Saint Paul Urban Teacher Residency (SUTR)

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 enhances 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)

<table>
<thead>
<tr>
<th>First Summer</th>
<th>Academic School Year</th>
<th>Second Summer</th>
</tr>
</thead>
<tbody>
<tr>
<td>intensive coursework</td>
<td>co-teach with a trained mentor teacher four days a week and take graduate level coursework one day a week</td>
<td>residents apply for licensure and finish their master’s degree coursework</td>
</tr>
</tbody>
</table>
## 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](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**
Danaya Lamker Franke, Coordinator
360 Colborne St.
Saint Paul, MN 55105
651-802-6994
e-mail: sutr@spps.org

**University of Saint Thomas**
Shelley Neilsen Gatti, PhD, Associate Professor
Department of Teacher Education
651-962-4396
e-mail: slneilsengat@stthomas.edu

https://www.spps.org/SUTR