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.

**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.

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

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.

For more information about DREAM, visit ed.unc.edu/dream or contact Project Director Emily Chávez at dream@unc.edu