



In 2018, Voya Financial collaborated with the National Network of State Teachers of the Year (NNSTOY) to form a fellowship of 15 of the most recognized educators in the country. Together with 15 additional early-career and high-potential educators, those teachers studied the future of Science, Technology, Engineering and Mathematics (STEM) education.

The Year 2 Goal for the fellowship was to create a learning experience for STEM teachers that would precede NNSTOY's National Teacher Leadership Conference in the following way:

## Develop a Master STEM Academy that can be used for STEM professional learning for K-12 educators.

### Our Fellows surveyed:

 **420**  
STEM Educators

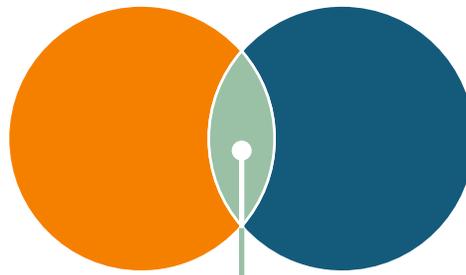
 **50**  
administrators  
(building and district level)

 **10**  
university professors

### The survey yielded the following results:

#### Most difficult to teach a teacher to do well

**Teachers said:**  
Encourage risk taking  
Be willing to rock the boat



**Administration and professors said:**  
Promote empathy  
Engages real world research/problem solving

**Both said:**  
Be vulnerable  
Promote failure

Collaborate with colleagues/organizations/businesses

### Fellows were asked to consider factors that could impact a student's career interest in STEM. These were some of the themes that emerged:

- 1 Lack of representative role models (teachers and real-world professionals) — students need to see what a real STEM career looks like through a lens of someone with whom they can identify (such identities might include race, culture, gender, orientation).
- 2 Examples of ways to expose students to representative role models including job shadowing, speakers (in person and online) and field trips (physical or virtual).
- 3 When STEM teachers are not properly trained, they may not be enthusiastic about their subject or be able to provide many diverse experiences for their students. These factors impact student engagement.
- 4 STEM teachers need training on how to be inclusive in their classrooms (pedagogy and curriculum) in order to promote the idea that STEM subjects and STEM careers are for all students.
- 5 Lack of resources or access to experiences can impede even the most enthusiastic STEM educator. The ability to collaborate with other STEM educators and professionals is essential.

 **Student Impact**  
Students impacted by Fellows:  
**10,546**

 **Teacher Impact**  
Teachers impacted by Fellows:  
**863**