



# Preparing High-Quality Teachers for At-Risk Schools

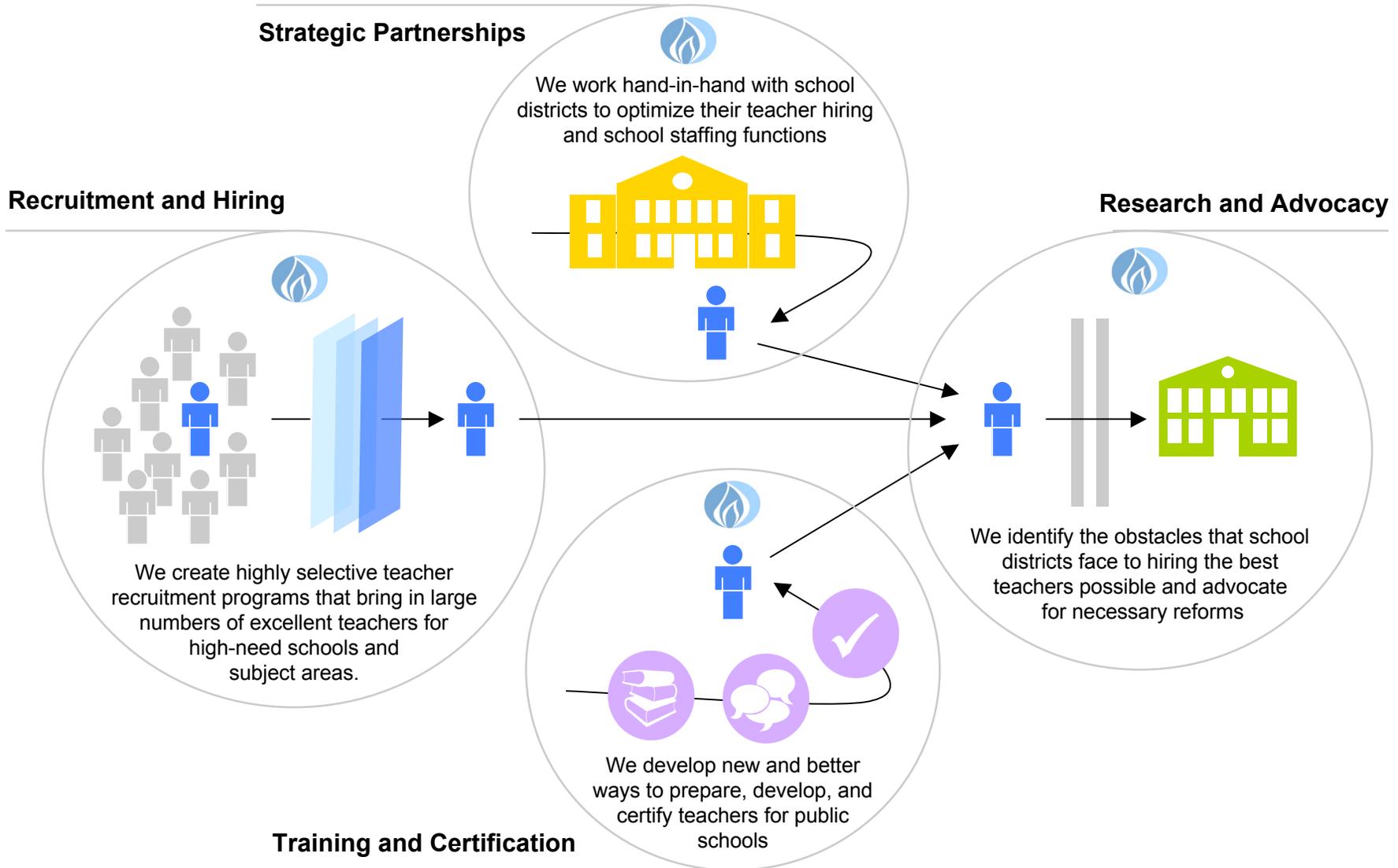
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National Comprehensive Center for Teacher Quality Webcast

September 2006



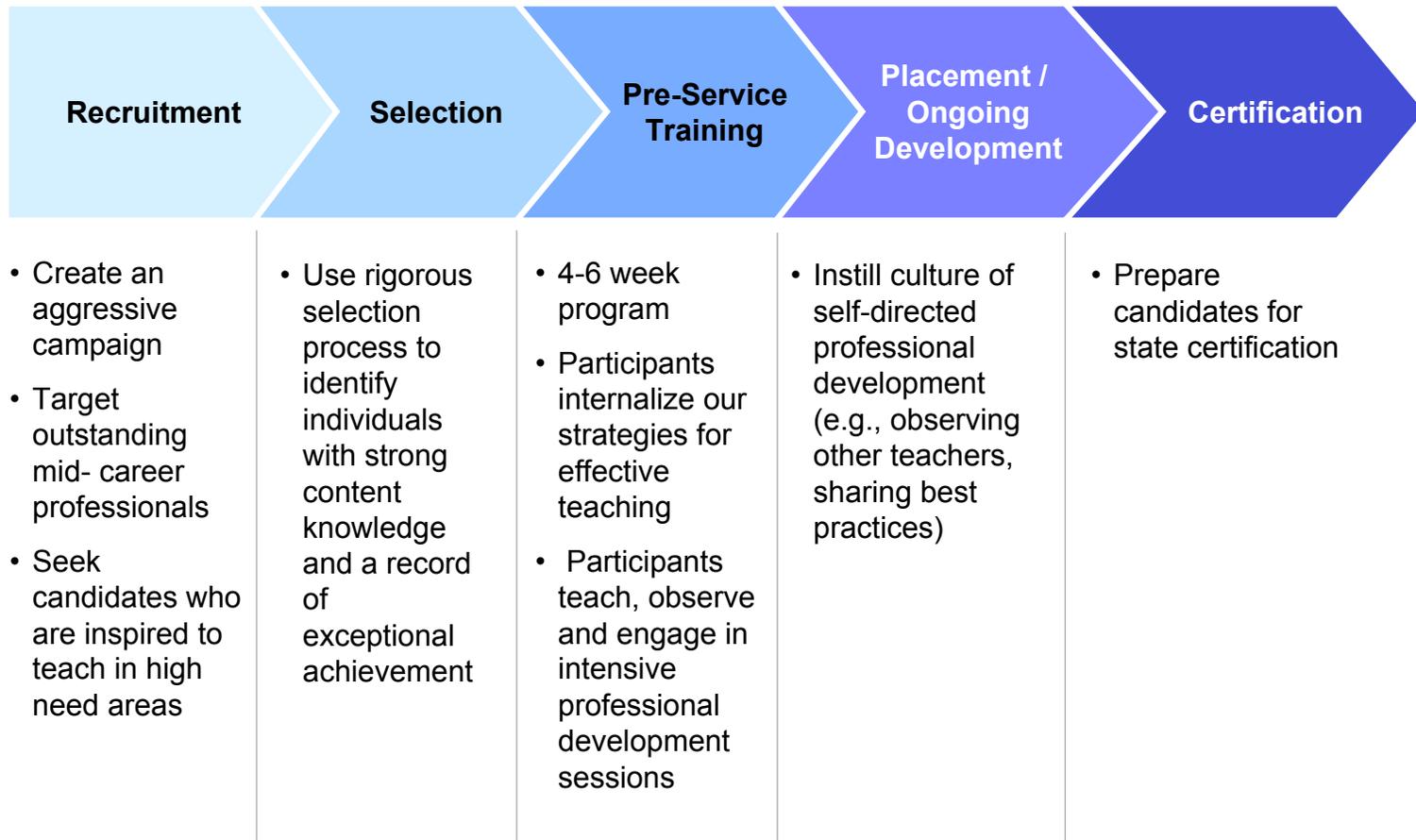
# The New Teacher Project (Tntp) is unique in addressing the full range of factors involved in finding high-quality teachers for at-risk schools.





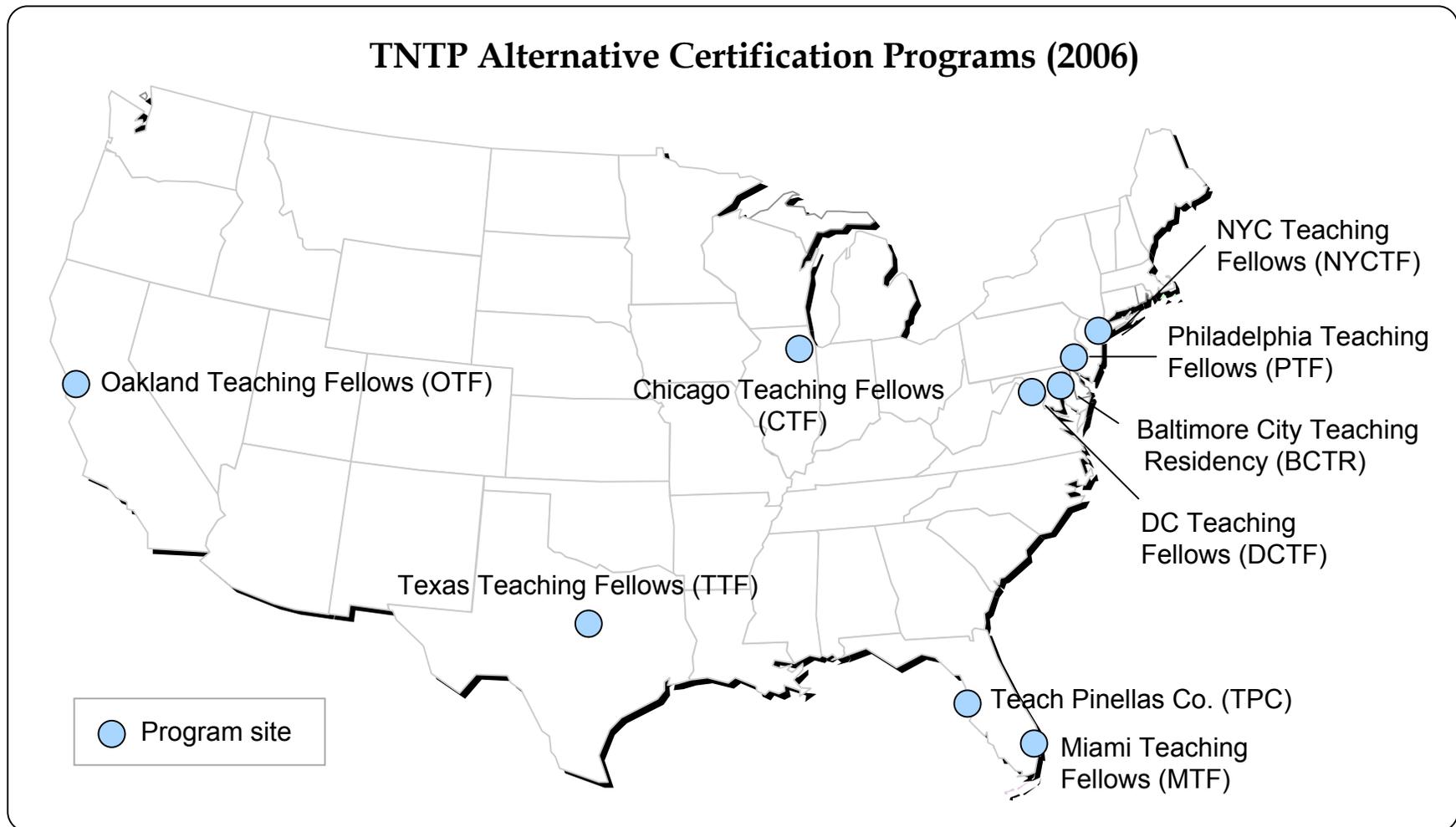
## TNTP's Alternate Routes to Certification

TNTP's alternate route to certification programs have become excellent models for programs that effectively recruit and induct new teachers for hard-to-staff schools. These programs share several common elements:





Every year, TNTP's alternative certification programs recruit thousands of high-quality new teachers for hard-to-staff school districts.





The ratio of applications to vacancies in 2005 allowed our alternate route to certification programs to be highly selective.

### Applicant to Hire Ratios, by Site

Baltimore



235

5:1

Washington, DC



96

13:1

KIPP/YES



43

21:1

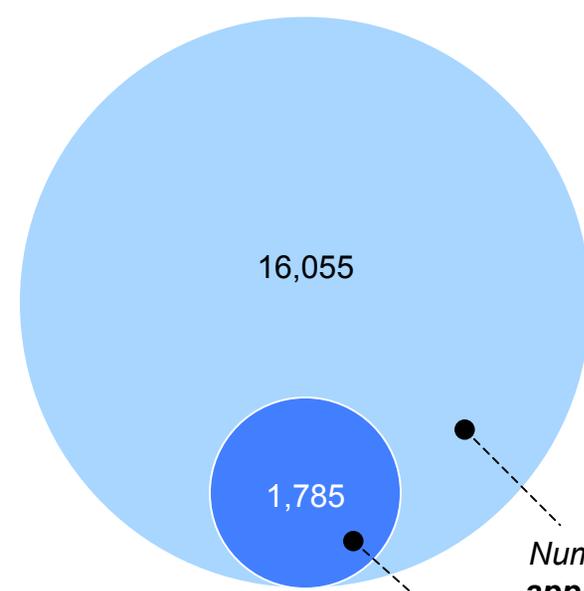
Miami



52

21:1

New York City



16,055

1,785

9:1

Number of applicants

Number of hires

Applicants to hires ratio

Oakland



46

15:1

Philadelphia



62

9:1

Pinellas Co.



38

9:1

Texas



146

12:1



## Profile of a 2005 TNTP Teaching Fellow

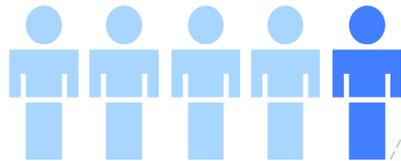


### SETTING A HIGH BAR

On average, only 1 in 16 individuals is accepted to become a Teaching Fellow.

### STRENGTH IN NUMBERS

On average, Fellows represent nearly 1 in 5 (18%) new teachers hired annually by the school districts in which they are placed.



### OUR BEST AND BRIGHTEST

The average Teaching Fellow boasts an undergraduate GPA of **3.3**.



### READY FOR HIGH-NEED SUBJECTS

On average, **67%** of all Teaching Fellows are qualified to teach high-need subjects like math, science and special education.



### ETHNIC DIVERSITY

On average, **39%** of all Teaching Fellows are people-of-color.



### COMMITMENT TO THE CLASSROOM

On average, **90%** of all Teaching Fellows are start a second year teaching (8% higher than the national average).



### PRINCIPAL APPROVAL

**92%** of principals say they would hire a Teaching Fellow again.

All data are cross-site averages from TNTP alternate route to certification programs for the 2005 school year.



## Innovation: The Math Immersion Program

### Summary

- Designed to **dramatically increase the number of math teachers** available to urban school systems.
- Currently operating in **New York and Baltimore**
- Candidates must have taken and passed an **undergraduate level calculus course** with a B- or better.
- Candidates participate in a **two-week intensive math refresher** in addition to seven weeks of pre-service training.
- All candidates must **pass a math content exam** before entering the classroom.

500%

Math Immersion increased the number of math teachers placed through NYCTF **by more than 500% each year.**

95%

**95%** of candidates each of the last two years have passed the state certification exam in math.

390

In September 2005, NYCTF placed **390 new math teachers** in New York City Public Schools. Just 34 of those math teachers were math majors.