



Diverse and Resilient Educators Advised through Mentorship

WHY DREAM?

As North Carolina faces a shortage of teachers of color, research demonstrates that students of color experience **positive academic outcomes and improved wellbeing** when they learn from and are mentored by teachers who share similar racial and ethnic identities. DREAM, the Diverse and Resilient Educators Advised through Mentorship residency program, focuses on recruiting and retaining **elementary and special education teachers from historically marginalized groups**. The program combines 12 months of **Master of Arts in Teaching instruction** with **three years of on-the-job mentorship** in Durham Public Schools to prepare DREAM residents for effective and meaningful careers as educators.

HOW DREAM WORKS



RECRUIT

Beginning with the 2022-2023 school year, we will bring a cohort of **10 DREAM residents** to UNC-Chapel Hill to begin the four year residency program, beginning with the **Master of Arts in Teaching program**.



EDUCATE

DREAM residents will learn to be effective educators who are well versed in **Transformative Social Emotional Learning (SEL)** through the one-year Master of Arts in Teaching program. They will graduate with **certification** in either elementary education (K-6) or special education (K-12 General Curriculum).



INDUCT

During their three years as teachers within DPS DREAM partner schools, DREAM residents will participate in Communities of Practice with other DPS beginning teachers and **receive professional development** to equip them with skills and knowledge to effectively **teach a diverse student body**.



RETAIN

Residents will receive **ongoing support** as beginning teachers through mentorship, community building, and affinity groups, with the goal of **developing a strong foundation** for their careers as educators.

DPS STRATEGIC PLAN ALIGNMENT

Currently, 2.9% of all teachers in Durham Public Schools identify as Hispanic/Latinx, as compared to the 34.2% of students who they serve that identify as Hispanic/Latinx.

	Black/ African American	Hispanic/ Latinx	White	Asian	American Indian	Multiracial
DPS Students (2021-2022)	39.8%	34.2%	19.1%	1.9%	0.1%	4.7%
DPS Teachers (2020-2021)	38.9%	2.9%	54.8%	1.8%	0%	1.6%

A key goal of the DPS Strategic Plan is to increase Hispanic/Latinx educators and certified staff to 10% by 2023.

DPS DREAM SCHOOLS

DREAM Residents will serve at three key schools:

- **Oak Grove Elementary School**
- **R.N. Harris Elementary School**
- **Y.E. Smith Elementary School**

FUNDING

Funding for DREAM is provided in large part by a Teacher Quality Preparation grant from the Effective Educator Development Division of the U.S. Department of Education. Additional funding is provided by the UNC-Chapel Hill School of Education and Durham Public Schools.