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**OUR APPROACH:**

1. **We find promising leaders:** The questions underlying educational inequity demand the imagination and sustained focus of our nation's most promising leaders. We recruit outstanding and diverse leaders early in their careers, who have demonstrated evidence of the values and leadership necessary to expand opportunity and access for all children inside and outside of the

such as Hispanics and African Americans, in higher education will be critical to this plan's success.<sup>1</sup> As reported in the initial Texas 60x30 Higher Education Plan, the state's highest need populations are the furthest away from this goal, and lag the state average of 20% degree or certificate completion:

- White: 29%
- African American: 13%
- Hispanic: 13%
- Economically Disadvantaged: 10%


If the state is to reach these ambitious and deeply meaningful goals, we need as much top human capital working in education as possible.

**Our unique role:** There are many important efforts happening to address the injustices facing America's children growing up in poverty, and we strive to be a key partner among many. Teach For America contributes additional leaders to the growing movement to end educational inequity. Our commitment starts with developing teacher leaders who offer their students the opportunity to attain an excellent education and continues through the work our alumni pursue across education and related fields. We drive change through leadership, ultimately with and for the sake of our students, both inside and outside the classroom. We believe that this is a unique and important role to play and our efforts, alongside many others, will enable us to reach our vision of educational excellence and equity in our lifetime.

### *Timeline of Activities*

Figure 1 highlights the timeline of activities described in this report:

**Figure 1: Timeline of Activities**



Activity











Number of Teach For America alumni who were K-12 employees in Texas in 2021-2022 (excluding classroom teachers) <sup>11</sup>	~1,076 (including instructional coaches, counselors, deans/assistant principals, principals, district staff and superintendents)
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Lastly, we should note that Teach For America continues its recent history of increasing its teacher force diversity, which was noted by the final report from The American Institutes note above. Compared to the entire teacher workforce in Texas in 2020-2021 (the most recent year available), the Teach For America teachers in our 2020 and 2021 cohorts (teaching in 2021-2022) were more diverse, and more closely mirrored the changing demographics of our state.

**Figure 6: Teacher Workforce Diversity, 2019-2020 & 2020-2021**

Demographic	Texas Teacher Workforce, 2020-2021 <sup>12</sup>	Teach For America, 2021-2022 Texas Cohorts <sup>13</sup>	Texas Student Population, 2020-2021 <sup>14</sup>
White	56.9%	24.9%	26.5%
Hispanic	28.4%	25.7%	52.9%
African American	11.1%	24.8%	12.7%
Non-White Other	3.5%	24.6%	7.9%

### *Region Specific Activities*

Regions have developed and implemented a variety of activities that have been successful in increasing teacher diversity and improving student outcomes.





organizations,

working together to advance student outcomes in these schools. A recent analysis









6. Regional Pre-Service: as we launched our new training model this summer, we recruited primarily from our alumni to serve in regional staff roles. We hired alumni to serve as instructional coaches and in operational roles. We provided alumni with training this past spring which also sharpens their instructional knowledge and can prepare them for additional responsibilities on their campuses.

#### Key Takeaways:

Our diverse alumni have a variety of different needs. We adapted our offerings to make sure to share the nationally available Teach For America resources. We also aligned our regional expertise in understanding current needs of our educators, to provide responsive programming. Our corps member training and our community events were all leveraged to provide easily accessible points to our alumni and to aid in their continued leadership development.

### San Antonio

In 2021-2022, the San Antonio team focused on bringing alumni together to increase dialogue around what is needed most by our community. Our team focused on laying a strong foundation for the 10 Year Strategic Direction by increasing our support of and proximity to students, educators, school leaders, and school communities overall.

#### Deeper Community Engagement

1. Teach For America launched the Ignite program, which connects college students who serve as tutors with students across 13 elementary and middle schools in San Antonio
  - a. During the fall, we launched with 5 schools and served 102 students
  - b. In the spring, we grew to 13 schools and served 371 students
  - c. All students showed growth in both key academic markers and social emotional markers in Spring semester.

#### Building Alumni Professional Capacity

1. Shared Identity Group Facilitators Training: As part of our commitment to identity development



## 2. Appendices

### A. *Financial Data (2021-2022)*

Note: An overview of our financial model and key definitions are included in our prior report to the Texas Education Agency, November 2016<sup>15</sup>.

Our FY2022 ended on May 31, 2022. Data on sources of funds and expenditures are up to date as of July 30, 2022

**Texas FY22 (June 1, 2021 - May 31, 2022)** g5P (n)-0.7 ( A)-12 (g)-11.2 (e)-6 (n)-0.7 (c)5.909[2 (

FY22 Report			
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**Final**





		<p>Math (STAAR Index 1)  Approaches+ = 56%  Meets+ = 26%  Masters+ = 9%</p> <p>Science (STAAR Index 1)  Approaches+ = 64%  Meets+ = 33%  Masters+ = 10%</p> <p>Reading (STAAR Index 1)  Approaches+ = 66%  Meets+ = 39%  Masters+ = 19%</p> <p>Bilingual (STAAR Index 1)  N/A given student level data masking</p>
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district or charter campus to which the  
graduate was initially assigned (n)2.2 (e)-3

*C. LEA Partners (2021-2022)*

2021-2022 Dallas - Fort Worth District/Charter Partners	
	Teachers
Dallas ISD	95
Fort Worth ISD	43
IDEA Public Schools	12
KIPP Texas Public Schools	14
Richardson ISD	18
Uplift Education	43
2021-2022 Houston District/Charter Partners	
	Teachers
Aldine ISD	60
Baker Ripley	8
Houston ISD	73
KIPP Texas Public Schools	46
YES Prep Public Schools	38

2021