

READY Liberation Teaching Academy

ABOUT US

READY (Rochester Education and Development for Youth) exists to ensure all schools thrive. As a 501(c)(3) organization, we are committed to increasing access to high-quality education for Rochester's K-12 public school students through community-driven approaches and strategies. Beyond supporting the design and development of schools, we are cultivating a strong ecosystem—where families are informed and engaged, educators reflect the diversity of the community, and policies create the conditions for success. By aligning resources and partnerships, we are working to expand, launch, and sustain quality schools.

THE IMPACT OF TEACHERS OF COLOR ON STUDENT SUCCESS

Research suggests that teachers of color improve students of color's test scores, graduation rates and college-going aspirations. According to an analysis by Education First, roughly 80% of Rochester's teachers are white while over 90% of the city's students are people of color. Many of these students will go through school without a teacher of color to look up to, someone who can mirror their racial identity, cultural experiences and futures full of possibilities.

The **READY Liberation Teaching Academy (RLTA)** is a four-year program that supports students from grades 9 through 12 as they explore a pathway to the teaching profession. During the school year, students participate in an after-school program focused on cultural identity, peer community, and instructional methods rooted in positive racial identity. Beginning the summer after grade 10, students engage in paid apprenticeships as Junior Teaching Assistants, gaining hands-on classroom experience. Each year builds toward a culminating summer practicum where students teach elementary children in a rigorous early literacy program. Along the way, students also earn college credit through dual enrollment coursework focused on effective, culturally responsive teaching.

RLTA is in partnership with the nationally recognized **Center for Black Educator Development (CBED)** and informed by local pioneers of homegrown teacher pipelines such as the East High School Teaching & Learning Institute. RLTA students will explore careers in education while building awareness of their social-emotional wellbeing, focusing on cultural identity, and receiving hands-on mentoring. Students who graduate from RLTA are then eligible for CBED's Black Teaching Pipeline Fellowship that provides additional supports post-high school, including career coaching, college scholarships and retention bonuses.

OBJECTIVES

The READY Liberation Teaching Academy aims to close the teacher-student demographic gap for Black and Latino students by:

- Offering career exploration in teaching and related fields through paid experiences and internships.
- Integrating cultural traditions, histories, and values within the education field through inclusive curriculum, culturally responsive pedagogy, community involvement, and identity affirmation.
- Providing hands-on mentoring experience and education on systemic issues that challenge equitable access to quality education.
- Enrolling students in a dual credit program to earn college credits while developing socio-emotional skills and well-being within a supportive, dynamic community.

