



Saint Paul Urban Teacher Residency (SUTR)

*SPPS Achieves. Each student. One community. Endless opportunities.
Inspire students to think critically, pursue their dreams and change the world.*

Program Mission

Create and implement an innovative program for recruiting, preparing, supporting and retaining effective teachers that represent the SPPS student population.

The program also serves a model for school-university partnerships to enhance the ability of schools and universities to improve upon their cultural competence while eliminating racial disparities.



Program Goals

- Diversify highly effective teachers and increase retention in SPPS for optimal academic achievement for all students
- Break down barriers and interrupt systems to the teaching profession; specifically time, money, and access to teacher preparation programs
- Inform and improve teacher preparation practices and partnerships

Design and Implementation

In partnership with the National Center for Teacher Residencies,

- SPPS and St Thomas created the program
- Approval by BOT/PELSB
- Launched our first cohort in 2016

SUTR is a **deep commitment** and **partnership** with SPPS and UST that involves financial support, effective communication, and an eagerness to recruit, prepare, support and retain teachers in SPPS.

SUTR Cohort 1- Residents, Mentors and University Supervisors began 2016



Program Overview

- **District-serving** teacher preparation program that are deeply rooted in **district practices and needs**
- Residents are paid a **stipend** of \$21,000, books, and medical/dental benefits from SPPS
- Residents pay a **tuition** rate of \$660 per credit to St Thomas to take **Masters-level** teacher license courses during the day
- Participants **co-teach** with a trained mentor for one **full academic year**

Program Overview

- **Induction support** provided for all graduates, including; quarterly induction seminars, SUTR specialist/coach, New Teacher Hotline, and a variety of multi-tiered support systems based on data
- Staffing Structure
 - St Thomas- Coordinator, Instructors, and Supervisors
 - SPPS - Full time coordinator, SPED Specialist, and an Elementary Specialist

Program Schedule

15-month schedule (e.g., June 2019-August 2020)

<u>First Summer</u> intensive coursework	<u>Academic School Year</u> co-teach with a trained mentor teacher four days a week and take graduate level coursework one day a week	<u>Second Summer</u> residents apply for licensure and finish their master's degree coursework
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Outcome Data

SUTR Cohort 1

22 Residents began in June 2016
8 Elementary and 14 ABS
55% Graduates of SPPS
60% Candidates of Color
50% Male | 50% Female
20% Bilingual
100% hired as SPPS teachers
81% (18) retained for second year of teaching in SPPS

SUTR Cohort 2

31 residents June 2017
12 Elementary and 19 ABS
30% Graduates of SPPS
60% Candidates of Color
30% Male | 70% Female
34% Bilingual
90% hired as SPPS teachers
90% (26) in their first year of teaching for SPPS

SUTR Cohort 3

29 residents June 2018
12 Elementary and 17 ABS
31% Graduates of SPPS
66% Candidates of Color
52% Male | 48% Female
21% Bilingual
100% in hiring process now
24 Expected to be hired 2019 for SPPS

SUTR Cohort 4 - Currently recruiting for a June 2019 start!
Applications are due February 8th.

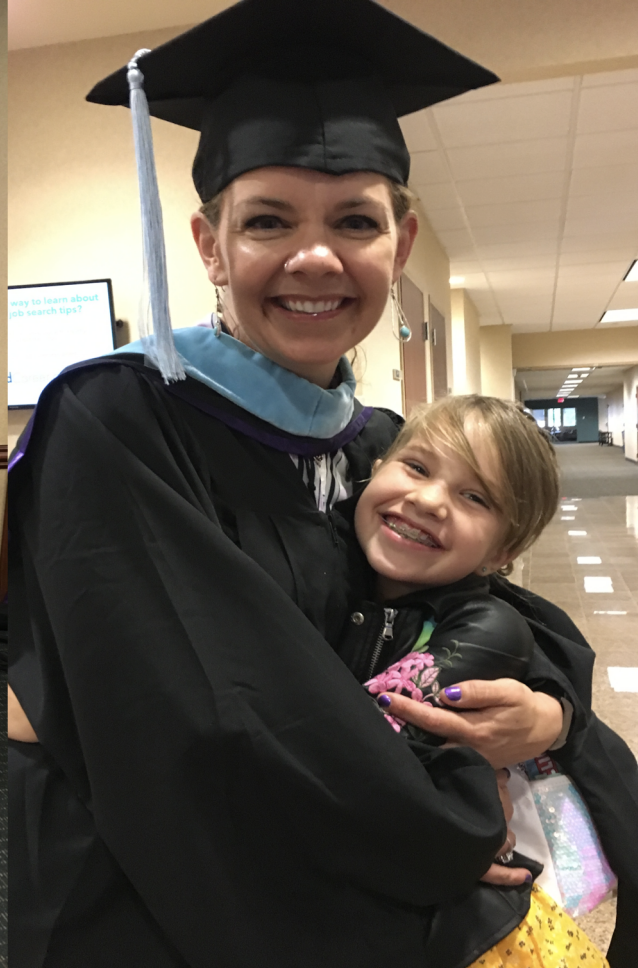
<http://www.spps.org/sutr>

Outcome Data

From June 2016 until June of 2019 (3 years);

SUTR is on track to have recruited, trained, and hired
72 teachers for SPPS

60% of these graduates are teachers of color



Lessons Learned

- Intentional and high touch recruiting needed
- Rigorous interview and selection process
- Must remove barriers; time and money
- Cohort model is extremely supportive
- Mentor teachers are the most important teacher educator in this work

Lessons Learned

- Racial Equity, Diversity, and Inclusion at the center of the work
- Deep Commitment and partnership by the district and St Thomas
- Clear timelines communicated often
- A lot of hard work and dedication by all involved
- An investment--financially and emotionally--but worth it all for our students!





SUTR Cohort 4 Plan

February 8, 2019 - Cohort 4 application due

March 2019 - Cohort determined

June 10, 2019 - Beyond Diversity Training

June 12, 2019 Courses begin

August 14, 2020 Program completed

Thank You!

SPPS Urban Teacher Residency

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<https://www.spps.org/SUTR>