

**Collaboration and Reflection to Enhance Atlanta Teacher Effectiveness** (CREATE), merges an innovative teacher residency model with increased opportunities for teacher collaboration and reflection. The work of CREATE is led by Atlanta Neighborhood Charter School's Center for Collaborative Learning and Georgia State University's College of Education and Human Development (GSU CEHD). CREATE also works closely with Empirical Education, a California-based evaluation firm that monitors and appraises the implementation and impacts of programming and assists with dissemination of results.

The supportive and productive partnership between these organizations builds capacity for effective teaching, strong and positive school climate, and student-centered, equitable learning environments in publicly-funded charter and traditional neighborhood schools of southeast Atlanta.

CREATE provides three types of programming:

- A 3-year teacher residency for new teachers
- Extensive professional learning for experienced educators
- Support and facilitation for a collaborative of regional teacher induction organizations, termed the Induction Organizations Collaborative (IOC).

On September 30, 2017 CREATE was awarded \$8 million by the U.S. Education Department to support and expand programming from 2017 to 2020. As a result of this generous award, by the end of the grant period CREATE will have provided residency training for 94 new teachers and supported the collaboration and reflection of an additional 610 teachers (including 45 school leaders) in 16 schools.

Furthermore, CREATE's IOC – comprised of 14-20 educators from GSU CEHD, Atlanta Public Schools, CREATE, and school leaders – has the potential to impact 500 CEHD teacher candidates, 80-90 new APS teachers, and hundreds of experienced APS teachers, striving to positively impact 36,200 K-8 students in CREATE schools and 108,000 other APS students (K-12) over the granting period (and thousands more beyond 2020).

In addition to CREATE's recent award from the U.S. Education Department's Supporting Effective Educator Development (SEED) program, CREATE has been supported by the U.S. Education Department Investing in Innovation (i3) program, Georgia's Governor's Office of Student Achievement (GOSA) Innovation Fund, and private foundations including significant support from the RH Dobbs Foundation and The Zeist Foundation.

## CREATE 3-year residency programming

FEATURES	<b>Year 1 <i>pre-service</i></b>	<b>Year 2 <i>in-service</i></b>	<b>Year 3 <i>in-service</i></b>
<b>PROGRESSIVELY-INCREASING TEACHING RESPONSIBILITIES</b>	Student Teacher Role (residents paired in classrooms or schools)	Team-Teacher Role (paired with other Y2 resident)	Lead Teacher Role
<b>MULTI-LAYERED MENTORING AND OTHER SUPPORTS</b>	<div style="text-align: center;">Support of Cooperating Teacher</div> <div style="text-align: center;">Support of University Supervisor</div> <div style="text-align: center;">Support of on-site Program Director</div> <div style="text-align: center;">\$5k Stipend</div>	<div style="text-align: center;">Support of team-teacher (other Y2 resident)</div> <div style="text-align: center;">Support of School-Based Mentor</div> <div style="text-align: center;">Support of Instructional Mentor / Program Director</div> <div style="text-align: center;">Paid summer learning \$3.5k</div> <div style="text-align: center;">Team-teacher salary \$38k (approximate)</div>	<div style="text-align: center;">Support of School-Based Mentor</div> <div style="text-align: center;">Support of Instructional Mentor / Program Director</div> <div style="text-align: center;">Teacher salary plus \$5k stipend</div> <div style="text-align: center;">Priority to be offered teaching position in a CREATE school</div>
<b>PROFESSIONAL GROWTH PROGRAMS</b>	<div style="text-align: center;">Critical Friendship Participation</div> <div style="text-align: center;">Cognitively-Based Compassion Training</div>	<div style="text-align: center;">Critical Friendship Participation</div> <div style="text-align: center;">Cognitively-Based Compassion Training</div>	<div style="text-align: center;">Critical Friendship Participation</div> <div style="text-align: center;">Cognitively-Based Compassion Training</div>

The residency program component of CREATE's work is designed to

- increase student achievement
- decrease teacher attrition
- increase teacher satisfaction and effectiveness
- develop positive school climate

	2015 - 16	2016 - 17	2017-18	2018 - 19 (speculative)
Atlanta N'hood Charter				
Toomer Elementary				
Burgess Peterson				
Wesley International				
King Middle				
Drew Charter Elem and Jr				
Kindezi Old Fourth Ward				
Thomasville Heights				
Obama Academy				
Benteen Elementary				
TBD (= 2-4 schools)				

This diagram represents placement and hiring of CREATE residents in CREATE schools across 3 school years, 2015-2018. These are the core programming years of the federal Investing in Innovation Fund \$3M grant and first year of funding of the federal SEED grant.

CREATE is currently seeking additional foundation funding for years 2018-2020.

Y1 Resident

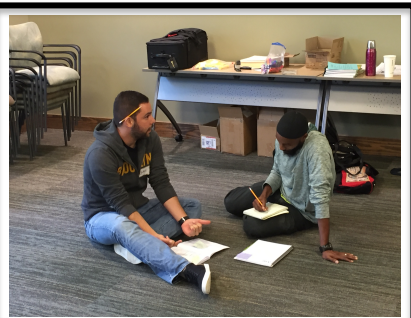
Y2 Resident Pair

Y3 Resident

Graduate of CREATE



**Jessica & Darryl, residents; experiencing progressive core classroom roles and cohort model**



**Blake and Aaron; mentoring**



**Experienced educators; Cognitively-Based Compassion Training**



**Experienced educators, Critical Friendship meeting**



**Cultural Competency training**

CREATE and ANCS work in close partnership with 1) Georgia State University's College of Education and Human Development (GSU CEHD), a college focused on preparing teachers for urban settings; 2) Atlanta Public Schools district; an urban district serving 55,000 K-12 students, 78% of whom qualify for free and reduced price lunch; 3) the School Reform Initiative (SRI), a non-profit organization committed to educational excellence and equity through supporting teachers in reflective collaboration and engagement in Critical Friends Groups (CFGs); 4) the Emory-Tibet Partnership at Emory University (ETP) a center focused on mindfulness to increase resilience in the face of workplace stress; and 5) several charter and traditional public schools that serve historically-marginalized communities within and near the Maynard Jackson High School "cluster". Finally, CREATE also partners with Empirical Education of Palo Alto California for the close monitoring and evaluation of the program.