



APPLICATION FORM

All applications must include the following information. Separate applications must be submitted for each eligible program. **Deadline: June 1, 2020.** Please include this application form with electronic entry. If you do not receive an email confirming receipt of your entry within 3 days of submission, please contact [Gage Harter](#).

PROGRAM INFORMATION

County: County of Henrico

Program Title: Teachers for Tomorrow: Nurturing Students to Address a National Need

Program Category: Organizational Development

CONTACT INFORMATION

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SIGNATURE OF COUNTY ADMINISTRATOR OR DEPUTY/ASSISTANT COUNTY ADMINISTRATOR

Name: Brandon Hinton

Title: Deputy County Manager for Administration

Signature: 

Program Overview

“Teachers for Tomorrow” is a class offered to Henrico County Public Schools high school students interested in careers in education. Among Henrico Schools’ nine high schools, six offer the course, taught by their school’s family and consumer science teachers.

Once a year, all teachers and students involved in the course gather at an off-campus location for a one-day symposium. Students have the opportunity to interact with HCPS students from other schools. Throughout the day, students attend various sessions on education. Traditionally, sessions have been conducted by the teachers, and the location has been at a local YMCA. Lunch is provided and students participate in a team-bonding activity. In 2019, with the help of a former educator who donated money to the Henrico Education Foundation, the symposium was expanded and improved. The symposium also adopted a daylong focus on childhood literacy.

The program is an innovative way to develop “homegrown” teachers to address the teaching shortage. By exposing high school students to careers in education and cultivating their career interests, school divisions can alleviate teacher shortages and improve the quality of instruction for students.

Problem/Challenge/Situation Faced by Locality

School divisions are experiencing a major teacher shortage. Nearly 940 teaching positions went unfilled in Virginia at the start of the 2017-18 school year. This reflects a larger [national crisis](#), according to the Washington Post. In Henrico County, the Teachers for Tomorrow class is a way to nurture high-school students interested in becoming teachers. This is one way to help develop a pipeline for future educators while giving the participating students an understanding of the requirements and responsibilities of teacher life.

How Program Fulfilled Awards Criteria

This program adopts a local solution to a nationwide problem: teacher shortages. It is an innovative way to give students opportunities and to cultivate and encourage them to stay the course in their desire to become educators.

The Teachers for Tomorrow class is one way to help high school students explore career paths early. It fosters a pipeline of future teachers for Henrico County by helping nurture a love of education among students. The program provides students with “teacher-in-service” and “professional development” opportunities, encouraging their desire to become educators. It also provides memorable high school experiences and opportunities to connect and collaborate with students who share their interest in education, and with whom they might not have made contact.

Too many classes begin the school year with substitute teachers, because there are too few teachers to fill positions. By exposing high school students to careers in education and cultivating their career interests, school divisions can alleviate teacher shortages and improve the quality of instruction for students.

How Program Was Carried Out

History of Henrico Schools’ Teachers for Tomorrow program, by school year:

- 2003-04: First offered as the “HCPS Teacher Intern Program.”
- 2006-07: Name changed to “Teacher Cadets” (adopted South Carolina Curriculum).
- 2009-10: Name changed to “Teachers for Tomorrow.”

In the 2019-20 school year, there are 149 students enrolled in the Teachers for Tomorrow class countywide. Past participants in the course have continued to pursue careers in education and are now teachers in Henrico County or other Virginia school divisions.

The symposium was designed to provide a “staff development” atmosphere for future educators. At their respective high schools, they learn how to write lesson plans and develop enrichment activities and assessments. They also have the opportunity to work with licensed teachers outside of their buildings at local elementary, middle, or high schools during the practicum portion of the class. The idea for the symposium was to give them insight into “teacher life” along with a day of staff development to learn and collaborate with like-minded students.

The 2019 Teachers for Tomorrow Symposium focused on literacy. With the extra funding, organizers were able to secure children’s book author Eric Litwin as one of the symposium’s two keynote speakers. Litwin, well known for his “Pete the Cat” book series, engaged the high school students with stories and songs. An HCPS elementary school principal was the other keynote speaker. Henrico County Public Schools’ Library Services Department was also involved, conducting smaller sessions for the students. The symposium was held in downtown Richmond at the gleaming headquarters of the Westrock corporation, a Henrico Education Foundation partner. Henrico Schools’ Pupil Transportation Department provided transportation on buses to Westrock’s building overlooking the James River. The event lasted from 8 a.m.-3 p.m.

Financing and Staffing

The cost of the symposium was approximately \$4,000. This covered the author’s speaking fee, and lunch for the participants. While some supplies were donated, others had to be bought, and the funds covered this as well. Funding was handled by the Henrico Education Foundation, which

secured funds from a donor. This covered the cost of the author, lunch and supplies that were not donated. The symposium used basic office supplies such as name badges, pens, markers, folders, labels and computer paper. The office space used to host the symposium was donated by one of the county's community partners. The major costs were hosting the nationally known children's author, and the cost of the participants' lunches. According to the Henrico Education Foundation, the donor considered the underwriting money well spent, and agreed to fund the symposium again in 2020.

Program Results

The feedback from all attendees was extremely positive. The high school students were quite familiar with Litwin and brought their own copies of his books to be autographed by the author.

Some attendees remarked that they were inspired by the elementary principal who addressed them. The principal talked about programs he implements in his school to foster an inclusive atmosphere. Students said they were touched by the principal's vulnerability and the struggles he shared from his childhood. The speaker was also once a high school teacher and basketball coach, and some of the high school students remembered him from in his former role.

The high school juniors expressed to their teachers their excitement to see what the 2020 symposium will feature.

We contacted current teachers and retired family and consumer science teachers. They told us there are numerous teachers currently employed with HCPS who are past teacher interns, or former student participants in HCPS' Teacher Cadets or Teachers for Tomorrow programs.

Teachers also said they know of former Teachers for Tomorrow participants who became teachers in other school divisions, after leaving the Richmond area for college.

Brief Summary

“Teachers for Tomorrow” is a class offered to Henrico County Public Schools high school students interested in careers in education. Among Henrico County Public Schools’ nine high schools, six offer the course, taught by their school’s family and consumer science teachers.

Once a year, all teachers and students involved in the course gather at an off-campus location for a one-day symposium. Students have the opportunity to interact with HCPS students from other schools. Throughout the day, students attend various sessions on education. Traditionally, sessions have been conducted by the teachers, and the location has been at a local YMCA. Lunch is provided and students participate in a team-bonding activity. In 2019, with the help of a former educator who donated money to the Henrico Education Foundation, the symposium was expanded and improved. The symposium also adopted a daylong focus on childhood literacy.

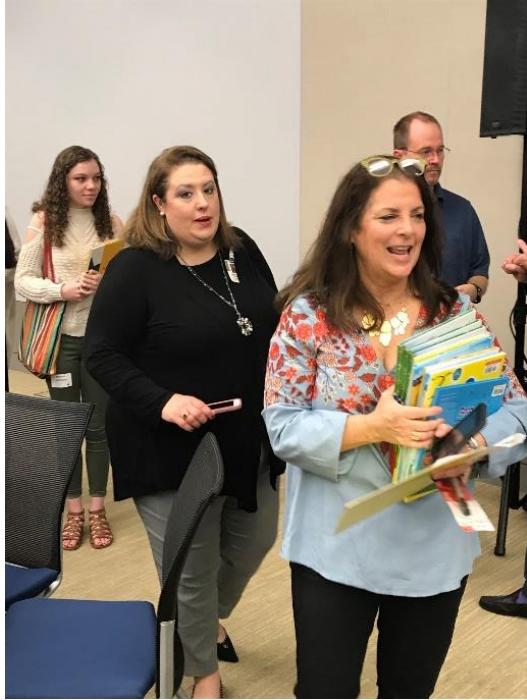
The program is an innovative way to develop “homegrown” teachers to address the teaching shortage. By exposing high school students to careers in education and cultivating their career interests, school divisions can alleviate teacher shortages and improve the quality of instruction for students.

Teacher for Tomorrow: Nurturing Students to Address a National Need

Supplemental Material

Pete the Cat author Eric Litwin having a discussion with one of the Teachers for Tomorrow students





Bibliography https://www.washingtonpost.com/local/education/amid-teacher-shortages-virginia-takes-steps-to-lure-students-into-the-profession/2019/07/20/b9bf2b2a-a997-11e9-a3a6-ab670962db05_story.html