

There are many initiatives and resources that have been put in place to help support educators through the full term of their careers. This list is not comprehensive of all programs or policies developed and implemented in recent years.

Continuum	Initiative	Description
Preparation/ Pre-service	Senate Bill 51 (SB51)	Raises standards to enter the teaching profession in Delaware, including higher admissions, completions, and data reporting requirements for teacher preparation programs.
	Wilmington University Clinical Residency Program	Yearlong clinical residency program that allows aspiring teachers to spend an entire school year co-teaching with an experienced educator.
	RELAY Graduate School of Education (GSE)	New teacher preparation program preparing educators to work in high-need schools through a combination of classes and teaching under the supervision of a mentor teacher.
	Delaware Leadership Project (DLP)	First alternative route to principal certification, with the aim of transforming the state's highest need schools.
	Three New Alternative Route to Principal Certification Programs	In 2015, three new alternative route to principal certification programs were approved including: University of Delaware Principal Preparation Program (PPP), Fostering Leadership Excellence (FLEX), and Lead for Delaware.
Recruitment/ Selection	Teach For America (TFA)	TFA is engaged in the recruitment, hiring, and selection of educators for high-need schools in all three counties of Delaware. It is the ONLY alternative route to certification program in Delaware that deliberately recruits teachers into our highest needs schools statewide.
	UD Transitions to Teaching Program (DT3P)	Part of UD's Alternative Routes to Teaching Certification, DT3P is a new program designed for individuals with backgrounds in mathematics, science, English, or technology and engineering who wish to become full-time teachers for high-need, grades six through 12 Delaware public schools.
	JoinDESchools.org	A statewide online recruitment portal providing education professionals seeking employment an easy and effective way to search for available jobs throughout the state, and apply for multiple available positions with one application.
	Partnership with Harvard Strategic Data Project	DDOE partnered with Harvard University's Strategic Data Project (SDP) to increase the DDOE's analytic capacity relating to issues of educator effectiveness.
	DDOE Talent Practice Survey	Distributed annually to human resources directors and triangulated with data systems and queries developed by the Strategic Data Project, this survey gathers information on Delaware recruitment and hiring practices.

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Licensure/ Certification	Senate Bill 51 (SB51)	Signed into law in June of 2013, Senate Bill 51 (SB51) raises standards to enter the teaching profession in Delaware, including requirements that: <ul style="list-style-type: none"> • Educators pass both an approved content-readiness exam and performance assessment before receiving an initial license; and • Special education teachers to demonstrate content knowledge if they plan to teach in a secondary subject
Induction/ Mentoring	Comprehensive Induction Program (CIP) Grants	Districts and charters have the option of following the state-developed program or submit a plan for a locally designed mentoring and induction program competitive grant opportunity.
	New Teacher Academy and Mentor Academy	Provides direct professional learning opportunities from DDOE to novice educators and mentors.
Distribution	Delaware Talent Cooperative <i>Note: See "Recruitment / Selection" for other related initiatives.</i>	The Co-Op offers several financial incentives to educators who agree to teach or remain in participating high-need schools for a minimum of two years, and cultivates a professional community among these highly effective educators through additional leadership and professional learning opportunities.
Evaluation and Development	Professional Learning Community (PLC)	The state has committed to ensuring every core content teacher has 90 minutes weekly of collaborative planning time, and to providing resources for PLCs.
	Common Ground for the Common Core (CGCC)	DDOE initiative designed to support educators implementing Common Core State Standards, involving more than 700 educators. The initiative provides teams of educators intense support in developing knowledge and skills that that they can take back and scale in their local schools.
	Amplify Network	Provides schools with tools that help ELA and math teachers' measure student progress and design strategies to address gaps in student learning. Through the use of these tools, teachers can instantly access and assign classroom assessments, translate data, and locate the right resources to deliver personalized instruction. This initiative is designed to streamline the process of planning for teachers and inform instructional next steps.
	LearnZillion Delaware Dream Team	The Delaware Dream Team is a growing community of 74 teacher leaders from around the state who participate in an intensive professional learning experience focused on the Common Core standards. Members of the Dream Team work with content coaches to develop high-quality instructional resources that can be shared and used by other teachers. Since 2013, there have been two Dream Team cohorts with about 34-40 teachers in each.

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	Next Generation Teacher Leader Program	The Next Generation Teacher Leader Program has provided training and guidance for over 200 Delaware teachers as schools implement the Next Generation Science Standards (NGSS). These teacher leaders guide colleagues in using the new NGSS standards and will provide units for statewide use in September 2016.
	RELAY National Principal Academy Fellowship (NPAF)	Delaware has partnered with NPAF to train 10 principals per year, supporting and developing principals to work in high-need schools as part of a national network of principals serving students from low-income communities.
	Development Coach Project	The Delaware Academy for School Leadership (DASL) launched the Development Coach Project to provide school leaders with coaches that support them in their ability to observe and provide feedback to teachers through the implementation of the teacher evaluation system.
	Delaware Teachers Institute (DTI)	The Delaware Teachers Institute (DTI) is a partnership between the University of Delaware and four New Castle County Districts: Christina, Colonial, NCC Vo-Tech, and Red Clay Consolidated. DTI provides intensive professional development for teachers to create instructional units based on content learned at university seminars.
	Schools That Lead (STL)	A statewide network of schools supporting the growth and development of teacher and principal leaders through the use of non-evaluative observations and feedback and professional growth mindset focused on student learning.
	Alternative Evaluation System	The Delaware Department of Education has made waivers available to district and public charters interested in piloting an alternative teacher evaluation system.
	Administrator Evaluation System Redesign and Community of Practice	DDOE partnered with New Leaders and Delaware Academy for School Leadership (DASL) to develop a new administrator evaluation system as well as to create a community of practice specifically focused on the role of the principal supervisor.
Compensation/ Career Pathways	TELL DE Survey	The TELL Delaware Survey is an anonymous statewide survey of licensed school-based educators to assess teaching conditions at the school, district, and state-level (i.e. demands on scheduling and teacher time, autonomy, professional development opportunities, etc.).
	Committee to Advance Educator Compensation and Careers (CAECC)	The CAECC task force has been charged with advising the governor on the issue of differentiated compensation as a result of Senate Bill 254 passing.