

Growing Our Own

Planting the Seeds for Future Educators



Cultivating a Passion for Teaching



- Renewed and revitalized commitment to recruit students into Florida Future Educators of America
- **Project Recruiting, Empowering and Developing Inclusive Male Teachers and Leaders (Project REDI)** aligned to the district's strategic Pillar III (Highly Effective Teacher, Leaders, & Staff) and Priority 2 (Develop a culturally responsive and high-performing workforce) devoted to increasing and building the men of color educator talent pool in Miami-Dade County Public Schools (M-DCPS)



College and University Partnerships



Articulation agreements and Memorandums of Understanding memorializing collaborative signature programs that grow the teaching profession



Passport, Paraprofessional and Clerical to Teach Academies

- Innovative partnerships that reimagine and redesign how we recruit, cultivate, and diversify the talent pool of teachers
- Potential teacher candidates identified, developed, and supported from our very own employee ranks
- Degree-seeking opportunities for paraprofessionals and clerical staff to transition into full-time teaching positions





Career Development Pathways for Support Personnel



Treasurer Apprenticeship Academy

- Treasure Apprenticeship Academy is designed to grow and retain an eligible pool of highly qualified treasurers and build capacity from internal candidates
- The program is a part of an overall comprehensive human capital plan, aligned to develop staff deliberately and retain strategically



Custodian Induction Academy to Lead Custodian Program

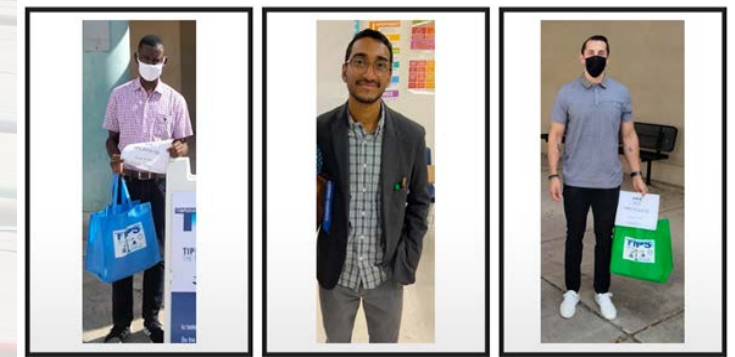
- CIA is a collaboration between Professional Learning and Career Development, Plant Operations, and AFSCME designed to train newly hired full-time and part-time custodians
- Building capacity to establish a pipeline of custodians, lead, and head custodians to keep up with vacancies

Teaching Pathways for Temporary Instructors



Temporary Instructor Preparation & Support Program (TIPS)

- A cadre of well-prepared temporary instructors trained, supported, and deployed to high-need schools
- **Project REDI TIPS** seeks to recruit and develop a body of well-prepared male temporary instructors of color in high-need schools who are interested in transitioning into full-time teaching positions



Teachers Elevating Achievement for All Children- TEACHSTRONG – Math, Science & ESE



M-DCPS prepares talented, motivated individuals who possess STEM knowledge with the skills needed to educate our students and prepare them to tackle the most pressing national and global challenges of tomorrow



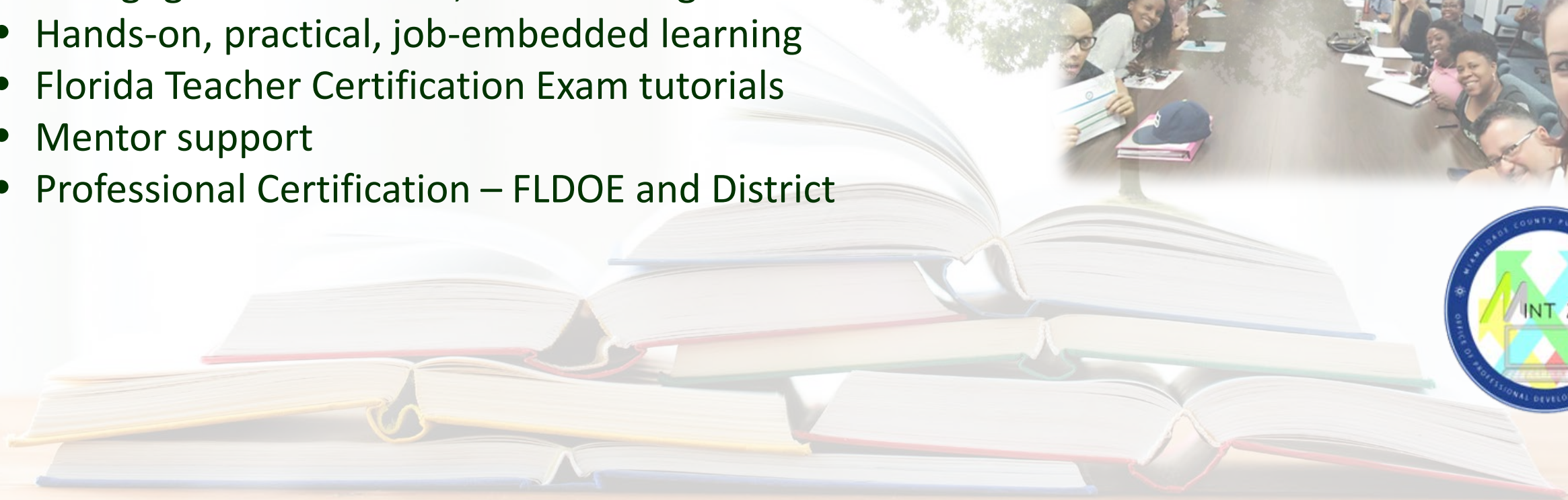
Strong collaboration between the Exceptional Student Education (ESE) department and Human Capital Management to recruit, select, and develop candidates who participated in the inaugural TEACH Strong - ESE summer academy, designed to develop future ESE teachers



Pedagogy to Practice – Pathways to Teacher Certification

MINT 2.0 is the district's alternative pathway to certification:

- Pedagogical coursework, free of charge!
- Hands-on, practical, job-embedded learning
- Florida Teacher Certification Exam tutorials
- Mentor support
- Professional Certification – FLDOE and District



Growing Teacher Leader Through Career Lattices



M-DCPS Teacher LEADership Academy - TLA

- TLA is designed to provide multiple pathways towards teacher leadership
- Teacher leaders identify a problem of practice by analyzing school data to design an action plan addressing student achievement and teacher professional growth
- TLA participants learn how to implement their plan following the steps of the inquiry cycle and action research



Career Ladders for Future School Leaders



Project REDI Fellows

A cohort model comprised of teachers who are men of color, aspiring to be Assistant Principals

- Recruitment and Career Guidance
- Mentoring, Job Shadowing, and Site-Based Field Experience
- Core Development Leadership Seminars Aligned to Florida Principal Leadership Standards

Principal and Assistant Principal BENCH

- Designed to enhance the professional growth of aspiring Principals and Assistant Principals
- Candidates will acquire the necessary technical and adaptive skill set forth by Florida Principal Leadership Standards

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TEACHING.
THE PROFESSION
THAT CREATES
ALL OTHER
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