



Creating a Robust Teacher Pipeline: Recruiting Excellent Future Educators

For the past 37 years, Golden Apple has been recruiting high-potential, highly motivated high school seniors, and first and second-year college students to join the Golden Apple Scholars Program. Scholars are outpacing the national college graduation rate of 60% and far surpass the national graduation rate typical of first-generation college-goers. Our graduation rate has risen to 82% for our most recent three graduating classes. Our Scholars are largely first-generation college-goers and over half are students of color. Consistently, two-thirds of undergraduate Scholars consistently make the Dean's List. In 2022, this was even higher, with 82% maintaining a 3.5 or higher GPA.

Scholar Institutes: An Opportunity for Early Access to Scholars

Undergraduate Scholars participate in Golden Apple's Scholar Institutes each summer after each year of college. Scholar Institutes are residential programs that provide additional time in the classroom working directly with K-12 students each morning. In the afternoon, Scholars participate in facilitated reflections with Master Teachers (our Golden Apple Award-winning educators). We focus on adding value with an in-depth curriculum with several other non-profit partners in the areas of trauma-informed training, personalized learning, and civic engagement. This past summer, we'll have nearly 800 Scholars who will be attending our Scholar Institutes.

Placement support for partner school districts during Scholar Institutes: During Scholar Institutes, we organize space for our partner districts to promote their school district and present about their schools and open positions. In doing so, Golden Apple will:

1. Work with the partner district to communicate the future needs of your district to our undergraduate Scholars. Our team would collaborate with School District to design the best course of action to fit the district's needs. This includes examining the schools that are likely going to experience vacancies in the future, ensuring that we are meeting the expectations and requirements of school administrators for the type of candidate they are pursuing, and relaying the appropriate information to Scholars who are best matches for the schools in the district. We also can partner with the district to facilitate a small group roundtable discussion between school administrators and interested Scholars.
2. Promote the full "package deal" that offers to its teachers. This means that we can showcase the professional development the school district provides and any other perks it offers its educators through our email communications and e-newsletters to Scholars.
3. When possible, we aim to train undergraduate Scholars in our summer Scholar Institutes within that partner school district. Right now, two of our partner school districts – North Chicago and Chicago Public Schools – host Scholar Institute summer school locations. This exposes undergraduate Scholars to the partner school district, their school environments, and school staff and leadership – helping forge early relationships and connections that can promote future recruitment. If we were to move forward with a contract for additional years, this is something we can explore offering to School District



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Placement Support for Scholars: Targeting Partner School Districts

As previously mentioned, Golden Apple provides robust placement support for our Scholars. For our partner school districts, we:

- Promote online and in-person events to connect Scholars with schools and principals
- Promote opportunities with partner school districts as a “cohort experience” – a group of Scholars would enter the partner school district at the same time – this cohesive group experience would allow for Scholars to generate shared support with their peers during their first years of teaching.

Ongoing Targeted Placement Support: Golden Apple Recruitment Events & Opportunities

Several times during the year, Golden Apple hosts recruiting events targeted for our partner school districts:

- Golden Apple schedules visit for Scholars to tour the partner school district and its schools.
- Golden Apple hosts webinars to connect Scholars to the partner school district’s HR team, or teachers, or administrators, the partner school district.
- During these webinars and visits, Scholars have an opportunity to speak with key stakeholders who are instrumental in their future teaching positions – such as students, staff, and community leaders.

We are also open to hosting other recruitment opportunities for the partner school district. We are happy to discuss any additional ideas with the School District.

Additional Supports for Recruiting Hard-to-Staff Subject Areas

Districts have cited challenges with recruiting potential educators in hard-to-staff positions, such as in STEM, bilingual education, and special education. Usually, these candidates have the most options and will garner the most attention from other districts. To draw attention to our partner school district, we have created a regular cadence of communication via texting, emails, and phone calls with our Scholars to showcase our partners and the hiring opportunities within those partner districts. Additionally, we will be able to support HR officers directly to support the communication with Scholars who will be able to fill those hard-to-staff positions within School District.