



Council for Educational Change

PASS PROGRAM

Wachovia Teachers & Teaching Initiative

...one of only 23 national programs funded by the Wachovia Foundation to support and improve quality teaching, and to attract, retain and develop teachers for our students

Goal: **Develop, Support, Retain New & Beginning Teachers**

Objectives: **To create and implement a mentoring program to achieve goal**
To develop a new generation of teacher leaders
To share lessons learned, program best practices, to help others

Strategies: **personal veteran teacher mentor for all mentees...blended delivery, technology & face time...extra support from Council's PASS team....onsite activities...workshops...free to schools, districts...independently evaluated by two sources... special modules in mentoring & best practices...Academy experience**



The mentors are an outstanding group of successful teachers, some shown above, committed to passing on their knowledge and inspiring new teachers. Among the credentials of the teacher mentors are 23 advanced degrees and five National Board Certificates (three more on the way).

PROGRAM SCOPE

- 102 new teachers in 2005-2006 and 127 in 2006-2007
- 4 year program--\$785,000

PROGRAM STRENGTHS

- Program placed only at Council's PASS schools to add support
- Team approach to select mentors
- Assigning 2 on-site mentors, team approach, to most schools
- Assigning more than one new teacher to on-site mentors (4 to 1)
- Orientation & training sessions
- Quarterly progress reports
- Daily availability and help from on-site mentors
- Personal attention/support
- Demonstration of effective teaching strategies and feedback for mentees
- Guidance on classroom management
- Cutting-edge, research-based learning modules

PASS Helps Retain and Develop New/Beginning Florida Teachers



PASS/Wachovia Teachers and Teaching Foundation Initiative has 97% success rate!

Teachers & Teaching Initiative

The Results Are In And They Are Outstanding!!!!!!

RESULTS of a recent program evaluation show:

- 97% of new and beginning teacher participants in program will continue in profession; this exceeds both the state and national averages
- 91% of the same group will continue teaching at their present school, providing continuity for students and building a learning community
- 77% of those mentored said they were helped to a great extent by program
- All Principals said that the leadership capacity of their school was enhanced by the program
- 75% of Principals want and plan to continue the program after the grant period
- Majority of schools showed positive student learning gains as measured by the Florida School Accountability Program, FCAT reading and mathematics tests.
- 10 of the 16 schools in the program earned more points in the state's accountability system in 2005 than in 2004
- Subject area results: 12 improved in Reading; 14 improved in Math; 5 improved in Writing
- Majority of Principals, teacher mentors and teacher mentees agree that the program will have a great impact on the retention of the new teachers



Workshops, such as above, are provided twice a year, at regional locations. At these events, national experts in mentoring and effective teaching strategies interact with participants.

Florida Teacher Shortage

- Some 40% of teachers will leave the profession in the first 5 years
- 20,000 new teachers hired in 2004
- 30,000 new teachers needed in 2006
- Of the 20,521 certificates issued in 2003-2004, nearly 50% were issued to teachers who need additional training

For more information about this and other Council programs (www.changeeducation.org), please contact the Council for Educational Change, 954.727.9909, 3520 South University Drive, Davie FL 33328

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