

**PR Award #:** S336S240005

**Organization Name:** High Point University

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**Absolute Priority 4:**

**Competitive Preference Priorities:** 1 - 4

**Invitational Priorities:** 1 and 2

**Requested 5-year Total Award Amount:** \$9,258,511

**Project Description:** Our project, *ASPIRE: Activities Supporting Principal Induction and Residency Education*, is designed to increase achievement of underserved students in North Carolina by establishing school leader and teacher residencies that will recruit, prepare, and support educators to improve the quality and effectiveness of school leadership and instruction, advance educator diversity, and address critical staff shortages and educator retention. Our theory of action proposes that if high-need LEAs have access to highly qualified teachers and school leaders through *recruitment* of diverse educators in subject shortage areas, *preparation* using high-quality, comprehensive pathways, and ongoing *support and retainment* strategies, then this change will improve school leadership and instruction to empower student academic success.

**Project Expected Outcomes:** Our focus will be on three key areas which include the recruitment of underrepresented teachers and school leaders as well as paraprofessionals and mid-career professionals to reduce educator shortages; preparation of new teachers and school leaders to obtain licensure and serve students in high-need schools; and support and retainment of beginning teachers and school leaders through induction supports by LEA and IHE partners. Our project is designed to provide graduate-level preparation of three cohorts of teachers (20 per year) and prospective school leaders (15 per year) producing 105 highly qualified educators over the life of the grant to positively impact 28 high- need schools in four high-need LEAs.

**Project Special Features:**

Our project will address regional teacher shortages in Elementary Education, Special Education, Middle Grades ELA/Math/Science, Birth through Kindergarten, and Health and Physical Education; recruitment of teachers of color who are reflective of the student population; inadequate teacher preparation when teachers enter through alternative routes; and teacher retention especially in the first five years.

**Project Partners:** Our eligible TQP partnership includes fiscal agent, High Point University (HPU) and Winston-Salem State University (WSSU). Stout School of Education is top-ranked both in NC and nationally as is partner WSSU, ranking as the top 10 historically black college and university (HBCU) in the nation, with their College of Education ranked in the top-quartile of NC programs.

In conjunction with our respective Colleges and Schools of Arts and Sciences, our work will center on four high-need LEAs in NC: Montgomery County Schools; Lexington City Schools; Caswell County Schools; and Thomasville City Schools which represent a combination of high-poverty city, suburban, and rural locales with an average free- and reduced-lunch rate across the target schools of 97.3%. Other key partners include the NC Department of Public Instruction, Truist Leadership Academy, and Participate Learning.