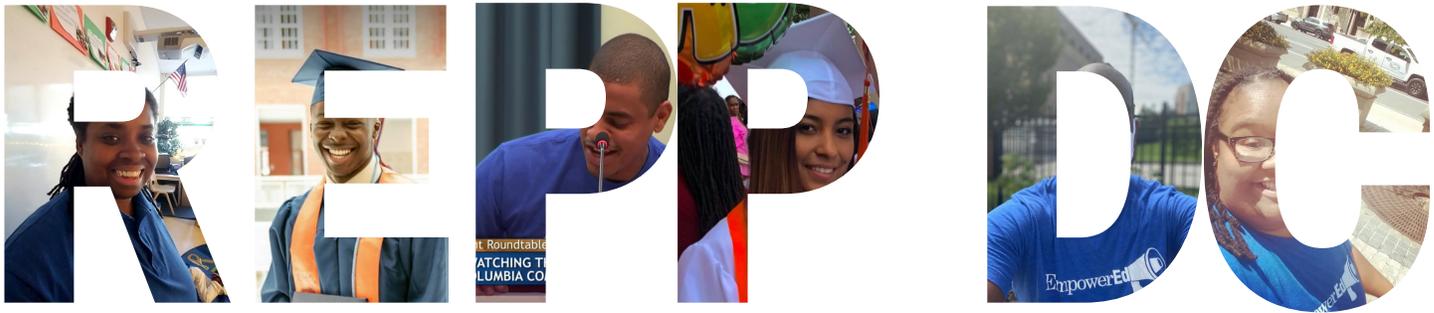


ARE YOU READY TO



THE REPRESENTATION IN EDUCATION PIPELINE PROJECT

EmpowerEd Teacher Leaders Propose "Grow Your Own" Educator Program to Boost DC Teacher Diversity

Having a diverse teacher workforce that reflects DC students couldn't be more important. We know that when students have educators who look like them and share their experiences, it dramatically improves student engagement and outcomes. We also know that teachers who have deep roots in the communities where they teach in are more likely to stay. That's why, after two years of research and design, we're proposing a "Grow Your Own" program to allow DC students and paraprofessionals a pathway to become licensed DC educators—with scholarship funding & mentorship support.

WHAT CAN YOU DO?



- 1** Learn more about our proposal, developed in collaboration with local partners, on page 2.
- 2** Join the "Representation In Education Pipeline Project" at www.weareempowered.org/REPPDC
- 3** Testify, make a video of support, or contact elected officials in support of the REPP DC proposal!



THE REPP DC PROPOSAL

WHAT?

A city-wide coordinated effort to support DC students and paraprofessionals to become licensed educators

WHY?

Students need career pathways. DC needs diverse educators. Educators of color matter for DC students.

HOW?

Financial assistance to attend local educator prep programs & mentorship support through school and first years as a lead teacher

Paraprofessional Track:

- Support paraprofessionals with a BA & interested in earning BA to become fully licensed teachers
- Partner with local higher education institutions to take courses
- Experience credits

HS Dual Enrollment Track:

- Expose HS students to teaching as a fulfilling profession
- Partner with DCPS and charter LEAs + higher ed. institutions
- HS students take courses at the university, alongside current students



- Both would be open to **any** HS student or para who qualifies- not only matching a specific HS to a prep program (a small patchwork of these already exists)
- Both would utilize a cohort model that offers support and guidance throughout,
- Proposal would create a new office (ideally at OSSE) with full-time positions (ED and program director for each track) to coordinate local prep programs that participate and manage scholarship funding.
- Data tracking for improvement

In developing this plan, EmpowerEd teacher leaders studied DC educator diversity data, conducted research on similar "Grow Your Own" programs in other states and met with representatives from several local universities, elected officials and community stakeholders. We look forward to engaging with you as we work towards a formal legislative proposal.

