

**PR Award #:** S336S240069

**Organization Name:** University of Louisiana at Lafayette

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**Absolute Priority:** 1

**Competitive Preference Priorities:** 1-4

**Invitational Priority:** 1

**Requested Total Award Amount:** 3,067,134

**Project Description:**

The **LaR4-GYO** program aims to build a regional network to create and sustain a diverse and high-quality teaching workforce to improve educational opportunities and student achievement. The program identifies and addresses educator workforce vacancies within school districts clustered within the south-central region of the state of Louisiana by connecting and expanding Grow Your Own (GYO) programs across Local Education Agencies (LEAs) and Institutions of Higher Education (IHEs). Within this regional GYO network, LEAs and IHEs work collaboratively to achieve the following goals: 1) Identify and Address Specific Areas of Regional LEA Educator Workforce Needs as a Regional Network, 2) Analyze and Adapt a Student Journey Map (SJM) to Becoming a Teacher to Identify and Address Barriers Holding Potential Educators Back from Pursuing a Career in Education, 3) Improve Teacher Preparation Programs (TPPs) through Strengthened Communication between LEAs and IHEs, 4) Build Sustainable Systems for Recruiting Diverse and High-quality Teachers, and 5) Enhance New Teacher Support and Professional Learning Opportunities for Improved Retention.

**Project Expected Outcomes:** The LaR4-GYO program will impact aspiring educators and new teachers across one four-year IHE teacher preparation program (TPPs), one two-year IHE education pathway, and five LEAs serving a combined total of approximately 69,000 PreK-12 students. Expected outcomes of the proposed project include: Improved IHE and LEA support for teacher candidates and teachers, Increased number of highly qualified teachers addressing LEA-identified workforce needs, Removing of LEA-identified and IHE-identified problems of practice, 2-year and 4-year pathways aligned and clearly communicated, Improved quality of teacher candidates with research-based pedagogical content knowledge and clinical implementation experience, Increase in the number of teacher candidates passing the Praxis teacher certification, Effective connection and support between teacher candidates/ residents, mentor teachers, and university supervisors, Financial compensation for teacher candidates during yearlong residency, Improved literacy preparation, Increase in teachers of color, increase in participation in work-based learning opportunities, more fully preparing them for career, 50% of students participate in an LEA Future Teacher Signing Day, guaranteeing them a job when they graduate from the IHE, Mitigate the lack of scholarships, grants, and/or loans as a retention measure for the profession, New teachers receive systematic support throughout their first years of employment, Teachers use a timeline/menu to receive support, Teachers persist in staying in the profession and LEA, Mentor teachers receive compensation for time and effort, LEAs and IHEs use action plans to establish effective onboarding, and TPPs use results to improve their courses and program activities.

**Project Special Features:**

The project addresses the teacher shortage, a nationwide problem, by building systems poised for

growth, sustainability, and intentional partnerships.

**Project Partners:**

The primary partners for this program are the University of Louisiana at Lafayette (UL Lafayette), South Louisiana Community College (SoLacc), Lafayette Parish School System (LPSS), Vermilion Parish Schools (VPSB), St. Martin Parish Schools (SMartinPS), St. Landry Parish Schools (SLPS), and St. Mary Parish Schools (SMaryPS). Additionally, the LaR4-GYO program is partnering with the Louisiana Workforce Commission (LWC) for development and incorporation of a Teacher Registered Apprenticeship component.