

LEVERAGING STUDENT TEACHERS

RACIAL EQUITY IN PRACTICE

Our preparation pipeline is more diverse than our current workforce (14% compared to 8%), and in some preparation programs, exceed 25-40% candidates of color.

Educators of color make a difference for all students.

Prioritizing student teachers during this time can strengthen this key entry point into the workforce for people of color and supplement the experience of students who may otherwise lack a relationship with an educator of color.

YOUR PIPELINE OF EDUCATORS IS *ESSENTIAL*

As you navigate many difficult decisions in the coming months, we know you are working to also consider the long-term ramifications of those decisions on the future of your workforce and the profession. DESE is encouraging schools and districts to see teacher preparation candidates as essential to the return-to-school effort. Not only will this be critical to preventing teacher shortages in the future, teacher candidates can also be a key component of supporting your teachers and students next year, no matter what it is going to look like. Here are some things to consider:

Evidence suggests **classroom achievement and student engagement increase** when a student teacher is present.

Not only is a student teacher more likely to teach in your district after finishing their program, they are also likely to be **more effective than the average first year teacher** if employed by your district once they complete their program.

Student teachers are **likely to stay in your school/district longer** than other new hires.

Approved preparation providers in the state are eager to partner and think creatively about a supportive experience for supervisors, candidates and students.

In the context of COVID-19, DESE is supporting approved preparation providers with additional flexibilities to encourage creative and more responsive student teaching experiences for candidates. You might use these to your school's/district's advantage by:

- **Placing student teachers with exemplary teachers who may need to work remotely.** This would be a way to leverage and extend effective educators' skills and expertise and ensure that cohorts of students are also supported by a team of consistent adults throughout the year.
- **Cultivating student teachers from subject areas like the Arts (e.g., dance, music, theatre, visual arts), Physical Education, and Digital Literacy** to extend the reach of educators that have high student caseloads under normal teaching circumstances, and to continue to ensure students are engaged in a comprehensive curriculum that further supports their social and emotional well-being.
- **Assigning multiple student teachers to a single supervisor.** There is nothing requiring a 1:1 placement process. Under the supervision of a strong teacher leader, educators can be creative with assignment and deployment of student teachers. Research suggests that cohorts of teacher candidates can be especially effective for students and candidates.
- **Use early candidates completing the pre-practicum** to create more student support. Early candidates might:
 - Serve as a *virtual/remote tutoring corps*. Ask prep faculty and supervisors to strategically support planning, assignments, and feedback.
 - Conduct re-entry *screeener assessments* or diagnostics with students. This allows teachers to spend time understanding and acting on the data rather than collecting it.
 - Be an asset in supporting the *effective use of online platforms* and engaging in online/virtual learning tools.

PREPARATION PROVIDERS CAN NOW MORE FLEXIBLY:

- ✓ Take on more of the evaluation, observation and documentation requirements to reduce lift on the classroom teacher supporting a student teacher.
- ✓ Assign supervising practitioners to student teachers who may not be licensed in the exact same field
- ✓ Conduct observations remotely, so additional preparation faculty or supervisors do not have to be in the building

Use the [Edwin Teacher Preparation Partnership Pipeline Report](#) to understand more about the preparation providers currently pipelining into your district.