

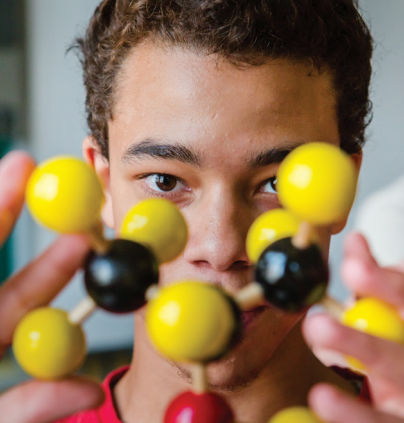
TEACHFORAMERICA

Dallas
Fort Worth



A DECADE OF IMPACT

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A DECADE OF COMMITMENT

Over the past decade, Dallas–Fort Worth has been one of the fastest-growing and most successful Teach For America (TFA) regions.

What began with 90 corps members in 2009 has grown to more than 1,300 leaders today. While only 18% said they were committed to education long-term when joining TFA, more than 70% of alumni in DFW continue to work in education.

TFA IS LEADING AT ALL LEVELS IN DFW

- Since 2009, TFA corps members and alumni have impacted more than **400,000 students across 3,400 classrooms.**
- TFA continues to recruit **outstanding and diverse leaders** to DFW each year to address the needs of our school district partners—needs that show no sign of slowing.
- In 2018, TFA DFW launched a formal Alumni Program and a regional chapter of Leadership for Educational Equity to **increase the number of TFA alumni in key education leadership positions, like school boards.**
- **TFA alumni have been at the center of the most impactful education changes in DFW** over the past decade, including the design and execution of Dallas ISD’s recent strategic policies.

Our Results

TFA STUDENTS OUTPACE PEERS

According to a 2019 SMU report, Texas students with a TFA alumni teacher or corps member are more or as likely to pass the rigorous STAAR assessment than students with a non-TFA affiliated teacher—an advantage that is strongest for black and Latino students, children learning English, and traditional district-run schools.

TFA SCHOOL LEADERS EXCEL

An internal analysis using data from a 2018 report by the Texas Education Agency shows that schools run by TFA alumni are achieving at similar rates to all other schools in Texas, even though they serve 150% more economically disadvantaged students.

TFA TEACHERS REMAIN COMMITTED

A 2016 study by the American Institutes for Research found that, in comparison with their peers, a greater number of TFA teachers remain in the classroom through two years and remain committed to serving low-income students and students of color over time.

“This report is the most comprehensive look to-date at TFA’s effectiveness in Texas. We hope that the results can be used to replicate and refine effective strategies across the state.”

Annie Wright, Ph.D.
Director of Evaluation,
SMU Center on Research
and Evaluation

The Problem And Opportunity As We See It

POTENTIAL IS EQUALLY DISTRIBUTED
ACROSS LINES OF RACE AND CLASS,
BUT OPPORTUNITY IS NOT.

Since 2009, Teach For America Dallas–Fort Worth has recruited, developed, and supported a diverse network of leaders at every level who expand opportunity for children from classrooms, schools, and every sector and field that shapes the broader system in which schools operate. Together with the communities we serve, we work to ensure that:

ONE DAY,
ALL CHILDREN IN NORTH TEXAS
WILL HAVE THE OPPORTUNITY TO
ATTAIN AN EXCELLENT EDUCATION.



Our Approach

COMMITMENT BEGINS

We recruit outstanding and talented individuals early in their careers who have demonstrated they have the values and leadership skills necessary to expand opportunity for all children.

COMMITMENT TAKES SHAPE

Great teaching is necessary for great classrooms and a profound act of leadership. We develop culturally responsive educators and alumni leaders who will accelerate learning, advocacy, and innovation inside and outside of the classroom. Our leaders advance the academic and personal growth of their students and help strengthen their schools, and in doing so, expand their perspective, knowledge, and skill as educators, advocates, and system-change leaders.

LIFELONG COMMITMENT CONTINUES

Informed and inspired by their students, the majority of TFA DFW alumni continue to lead in education or roles serving low-income communities. Working alongside fellow education champions, civic leaders, mission-aligned organizations, and partners, our alumni continue to expand educational opportunities for children and inspire the next generation of leaders.

A DECADE OF LEADERSHIP

GENERATIONS



500

COMMUNITY LEADERS

including 4 elected officials and
8 nonprofits launched or led by alumni

COMMUNITIES



175

SCHOOL LEADERS

serving as principals, assistant
principals, and instructional leaders

SCHOOLS



1,700

TEACHERS TRAINED

over the past decade

CLASSROOMS



400,000+

STUDENTS SERVED

across 3,400 classrooms 2009–2019

LEADERSHIP IN CLASSROOMS

DID YOU KNOW?

36% of TFA DFW corps members teach STEM subjects.
32% of TFA DFW corps members hail from Texas.



ANGELA CHANG & VICTORIA MCKAY

Teach For America Alumna '17 Teach For America Alumna '15

Hometown: Bellaire, TX

Hometown: Dallas, TX

**Math Teachers,
H. Grady Spruce H.S.**

1 + 1 = 2

*Education
All-Stars*

LEADERSHIP IN SCHOOLS

Since 2014, TFA DFW has recruited 28 alumni through “Destined for DFW,” an initiative to bring in leaders from around the country to serve in school leadership positions.

MARIAMA KURBALLY

Teach For America

Alumna '12



**Principal,
Uplift Pinnacle
Preparatory**

*An
Education
Leader*

LEADERSHIP ACROSS COMMUNITIES

Stephen is one of 1,000+ local alumni who are expanding opportunity for children in classrooms, schools, and every sector that shapes the broader education system.



STEPHEN GREEN

Teach For America

Alumnus '07

**Public Defender,
U.S. District
Court**

*An
Education
Advocate*

LEADERSHIP ACROSS GENERATIONS

Jalen is one of many “second-generation” corps members, who was inspired to teach after seeing his mom join Teach For America.

BABETTA HEMPHILL

Teach For America Alumna '92

Executive Director, Garland ISD

JALEN HEMPHILL

Teach For America Alumnus '14

Assistant Principal, Samuell High School, Dallas ISD



**Mom and
son change
the world
together!**

*A Family
of
Educators*

A DECADE OF TRANSFORMATION

DEAR FRIENDS AND SUPPORTERS,



When each of us took the helm as the executive director of Teach For America Dallas–Fort Worth (TFA DFW), it was because we saw incredible potential. We saw potential in our students, in our teachers, and in our alumni leaders. We believed education could and should be better for kids in DFW. **A decade later, there is no doubt the quality of education has improved markedly, and year over year more students are set up to achieve their dreams.**

We see a bright future for DFW and for the students who will lead the way toward even more progress in the decades to come. These students will be our future innovators, teachers, doctors, entrepreneurs, and change makers—we can’t wait to see what they will achieve! We recognize this progress would not be possible without the support and leadership of each of you, and for that, we are truly grateful. Please know you hold a special place in our hearts, and in the hearts of thousands of students across our community.

We owe a particular debt of gratitude to our board chairs from the past decade: Abigail and Todd Williams, J. Puckett, and Catherine Rose. These leaders worked tirelessly and selflessly alongside us, never wavering in their commitment, and allowed us to bring meaningful impact to our kids in DFW over the last 10 years.

We are grateful to have led TFA DFW over the past decade and can’t wait to see the opportunity we will continue to unlock for this city together.

Always forward,

Cary Wright
(2016–Present)

Alexandra Hales Elizondo
(2012–2016)

Charles Glover
(2009–2012)

TFA DFW Executive Directors

While the challenges of educational inequity are multi-faceted, we know the problem is solvable. What gives us the most hope are recent examples of the individual and collective actions of our TFA corps members and alumni, who are at the helm of policy advancements, elected positions, highest-performing classrooms and schools, and community organizations that are transforming our local education landscape at every level. **As a region and state, we still have a long way to go to ensure all children have the opportunity to live out their dreams, but there is no doubt that North Texas is headed in the right direction.**

IMAGINE WHAT STUDENTS WILL ACHIEVE IN
THE NEXT DECADE.

10 YEARS | 1 VISION

ONE DAY, ALL CH

In 1990, Dallas native Wendy Kopp founded Teach For America.



At the time, academic outcomes for students from underserved communities were stagnant, school districts were facing a national teacher shortage, and the global economy was demanding an educated workforce. Wendy Kopp had a big idea: if our country was going to address these problems, more leaders had to make it their life's work, and they would need to be grounded in the issues at the classroom level. Her plan, to recruit high-performing college grads to teach in high-need schools, was truly innovative.

LAUNCH

1990

2009

2010

In 2009, TFA launched in Dallas.
With a group of 90 teachers serving 7,500 students in Dallas ISD and Uplift Education, a local movement began.



STUDENT IMPACT

TFA HAS GROWN FROM SERVING **7,500** DFW STUDENTS IN 2009 TO MORE THAN **70,000** IN 2019.

7,500
students

20,000
students

CHILDREN IN THIS NATION WILL HA

TEACHING TRUST

In 2011, Teaching Trust was founded. Today, TFA alum Patrick Haugh (NYC '98) leads the nonprofit, which exists to fuel stronger school leadership across DFW.

In 2012, the DFW education landscape continued to grow with TFA's alumni leadership.

- TFA DFW's board chair, Todd Williams, launched The Commit Partnership, a nonprofit to drive collective action across education in North Texas.
- TFA alumna—and first-generation college graduate—Jayda Batchelder (DFW '09) founded Education Opens Doors, a nonprofit committed to teaching college knowledge to middle school students.
- TFA DFW launched its partnership with KIPP DFW.
- Many TFA alumni began taking on leadership roles, eventually making up over 50% of Uplift Education and KIPP DFW leadership (directors, deans, and coaches).

 **commit**

 **uplift**education



KIPP:DFW
College Preparatory Public Schools

GROW

2011

2012

2013

In 2011, TFA expanded to Fort Worth. Fueled by the support of the community, 40 teachers joined Fort Worth ISD.



24,000
students

32,000
students

In 2013, DFW became the fastest-growing TFA region. Filling a critical need for human capital, TFA expanded locally to 450 teachers and 530 alumni, serving more than 45,000 students.



45,000
students

AVE THE OPPORTUNITY TO ATTAI



In 2014, TFA alum Miguel Solis (DFW '09) was selected by his fellow Dallas ISD Trustees as the Board President, making him the youngest ever to serve in the position.

Miguel went on to lead the creation of critical district policies:

- Expanded Pre-K
- Elimination of suspension for Pre-K through second grade
- Mandatory recess for all elementary schools



Dallas ISD's Accelerating Campus Excellence (ACE) program

launched in 2015. Its successful execution was dependent on the human capital and processes that TEI brought to the district. TFA corps members and alumni led classrooms at all six initial ACE 1.0 Transition Schools. The program has now been replicated by districts across Texas, like Fort Worth ISD, where TFA leaders have been part of its launch and success.

In 2016, Fort Worth took the spotlight in two big ways.

- TFA alumna Miranda Quintero (DFW '12) was named Fort Worth ISD's Elementary Teacher of the Year.
- TFA began a new partnership with Texas Wesleyan University to train Fort Worth teachers.



Texas Wesleyan
UNIVERSITY

58,000
students

TRANSFORM

50,000
students

2014

Dallas ISD's Teacher Excellence Initiative (TEI) was developed and executed in 2014 by several TFA alumni through the policy's steering committee and district central office—including alumni Kristen Watkins (DFW '09) and Ashley Bryan (DFW '09)—among many others in the district. TEI was a critical precursor to the Accelerating Campus Excellence initiative, allowing the district to use data to find and resource the lowest-performing schools in order to turn them around.



55,000
students

2015

In 2015, TFA launched the DFW Summer Institute. In collaboration with SMU, Dallas ISD, the Center for Racial Justice in Education, and Momentous Institute, this innovative partnership trained incoming teachers and provided resources for educators and organizations across DFW.



SMU



That same year, TFA alumna Erika Beltran (Houston '01) took office on the Texas State Board of Education. She represented her home district of Fort Worth.



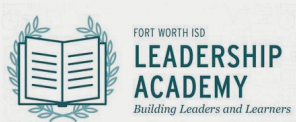
2016

In the 2015–2016 school year, Dallas ISD launched its inaugural cohort of choice schools. Unlike magnet schools, choice schools do not have any academic entry requirements. Enrollment is open to students district-wide, but priority is given to students in the school's attendance zone. Since the choice schools initiative began, many TFA alumni have launched or joined these innovative campuses.



Personalized
LEARNING

N AN EXCELLENT EDUCATION.



In 2017, Fort Worth ISD announced an innovative partnership with Texas Wesleyan University establishing the Leadership Academy Network. This model for school improvement is built upon the successes of Dallas ISD's ACE program and an initial Fort Worth ISD pilot program, which both included several TFA alumni.

65,000
students

60,000
students

AMPLIFY

2017

In 2018, TFA celebrated two significant milestones toward educational equity for all kids.

- TFA alum Josue Tamarez Torres (DFW '11) was named Dallas ISD's Elementary Teacher of the Year.
- TFA put down roots in Fort Worth, opening a new office to serve the community.



2018

In 2017, TFA alumni Taylor Toyne (DFW '14) and Xavier Henderson (DFW '15) co-founded For Oak Cliff. The nonprofit serves as a hub for the neighborhood (where they both grew up and also taught), providing education and services that promote social mobility.



Also in 2017, TFA alum Justin Chapa (Rio Grande Valley '05) was elected to the Arlington ISD school board. He is the fourth alumnus elected or appointed to serve North Texas students.



In 2018, Dallas ISD earned a B rating from the Texas Education Agency. In the same year, the number of "Improvement Required" schools dropped to just four, down from 43 four years prior—making Dallas ISD the fastest-improving urban district in Texas.

Also in 2018, Dallas ISD's Titche Elementary School earned six state distinctions. After five years on the Improvement Required list, TFA teachers and school leaders helped turn around Titche Elementary School. Since 2013, Titche has had 22 TFA corps members and alumni serve at the school.



In 2019, TFA expanded to two additional districts to serve more students. New partnerships with Richardson ISD and IDEA Public Schools will broaden TFA's reach and impact across North Texas.

70,000+
students

2019

In 2019, TFA celebrated its 10th anniversary in Dallas. Thanks to a committed community of teachers, alumni leaders, and supporters, TFA continues to impact more than 70,000 students every day. Over the past 10 years, TFA leaders have been central to the design, implementation, and execution of North Texas's most innovative and strategic education policies and practices. *We can't wait to see what the next decade holds for students.*



A DECADE OF GRATITUDE

Our work would not be possible without the generosity of our supporters. Thank you for your partnership and belief in the potential of all children. Listed donors contributed \$5,000 or more to Teach For America Dallas–Fort Worth from 2009 to 2019.

\$1,500,000+

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* Deceased

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Updated January 20, 2020

Teach For America Core Values

PURSUE EQUITY

We work to change practices, structures, and policies to realize educational equity for all children. As we do so, we actively examine our roles in perpetuating inequitable systems.

STRENGTHEN COMMUNITY

We assume responsibility for our collective strength by developing relationships, building diverse and inclusive coalitions, and challenging one another to be our best. We act with empathy and extend grace to ourselves and others.

ACHIEVE IMPACT

We pursue ambitious, meaningful outcomes that lead to access and opportunity for all children. We hold ourselves to high standards, make data-informed decisions, and orient to long-term success.

CHOOSE COURAGE

We act on our beliefs and values, especially when it's hard. We center our efforts on the aspirations of our students and their families.

ACT WITH HUMILITY

We acknowledge the limitations of our perspectives. We seek different points of view and historical context to evolve our thinking and actions.

DEMONSTRATE RESILIENCE

We see every challenge as an opportunity to think expansively about solutions. When faced with obstacles, we deepen our resolve, adapt, and persist with optimism.

LEARN CONTINUOUSLY

We operate with curiosity and embrace new ideas to innovate and constantly improve. We take informed risks and learn from successes, setbacks, and each other.



Teach For America is a proud member of the AmeriCorps national service network.



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