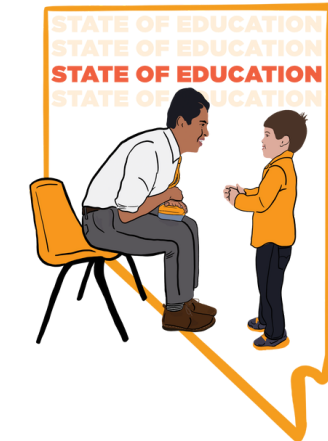




# RootED Fellowship

STATE OF EDUCATION  
TABLE NAME:

April 19, 2023



# Group Participants

1 Minute



**Doris Guvar**

MD, Alumni Impact



**Ashante**

Director, Emotional  
Resilience & Critical  
Consciousness

# The Problem/Issue

0-2 MINUTES

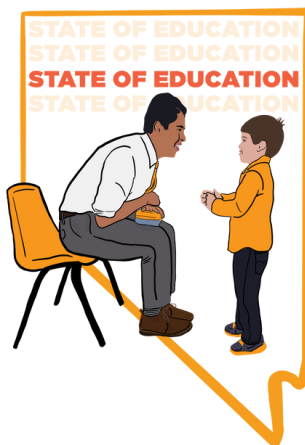
- When a top teacher leaves only **1 in 11 potential replacements** will be of similar quality
- **37%** of high performing teachers are **encouraged to keep teaching** at their school the following year
- **26%** of high performers have someone in the school leadership team **identify opportunities or paths for teacher leadership roles**
- Most of the teachers we recruit are from out of state and when we surveyed them in **2022, only 25% indicated that they would stay in Las Vegas.** This were the teachers who had started during the pandemic and had taught a year and a half online.



# Key Partners

2 minutes

Key Partners	Key Partners	Notes
School Leadership	name	notes
School Staff	name	notes
Library system	name	notes
name	name	notes
name	name	notes



# Existing Resources /Research

2-5 minutes

- **TNTP: Irreplaceable**  
<https://drive.google.com/file/d/1LinPX2XqokZB9Gg4V4XHaUASSsAe6G0g/view>
- **TFA's Network**  
Over 650 alumni living in Nevada and over 60,000 nation wide
- **Data from Insight Partners**  
This group has research on different topics that can be of interest depending on the project that the fellows are working on.
- **Data collected by the Fellows**  
Fellows are responsible for collecting data about their school, community and students

# Solution Brainstorm

10 MINUTES

## Incentive package:

\$4,000 for those who stay a third year

\$6,000 for those who stay a fourth year

## Training & Coaching:

A dedicated coach that provide training and support through the school year

Training sessions throughout the year

Support to complete their theory of change projects

Activities that root them to the community

## Invitation to Stay

Select the high-performing TFA Teachers and invited them to join the RootED Fellowship



## IMPACT SIZE/SCALE

10 MINUTES



29 High performing teachers stayed 3rd  
year in a Title 1 School

80% retention from year 2-3

80% retention from year 3-4

10% increase retention compared to a time  
without this fellowship

900 Students served by high performing  
teachers in k-12

Notes

How will we  
know our  
solution is  
working  
(measurement  
plan)

2-3 minutes

- **Retention**  
80% retention of third and fourth year teachers
- **Student Success**  
85% growth towards end of year target in reading and math
- **90% of Teachers Feel Rooted**  
On surveys teachers declare feeling more rooted in the community



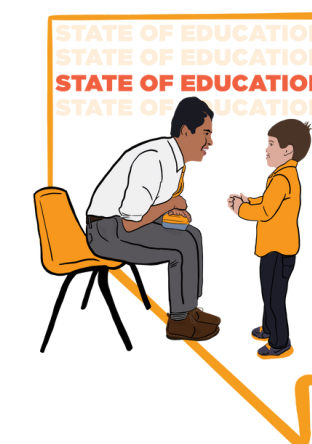


# Enablers (optional)



If you have time add \$, people, time, policy that needs to be in place

Enabler	Enabler	Notes
\$10K per fellow for 2 years	name	notes
Dedicated Coach	name	notes
School partnership	name	notes
Data sharing agreement	name	notes
name	name	notes





# RootED Fellowship

TEACHER RETENTION