



Collaboration and Reflection

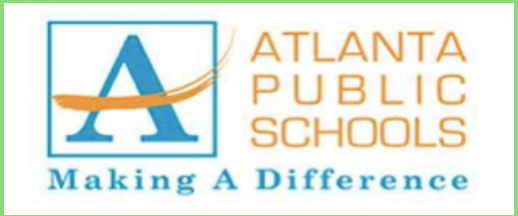
Enhancing Atlanta Teacher Effectiveness

**Investing in Innovation (I3)
(Federal Department of Education)**

5 years

\$3 million

CREATE



Beyond finances...

**what's the impact of high teacher attrition
on the quality of education??**

- **A third year teacher is significantly more effective than a first year teacher**
- **There is a greater proportion of first year teachers in classrooms now than ever before**

Having no program in place has a cost –

\$18,000 per teacher

Having a program in place has a cost –

and benefits

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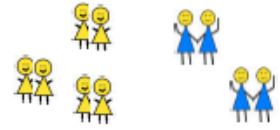

















increasing teacher retention


improving teacher effectiveness


CREATE supports for residents, veteran educators and schools

FEATURES	Year 1 <i>pre-service</i>	Year 2 <i>in-service</i>	Year 3 <i>in-service</i>
<p>PROGRESSIVE CORE CLASSROOM ROLES</p> <p><i>Purpose: to increase responsibilities and independence as teaching abilities improve.</i></p>	<p>Student Teacher Role (some residents paired)</p>	<p>Co-Teacher Role (paired with other Y2 resident)</p>	<p>Lead Teacher Role</p>
<p>ADDITIONAL SUPPORTS FOR EACH RESIDENT</p> <p><i>Purpose: to provide additional support mechanisms and incentivize participation.</i></p>	<p>Support of Cooperating Teacher</p> <p>Support of Mentor</p> <p>Support of on-site Program Director</p> <p>Stipend</p>	<p>Support of co-teacher (other Y2 resident)</p> <p>Support of Mentor</p> <p>Support of in-site Director</p> <p>Paid summer internship</p> <p>Competitive teacher wage</p>	<p>Support of Mentor</p> <p>Support of on-site Director</p> <p>Teacher salary plus stipend</p>
<p>LEARNING OPPORTUNITIES FOR RESIDENTS (AND ALL EDUCATORS) IN THE SCHOOL</p> <p><i>Purpose: to build a community foundation of collaboration & reflection</i></p>	<p>Critical Friendship Participation</p> <p>Mindfulness Training</p>	<p>Critical Friendship Participation</p> <p>Mindfulness Training</p>	<p>Critical Friendship Participation</p> <p>Mindfulness Training</p>


CREATE matrix of (hypothetical) resident placements. Actual placements to be determined by matching available positions and principal hiring preferences with individual residents' strengths and interests.

ANCS				
WIA				
FATE (Toomer)				
Burgess Peterson				
King				
Drew				

 Y1 resident pair

 Y2 resident pair

 Y3 resident

 CREATE graduate