## Culturally Responsive and Sustaining Educator Preparation at the University of Pennsylvania



## 01\ Agenda & Introductions

UNIVERSITY OF PENNSYLVANIA GRADUATE SCHOOL OF EDUCATION

### Agenda

- Introductions
- Common Commitments
- Program Thumbnails
- Breakouts
- Debrief





#### Nicole Carl

Director Urban Teaching Residency

### Christopher Dean

Director Urban Teaching Apprenticeship Program



### **Charlotte Jacobs**

Director Independent School Teaching Residency



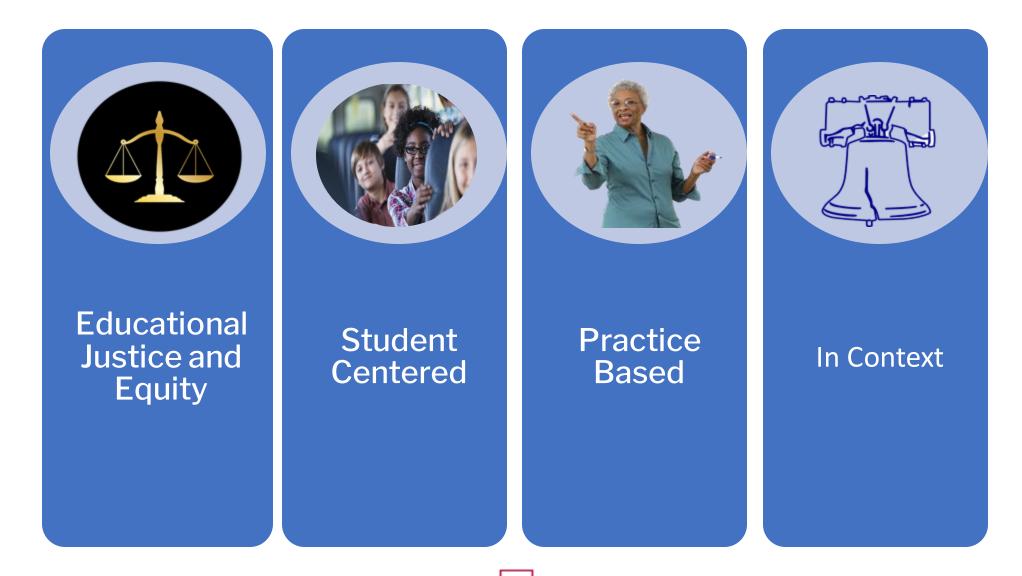
### Jessica Richard

Associate Director School Leadership Program

# 02\ Common Commitments

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### **Common Commitments: Mission & Values**



6

# 03\ Program Thumbnails

#### Urban Teaching Residency (UTR)



### **Program Format**

- Goal to prepare students to teach both the next day and to develop an identity as a long-term teacher
- Multiple programs (master's plus certification, master's only, certification only)

### **Our Students**

- Mostly first-year teachers of record (mostly recent college graduates)
- Some more experienced teachers
- Some career changers

### **Sites of Practice**

- Primarily district and charter schools in Philadelphia
- Few independent schools in Philadelphia and a few suburban schools near Philadelphia

- Master's plus certification program is 2 years, 4 semesters
- Students take courses inperson one evening a week and then a combination of synchronous and asynchronous courses on evenings and/or weekends
- Additional fieldwork components on weekends in year one for elementary certification and special education students

### BREAK OUT: Recruiting and Supporting Teachers of Color

Urban Teaching Apprenticeship Program (UTAP)

### **Our Students**

- Primarily recent college graduates
- Some career changers

### **Sites of Practice**

- Primarily School District of Philadelphia k-12 public schools
- Small number placed in charter schools within Philadelphia



### **Program Format**

- 10 month program leading to certification and a master's degree
- Highly supported, year-long field placement

- In-person evening classes
- MSED and PA Teacher Certification

BREAK OUT: Teaching for Educational Justice Tool

### Independent School Teaching Residency (ISTR)



### **Our Students**

- Novice educators (0-2 years teaching experience)
- Interest in teaching in independent schools and equitycentered education

### **Sites of Practice**

- 22 different independent schools across the U.S.
- Schools vary by:
  - region (east & west coast, Midwest)
  - school type (boarding & day school),
  - learner orientation (coed & single-sex)

### **Program Format**

- 2-year program; cohort model, each school has at least 2-4 students per year
- MSED only

- Hybrid program → quarterly in-person sessions; and the rest of the coursework is completed online through a combination of asynchronous and synchronous work
- Highly supported placement → each student is matched with a mentor teacher for the 2 years

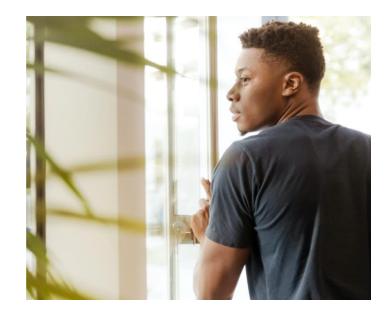
BREAK OUT: Novice educators developing equity-centered practices through an inquiry project model

### **Our Students**

 Experienced educators aspiring to become school leaders within the contexts of public and independent schools

#### **Sites of Practice**

- Public-school track → partner with the School District of Philadelphia, and neighboring suburban districts, charter schools, schools in the tristate region.
- Within the independent school track → representation from across the U.S.



### **Program Format**

- 11-month executive format cohort model
- Culminates with MSED and principal certification (public-school track)
- In-person, monthly weekend class sessions and biweekly virtual Wednesday class sessions
- Includes intensive mentoring and year-long internship.

BREAK OUT: Assessing Culturally Responsive Leadership

# 04\ Breakouts & Debrief

12

## Thank You

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