



### DEMOGRAPHIC REPRESENTATION OF ENROLLED CANDIDATES

The teacher residency program at the Alder Graduate School of Education is an example of a programmatic commitment to recruiting and selecting candidates that are representative of the population and communities it serves. In 2019–2020, 78% of Alder’s admitted residents are people of color, compared to 41% of the local teacher workforce. The cohort is also comprised of 48% Pell Grant recipients and 66% first-generation college graduates.

The Alder Teacher Residency grounds its recruiting efforts in actionable recruitment planning. This planning is grounded in the program’s Pipeline Model, reviewed below:

Alder’s Pipeline Model emphasizes local talent and knowledge before gradually utilizing other sources of human capital. Beginning with K-12 alumni in local schools, Alder hosts engagement events for internal staff members and school communities. These events serve as a natural channel through which the program can recruit new residents. Alder also intentionally presents at professional development days and collects referral forms from school teams and families to bolster its recruitment efforts. The program also targets community-based organizations, nonprofit partners, and local universities before seeking to attract applicants from out-of-state universities. Regardless of origin, applicants benefit from a high touch admissions model that offers financial literacy, Q&A sessions on how to prepare for interview day(s), robust testing supports, and multiple touchpoints for communication.

#### ONGOING CHALLENGES & ACTIONS

An ongoing challenge for Alder is ensuring the success of applicants and admitted candidates on state testing requirements. Even if an applicant is successfully admitted to the program, he or she must still meet state testing requirements to enter the program and begin teaching. In response, Alder has deployed several strategies to better position students for success. These include extending testing deadlines, increasing support with a dedicated Google classroom and office hours, and earlier messaging of testing expectations during recruiting efforts.

Undergirding Alder’s testing support, the program employs a two-part testing plan that spans the admissions and enrollment process. Part one of the testing plan requires applicants to submit a testing plan, documenting their plan for studying, taking, and passing any required tests. Upon acceptance, candidates enter the second phase of the plan which includes tailored diagnostics and an individual support plan from the program.

For More Information:

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