

MA Educator Preparation Programs Respond to District Needs

1. Response to Shortage/High Need Areas: Massachusetts educator preparation programs are responsive to a range of high needs/teacher shortage areas such as STEM, Foreign Language, Special Education, and English as a Second Language.

Science, Mathematics and Technology

Boston University: NSF/Noyce Urban Science Scholarship Program, Learning Assistant Program, education course for science majors.	Bridgewater State: NSF/Southeast Massachusetts Science Teacher Scholars Program.	Clark University: NSF/Noyce Scholarship Program to increase STEM teachers.	Lesley University: Lesley Center for Math Achievement: programs for in-service teachers of math and science.	Stonehill College: NSF/Noyce Scholarship Program to recruit, prepare and retain teachers of mathematics PK -grade 12.
UMass Amherst: Develop/research adaptive tutoring technologies to increase underrepresented students in STEM. NSF-develop/research innovative model to teach science to incarcerated youth.	UMass Boston: NSF/Noyce-Scholarships and Teach Next Year Resident Teaching; UTEACH program (Howard Hughes Medical Institute).	UMass Lowell: UTEACH for undergraduate science majors	Wheelock College: On-line math and science content certificate programs for in-service teachers to advance licensure level.	

Special Education - Moderate Disabilities

Bridgewater State: Pairs with Brockton Public Schools to offers on-site Special Education Teacher licensure program for in-service educators licensed in other subject areas.	UMass Amherst: Moving Moderate Disabilities program from Graduate to the Undergraduate level.	UMass Lowell: Programs for adding a second license in Moderate Disabilities and a hybrid advanced M.Ed. for in-service teachers	Gordon and Wheelock Colleges: All elementary teacher licensure candidates are also licensed in special education.	Mt. Holyoke College: MAT 'PLUS' Program for adding a second license in Moderate Disabilities
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English Language Learners/English Second Language Teachers

Bridgewater State: Implemented new ESL teacher preparation graduate program in 2013. Requires SEI for all teacher candidates.	Mt. Holyoke College: Elementary candidates offered internships toward additional licensure in ELL.	UMass Lowell: Elementary and Secondary candidates offered add-on licensure in ESL	Gordon College & Wheelock College: Integrated Elementary and ELL licensure programs	Wheaton College: All graduate preparation program candidates required to take two SEI courses.
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2. Engaging our P-12 partners: Educator Preparation Programs work closely with their P-12 partners to recruit, prepare, and retain teachers. Programs also respond to partners' needs for further preparation in content and pedagogy by offering a range of professional development opportunities.

Formal Partnerships: Mutual Programming; Professional Development (PD) Opportunities; Strengthening of Courses and Field Experiences and Teacher Residency Programs

Boston University: 8 district partnerships strengthen all aspects of teacher preparation programs: includes William Monroe Trotter School (K1-6), Boston Green Academy (6-7, 9-12); Summer Literacy Institutes, Tutors in Science & Writing, Dads Read;	Bridgewater State University: Partnerships and PD with Brockton, Taunton, and New Bedford. PDS Advisory Council with P-12 representation informs and provides support to the design of BSU clinical practice.	Clark University: Co-founded University Park Campus School; co-developed four "Innovation Schools" Focus: teacher preparation, professional development, college readiness, collaborative research and several grants.	Eastern Nazarene College: Massachusetts DECA Association Advisor - Initial Licensure Program for unlicensed business teachers Partners with 4 Elementary Schools in Quincy Public School District for practica.	Holy Cross: Worcester Public Schools, Burncoat Middle School: piloted co-teaching model for practica.
Lesley University: Cambridge Public Schools - Summer Compass Program: Full year, paid internships in Cambridge, Newton, and Boston. Collaborative Internship Program: 11 site-based masters programs, (taught by school-based faculty), with a full year internship. The Elementary Education Urban Initiative: full year internship prepares candidates for ESL license.	Mt. Holyoke College: Moderate Disabilities Program of Study developed with Amherst Regional Public Schools. ARPS teachers/administrators teach courses.	Springfield College: Council Advisory Committee makes decisions about preparation, curriculum, and assessment.	Stonehill College: Students serve as classroom support, project leaders, and tutors: School on Wheels, Stoughton Library, and Messiah Baptist Church, Brockton, YMCA, Fall River.	UMass Amherst: Partner with schools in Springfield and rural districts to develop and implement urban and rural one-year immersion Master's degree licensure programs. School districts hire program completers - data indicates they remain for years in the hiring districts.
UMass Boston: Boston, Randolph, and Quincy public school partners prepare teachers; plan and deliver PD for improving a school's inclusion efforts; helps teachers and administrators understand and use student data from multiple assessments.	UMass Lowell: Methods courses taught onsite in partner schools. UTEACH program - middle and high school teachers mentor undergraduates and provide feedback on their teaching. Clinical Partnership Board to provide feedback.	Wheelock: PD for P-12 partners, teacher candidates, students, and alumni. "Cultivate the Scientist in Every Child").	Wheaton: P-12 teachers teach courses and guest lecture. Partnership Advisory collaborates to improve programs.	

3. Diversifying the educator workforce: *Massachusetts Educator preparation programs have responded to the high need for a diverse teaching pool through creative solutions such as working with admissions departments who are actively recruiting more students of color, older students, and students underrepresented in IHE. Teacher Preparation Programs' strong partnerships with communities and schools provide pathways for prospective teachers and Community College partnerships provide opportunities for alternative routes to teacher preparation.*

Undergraduate Recruiting, Admissions, and Mentoring and School/Community to Teacher Pipeline

<p>Bridgewater State University: Mentoring/targeted advising program to support undergraduate students of color majoring in education.</p>	<p>Lasell College: Working with P-12 partners to create a pipeline from high school to college that mentors minority students interested in education. Alternative Pathway to the Teacher Diversity Pipeline is a collaboration between school districts, higher education mentors, and potential high school minority students interested in teaching.</p>	<p>Lesley: The EEUI program and the Collaborative Internships Schools recruit diverse teacher candidates; provide scholarships. The undergraduate programs in the Lesley University College of Arts and Sciences partner with Bunker Hill Community College programs for a Bachelor's degree in Early Childhood Education.</p>	<p>Mt. Holyoke College: College Admissions recruit diverse students - currently 27% students of color. Holyoke Public Schools partnership for 'home grown' teachers provides opportunities for Holyoke residents who are para-professionals or unlicensed teachers to gain initial license.</p>	<p>Springfield College: "Grow your own" partnership with Springfield Public School district to recruit students of color interested in teaching math, science and special education. Students who meet requirements have guaranteed admission and upon completion of licensure program, will have a teaching position in the district.</p>
<p>UMass Amherst: New UMass Center at Springfield opened in 2014, to recruit and create programming with the Springfield and Holyoke P12 schools and community colleges. College of Education leads the Urban Education Initiative.</p>	<p>UMass Lowell: School to Teaching pipeline with Lowell High to diversify teacher prep programs with scholarship incentives. Works with Jumpstart program coordinator to recruit minority candidates into teacher prep programs.</p>	<p>UMass Boston: Teach Next Year (TNY) residency program with Treffler Foundation, NSF, and Federal Teacher Quality Partnership Grants. Partner with the Boston Public Schools to prepare teachers of color.</p>	<p>Wheelock: Diversity is a key admissions factor for faculty, undergraduate, and graduate recruiting.</p>	

4. Improving Educator Retention: *Educator preparation programs work with their P-12 partners to support the induction, mentoring and retention of their highly qualified graduates. Many institutions have started their own induction and mentoring programs to continue to support their graduates through the first few years of teaching. Other institutional initiatives include opportunities for program completers to work with new pre-service teachers, serve as guest lecturers in ed prep classes, supervising practitioners, program supervisors, and teaching courses.*

New Teacher Development/Induction and Mentoring Programs; Alumni Participate in Teacher Preparation; Continuous Evaluation and Improvement

<p>Bridgewater State University: <i>New Teacher Partnership</i> develops and coordinates programs to improving teacher retention through new teacher PD and mentoring development courses/workshops for Supervising Practitioners.</p>	<p>Clark: Graduates teaching locally participate on teacher teams during the school year and take courses.</p>	<p>Lesley: Meditech, Lesley's New Teacher Community (NTC), supports beginning teachers in their first years through PD and networking events, mini-grants, mentoring, blogs, Facebook page with resources.</p>	<p>Stonehill: New retention program with a cohort of mathematics teachers (class of 2015).</p>	<p>UMass Amherst: Alumni co-teach courses and participate as supervising practitioners (45 - 50 %) and university supervisors. Data show that there are alumni from the 1980s, 1990s, and the 2000s who continue to serve as mentors.</p>
<p>UMass Lowell: Induction and mentoring program for candidates in our school principal partner district -cohort program.</p>	<p>Wheelock: Evaluation and improvement of all preparation programs is continuous and intended to promote educator retention and higher quality of teacher candidates.</p>	<p>Wheaton: 100% of our graduates hired by August in a range of educational positions. Regularly survey alums for years and also hold focus groups of alums each year and respond to their suggestions and feedback.</p>		

5. Improving the quality of teacher candidates and teacher preparation programs: *IHE based educator preparation programs set high standards/criteria for candidate admission into their programs, increase relevant coursework and field placements in response to research based evidence, and continuously collect and analyze data on their program completers to improve their programs.*

<p>Multiple Colleges and Universities across the State: Increased admissions requirements and rigor for progression through each stage of licensure programs.</p>	<p>Multiple Colleges and Universities across the State: Developed and implemented 1-2 new courses in Sheltered English Immersion; literacy, math/science workshops in local schools; implement summer programs; moved preparation program courses to partner school districts and extended practicum placements</p>	<p>Lesley: Unified Assessment System, allows the University to examine data of performance of all candidates on key assignments required in every course related to MA teacher standards and other professional competencies. Uses the State DESE Edwin analytics to determine data patterns.</p>	<p>UMass Amherst: Comprehensive, continuous improvement model which includes multiple assessments and data collection from internal and external sources; ongoing data review and analysis by the unit and all programs with results used to improve programs and the college.</p>	<p>UMass Lowell: Systematically collects data from completers to improve programs. Uses TeachLive to improve candidate classroom management and parent communication skills. Use feedback from candidate completers, alumni evaluations and employers to add or revise courses.</p>
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NOTE: These are representative examples of educator preparation program initiatives. Additional examples are listed at <http://macte.info>.