

Growing Renton Educators to Accelerate Teaching (GREAT) Info Session

Who Am I?

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MANAGE:
GREAT PROGRAM
(GYO)



COMMITTEE MEMBER:
RSD/REA DIVERSITY
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MANAGE:
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Welcome!

What brought you here tonight?

What do you hope to get out of tonight's session?



**LETS LEARN WHY
G.R.E.A.T.
MIGHT BE A G.R.E.A.T.
PROGRAM FOR YOU!**



Before we talk
about the
program, let's
talk about the
WHY...





MISSION

VALUES

VISION

RSD Mission & Values

Each student graduating with options and prepared to participate fully in democracy

RSD Mission & Values

SERVICE



We serve our students,
families, and communities.

EXCELLENCE



We strive for excellence in all we do.

EQUITY



We remove barriers and pursue outcomes
that enable all students to realize their potential
and maximize their future opportunities.

Why GREAT?

Our current teaching population is not reflective of our student community.

More than 78% of our students are students of color while only 24% of our teaching staff are teachers of color. Countless research shows that students deeply benefit when they see themselves reflected in school leadership and are able to connect with teachers over shared life experiences.

Our students have consistently communicated that they want to see themselves represented in the teaching staff and culture of our schools

In 2021, RSD's Reimagining Student Experience (RISE) committee collected insight and feedback from students and families in our District about student's experiences in our schools. A key recommendation made by that committee included more diverse representation in our teaching staff.

GREAT and our Strategic Framework

Family & Community Engagement

- Deepen family and community partnerships to promote student learning

Excellence in Learning & Teaching

- Develop and implement best practices consistent with our Vision of Instruction
- Strengthen planning, assessment, and data-based instructional cycles with a focus on:
 - o Elementary: K-2 Literacy, 3-5 Mathematics
 - o Middle School: Mathematics
 - o High School: 9th Grade Success

Removing Barriers & Supporting Students

- Expand practices to support the social-emotional needs of all learners
- Improve opportunities for students to provide feedback to improve our practices
- Continue to implement the recruitment, hiring, and retention plan that aligns with our Core Values and Diversity, Equity, and Inclusion (DEI) work



RSD Mission & Values

Removing Barriers & Supporting Students

- Expand practices to support the social-emotional needs of all learners
- Gather student feedback to improve our practices
- Continue to implement the recruitment, hiring, and retention plan that aligns with our Core Values and Diversity, Equity, and Inclusion (DEI) work



District's 'Grow Your Own' program receives national attention/funding

The Renton School District strives to remove and pursue outcomes that enable all students to realize their potential and maximize their future opportunities.

Program works to bring more diversity to our teacher workforce



Growing Renton Educators to Accelerate Teachers Program (GREAT)

RSD's "Grow Your Own" initiative and a central strategy for diversifying our teacher workforce so that students have more teachers that look like them.

A teacher pathway program for paraeducators of color that aims to get paraeducators on the road to a teaching certificate based on needs and level of educational attainment by eliminating financial barriers



Why GREAT?

Growth opportunities for current paraeducators who are already committed to and understand our students' stories, strengths, and needs.

Classified employees more closely reflect the demographics of our students

GREAT is a pathway program for paraeducators of color

How does it work?

- Paraprofessionals who are selected for the program continue in full-time positions, retain benefits and pay while attending classes.
- Tuition assistance (last dollar aid) depending on program
- Release time for internships and trainings as needed
- Guaranteed employment with RSD in a certificated teaching position in high-need school or subject for 3 years following successful completion of the program
- Starting teacher salary is approximately \$65,000 - \$86,000 depending on teacher's level of education

Process



✓ Apply and be accepted to an alternative certification program (at a college/university)

✓ After you are accepted in the college/university certification program **AND** enrolled, **THEN** complete the GREAT program application

✓ Sign Renton School District candidate agreement

This is a (2) step process – Step 1 YOU apply, be accepted, and enrolled into an alternative route program

Step 2 YOU apply for GREAT program



Program Options

Associate's Degree

You have a **transferrable** Associates Degree and need a Bachelor's + teaching certificate

Bachelor's Degree

You have a Bachelor's Degree and only need your teaching certificate

RSD University Partners

- **City University of Seattle**
- **Western Washington University
(focus on Bilingual/ELL)**
- **Central Washington University**



FAQ

I am currently not a paraeducator, but in another classified position. Am I eligible?

NO – only current paraeducators working as paraeducators are eligible

I am a paraeducator already enrolled in an alt-cert program. Am I eligible?

Maybe. You must be currently accepted & enrolled in an alt-cert program with one of our partner universities and continuing that program into Fall, 2025.

How much leave time will I get for student teaching?

The district supports approximately 10 release days through GREAT for student teaching. The district does not offer paid leaves of absence through this program

Next Steps

- If you have foreign transcripts, have them evaluated
- Communicate your interest in the GREAT program to your supervisor
- Contact university programs you are interest in applying to for admission and attend information sessions for those programs
- Explore WEST-B and WEST-E/NES tests you may need to take (and check to see if you have already taken equivalencies)
- Prepare your application materials for the program and district
- Contact Aneeka Ferrell with any questions you have that are specific to the GREAT program

Thank you!

**Please email me with questions at
recruitment@rentonschools.us**



GREAT PROGRAM WEBSITE