

## The Background

The ELRC evaluates the Indy STEM Teacher Residency Program, a collaborative effort between Indianapolis Public Schools (IPS) and Purdue University, with the aim of preparing culturally competent and highly qualified career teachers who can elevate student achievement in STEM subjects, including computer science, in IPS's middle and high schools.

## The Context

- ❖ Over 27% teacher turnover per year
- ❖ High need district that serves a diverse population (racially, ethnically & socioeconomically)
- ❖ Largest urban school district in Indiana
- ❖ 65% of student population qualify for free or reduced lunch

## The Sources of Complexity

- ❖ Multiple program components
- ❖ Multiple and fluid program entry and exit
- ❖ Multiple and changing intervention
- ❖ Program personnel turnover
- ❖ Program context
- ❖ Teacher turnover
- ❖ Covid-19 pandemic

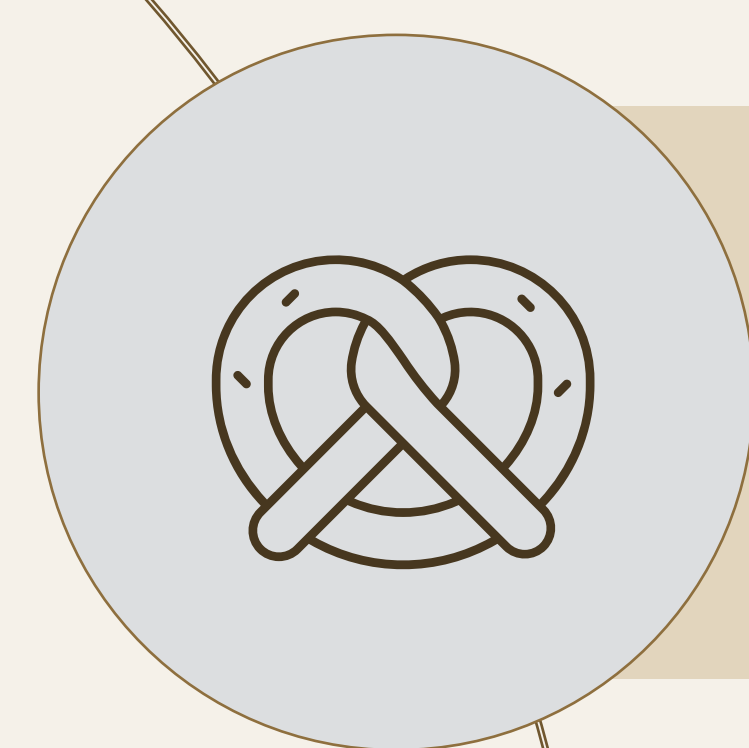
SCAN ME



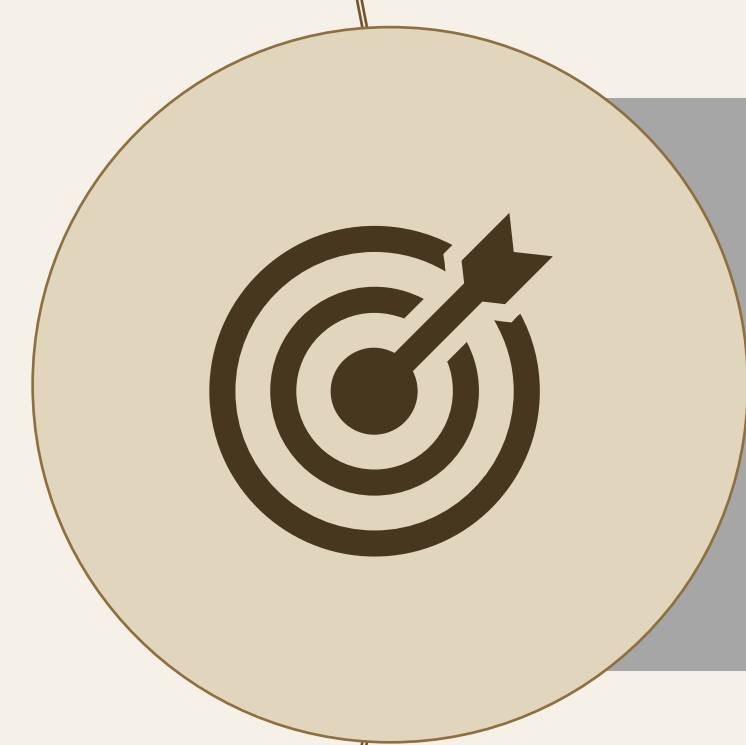
# NAVIGATING COMPLEXITY: CRAFTING RELEVANT STORIES THROUGH PRAGMATISM AND ADAPTING TO THE UNEXPECTED

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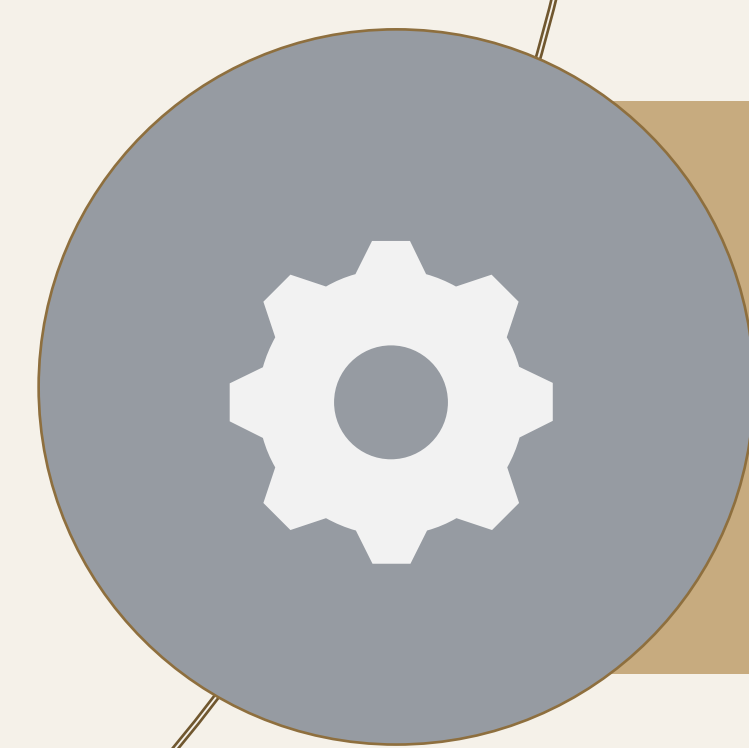
The Guiding Principles



Theoretical Flexibility



Methodological Comprehensiveness



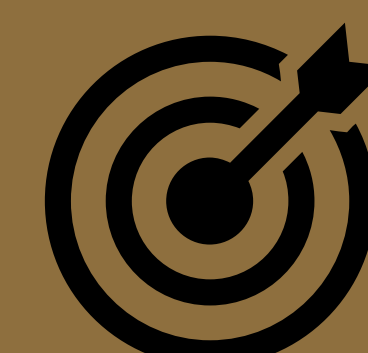
Operational Practicality



⊗ Formative, developmental & summative evaluation techniques

⊗ Participatory Mixed Methods research

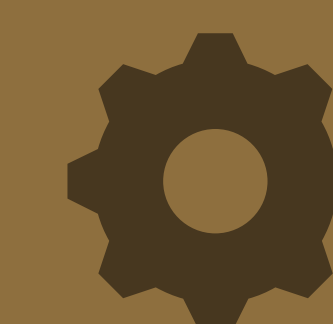
⊗ Beyond process & impact measures, we account for contextual factors



⊗ The use of Quant & Qual methodologies

⊗ Examine different facets and levels of program implementation

⊗ Beyond meta-narratives, every voice matter



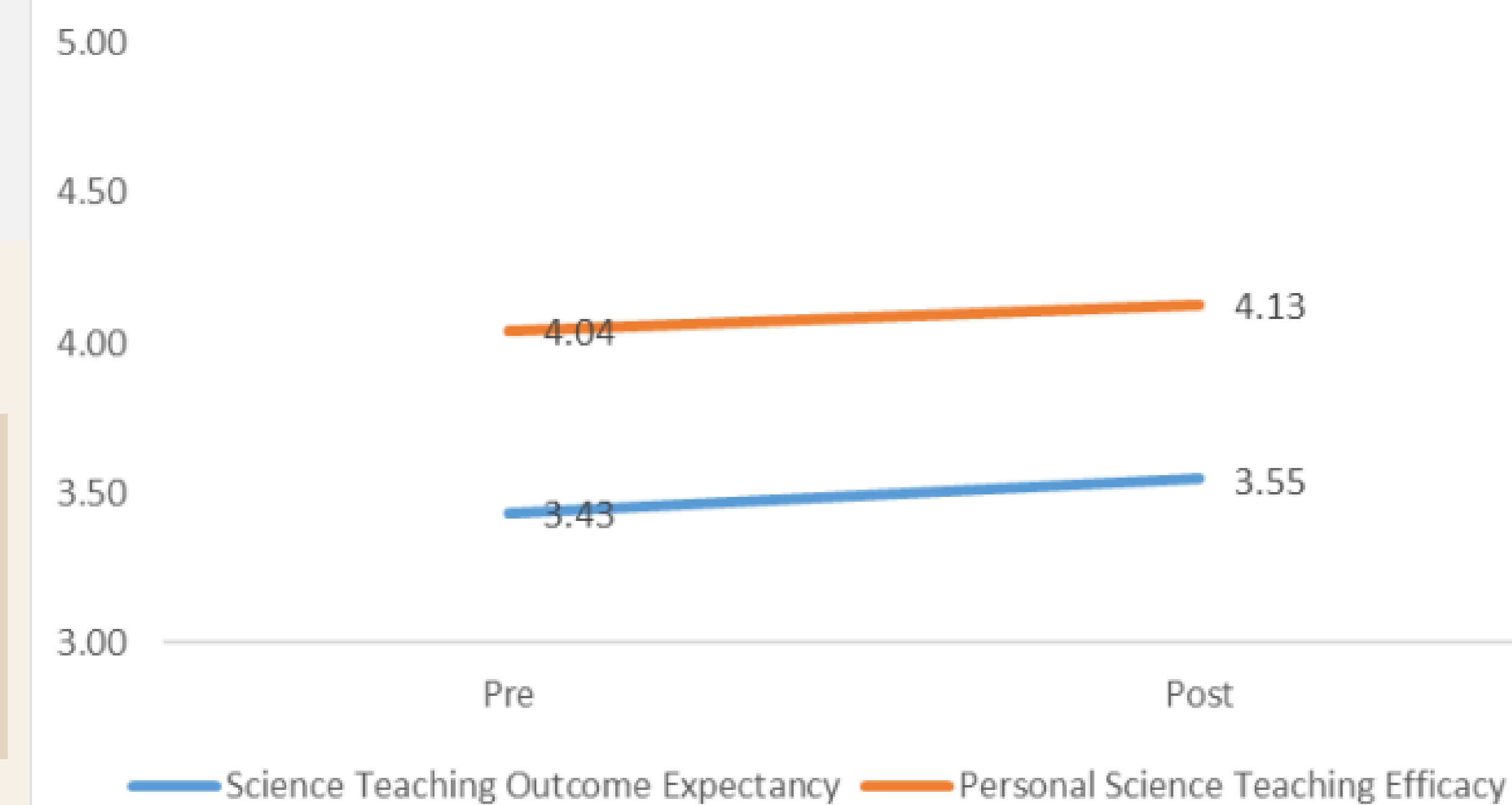
⊗ Communicating real-time & actionable feedback to stakeholders

⊗ Consideration for real-life limitations and constraints

⊗ Context complexity managed

## The Stories

Teacher Residents' Teaching Efficacy Overtime



*"...the pedagogy one was impactful because we were doing things that we would do as teachers... most impactful."*

*"...I love that IPS is very diverse...that was something that I wanted in the program....(I)like the cultural aspect of it"*

Residents' Current Knowledge and Skills



## The Lessons

- ❖ **Contextual Understanding:** Gain deep understanding of the unique challenges & complexities of your context
- ❖ **Participant Perspectives:** Give credence to all voices – teachers, program personnel
- ❖ **Adaptation to Changing Circumstances:** All stakeholders must be willing and flexible enough to make quick decisions/changes as suited for the program.
- ❖ **Foster a culture of continuous improvement with actionable recommendations.**