Stride is a free program that offers the support early career teachers need to thrive as educators in Memphis. In addition to social outings and fun opportunities to explore Memphis, Stride provides an environment of collaborative learning, peer networking, and professional development. By engaging teachers in their 1st, 2nd or 3rd years in the classroom, Stride helps retain our community’s most promising educators. In recognition of their commitment to investing in themselves, we invest in Stride teachers with a stipend for participation.

**What is Stride?**

**Stride** is a program that offers support and opportunities to early career teachers to thrive as educators in Memphis. It includes social outings, fun opportunities to explore Memphis, collaborative learning, peer networking, and professional development. It helps retain the most promising educators by offering a stipend for participation.

**Why Stride?**

New Memphis is committed to developing and retaining educators in our highest needs schools. Teachers are essential community leaders who need opportunities to grow professionally and must be engaged in Memphis civically, culturally, and socially. New Memphis has decades of experience delivering world-class leadership development and community engagement to our city’s talent. Through Stride, we extend our proven strategies to develop, activate, and retain talent in the education sector.

**What Teachers Can Expect:**

- Build and refine leadership and communication skillsets
- Join a diverse and supportive community of fellow educators
- Benefit from facilitation and peer networking
- Develop comprehensive tools for professional success and healthy work/life balance
- Explore and engage in Memphis’ vibrant culture

**THE GOAL**

- Engage 60 high-performing, cross-district early-career educators
- Provide leadership development workshops, peer networking, and social engagement events to retain resilient educators in Memphis
The Evidence is Clear:

In Shelby County, 42% of new teachers leave the district after just two years.

Tennessee, and Memphis specifically, has one of the highest proportions of early-career teachers of any state.

Teacher turnover harms student achievement, discourages educators, and is expensive for districts.

New teachers who do not receive mentoring and other support leave at more than two times the rate of those who do.

Educators improve with experience—on average, teachers improved their students’ test scores by 55 percent between years one and three.

$20,000* Teachers Leave. Memphis Pays. *cost per teacher

The Problem:

Teacher turnover harms student achievement, discourages educators, and is expensive for districts.

The New Memphis Solution:

Memphis can remain competitive by creating a warm and welcoming environment where educators are valued and developed.

Stride tackles unique challenges for early career teachers:

- Struggle working in seclusion
- Steep learning curve with limited professional development
- Difficulty communicating effectively with their leaders
- Deferred desire to grow professionally
- Perceived lack of respect and appreciation for their profession
- Burnout and lack of work/life balance

For more information or to nominate an educator, please visit our website: www.newmemphis.org/programs/stride