

PR Award #: S336S240004

Organization Name: University Corporation at Monterey Bay

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Absolute Priority: AP 2

Competitive Preference Priorities (CPP): CPP 1-4

Invitational Priorities: IP 1

Requested Total Award Amount: \$5,794,925

Project Description: The ROOTS Project has 3 goals to recruit, train, and support the number of highly-effective certified BIPOC teachers to diversify the teaching workforce and improve educational outcomes for K-12 students throughout our 98-mile service area and beyond. **Goal 1:** Recruit in consultation with high-needs partner LEAs highly-qualified diverse residents through GYO to address teacher certification shortage areas; providing pre-program support to remove barriers for BIPOC and first-generation candidates. **Goal 2:** Prepare highly-effective diverse BIPOC credentialed teachers that promote equity, increase K-12 student outcomes, and meet the social, emotional, and academic needs of their students to be hired by high-needs LEAs. **Goal 3:** Increase effective diverse BIPOC teacher retention by supporting induction and building capacity of partner LEAs to sustain residency beyond the grant. ROOTS utilizes an external evaluator to ensure consistent feedback and continuous improvement throughout the entirety of the project.

Project Expected Outcomes: Recruit, train, and support 94 diverse residents through an 18-month residency program that tightly aligns coursework with the field experience. Increase BIPOC teachers by 5% annually for a total of 100% in year 5. 100% retention rate for new teachers upon completion of the program in high-need LEAs.

Project Special Features: Utilizing GYO to recruit teachers from the communities they serve, CSUMB (MSI/HSI) and LEAs. MTSS provided to BIPOC candidates and reducing barriers from application (pre-program) to retention through credential/Masters degree to 2 year induction (post-program). Rigorous coursework integrating HLPs using practice-based teacher preparation.

Project Partners: CSUMB College of Education and College of Science and 3 high-needs partner LEAs: Alisal Union School District, Salinas Union High School District, and Greenfield Union School District