



OFFICE OF THE STATE SUPERINTENDENT OF EDUCATION

### **Fiscal Year 2025 (FY25) Scholarships for Opportunity and Results (SOAR) Act Educator Pipeline Awardees**

OSSE awards SOAR Act Educator Pipeline grants to public charter local education agencies (LEAs) and nonprofit organizations through a competitive process. Educator pipeline projects are initiatives that a) recruit high-quality candidates new to teaching for DC charter school teacher residency, teacher, or school leader roles, and b) train and/or certify these educators. All projects must be designed to have direct and rapid impact on academic achievement and outcomes for students.

<b>FY25 SOAR Educator Pipeline Awardees</b>	<b>Award Amount</b>
AppleTree Institute	\$270,000.00
CityBridge Education	\$375,000.00
Friendship PCS	\$75,000.00
KIPP DC PCS	\$375,000.00
Mundo Verde Bilingual PCS	\$368,812.50
Teach for America, Inc.	\$375,000.00
Thurgood Marshall Academy PCS	\$104,868.79
Two Rivers PCS	\$142,892.25
Urban Teacher Center	\$165,000.00

#### **Project Descriptions:**

##### **AppleTree Institute**

Partners: AppleTree Early Learning Public Charter School, Rocketship Public School, LEARN DC

AppleTree will leverage its partnerships with institutions like the University of the District of Columbia (UDC), American University, and Trinity Washington University to recruit candidates from diverse backgrounds. Participants will have access to comprehensive training programs, including the AppleTree Teacher Residency Program, the Child Development Associate (CDA) credential, associate (AA) and bachelor's (BA) degrees in Early Childhood Education, and Special Education certifications. The initiative will include a robust support system featuring mentorship from experienced educators, peer support networks, and continuous professional development opportunities. The program aims to achieve an 80 percent placement rate of trained educators within DC LEAs within one year of program completion and a retention rate of at least 80 percent of these educators for three years.

##### **CityBridge Education (now CityTutorDC)**

Partners: Lee Montessori PCS, Maya Angelous PCS, Sojourner Truth PCS, Statesmen PCS

CityTutorDC (CTDC) will provide tutor training in cultural competency, professionalism, and growth mindset. CTDC will hold focus groups with our high impact tutoring (HIT) partners to further understand trends in content or instructional gaps required to strengthen student outcomes. The

CTDC team will meet monthly with HIT program leaders to understand current professional development opportunities for their tutors to reinforce or expand on content. CTDC will leverage local partnerships to recruit and train at least 25 teachers to mentor tutors.

### **Friendship PCS**

Partners: American University

Friendship PCS will add 10 fully credentialed new teachers comprised of Black Male Teacher Residents (recruited internally and externally) and paraprofessionals currently in Friendship classrooms. The Friendship/American University collaboration offers its own professional learning plan that starts with an academic year of co-teaching with an individual mentor in a Friendship classroom. This part of the program continues throughout the 2024-25 school year. Each cohort will have completed a yearlong clinical residency (September to May) as co-teachers prior to leading their own classroom, allowing them to practice, hone their skills, and prepare for their first year of teaching with ongoing support. The cohort will participate in rigorous practical preparation including deep content knowledge as well as research-based pedagogy through customized clinical graduate-level coursework and side-by-side coaching.

### **KIPP DC PCS**

Partners: Meridian PCS, Ingenuity Prep, DC Prep, Center City, E.L. Haynes, Paul PCS, Washington Global

The Capital Teaching Residency will recruit and provide hands-on teaching experience, unparalleled coaching, professional development and coursework, and certify 50-70 new teachers per year using its proven residency model.

### **Mundo Verde Bilingual PCS**

Partner: Educational Solutions for Children

Mundo Verde aims to sustain the DC Chapter of Instituto Fellowship and expand their mentorship Program to include other LEA participants. Instituto trains educators for hard-to-staff bilingual and English learner (EL) positions while developing a homegrown teaching corps. The program supports a diverse workforce and fosters professional growth to enhance student learning through two programs: the fellowship and the mentorship.

### **Teach For America, Inc.**

Partners: Paul PCS, Meridian PCS, DC Scholars PCS, DC Prep, Friendship PCS, Ingenuity PCS, Rocketship PCS

Teach For America (TFA) DCVA aims to recruit, certify, train, place/hire, and support up to 50 teachers, or corps members, in the 2024-25, 2025-26, and 2026-27 school years. Of the estimated 50 corps members supported per school year, TFA DCVA intends to recruit and train 10 to 15 to be special education teachers. The program's teacher retention goals are to achieve at least 90 percent retention after teachers complete their first year and 80 percent retention for teachers after their second year.

### **Thurgood Marshal Academy PCS**

Partner: DC Special Education Cooperative (DC Sped Co-op)

Thurgood Marshal Academy PCS will partner with the DC Sped Co-op to recruit and train 36 general education teachers and 15 dedicated aides over three years. The DC Sped Co-op will use the National Education Association (NEA) Exceptional Learner Universal Design for Learning (UDL) microcredential guidelines to design trainings for general education teachers and will use NEA Exceptional Learner Individualized Educational Plan (IEP) Implementation Microcredential guidelines to design trainings for dedicated aides who are recruited to participate in the proposed project. The co-op will deliver the curriculum through synchronous and asynchronous instruction. Instruction will include in-house professional development and coaching sessions as well as course materials, lectures, readings, and assignments to be completed by participants during dedicated time in the school day.

### **Two Rivers PCS**

Partners: KIPP DC, School Leader Lab, OSSE Apprenticeship in Teaching Program

Two Rivers will employ a strategic and multifaceted approach to recruit participants for the Career Pathway Advancement Program (CPAP). CPAP will partner with KIPP DC and Relay Graduate School, School Leader Lab, and the OSSE Apprenticeship Training program to support three career pathways. Two Rivers will supplement each program with on-site professional learning workshops, coaching and mentoring, peer learning communities to discuss challenges, share best practices, and collaborate on instructional strategies, and opportunities to observe experienced teachers or school leaders. Two Rivers PCS will conduct progress monitoring on a monthly basis. Finally, participants will receive comprehensive training on the EL Education Curriculum to ensure they understand and can effectively implement it.

### **Urban Teacher Center (now City Teaching Alliance)**

Partners: DC Bilingual PCS, DC International School, E.L. Haynes PCS, Elsie Whitlow Stokes Community Freedom PCS, Friendship PCS, Ingenuity Prep PCS, Inspired Teaching Demonstration PCS, Two Rivers PCS

City Teaching Alliance will recruit and train at least 66 teaching residents in both special and general education between the 2024-25 and the 2026-27 school years for the eight partner charter schools listed above. The project will prepare every incoming resident for full certification in a core content area and special education, such that graduates add credentialed value as either uniquely well-trained general education teachers or in inclusion or self-contained roles.

