

Diversifying the  
Teaching Profession  
Through AmeriCorps  
Service: City Year's  
Teacher Pathway  
Initiative





**Teacher Pathways  
Strategy Collaborative**

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# Agenda

City Year Overview

City Year's Teacher Pathways

City Year's Teaching Fellowship





# City Year Overview

# City Year's Scale



3,000 AmeriCorps members



In 29 U.S. locations



In 350 schools



Supporting 226,000 students



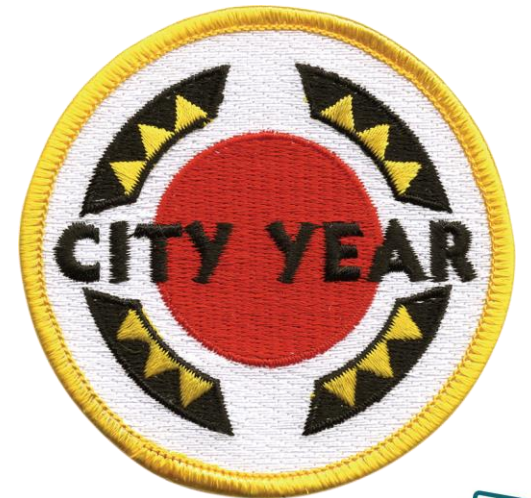
# City Year's Model



# Alumni's Continued Impact

Each year, approximately 30% of City Year's Student Success Coaches enter the workforce intending to become teachers.

We believe City Year alums possess important insights, skills and attributes to help the country tackle our most pressing challenges while advancing educational equity.





# City Year's Teacher Pathways



# Teacher Pathways Theory of Change

To meet the growing social, emotional, and academic demands students face, particularly those from systemically underserved and under-resourced communities, our nation must develop a diverse and culturally competent teacher workforce. We believe building stronger teacher pathways that begin with City Year service is critical to this goal.

Lack of diverse teachers entering the profession



Nationally Aligned Teacher Pathway building off a formative school-based AmeriCorps service learning for diverse young people

Teacher turnover, from our most under-resourced schools



Locally Relevant Training and Experience that increase retention, length of tenure, and readiness through an extended on-ramp into teaching

# Teacher Pathways Strategy: Nationally Aligned and Locally Relevant



## Returning AmeriCorps Member Teaching Fellowship

- National school leader Nominations
- Connecting with Institutes of Higher Education (IHE) to City Year

## Enhanced ACM --Teacher Pipelines

- Urban Teachers, Teach for America, and other teacher preparation organizations offering personalized supports in recruiting and interviewing process and professional development with/for our local sites

## Career Development

- Career decisioning support with manager through G.R.O.W. Plan
- Career management skills to translate service experience in resume, cover letter, interviewing, networking, and post-secondary applications



# Teaching Fellowship Overview

Designed for AmeriCorps members and alumni, City Year's Teaching Fellowships strive to remove barriers to entering the teaching field through partnerships with institutions of higher education, and make the process more streamlined and affordable.

## THE EXPERIENCE

### Year 1: City Year's Service Year



During their first year of service, City Year AmeriCorps members develop essential skills that help them to build strong relationships, partner with classroom teachers and support student growth. For many corps members, completing this year of service is the first step in entering the field of teaching and serving students long term.

### Year 2: City Year's Teaching Fellowship



In this second year of service, Teaching Fellows earn their teaching license while developing high-quality academic instruction under the guidance of a mentor teacher and an undergraduate or graduate program. With a fierce commitment to equity, our Fellows receive robust coaching and support rooted in City Year's Whole School, Whole Child® services. Additionally, Fellows continue to receive an AmeriCorps living stipend and the Segal Education Award as returning AmeriCorps members (RACM).

### Year 3 and Beyond: Classroom Leadership



Graduates of City Year's Teaching Fellowship work as fully licensed, prepared classroom teachers in City Year aligned schools. Our graduates enter their classrooms with tangible tools and knowledge to keep students engaged and at the center of a culturally responsive classroom.

# What Makes City Year's Fellowship Unique?

## Program Model

- Gradual release process where AmeriCorps members are provided an extended onramp to becoming primary teachers
- Full-time mentor teacher support and coaching
- Continuation of serving the same school or community

## City Year Learning & Development

- Classroom management training centered on creating Joy & Belonging in the classroom
- Development of culturally responsive teaching practices through Diversity, Equity, and Inclusion learning spaces

## Teacher Preparation Training by Licensure Partner

- Ensures affordable Masters degree and/or teaching licensure option for AmeriCorps members
- Teaching pedagogy and training that aligns with City Year's organizational values



# What's Been Accomplished So Far

- Denver launched the program in 2017
- Fellowship now offered in Denver, Boston, and Providence
- Milwaukee is set to join in FY24!
- *As of summer 2022:*
  - 32 alumni
  - 90% program completion
  - 84% of alumni are pursuing teaching after their first year of teaching
  - 31% of alumni identify as BIPOC



# Teacher Pathways Strategy Outcomes



**City Year will become the nation's largest pre-service teacher pipeline.**

- Prepare our diverse and committed AmeriCorps members with critical pre-teaching experiences to succeed as teachers and educators.
- Our alums will exceed the national teacher tenure averages due to City Year's unique, multi-year training experience.



# City Year Boston Teaching Fellow

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- **Yvonne Chappell**

- Young Achievers Science and Math Pilot School 22
- City Year Boston '20 and '21

"The support from this fellowship was really helpful and meaningful. It was such a reflective space that allowed me to mess up and still grow in order to be better for my students."



Thank  
you!