



# Expanded Learning Teacher Pathways

*Exploring the Opportunity at LA's BEST*

Explore. Engage. Expand.

# Exploring: Teacher Pathway Models for LA's BEST Staff



**GPG** *Glen Price Group*

Supporting nonprofit and public sector clients to maximize impact





# History & Context

- **30+ years of providing expanded learning programs**
  - 1988: 10 schools & 1,000 students
  - 2021: 198 schools & 25,000 students
- **2,000 program staff hired from the communities we serve**
  - Staff receive training to create successful learning environments, support children and develop their own leadership skills
- **No current formal pathways or supports for staff interested in pursuing teaching**
  - Some ideas and exploration throughout our history, but also challenges



# Teaching Success Stories

*“LA’s BEST foundationally prepared me for what I do today. They taught me how to allocate budget, manage employees, safety considerations ... It’s a great place to assess what teaching is like and develop skills.”*

**Name:** Gilberto Samuel

**Positions Held at LA’s BEST:** Supervisor,  
Consultant, Site Coordinator

**Current Role:** LAUSD Middle School Principal

*“I was an engineering major and after working with the [LA’s BEST] program I decided to change my major because I loved working with children. It has been a journey but it all started with LA’s BEST for me, and I think I was very fortunate to have that experience.”*

**Name:** Juan Rodriguez

**Positions Held at LA’s BEST:** Site Coordinator,  
Supervisor, Operations Office Worker

**Current Role:** LAUSD 5th Grade Teacher



# Our Vision



**THERE IS AN OPPORTUNITY.**

We understand there are barriers to entering the teaching profession and we hope we can provide a pathway that increases access for more of our staff members.



# As We Explore

We are early on in the process, yet we recognize that there is a unique opportunity given the great skills, experience and background of our expanded learning staff to support our overall K-12 teaching force and also provide our staff with additional career growth opportunities.

*Our staff members have an incredible potential to be lifelong educators.*

## **Workforce Development**

We want to strengthen the overall workforce development opportunities for our LA's BEST staff.

## **Partnerships**

We want to find the easiest set of options for LA's BEST and our staff members.



# Expanded Learning Workforce: California

## WORKFORCE AT A GLANCE



63% are ages 20-29<sup>1</sup>



65% are women



Majority are pursuing careers in teaching, afterschool leadership, education administration or school counseling



69% are part time and earn minimum wage, or \$1-2 more, and do not get health insurance

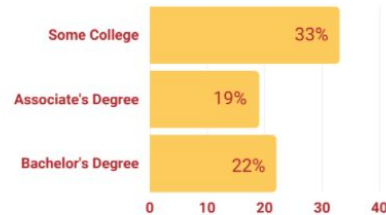


Publicly funded expanded learning programs employ 30,000+ professionals statewide



Serving 900,000+ students at 4,500 schools in 58 counties

## Education Levels



## A DIVERSE WORKFORCE ROOTED IN THEIR COMMUNITIES<sup>2</sup>



70% are people of color



90% are bilingual in English and Spanish<sup>3</sup>



78% live in the community they serve



# Our Staff: LA's BEST

Our LA's BEST staff mirrors the demographics of the larger California Expanded Learning Workforce.

And in our **2021 Staff Survey** conducted by the Claremont University Evaluation Center, our staff shared the following:

**45%**

of LA's BEST staff were interested in obtaining a pre K-12 teaching position after their employment with LA's BEST.

**70%**

of LA's BEST staff stated that LA's BEST has significantly shaped their interest in teaching as a career





# Our Training: LA's BEST



We train our staff to help children build self-esteem and guide students to set and achieve goals.

Our team provides training on leadership; behavioral management; meeting the social, emotional, intellectual and physical needs of students; and caring for students who may face particular challenges in school or at home.

A unique part of our staff development includes teaching staff how to explore their students' interests and then create programs that reflect those interests and choices.



# Our Training: California

## California's Expanded Learning Educator Competencies:

1. **Safe and Supportive Environment:** Provides a safe and nurturing environment that supports the developmental, social-emotional and physical needs of all students.
2. **Active and Engaged Learning:** Provides activities that reflect active, meaningful and engaging learning methods that promote collaboration and expand student horizons.
3. **Skill Building:** Maintains high expectations for all students, intentionally links program goals and curricula with 21st-century skills and provides activities to help students achieve mastery.
4. **Youth Voice and Leadership:** Encourages intentional opportunities for students to play a meaningful role in program design and implementation, and provides ongoing access to authentic leadership roles.
5. **Healthy Choices and Behaviors:** Promotes student well-being through opportunities to learn about and practice balanced nutrition, physical activity and other healthy choices in an environment that supports a healthy lifestyle.
6. **Diversity, Access and Equity:** Creates an environment in which students experience values that embrace diversity and equity regardless of race, color, religion, sex, age, income level, national origin, physical ability, sexual orientation and/or gender identity and expression.



# Our Staff Requests

Our staff is asking for our support to become teachers. In our **2021 Staff Survey**, our staff shared:

A desire for specific training - “... I would like an [accelerated] program or training that [could be offered] for those who are interested in teaching.”

A desire for more opportunities for advancement. Specifically, they mentioned a desire to be provided with routes or skills to obtain a teaching job.

*“My LA’s BEST supervisor was very supportive as I completed my student teaching. However, the process to become a teacher is confusing. I would have wanted a guide to help me along the way. Sometimes university counselors are not able to talk to you when you need them and they speak too jargony. Somebody in LA’s BEST with knowledge on credentialing would be great help.”*

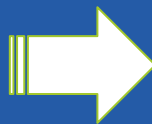
- Anna Brice, LA's BEST staff member seeking teaching job



# What's Next?

## Potential Short-Term Next Steps:

- Gather more information about needs & interests of staff
- Host general information sessions on teaching career pathways
- Invite district HR teams and universities to host information sessions for staff
- Provide a clear and concise road map with personal next steps to interested staff
- Offer credential and interview prep coaching sessions to interested staff
- Continue conversations with university and district partners



## Potential Long-Term Next Steps:

- Further explore teacher residency model & formal partnerships with university and district partners
- Collaborate with other EXL providers to maximize resources - funding, partnerships, trainings, etc.



# Join Us

**Amplify the  
strengths and  
needs of our  
expanded learning  
staff to all  
education  
partners**

We can work together to create stronger pathways for expanded learning staff -- learning from each other and raising our voices together to influence policies, funding, and outcomes for our staff and for the children, families, and communities we serve.

THANK YOU!

