



# Teach Tomorrow in Oakland

Creating Effective Community Classrooms so all Children will Graduate



OUSD Context and History

Response

Outcome

## Barriers for Teachers of Color

- CBEST
- CSET
- Test Fees
- Under-representation of students of color receiving math and science degrees
- Discouragement of students of color pursuing secondary education with an emphasis in teaching
- Free year of student teaching impacts prospective teachers of color more because of the racial wealth gap
- Isolation of students of color in teacher education programs
- 90% monolingual white professoriate in teacher certification programs

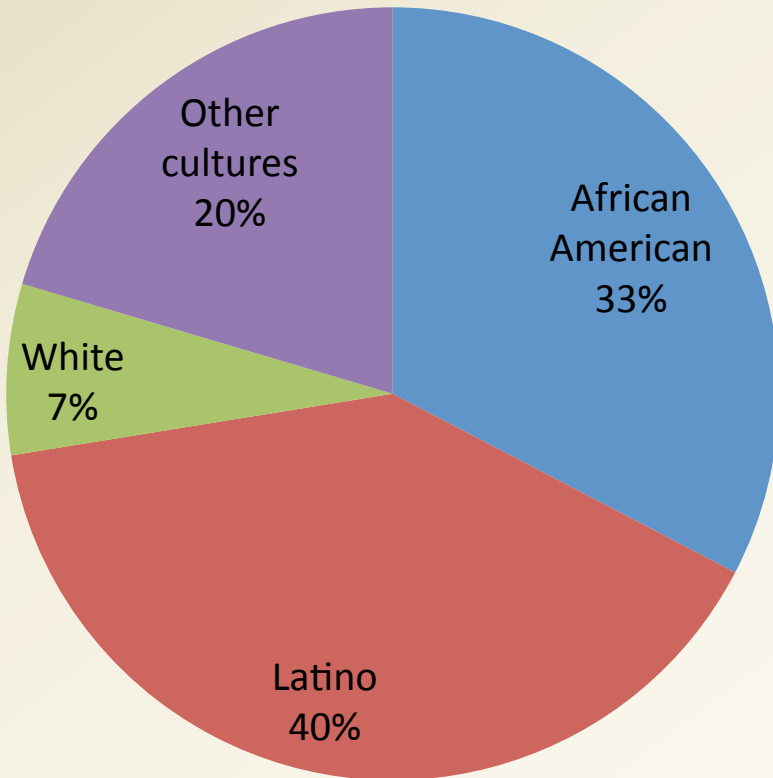


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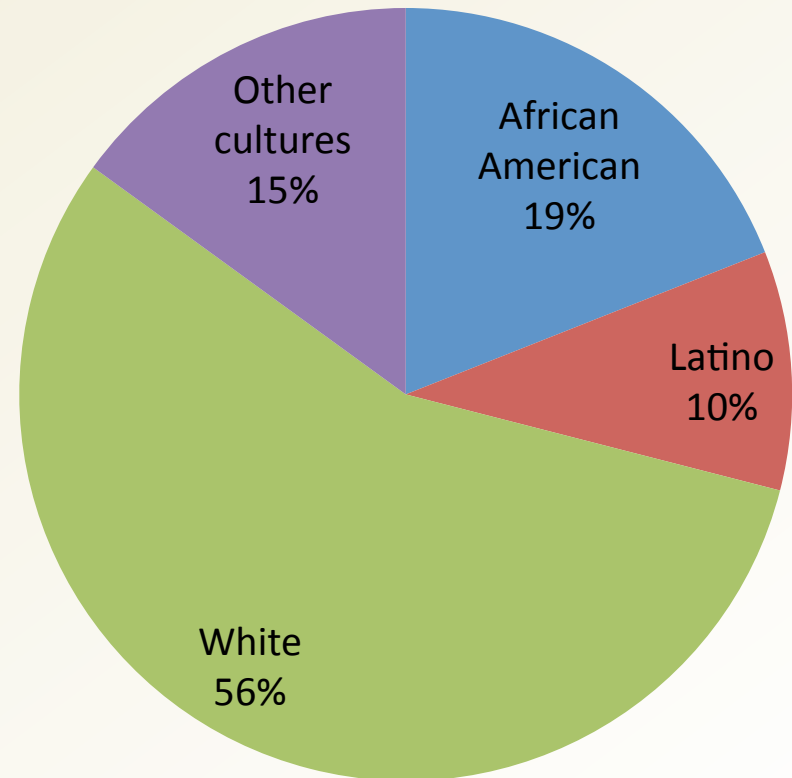
Response

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### 2009-2010 OUSD Student Demographics



### 2009-2010 OUSD Teachers by Ethnicity Demographics



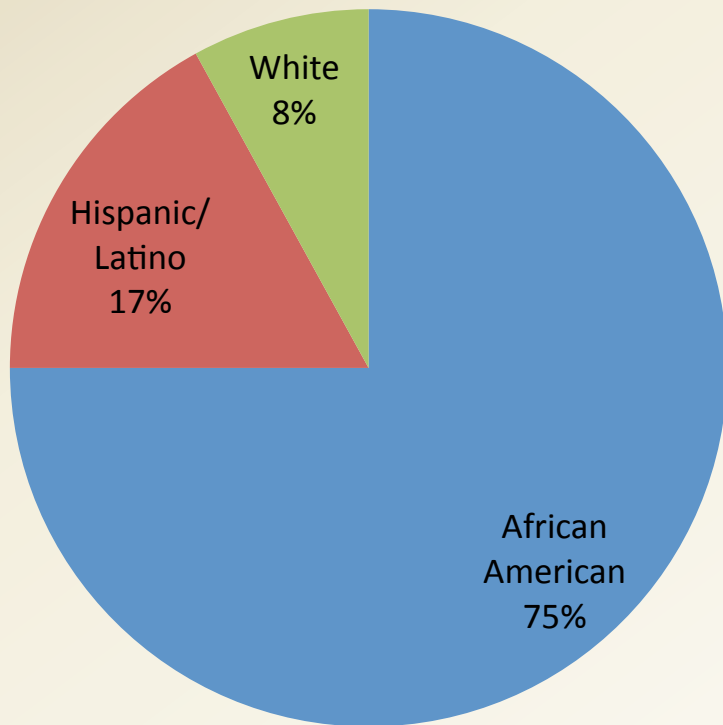


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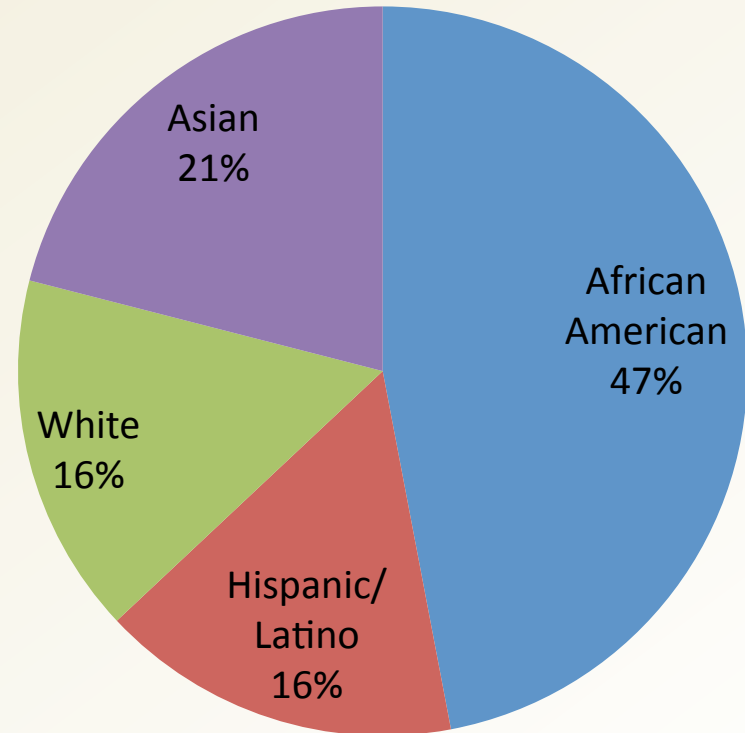
Response

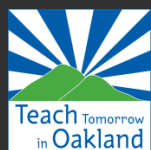
Outcome

### Fall 2009 TTO Cohort 1 Placement by Ethnicity



### Fall 2010 TTO Cohort 2 Placement by Ethnicity





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## The Emergence of Teach Tomorrow in Oakland

June 2006: Ron Dellums Elected Mayor of Oakland. He calls for a community involvement through 41 tasks forces. Recommendation: OUSD office dedicate itself to recruiting local teachers.

2008: TTO Project Director is hired.

January through August 2008: Middle School "Club Ed" pilots at Frick Middle School. Three student teachers are placed. A \$5,000 planning grant is provided by the Teel Family Foundation.

March 2009: Program Manager awarded Federal Transition to Teach Grant (\$2.1 Million over five years).

September 2008: Twelve local and diverse teachers are placed (2 fully credentialed and 10 interns).

March 2010: Awarded Oakland Teacher Pathway Grant from the Packard Foundation (\$150,000)

Fall 2010: Placed 19 local and diverse teachers (total number of teachers placed = 29).



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## TTO At a Glance

### Advocacy

Partnership with CSU East Bay, Holy Names University, Justice Matters, Alliance of Californians for Community Empowerment, AAMA, and LCI

### University Students

Student Teachers placed in OUSD classrooms

### Interns

Transition to Teach

### High Schools

Education Academies and Internships

### Low Income Undergraduates

Oakland Teacher Pathway Program

### Community Members

TTO Pipeline



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## TTO Vision

- All Oakland school children will have diverse, effective, and permanent teachers who live in Oakland.
- There will be multiple and customized pathways for Oakland's youth and adults to become teachers in the Oakland Unified School District.

From high school to leading schools

A local and  
diverse  
roadmap for  
change



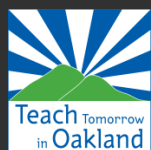
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## TTO Goals

- Recruit local, permanent, diverse, and effective teachers so that all students (particularly African American and Latino males) graduate.
- Create multiple and customized pathways for Oakland's youth and adults to become teachers within the Oakland Unified School District.
- Focus on building community-centered classrooms.
- Demonstrate strategies that retain African-American male students.
- Create opportunities for hiring managers and tenured teachers to mentor new teachers of color (particularly males) towards greater effective classroom teaching strategies.
- Continuously evaluate teacher development and effectiveness working with all students.



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## TTO 360 Evaluation Model

- Programmatic challenge
  - Ensure that local and culturally diverse teachers are effective in the classroom.
  - Determine what measures need to be developed to assess classroom effectiveness.
- Response
  - Evaluate TTO teachers from numerous entry points: self-assessment, educational leaders, coaches, university partners, students, and other community stakeholders.
  - Compile periodic and longitudinal data (qualitative and quantitative) that is used to improve teacher practice, and assess the efficacy of TTO services.