education College and Career Pathway Endorsement system for students: SEPI collaboratives must.

- Transition students to Postsecondary institution or Program with College of Education

- Provide placement and initial career supports for students seeking the education pathway upon completion of their post-secondary degrees;

- Promote the educator profession and include strategies to ensure equity and the utilization of data

SEPI SCALE AND BREADTH

EdSystems supports 15 collaboratives representing 16 school districts, and 25 high schools

Support includes best practices, convening Communities of Practice, and guiding participants through the College and Career Pathway Endorsement process.

ISBE has complemented SEPI model and is funding enhanced CTE Education Programs whose students parallel some of the requirement of the CCPE
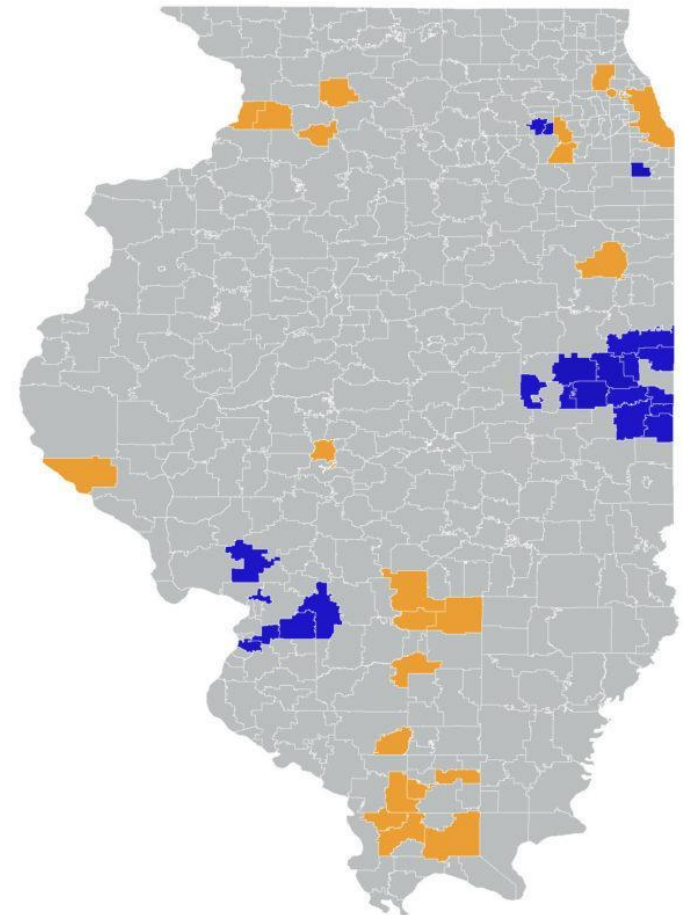
School Districts by SEPI Round

SEPI Round
- Round 1
- Round 2

Map created by: Education Systems Center at NIU

Data sources: Illinois State Board of Education (ISBE);
Scaling Education Pathways in Illinois (SEPI)

CREATING CURRENCY FOR CCPE EDUCATION

- [NIU's College of Education and EdSystems announced](#) new incentives for Illinois students graduating with CCPE in Education in February 2021. Starting immediately, admitted students with the endorsement are automatically advanced as finalists to receive select scholarships and to participate in the college's innovative Educate and Engage program.

NORTHERN ILLINOIS UNIVERSITY
College of Education
NIU

- Additionally, HB2170, also known as the Education Omnibus bill, includes an update to the Illinois' Minority Teachers of Illinois Scholarship to offer funding to students graduating with any of the pathway endorsements (Article 120). *YET TO BE SIGNED*.

- In December 2020, [EdSystems announced a similar partnership with Golden Apple Scholars of Illinois](#), which is automatically advancing any applicants who have earned or are on track to earn the CCPE to the final stage of the application process.

The Golden Apple Foundation

Expanding Illinois' pipeline of highly effective, diverse educators by inspiring, developing, and supporting teacher and school leader excellence

goldenapple.org

February 25, 2021

Golden Apple's vision is one in which every classroom has a <mark>great teacher</mark> and to realize this, **we are committed to making a material difference in resolving the teacher shortage.**

Golden Apple Teacher Preparation Programs

Golden Apple Recruits Aspiring Educators to Return to Teach in their Communities

Golden Apple
Scholars

- **Launched in 1989**
- **For undergrad students**

Statewide undergraduate teacher preparation program focused on PreK-12 schools-of-need, in partnership with higher education

Entry points
High school seniors who are matriculating to Illinois higher education institutions, or college freshmen or sophomores

Golden Apple
Accelerators

- **Launched in 2020**
- **For career changers**

15-month residency and PreK-12 post-bacc licensure program, in partnership with higher education, to prepare teachers for targeted partner school districts in rural Illinois

Entry points
Seniors attending Illinois universities who are not on a teaching pathway, and career-changers who hold bachelor's degrees
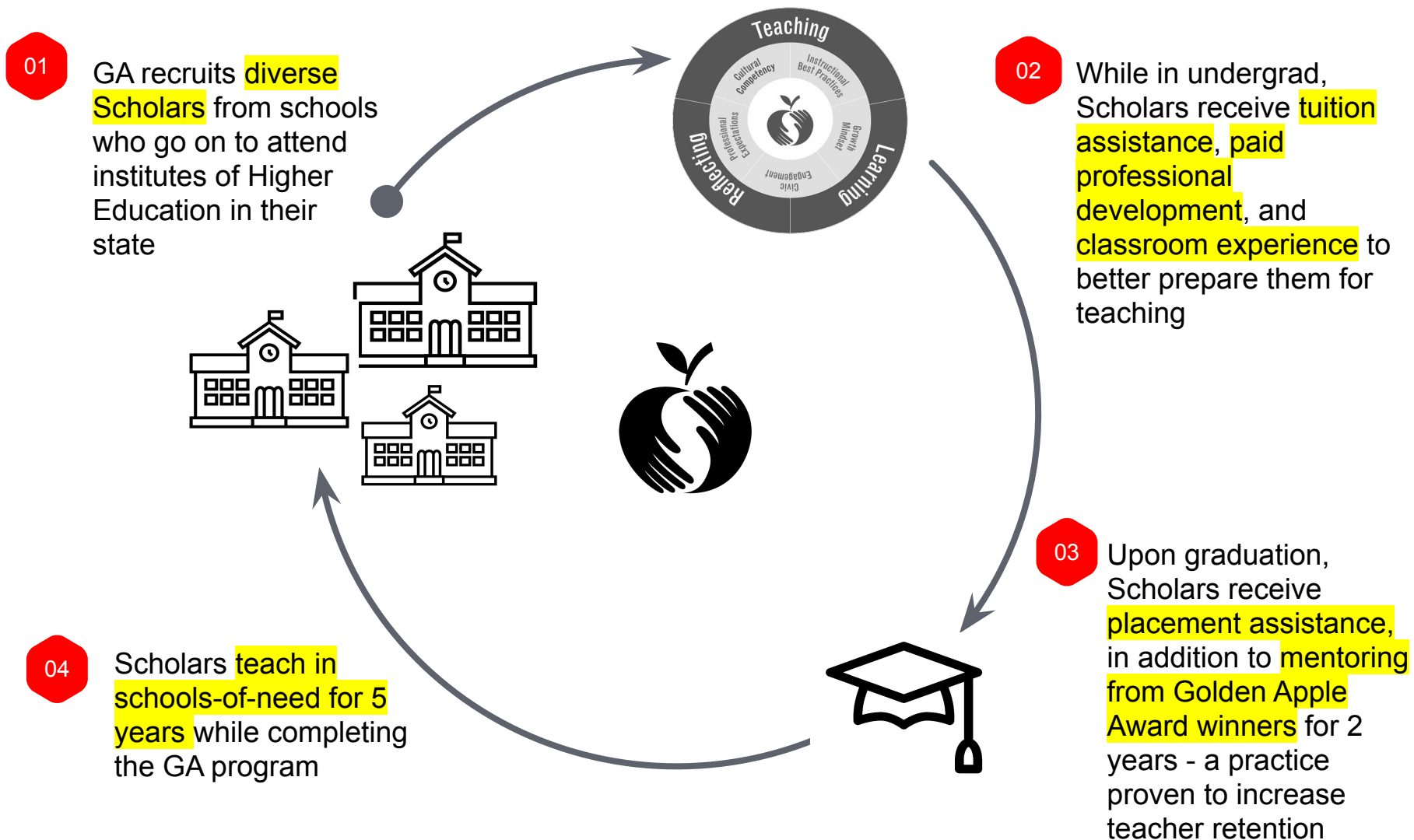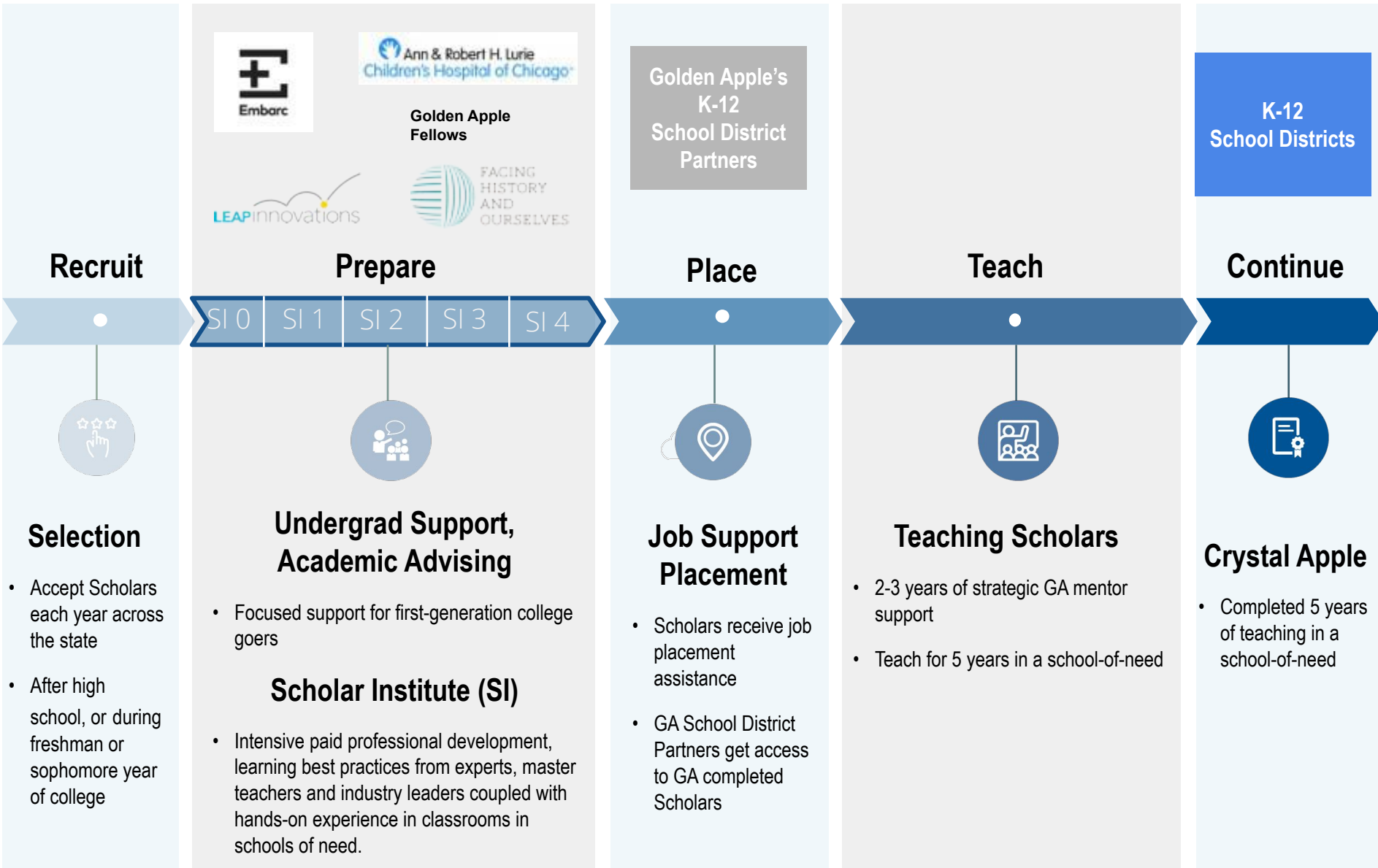
The Golden Apple Scholars Program

An Undergraduate Teacher Preparation Program Focused on Schools-of-Need

goldenapple.org

Golden Apple Recruits Students to Teach in Schools-of-Need in Their Own Communities

01 GA recruits diverse Scholars from schools who go on to attend institutes of Higher Education in their state

02 While in undergrad, Scholars receive tuition assistance, paid professional development, and classroom experience to better prepare them for teaching

03 Upon graduation, Scholars receive placement assistance, in addition to mentoring from Golden Apple Award winners for 2 years - a practice proven to increase teacher retention

04 Scholars teach in schools-of-need for 5 years while completing the GA program

Teaching

Cultural Competency

Instructional Best Practices

Growth Mindset

Learning

Civic Engagement

Professional Expectations

Reflecting

The Golden Apple Scholar Journey

Embarc

Ann & Robert H. Lurie Children's Hospital of Chicago

Golden Apple Fellows

LEAP innovations

FACING HISTORY AND OURSELVES

Golden Apple's K-12 School District Partners

K-12 School Districts

Recruit

Prepare

| SI 0 | SI 1 | SI 2 | SI 3 | SI 4 |

Place

Teach

Continue

Selection

- Accept Scholars each year across the state

- After high school, or during freshman or sophomore year of college

Undergrad Support, Academic Advising

- Focused support for first-generation college goers

Scholar Institute (SI)

- Intensive paid professional development, learning best practices from experts, master teachers and industry leaders coupled with hands-on experience in classrooms in schools of need.

Job Support Placement

- Scholars receive job placement assistance

- GA School District Partners get access to GA completed Scholars

Teaching Scholars

- 2-3 years of strategic GA mentor support

- Teach for 5 years in a school-of-need

Crystal Apple

- Completed 5 years of teaching in a school-of-need

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Golden Apple Scholars Program - Benefits for Scholars

goldenapple.org

Scholars Program Benefits

Scholars receive:

- Extensive **classroom teaching experience** & additional **professional development** through summer Scholar Institutes

- **Academic and social-emotional support** while in undergrad

- **Job placement** assistance

- **Mentoring** from our award-winning teaching faculty through first two years of teaching

Scholars Program Benefits

Golden Apple

Up to $23,000

in tuition assistance & stipends

FIRST 2 YEARS
$2,500

LAST 2 YEARS
$5,000

SCHOLAR INSTITUTES
$2,000 STIPEND

Golden Apple Scholars Program Results

goldenapple.org

Golden Apple's Results Exceed National Benchmarks

RECRUITING
High potential and diverse students into the profession

53% of Scholars throughout the history of the program are **Scholars of color**

Nationally, ~20% of public school educators are **teachers of color**

PREPARING
Scholars with the skill set and experience to impact 21st Century learners on Day One

82% of Scholars made the **Dean's List** in 2020

82% of Scholars for the last 3 years of Scholar graduates **earned college degrees within six years**

The national 6-year graduation rate **for first-generation** college students is **11%**

PLACING
Scholars in schools-of-need - where they're needed most

MENTORING
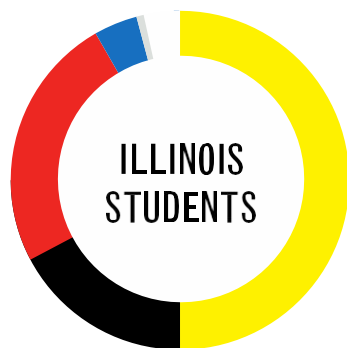Scholars during the early years of teaching

82% of Scholars remain full-time **teachers beyond five years**

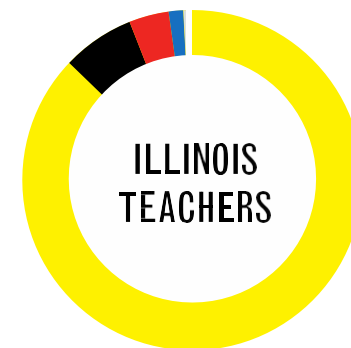**Nationally, 44%** of new teachers **leave** within the first 5 years of teaching

RETAINING
Scholars for five or more years of teaching

Golden Apple Scholars reflect the students they serve.

ILLINOIS STUDENTS

GOLDEN APPLE SCHOLARS
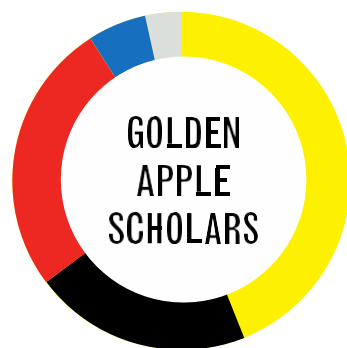
ILLINOIS TEACHERS

Race breakdown of Illinois students & Golden Apple Scholars

Compare this to Illinois teachers overall

White   Black   Hispanic   Asian/Pacific Islander   Native American   Two or more races   ☐ Unknown

Over the last ten years, the percentage of students of color in Illinois increased from 46 percent to 52 percent while the percentage of teachers of color remained static at around 18 percent. *Source: ISBE, "2020 Supply and Demand Report" (2020)*

2020 Golden Apple Scholars Class

2020 Scholars Class
- Received nearly **2,000 applications**
- Selected **300** Scholars

Over 800 undergraduate Scholars attended our Scholar Institutes in summer 2020

Scholars obtain education degrees from 48 higher education institutions in Illinois

Currently have over **600 Scholars** in their first 5 years of teaching in schools across Illinois

Pursuing licenses in **high-needs areas** like **STEM, Special Education, Bilingual Education**

Placed in all 102 counties in the state of Illinois in
- Elementary
- Middle Grades
- Secondary

Golden Apple & SEPI Partnership

goldenapple.org

Golden Apple Scholars & SEPI Partnership: Student Eligibility

Golden Apple recognizes that students earning the College and Career Pathway Endorsement in education will be great teachers!

Eligibility:

- High school seniors, college freshman or sophomores, and community college students applicants who have **earned or are on track to earn the College and Career Pathway Endorsement (CCPE) in education** prior to the final stage of the application process**.**

- IL residents, U.S. citizen, eligible non-citizen, or Deferred Action for Childhood Arrivals (DACA)

Golden Apple Scholars & SEPI Partnership: Student Application Process

Timeline:

- **April 1, 2021:** Application Closes

  - Application includes: 2 letters of reference and several short essay questions.

  - Students who are on track to earn CCPE in education will be moved automatically to the interview stage.

- **January - April 2021**: CCPE Student Applicants Interviewed

  - The interview requires a short pre-work exercise.

- **Spring 2021:** Recipients Announced

  - CCPE student applicants will be alerted of acceptance prior to May 1, 2021.

- **Summer 2021:** Induction Ceremony and Scholar Institute

School Districts & Scholar Recruitment
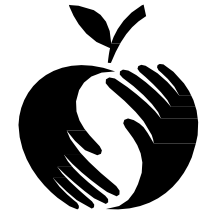
goldenapple.org

School District Recruitment

School Districts:

- Encourage your students earning CCPE's in education to apply to the Golden Apple Scholars by April 1, 2021

- Consider becoming a formal partner with Golden Apple

- Volunteer during our Scholar Institute's mock interviews

- Host Scholars for student teaching

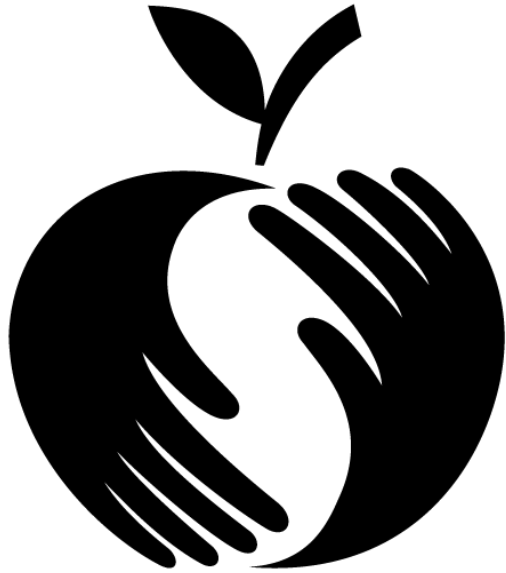# LET'S REACH MORE STUDENTS, TOGETHER.

Q & A

APPENDIX

goldenapple.org

The Golden Apple Accelerators Program

An Expedited Licensure & Residency Program

goldenapple.org

Golden Apple Accelerators:
A Faster Pipeline for Addressing the Teacher Shortage

Golden Apple launched **the Accelerators program** **in 2020**, a 15-month concurrent licensure (post-bacc) and teacher residency program to address the teacher shortage**.**

The program is preparing individuals with bachelor's degrees who did not receive teacher training during their undergraduate education.

These career changers are finding a new opportunity - right **in their own communities.**

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Accelerator Program Benefits

Benefits for Accelerators

- Obtain a teaching license within **15 months**

- **Up to a $30,000 stipend** to apply to coursework and/or living expenses, contingent on state funding

- **One-year residency program** in a targeted partner school district

- **Pursue coursework** and earn credit at a partner university

- **Job placement** in a partner district begin teaching full-time after obtaining their license

- **Mentoring** in first 2 years of teaching

2020 Golden Apple Accelerators: Piloted in Illinois

2020 Accelerator Class
- Received nearly **300 applications**
- Selected **30** Accelerators

Pursuing licenses in high-needs areas:
- Special Education (20)
- Science (4)
- Physical Ed. (2)
- Business (1)
- ELA (1)
- ESL (1)

Over 50% Have Classroom Experience:
- 14 paraprofessionals
- 3 long-term substitutes

Placed in 22 school districts across the state

Residency Placements
- Elementary & Middle - all Special Education (17)
- Secondary (13)

Accelerators are enrolled in one of our **two higher education partners**

40