

OUR COMMITMENT



VISION: Commitment #3 states that students will commit to uplift our communities now and forever. The ultimate vision for PUC is that the students and families whom we serve will one day run the organization as their organization. One way we hope to begin to accomplish this goal is to have our alumni and community members come back to teach in our schools.

History:

PUC Schools is founded on the belief that superior schools build superior communities. Adhering to the belief “leave it better than when you found it”, our co-founders, Dr. Jacqueline Elliot and Dr. Ref Rodriguez, created an organization that focuses on developing students who will take an active role in our communities in order to uplift them. Our third commitment clearly articulates this vision and with this focus in mind, the Alumni Teach Project (ATP) was designed to cultivate and foster PUC alumni teacher leaders who will strive to increase equity and access for all students in the communities that we serve.

Problem of Practice:

Over the past fifteen years, teacher attrition rates have grown by 50 percent. Each year in the Los Angeles Unified School District alone, between 15% and 19% of teachers leave their classrooms, even higher for teachers who have less than three years of teaching experience. High rates of new teacher turnover are causing our education system to lose more than half of all new teachers before they even reach their peak effectiveness. Moreover, students, especially those in at-risk schools, are faced with inexperienced teachers who often lack the leadership skills to effectively teach and impact the lives of their students, causing a significant lack in motivation for student learning that all too often results in low student achievement and, ultimately, under-performing schools.

Solution:

The Alumni Teach Project focuses on recruiting, preparing and retaining effective and culturally responsive educators with the ultimate vision to significantly strengthen teacher retention rates and increase student learning and achievement in our current PUC schools. At the center of this vision is the desire to build a deeper educational and cultural knowledge base in new alumni teachers so that they are also more effective in their ability to stimulate school and community transformation. Our goal is that all ATP graduates will commit to PUC for a minimum of five years as we strive for sustainable change across our organization and within our communities.

Big Ideas of the ATP:

1. **(RELATIONSHIPS)** *Culturally responsive teaching and relational care build positive learning environments for underserved students.*
2. **(POWER)** *Powerful teaching and learning anchored in rigor will provide a pathway for all students to achieve college and career readiness.*
3. **(CHANGE)** *Empowered members of the community will be able to create change by advocating for social justice in education.*