

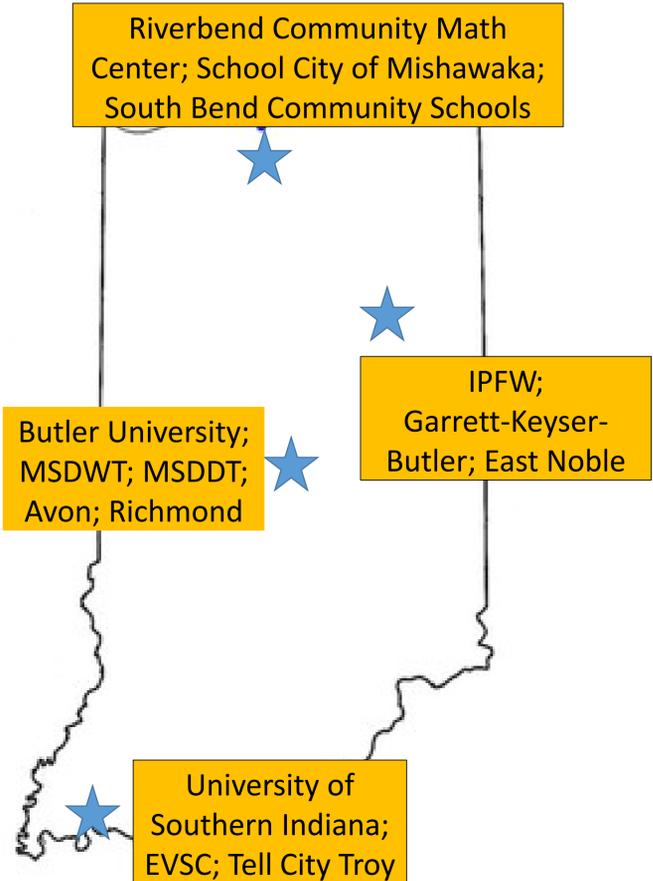
Creating a STEM Community of Practice to Support STEM Teacher Retention

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Overview of the Project: Over the past five years I-STEM has cultivated teacher leaders within the Indiana Science Initiative (ISI) districts to support curriculum implementation. In order to decrease the amount of teacher turnover we have sought mechanisms to increase teacher retention. We have begun work on an 18 month ICHE grant-funded project that involves 50 STEM Mentor teachers in each of 10 participating districts mentoring over 100 STEM Mentee teachers that have 0-5 years of teaching experience.

Project Goals: Our goals for the project are:

1. to increase STEM teacher retention by providing ongoing, just-in-time support to new STEM teachers with grade level and district STEM Mentor teachers;
2. to improve new STEM Mentee teacher’s abilities to implement science and mathematics instructional practices by increasing their pedagogical and subject matter content knowledge; and
3. to develop a STEM community of practice, utilizing an online platform to support interaction and sharing of resources across Indiana.



IHE partners and schools

Role of Mentors: The role of the mentor is that of a peer who can provide reflective feedback on instructional practices that the mentee would like to work on. The mentor teacher must be a full time teacher with five or more years of teaching experience.

Project methods:

- Mentors will receive targeted professional development in two summers
- Mentees will receive regional professional development each of two summers on improving instructional practices in science and mathematics
- Mentees will capture lessons on video and mentors and mentees will collaborate online via an online video reflection platform to support the mentee in improving their instructional practice.

Project evaluation:

The following information will be collected to determine if we are working to support new teachers and ultimately increase their retention:

- Teacher staffing data
- Surveys of Enacted Curriculum Instructional Practice
- Stages of Concern Questionnaire
- ISTEP+ data

