



Saint Paul Public Schools Urban Teacher Residency (SUTR) in partnership with the University of St. Thomas

Create and implement an innovative program for recruiting, preparing, supporting and retaining effective teachers from underrepresented backgrounds. 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.

Partnership Goals:

1. Diversify the teacher workforce in SPPS
2. Break down barriers and interrupt systems to the teaching profession;--specifically time, money, and access to teacher preparation programs
3. Prepare residents to be highly effective teachers in SPPS
4. Reduce teacher turnover
5. Increase academic achievement and educational opportunities for all students
6. Inform and improve teacher preparation practices and partnerships

What is the SUTR Teacher Residency Program?

- A district-serving teacher preparation program that combines a rigorous full-year classroom paid apprenticeship alongside masters-level education courses during the day
- Participants co-teach with a trained mentor for one full academic year
- All aspects are deeply rooted in district practices and needs
- 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

Program Overview:

- 15-month programs (e.g., June 2019-August 2020)
 - First summer involves intensive coursework
 - During the academic school year, residents co-teach with a trained mentor teacher four days a week and take graduate level coursework one day a week
 - In the second summer, residents apply for licensure and finish their master's degree coursework
- Residents receive stipend of \$21,000, books, and medical/dental benefits from SPPS
- Residents pay a reduced tuition rate of \$660 per credit to UST
- 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

Recruitment Strategies:

- Clearly advertise and promote the program goals
- clearly communicate beginning and completion dates that result in a teaching position in SPPS
- Implement a supportive cohort model for SPPS
- Gather initial data on interested candidates through an online form
- Implement a user-friendly application process
- Update program with the most up to date information



- Use high touch strategies such as: -making personal phone calls, and connections with community members, community presentations
- Information sessions at the district beginning in the fall until application closes
- Financial and technical support for NES, Pedagogy and Content exams

Selection Process:

- Maintain a competitive and focused selection process aligned to district identified dispositions associated with effective teachers in SPPS
- Application through district includes two personal statements, two references, and transcript
- Application through university follow UST Admissions Process
- Screening completed by District Coordinator, University Coordinator, and License Coordinator
- Interview process includes evaluations by individuals representing the district and UST

Current Outcomes (June 2016 - January 2019)

SUTR Cohort 1	SUTR Cohort 2	SUTR Cohort 3
<ul style="list-style-type: none"> ➤ 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% Completed Program ➤ 100% hired as SPPS teachers ➤ 81% (18) retained for second year of teaching in SPPS 	<ul style="list-style-type: none"> ➤ 31 residents June 2017 ➤ 12 Elementary and 19 ABS ➤ 30% Graduates of SPPS ➤ 60% Candidates of Color ➤ 30% Male 70% Female ➤ 34% Bilingual ➤ 94% Completed Program ➤ 90% hired as SPPS teachers ➤ 90% (26) in their first year of teaching for SPPS 	<ul style="list-style-type: none"> ➤ 29 residents in June 2018 ➤ 12 Elementary and 17 ABS ➤ 31% Graduates of SPPS ➤ 66% Candidates of Color ➤ 52% Male 48% Female ➤ 21% Bilingual ➤ 89% Completing Program ➤ 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. Please see <http://www.spps.org/sutr> for more information.

In two and half years, SUTR has licensed and hired 48 (58% Teachers of Color) teachers for SPPS. As of today, 44 SUTR Grads (60% Teachers of Color) are teaching in SPPS! SUTR is on track to license and hire 24 (63% Teachers of Color) teachers by August 2019. **This is 72 Highly Qualified Teachers (60% Teachers of Color) in three years!**

Contact Information:

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

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