

The Golden Apple Foundation for Excellence in Teaching

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10.12.22



The History of The Golden Apple Foundation

In 1985, our founders had a dream that teachers in Illinois deserved recognition just like the actors did during the Academy Awards.

The Golden Apple Academy of Educators in Illinois was born thanks to their vision.

In 1994, Mike and Pat launched this program in New Mexico.

Both organizations continue to honor outstanding educators.



Beginning in 1989, Golden Apple in Illinois also began recruiting, preparing and supporting those who will teach in the neediest schools.

Golden Apple Teacher Preparation Programs **recruit aspiring educators to return to teach in their communities and who stay.**



Scholars

- Launched in 1989 in Illinois; 2022 in New Mexico
- For undergrad students

Statewide **undergraduate teacher preparation** program focused on PreK-12 schools-of-need, in partnership with higher education

Entry points

High School seniors through sophomores in college.

Accelerators

- Launched in 2020
- For career changers

15-month **residency** and PreK-12 post-bacc **licensure program**, in partnership with higher education, to prepare teachers for targeted partner school districts

Entry points

Seniors attending Illinois universities who are not on a teaching pathway, and career-changers who hold bachelor's degrees



Golden Apple's Results Exceed National Benchmarks

RECRUITING

High potential and diverse students into the profession

Golden Apple Scholars reflect the diversity of the **students** they serve

Nationally, ~20% of public school educators are **teachers of color**

PREPARING

Scholars with the skill set and experience to impact 21st Century learners on Day One

82% of Scholars made the **Dean's List** in 2021

The national 6-year graduation rate for **first-generation** college students is **11%**

PLACING

Scholars in schools-of-need - where they're needed most

82% of Scholars for the last 3 years of Scholar graduates **earned college degrees within six years**

MENTORING

Scholars during the early years of teaching

82% of Scholars remain full-time **teachers beyond five years**

Nationally, **44%** of new teachers **leave** within the first 5 years of teaching

RETAINING

Scholars for five or more years of teaching



The Scholars Program



The Golden Apple Scholars Program



School Partnerships

Recruit

Prepare

Place

Teach

Continue



Selection

- Accept Scholars each year across the state
- After high school, or during freshman or sophomore year of college



Undergrad Support, Academic Advising

- Focused support for first-generation college-goers

Scholar Institute

- Intensive paid PD., learning best practices from experts, master teachers, and partners coupled with hands-on experience

Teacher Residency



Job Support Placement

- Scholars receive job placement assistance



Teaching Scholars

- 2-3 years of strategic Golden Apple mentor support
- Teach for 5 years



Crystal Apple

- Completed 5 years of teaching



The Golden Apple Scholars Program

RECRUITING

High potential and diverse students into the profession

PREPARING

Scholars with the skill set and experience to impact 21st Century learners/pathway to NM Teacher Residency

PLACING

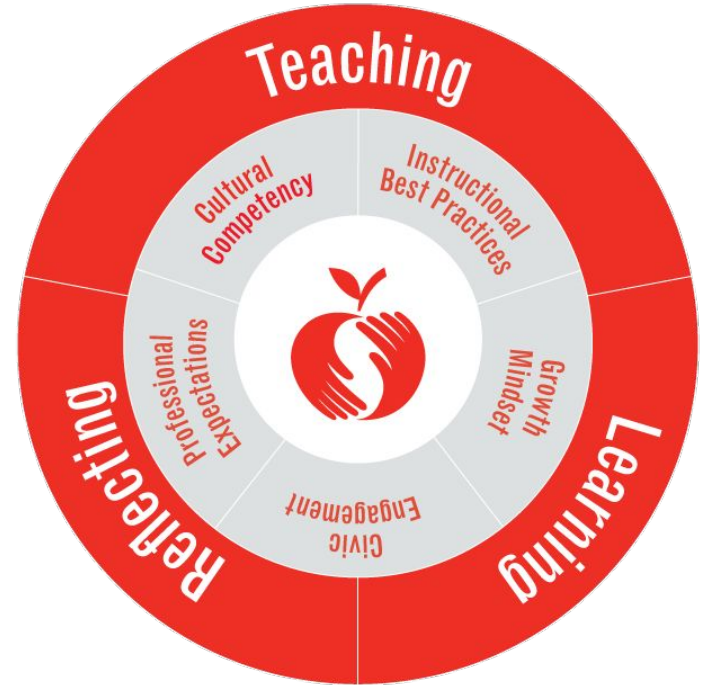
Scholars in schools where they're needed most

MENTORING

Scholars during the early years of teaching

RETAINING

Scholars in teaching for 5 or more years resulting in 82% of Scholars staying in teaching





Scholar Institutes (SI)

- We host SI every summer Scholars are with GA
- Paid professional development (starts at \$2000, goes up \$500 each summer)
- 1-3 weeks in duration
- Learn from award-winning teachers
- Meet and develop connections with future teachers from across New Mexico
- Work in summer programs in Scholars' communities





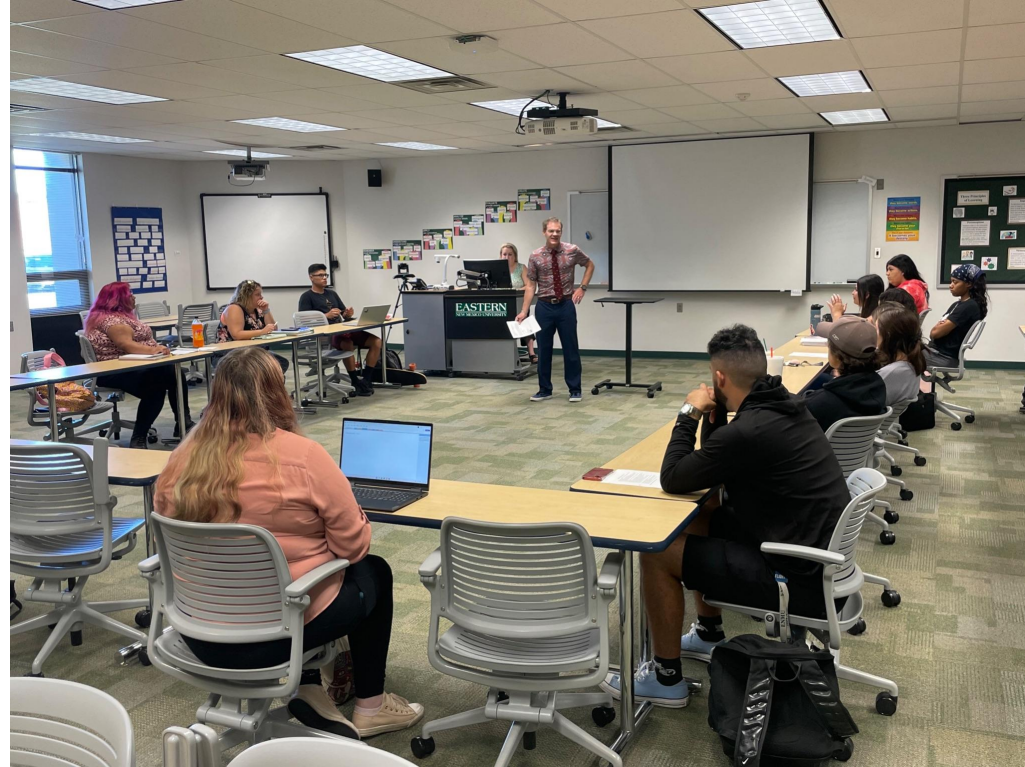
Our Secret Sauce = Scholar Institutes + Mentoring

- Additional **classroom hours** (50/summer)
- **Support Network** of peer educators
- Hands-on, modeled teacher activities
- Regular **peer feedback** (warm/cool)
- **Exposure** to hometown administrators/educators
- **Learning** of local schools' policies/practices
- **Interviewing practice** with current administrators
- SI 4 led by **mentor teachers**
- In-person, **personalized mentoring** by Danielson trained/recognized teachers
- Feedback to help **reflect on their practice and improve teaching**



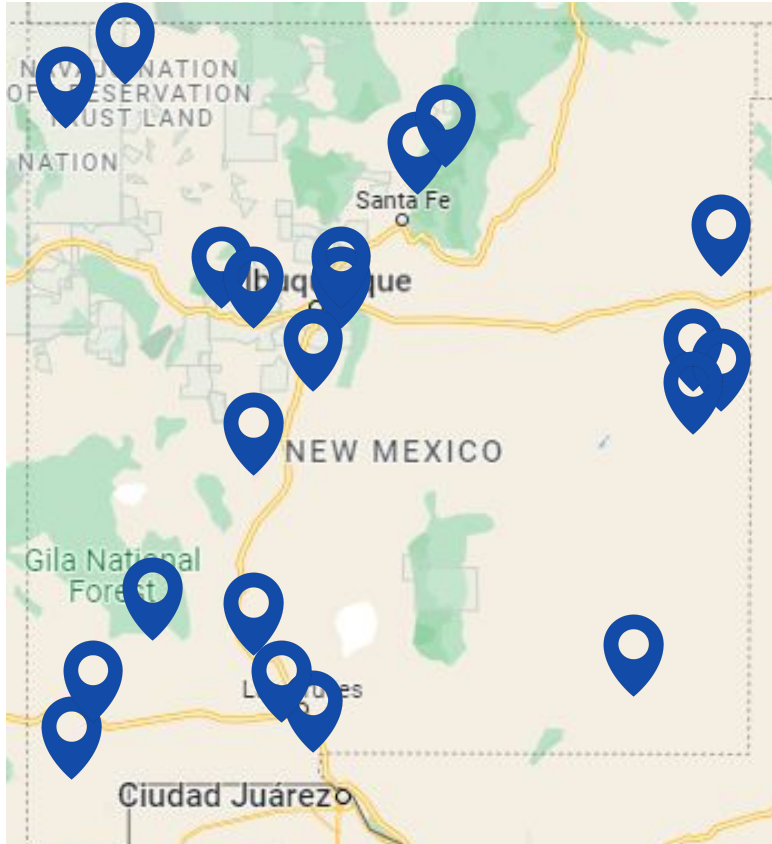
Scholar Recruitment

- **In Person Outreach**
 - IHEs
 - Regional Education Cooperatives (RECs)
 - Districts (Superintendents)
 - Schools
 - Tribal Leaders
 - Educators Rising Classrooms
- **Geotargeting**
- **Incentivized Recruitment**
 - Golden Apple NM
 - Teach Plus NM
 - Educators Rising
 - NM Teachers of the Year
 - Current Scholars
- **ACT/SAT lists**
 - Teaching
 - “Helping” professions





Where are GA New Mexico recruits from?



Where do they attend college?

- NMHU
- UNM
- WNMU
- CNM
- NMSU
- ENMU
- SJC
- NNMC