



# SVUSD Board Presentation October 11, 2022

## **Alder GSE Mission**

To create opportunity and cultivate success for every student by recruiting and educating excellent teachers and leaders who reflect our schools' communities.

So that....

## **Our Alder GSE Vision -**

Outstanding teachers and leaders change students' lives and make the world a better and more just place.

# **What is Alder Graduate School of Education?**

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Alder GSE is a ten-year-old, graduate school of education focused on teacher residencies.

We **partner** with districts, charter management organizations and county offices of education.

Through these partnership we **recruit and educate** teacher candidates in a **one-year residency program** in the K–12 school system where the teacher will be employed.

Residents earn a **credential and Master's** at the end of the year.

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# Alder Outcomes

## **Our residents continue to represent the communities they serve**

- 80% are from historically underrepresented communities
- 70% are first generation college graduates
- 49% are Pell Grant recipients
- 75% move from \$30k/year gross income to \$50k+/year gross income after our program

## **Our residents continue to complete the program at high rates**

- 84% complete the program within the one year
- 90% complete with additional time (.5 to one more year)

## **Our residents continue to be hired by their placement schools & to be ranked as most effective new hires**

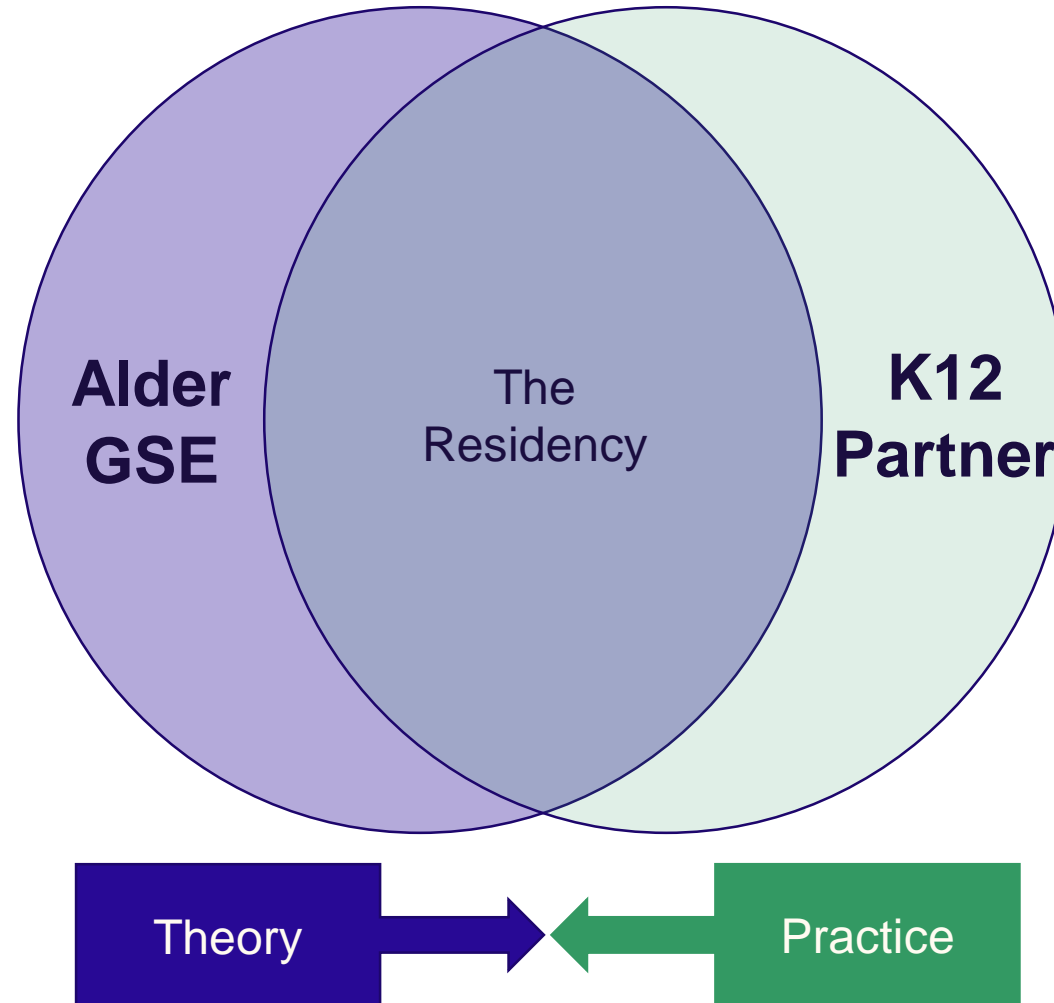
- Of those who complete, 96% are hired by and for the school system where they were trained
- 95% of Principals rank Alder teachers “more effective or much more effective” than other new teacher hires

## **Our residents continue to remain committed to their schools longer**

- Significantly longer retention rates for Alder GSE teachers (39% v 61%)

# We Do This Important Work Together

- Alder provides recruitment support to identify residents
- Alder offers financial aid and student services to residents
- Coursework is designed and offered by Alder faculty
- Courses are intentionally connected to fieldwork experiences, school contexts and communities



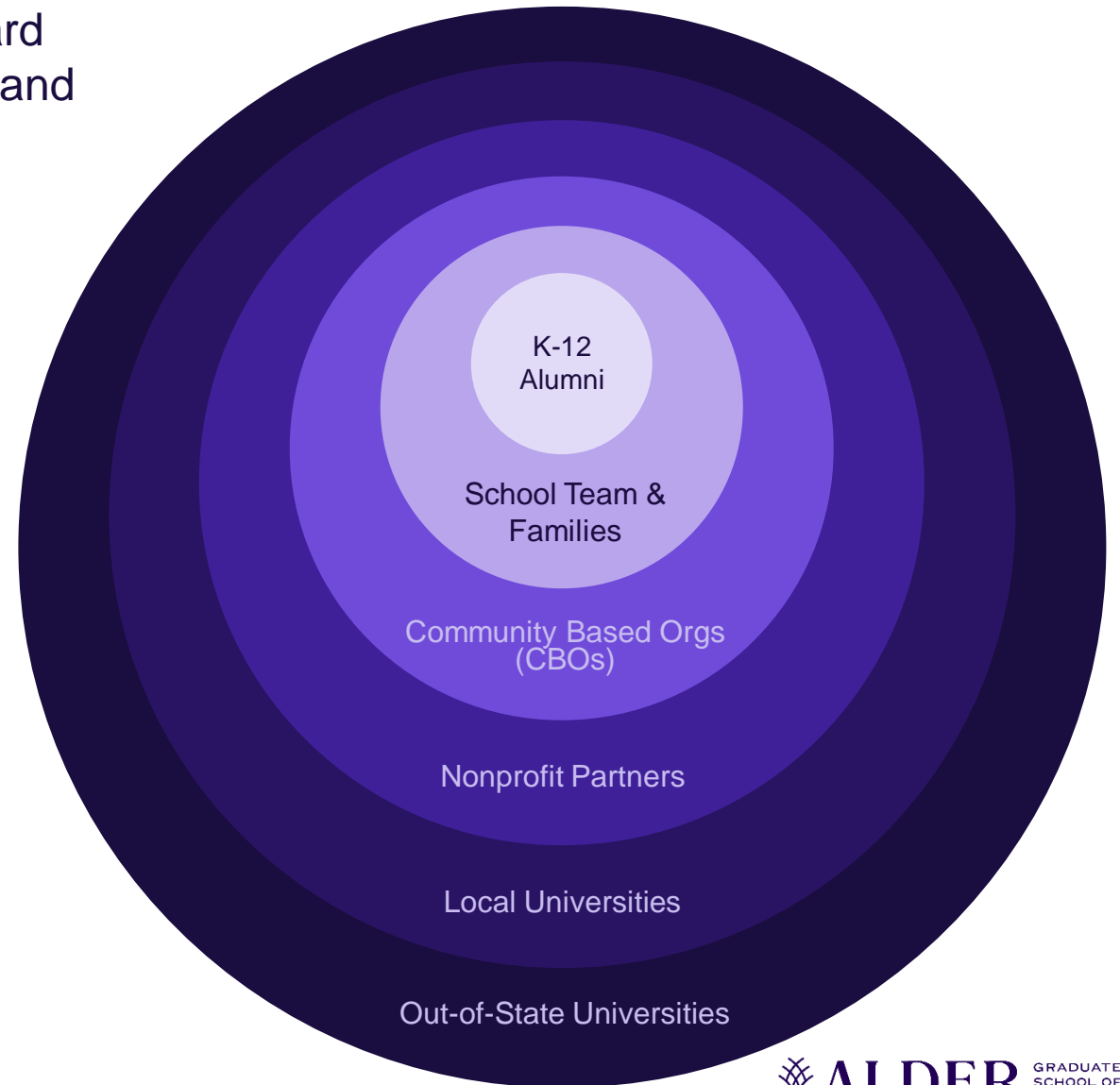
- Districts employ a residency director, who is clinical faculty and supported by Alder's team
- Directors facilitate seminar courses focused on classroom culture, data-based decision making, and teaching strategies
- Residents complete fieldwork in mentor teachers' classroom
- Residents attend school PD
- Directors facilitate PD for mentors focused on reflective practices, co-teaching and coaching strategies

# We Recruit to Expand the Pool, Starting Within Communities

We start with school alumni and move increasingly outward  
Our intention is to mirror school demographics as we expand

To expand the pool of teachers by recruiting from communities that are typically not tapped. This includes:

- People living and working in our K-12 school communities
- People committed to youth development who have not seriously considered teaching
- Career Changers (more than 60% of our graduates are career changers)



# Director - Role and Responsibilities

- Differentiates and prepares weekly full day seminar for their cohort
- Solo-teaches weekly full day seminar (3x/mo. for residents, 1x/mo. for mentors)
- Conducts observation and coaching rounds visits with mentors/residents (there are no other coaches)- visits each pair 1-2 times per month, spread across 10-12 schools.
- Direct supervision of residents, including red flags, mentor/resident relationship and dismissal (rare)
- Recruits and is part of panel that hires mentors
- Supports the selection of residents (Alder has a separate and dedicated resident recruiting team)
- Does all performance assessment of residents
- Primary contact with all school contacts in regions (meetings w school leaders, District Admin, etc...)
- Assists with intensive course weeks to support residents
- Full member of Alder community with various meetings, retreats, and roles
- Full member of partner community with various meetings, retreats, and roles
- Informal resident life coach



# Meet our Residents and Mentors!



## Newberry Springs Elementary School

Mentors - Cyndy Gaastra & Diana Sandridge

Residents - Shannon Fisher & Alison Poindexter



## Silver Valley High School

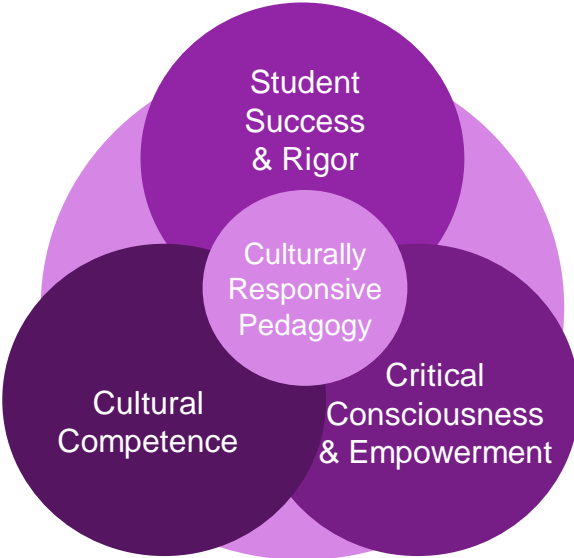
Mentor – Rebecca Heldreth  
Resident – Megan Melendez



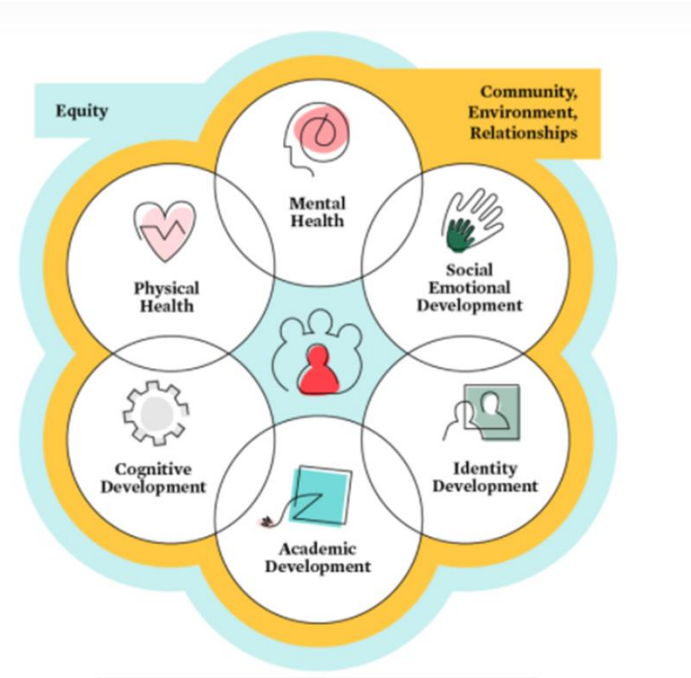
# Alder GSE Academic Program

Alder GSE's courses aim to develop diverse and effective resident TK12 teachers who hold a reflective stance as a scholar-practitioner and a developing pedagogical approach that is

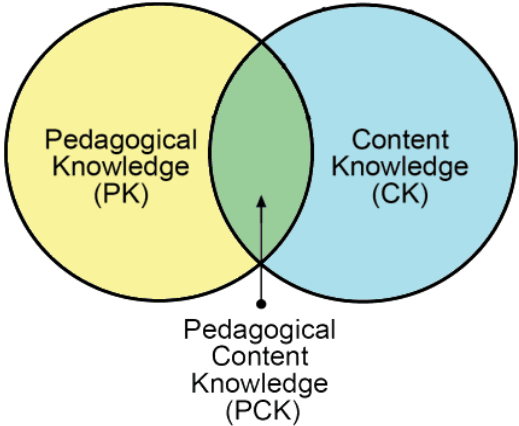
Asset-based and culturally responsive



Developmentally appropriate and inclusive



Content specific



# Questions?

Upcoming Alder GSE Informational Session – hosted by Collin and Dala Alvarez (Recruitment and Admissions Manager)

Wednesday, October 26<sup>th</sup> @ 6:00 PM via Zoom



For further information see [Aldergse.com](http://Aldergse.com)