

The Golden Apple Foundation for Excellence in Teaching

Legislative Education Study Committee

December 18, 2024



The History of the Golden Apple Foundation

In 1985, our founders had a dream that teachers in Illinois deserved recognition just like the actors did during the Academy Awards.

The **Golden Apple Foundation for Excellence in Teaching** was born thanks to their vision.

In 1994, our founders launched a similar Foundation in **New Mexico**.

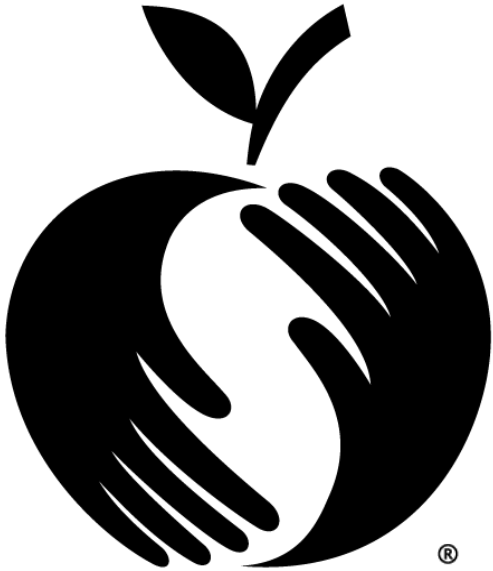
Both organizations continue to honor outstanding educators; yet, beginning in 1989, the **Golden Apple Scholars Program** was born in Illinois - recruiting, preparing, and retaining highly effective teachers in communities where they are needed the most.

In 2022, the Golden Apple Scholars Program expanded its work to the state of New Mexico. In 2024, the Scholars program further expanded its work to the state of Michigan.

The Solution: Golden Apple's Teacher Preparation in New Mexico



The Golden Apple Scholars program is focused on recruiting aspiring teachers who reflect the fabric of the communities we serve, providing high-quality preparation with award-winning teachers as instructors - through the implementation of intensive, in-residence, multi-week Scholar Institutes, facilitating the right-fit placement for that first teaching position, and then mentoring Scholars to become excellent teachers who stay in the classroom long-term.



Organization Structure for Program Team in New Mexico

Golden Apple Scholars Program Team in New Mexico



Julie Lucero

Chief Program Officer



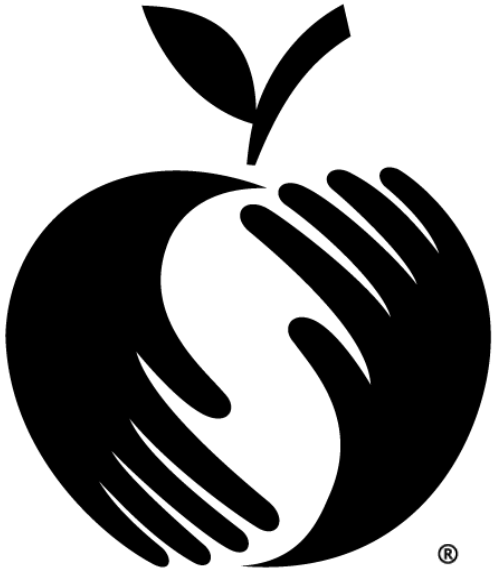
Monica Aguilar

Manager of Recruitment



Jaime Hernandez

Manager of Undergraduate Support,
Mentoring, and Placement



Golden Apple Scholars Program Model



The Multi-Year Golden Apple Scholars Journey in New Mexico: A long-term sustainable solution

Recruit



Selection

- Accept Scholars each year across the state
- After high school, or during freshman or sophomore year of college

Prepare (Undergraduate)



College Persistence Academic Advising

- Focused support for 1st generation college goers

Scholar Institute (multi-year)

- Intensive, multi-week paid professional development, learning best practices from experts, master teachers and industry leaders coupled with hands-on experience in classrooms

Place



Workforce development

Interviewing skills, job placement assistance, focused on home communities

Teach (Years 3+)



Teaching with mentoring

- 2-3 years of strategic GA mentor support
- Teach for 5 years in a school-of-need

Retain



Crystal Apple Award

Completed 5 years of teaching

Some of our partners:



Golden Apple Increases Retention of Educators who Reflect Their Communities

Golden Apple's Programs Are Proven to Address the Teacher Shortage By:

✓ Increasing College Persistence

especially among first generation students and students of color.

✓ Supporting the Workforce Pipeline

by increasing the number of adults earning postsecondary credentials and entering the workforce.

✓ Recruiting aspiring teachers

who later **return to teach in their communities.**

✓ Retaining Highly-Effective Teachers

via robust mentoring & professional development.

✓ Increasing the Number of Teachers

in the profession.

✓ Recruiting Career Changers

into education.

✓ Increasing Teacher Diversity

by recruiting and retaining aspiring educators of color.



The Golden Apple Scholars Program in New Mexico



Golden Apple's results exceed national benchmarks.

RECRUITING

High potential and diverse students into the profession

Scholars reflect the diversity of their students. **73% of New Mexico Scholars are Scholars of color.**

Nationally, ~20% of public school educators are teachers of color

PREPARING

Scholars with the skill set and experience to impact 21st Century learners

In 2024, the New Mexico Scholar average

GPA was 3.6.

The national 6-year graduation rate for first-generation college students is **26%**

PLACING

Scholars in schools-of-need - where they're needed most

In Illinois, **4 out of 5** Scholars earned college degrees and license within six years.

MENTORING

Scholars during the early years of teaching

In Illinois, **over 80%** of Scholars remain full-time teachers beyond five years.

Nationally, **44%** of new teachers leave within the first 5 years of teaching

RETAINING

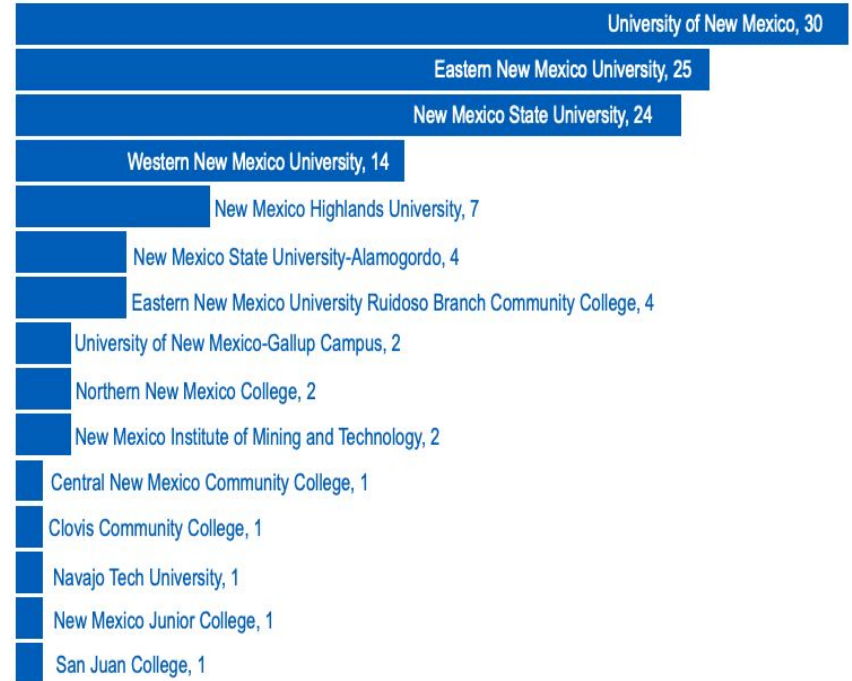
Scholars for five or more years of teaching



Our 120 Scholars Across Three Cohorts are Presently Dispersed Across 23 out of 33 counties and Attend 15 Universities Statewide



San Juan	Rio Arriba	Los Alamos	Taos	Colfax	Union
10	4	1	3	0	0
McKinley	Sandoval	Santa Fe	Mora	Harding	Quay
3	7	6	0	1	1
Cibola	Bernalillo	Torrance	San Miguel	De Baca	Curry
3	17	0	0	0	7
Catron	Valencia	Socorro	Guadalupe	Chaves	Roosevelt
0	5	1	0	8	4
Sierra	Doña Ana	Lincoln	Otero	Eddy	Lea
0	18	0	1	7	8
Grant	Luna				
1	1				
Hidalgo					
3					



Golden Apple throughout New Mexico



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New Mexico Scholars persist through their first year of the Golden Apple program **at a high rate.**

When our programming is more mature, we anticipate this rate to rise to more than 90% (similar to our outcomes in IL).

85%

of 2022 Scholars

persisted through their
first year in the program

85%

of 2023 Scholars

have persisted through their
first year in the program



Scholars Program Impact on New Mexico's Classrooms



Scholar Institute Develops High-Quality Teachers



INTRODUCTION TO SI FOR FRESHMEN

COLLEGE SUCCESS AND PERSISTENCE PLANNING

1 Week In-Person Professional Development

Key Experiences:

- Developing connections with Golden Apple Team
- Understanding Post-Secondary Supports
- Developing College Success Plan
- Developing Your Teaching Philosophy



SI 1 FOR SOPHOMORES

CONNECTIONS TO SCHOLARS, SCHOOLS

3 Week In-Person Professional Development

Key Experiences:

- 1st Structured Summer Teaching Experience (STE)
- Growing Professional & Reflective practices with Scholars & Partnering Schools



SI 2 FOR JUNIORS

EMPOWERING ONE'S SELF AND STUDENTS

1 Week In-Person, 2 Week Virtual Professional Development and 50 hours of teaching experience in a classroom near home community

Key Experiences:

- 2nd STE in Scholars' Local Community
- Creating a Resume
- Developing Classroom Environment
- Growing professional & Reflective Practices with Local School



SI 3 FOR SENIORS

EMPOWERING FAMILIES AND COMMUNITIES

1 Week In-Person, 2 Week Virtual Professional Development and 50 hours of teaching experience in a classroom near home community

Key Experiences:

- 3rd STE in Local Community
- Completing Mock Interview
- Preparing for Practicum/ Student Teaching



SI 4 FOR NEW TEACHERS

PREPARATION FOR 1ST PROFESSIONAL EXPERIENCE

1 Week In-Person, 1 Week Virtual Professional Development

Key Experiences:

- Cultivating Relationships w/ Mentor
- Integrated Learning Experiences
- Practicing Trauma Informed Care
- Creating Teaching Entry Plan

Community

Empowerment

Mentorship

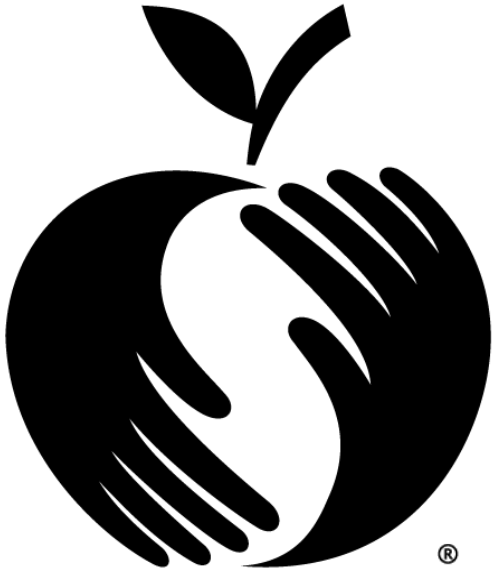
November 2024



Demand for the Scholars Program is High

- Applications have **quadrupled** since 2023
- In Spring of 2024, **over 400 applicants** demonstrated interest in the program
- Since opening our application in September, **over 250 applicants** have already demonstrated interest in the Scholars Program

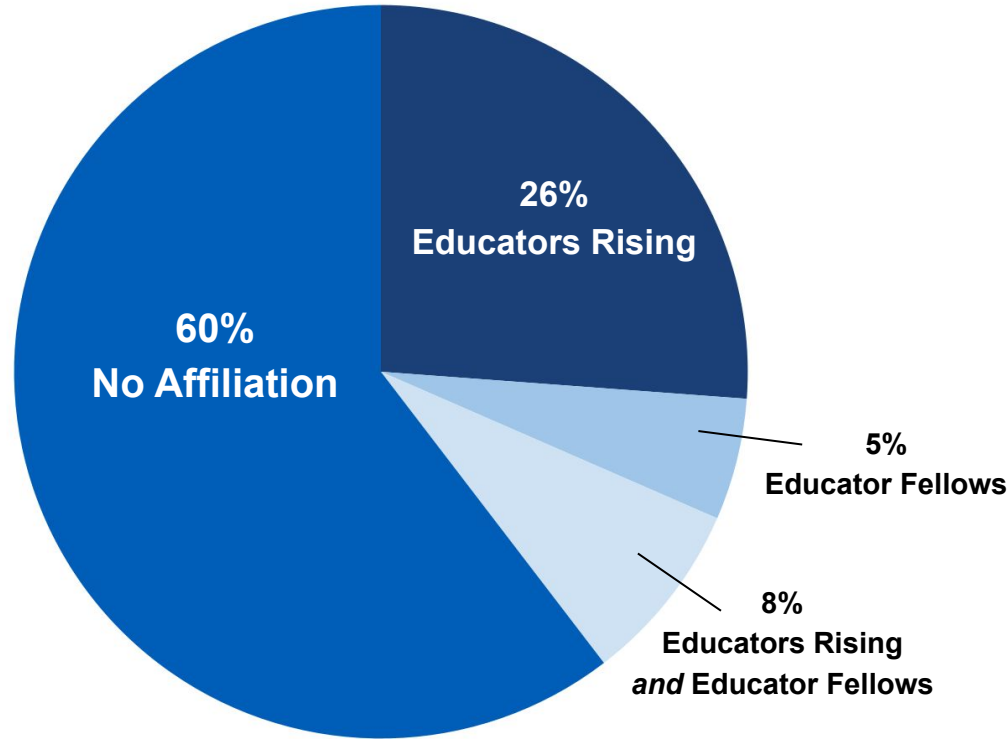




Golden Apple Scholars Program Model Comparison



Golden Apple is recruiting New Mexico Scholars who **might not otherwise pursue a career in education.**



60% of applicants are not affiliated with another teacher pipeline organization.



Teacher Preparation Programs in New Mexico

Program	Description
Educators Rising (<i>Provides candidates who want to be Scholars in the Golden Apple Program with full wrap around services</i>).	A high school program that provides classes or clubs for high school students who are interested in teaching. Students may be able to earn dual credit in education courses while in high school.
The Golden Apple Foundation for Excellence in Teaching Scholars Program in New Mexico	The Golden Apple Scholars Program in New Mexico is a teacher preparation program that recruits high school seniors through sophomores in college who have the determination and drive to be great teachers in Pre-K-12th grade schools. Undergraduate Scholars are full-time college students
Educator Fellows (<i>If they are aspiring to be full-time teachers, educators can receive wraparound supports by also participating in the Golden Apple Scholars program.</i>)	A program that supports those individuals who would like to work in any profession within education . Fellows must be employed full time in a school and must take at least 2 classes a year toward a degree or certificate.
Teacher Residency (Golden Apple Scholars participate in the teacher residency program).	A paid, year-long, guided teacher preparation apprenticeship with an experienced co-teacher, available for any graduate or undergraduate student who is in their final year of teacher preparation . Participants commit to a district or charter school for a minimum of 3 years after residency.



\$1 million Golden Apple Scholars FY 2026 State Funding Request

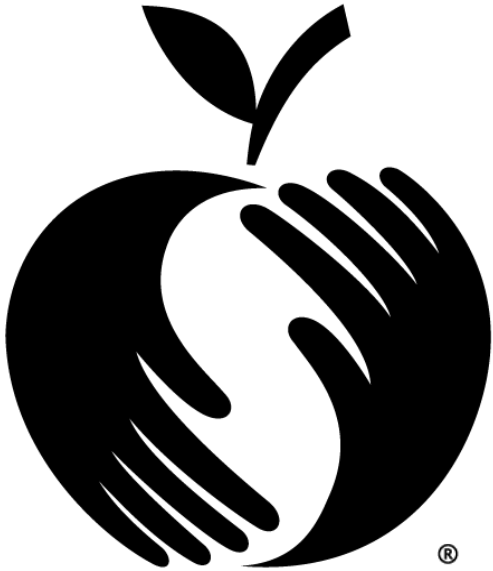


The Golden Apple Scholars Program **currently serves 120 Scholars from 23 counties.**

Our \$1 million state funding request would allow us to **fund 80 additional Scholars**, increasing the total number of Scholars to 200. We expect to have a pool of applications that will be significantly larger than the 412 applications we received for our 2024 cohort.

At scale, **the State's anticipated average annual cost would be \$5,000 per Scholar**, generating a positive return on investment within the first two years of teaching. Indirect program costs of \$3,000 per Scholar would be supported by private funding, as follows:

- **Scholar Summer Stipend: Approximately \$2500/Scholar** - Stipends begin at \$2000 in the first year and then increase by \$500 for each year before graduation.
- **Residential Summer Institutes at Partner Universities: \$1500/Scholar** - Includes costs for the following:
 - Housing
 - Instruction
 - Meals
 - Transportation to classroom teaching
 - Facilities
- **Program Management: \$1000/Scholar** - Including portions of the salaries for Chief Program Officer and two program staff.



Strategic Research and Evaluation



External Scholar program evaluation in New Mexico.



Phase 1

- Completed in 2023
- Summary of NM teacher supply/demand compared to NM Scholars
- An analysis of the first 2 years of NM Scholars' demographics
- Report on Scholar feedback from 2022 NM SI
- Supply and demand analysis of 4 other states: IL, MI, NV, AZ

Phase 2

- Completed in August 2024
- Summary of NM teacher supply/demand compared to NM Scholars
- An analysis of the first 3 years of NM Scholars' demographics
- Report on Scholar feedback from 2023 and 2024 NM SI
- Supply and demand analysis of 9 other regions

Future Phase:



Well-prepared **teachers** who stay in the classroom



have a positive **impact** on their schools and communities



while better preparing their students for their **futures** and the workforce

June 2023

Summer 2024

