



2021 STEM EDUCATION SUMMIT: BUILDING A COALITION FOR ATTRACTING AND RETAINING A DIVERSE STEM TEACHING WORKFORCE | VIRTUAL

February 20-27, 2021

Application deadline: January 8, 2021

Team Application Questions

The questions below will help you prepare to complete the 2021 STEM Education Summit online application accessible [here](#).

District/School Information:

1. Is your team representing a school or a district?
2. How would you characterize your school system?
Rural, Suburban, or Urban
3. How would you describe the type of school you represent?
Public, Independent, or Charter

To better understand the change you wish to see, we first want to understand the current state of your school or district. To that end, please prepare to answer the following demographic questions, to the best of your ability, within your online application.

4. How many schools are in your district?
5. How many teachers teach STEM subjects in your district or school?
6. How long, on average, are STEM teachers remaining in the classroom?
7. How many students in your district or school are eligible to receive free or reduced-price lunch?
8. What percentage of students possess limited proficiency in English (ELL) in your district or school?

Race/ethnicity of students in your school system (please prepare to provide raw numbers, rather than percentages where possible)

9. Number of Asian or Pacific Islander students in your school system?
10. Number of American Indian or Alaska Native students in your school system?
11. Number of African American or African (not of Hispanic origin) students in your school system?
12. Number of Hispanic students in your school system?
13. Number of Caucasian (not of Hispanic origin) students in your school system?
14. Number of students who were not part of any of the above categories in your school system?
15. Total number of students in your district or school?



Race/ethnicity of teachers in your school system (please prepare to provide raw numbers, rather than percentages where possible)

16. Number of Asian or Pacific Islander STEM teachers in your school system?
17. Number of American Indian or Alaska Native STEM teachers in your school system?
18. Number of African American or African (not of Hispanic origin) STEM teachers in your school system?
19. Number of Hispanic STEM teachers in your school system?
20. Number of Caucasian (not of Hispanic origin) STEM teachers in your school system?
21. Number of STEM teachers who were not part of any of the above categories in your school system?
22. Total number of STEM teachers in your district or school?

Organizational Landscape

23. How would you describe the decision-making process in your district? (Are decisions made at a district level? Do schools have individual autonomy regarding initiatives? Etc.)
24. Do any members of your team have the authority to make decisions for your school/ district? If so, who?

Team Information

Prepare to describe in your application, who will lead your team. *(The team leader serves as the main point of contact, spearheading their team's efforts and ensuring the group meets all deadlines, if selected. The team leader will report to the SSEC on their team's progress on a quarterly basis and should identify a co-lead to fulfill these responsibilities should they be unable to for any reason.)*

Team Lead: Name

Team Lead: Position Title

Team Lead: Organization

Team Lead: Email

Team Lead: Role (Change Agent, Access to data, Leadership, Content knowledge, Project Management)

Please prepare to name the additional team members who will participate with you during the STEM Education Summit and the role they will play. Teams must include at least one practicing classroom teacher.

Team Members 1-4: Names

Team Members 1-4: Position Titles

Team Members 1-4: Organizations

Team Members 1-4: Emails

Team Members 1-4: Roles (Change Agent, Access to data, Leadership, Content knowledge, Project Management)



Idea Submission:

1. Have you attended a STEM Education Summit previously?
2. Based on the Summit's emphasis on increasing the diversity of STEM teachers, which area of work will your team focus on?
 - i. Attraction
 - ii. Retention
3. What idea do you have to advance teacher recruitment or retention in your school or district, and how will attending the summit help you do that?

Please include the following information in your description:

- i. The problem or opportunity you see;
 - ii. Your idea for addressing the problem or opportunity
4. How will this improve educational outcomes for traditionally underserved populations in your community in the short and long term?
5. Which teachers will directly or indirectly benefit from this work?
 - i. Early childhood, K-3, 4-6, 7-9, 10-12, post-secondary
6. What role will teachers play in supporting and leading this work?
7. Why is this work important to your district, your school, and your Summit team?
8. What potential obstacles do you foresee in implementing your idea?
9. Based on your idea, what would success look like in your district, and how would you measure it?
10. Based on your idea, what would success look like in your district. *Choose a Key Performance Indicator (KPI) you will use as a measure of success.*
 - i. % increase in applications received from prospective STEM teachers of color for open teaching positions
 - ii. % increase in STEM teachers of color hired
 - iii. % increase in STEM teacher PD opportunities offered
 - iv. % decrease in annual turnover among STEM teachers of color
 - v. % increase in STEM teachers of color that stay at a school district for X years or more
 - vi. % increase in teachers trained in equity and/or inclusion and/or culturally relevant teaching
11. Who have you talked to that is supportive of or interested in your idea? How may they be an asset to your team and the sustainability of your plan?



Additional Information:

1. **Weekday accommodations:** We plan to assign some asynchronous work and host a small number of live sessions during the week. Regarding your availability during the week (Monday-Friday), please share any scheduling needs that we should consider as we finalize event logistics.
2. **Impact of the coronavirus pandemic:** What changes in recruitment/retention has your school system experienced as a result of COVID-19? How have you been able to reduce the impact of the pandemic on recruitment/retention efforts?