Essential Elements for High-Quality Grow Your Own Educator Programs

Grow Your Own (GYO) programs are an increasingly popular strategy for ameliorating subject area teacher shortages and increasing the racial and linguistic diversity of the educator workforce. These programs recruit and prepare community members who are familiar with the context of local schools, share similar experiences with students and families and are committed to staying and teaching in their local communities.

Research has identified five essential elements that undergird high-quality GYO programs. High quality GYO programs include:

- **Strong partnerships** across school districts, educator preparation providers, and community organizations
- **Community-based recruitment** that aims to increase the ethnic, linguistic and racial diversity of the teacher workforce
- **Wraparound supports** through the recruitment, preparation, and induction years (e.g., cohort structure, scholarships, licensure test preparation, assistance navigating college admissions process, etc.)
- **Paid work-based experience** under the guidance of an effective mentor teacher that aligns with educator preparation coursework
- **Structured pathways** for teacher candidates to earn required credentials and certification

For more on GYO, visit newamerica.org/gyo-toolkit