



Culturally Responsive and
Sustaining Educator Preparation
at the
University of Pennsylvania



Penn GSE
GRADUATE SCHOOL OF EDUCATION
UNIVERSITY of PENNSYLVANIA

01 \ Agenda & Introductions

Agenda

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





Introductions



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

A photograph of three students sitting around a table, working together. They are looking at laptops and notebooks. The image is overlaid with a semi-transparent red filter. The text '02 \ Common Commitments' is written in white serif font across the middle of the image.

02 \ Common Commitments

Common Commitments: *Mission & Values*



Educational
Justice and
Equity



Student
Centered



Practice
Based



In Context

03\ Program Thumbnails

Urban Teaching Residency (UTR)



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

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)

- Master's plus certification program is 2 years, 4 semesters
- Students take courses in-person 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

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



Program Format

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

Our Students

- Novice educators (0-2 years teaching experience)
- Interest in teaching in independent schools and equity-centered 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)

- 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 tri-state 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



Thank You

Nicole Carl mittenfe@upenn.edu

Christopher Dean cpu@upenn.edu

Charlotte Jacobs chjacobs@upenn.edu

Jessica Richard richarj@upenn.edu

Patrick Sexton pgsexton@upenn.edu



Penn GSE
GRADUATE SCHOOL OF EDUCATION
UNIVERSITY of PENNSYLVANIA