

Resources	Strategies and Activities	Outputs	Short Term Outcomes (1-2 Years)	Long Term Outcomes (3-5 Years)
School of Education	Strategy #1: Recruit racially and ethnically diverse class of teaching residents in elementary and/or secondary education	1.1 Task force meets monthly and meets 90% of deadlines	By Year 2 - At least 50% of DREAM residents in Cohort 1 are from backgrounds underrepresented in elementary and special education, with at least 20% identifying as Hispanic/Latinx on a self-report survey In Year 2 - 90% of DREAM residents in pilot cohort obtain NC licensure in elementary and/or special education, including edTPA By Year 2 - 80% or more of DREAM residents in pilot cohort will be rated proficient or above on teacher evaluations In Years 3-5 - 90% of DREAM residents in pilot cohort obtain NC licensure in elementary and/or special education, including edTPA By Year 2 - 80% or more of DREAM residents in pilot cohort will be rated proficient or above on teacher evaluations In Years 3-5 - 80% or more of DREAM residents in pilot cohort will be rated proficient or above on teacher evaluations	By Year 5 - At least 80% of DREAM residents in Cohort 1 are from backgrounds underrepresented in elementary and special education, with at least 30% identifying as Hispanic/Latinx on a self-report survey In Years 3-5 - 90% of DREAM residents in pilot cohort obtain NC licensure in elementary and/or special education, including edTPA In Years 3-5 - 80% or more of DREAM residents in pilot cohort will be rated proficient or above on teacher evaluations
Advisory Board	1.1 Launch Task Force to oversee recruitment efforts	1.2 At least 6 recruitment events annually where DREAM materials are disseminated, reaching at least 120 prospects per year		
Project Director and Post-Doc	1.2 Develop DREAM-branded recruitment and marketing partnerships with key stakeholders	1.2 10 DREAM residents recruited each year		
Interns	1.3 Establish DREAM admissions process	1.2 Partnerships with at least 3 diverse organizations per year		
LatinxED, Isntitute for the Americas, HBCUs, North Carolina Association of Educators (NCAE), Semillas Scholars Program	1.4 Ensure future employability of DREAM residents with a focus on partner schools	1.4 Initial MOU with DPS by April 2021 and signed promissory note for 10 DREAM residents		
Education Policy Institute at Carolina	1.5 Assess DREAM recruitment efforts, pivoting as necessary to meet strategic goals	1.5 80% of DREAM residents express satisfaction with the recruitment process on matriculation survey		
UNC School of Education	Strategy #2: Prepare highly-qualified DREAM residents through the enhanced MAT program with transformative SEL and clinical fieldwork in partnering schools	Intentionally deleted for activity	85% of graduates are hired into their partner LEA annually	Intentionally deleted for activity
Advisory Board			100% of LEAs will reduce average disproportionality between teacher and student demographics across all racial groups by 5% annually beginning in SY22-23 until it is below 10%	
Project Director and Post-Doc	2.1 Launch Task Force 2 to oversee residency development			
HDFS Interns	2.2 Redesign phased MAT Program of Study by incorporating transformative SEL and partner school-embedded residency		67% of LEAs will decrease the percentage of teachers with substandard permits by 5% annually beginning in SY22-23 until it is below 3%	
Durham Public Schools	2.3 Develop and deliver DREAM mentor teacher training and support programs			
CASEL			90% of LEA Director of HR report that they “better understand their teacher pipeline needs” as a result of partnership with IHE via Spring 2022 Partner Survey	
EPIC	2.4 Assess DREAM residency program, pivoting as necessary to meet strategic goals			