

CAN Community of Practice

“Equitable Change Through Collaboration”

California Teaching Fellows Foundation

Malia Villarreal, Public/Strategic Partnerships

Mike Snell, CEO

Fresno County Superintendent of Schools

Dr. Hank Gutierrez, Deputy Superintendent

Brooke Berrios, Residency Program Coordinator

California State University, Fresno

Dr. Heather Horsley, Multiple Subject Credential & Residency Partnership Coordinator



We Recruit College Students

CTFF employs 2,000
driven, diverse, dynamic
college students through strategic
relationships with community colleges,
CSUs, and private colleges to work in
afterschool and expanded learning
programs

THIS IS OUR PIPELINE STRATEGY





We Train Them

Investing in our **workforce**

CLASSROOM MANAGEMENT * SAFETY *
21ST CENTURY SKILLS *
PROFESSIONALISM * TRAUMA INFORMED
CARE * SOCIAL AND EMOTIONAL
LEARNING * MANDATED REPORTING *
STEM * CULTURAL RELEVANCE *
WORKING WITH SPECIAL NEEDS
STUDENTS * LANGUAGE STRATEGIES *
MATH STRATEGIES

We Build Leaders



Supporting Teaching Fellows in
their **personal growth &
development**



LIFE COACHING * FUTURE EDUCATOR SUPPORT *
FINANCIAL LITERACY * LEADERSHIP & SOFT SKILLS
DEVELOPMENT
HEALTH & FITNESS MEET-UPS * BADGE DISCOUNT
PROGRAM
EXTRA INCOME OPPORTUNITIES

They gain the Experiences needed to THRIVE.

Teaching Fellows
work an average
of

725

HOURS annually

180

school days per
year with the
average shift of
2pm to 6pm



20:1

RATIO of
students to staff

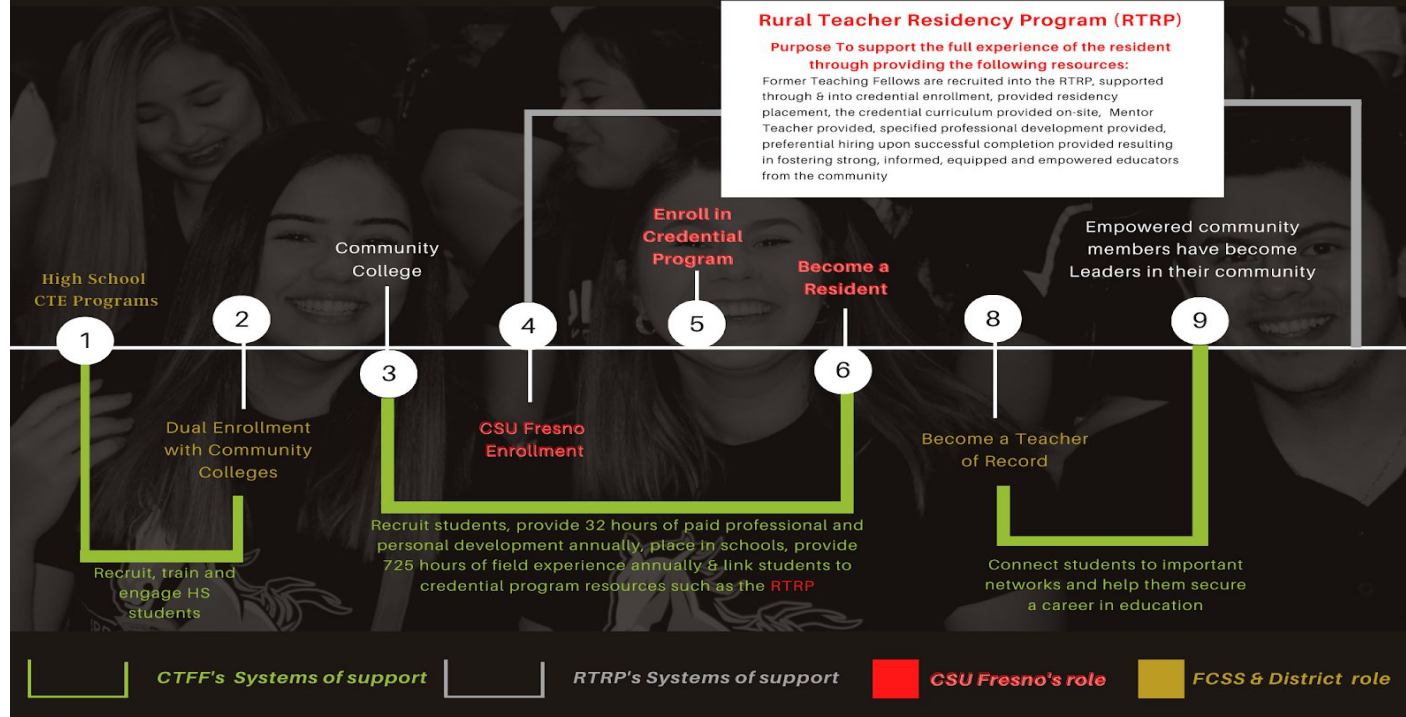
TEACHING
FELLOWS earn

\$15

Per Hour

Pathway for Expanded Learning Educators Into Teaching

Why Partnerships are Essential

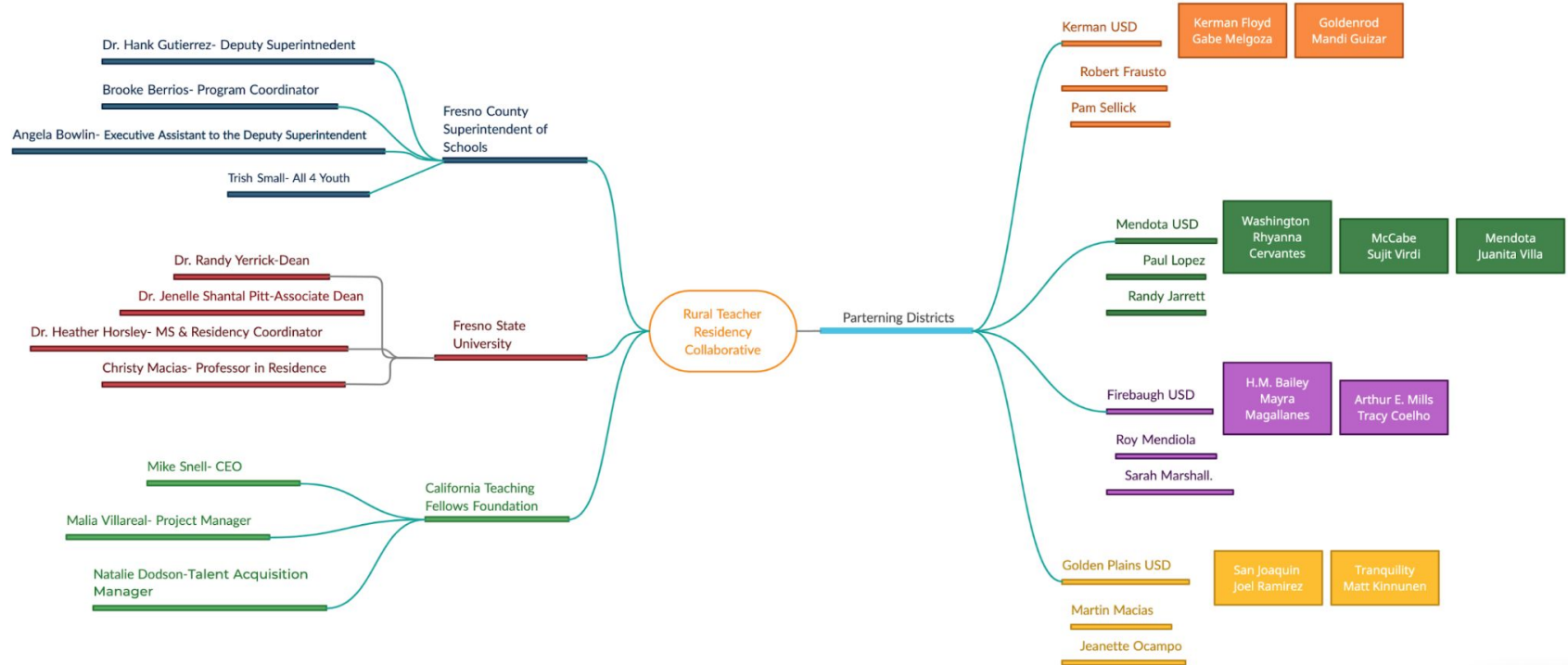


Rising to the Opportunity

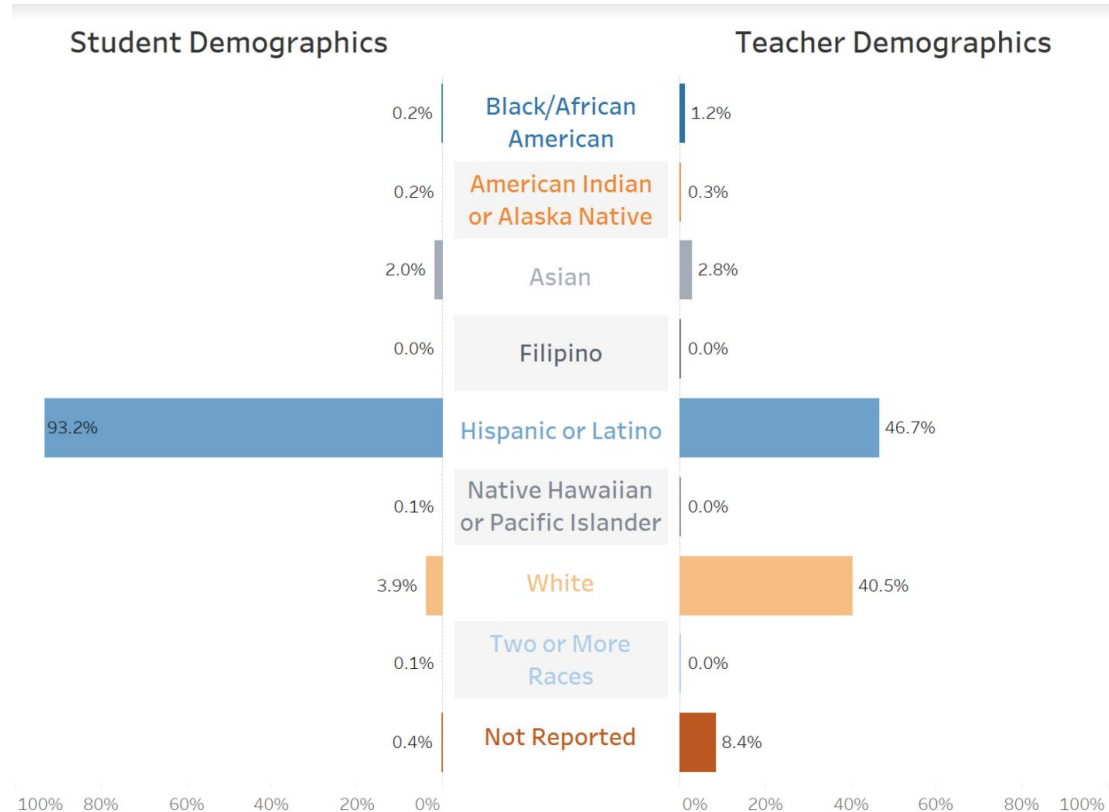


Teacher Development + Economic Development + Human Capital = Educational Effectiveness

Rural Teacher Residency Partnership



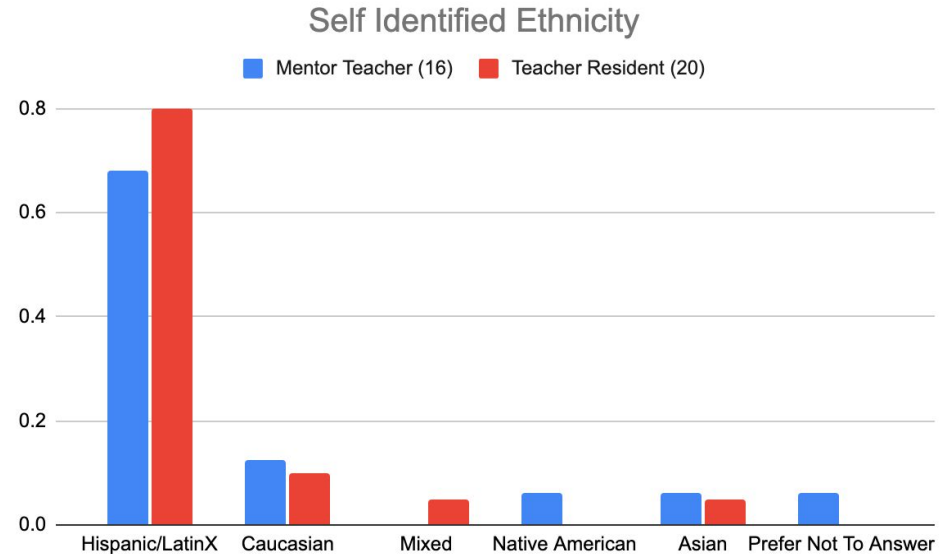
Rural Residency District Partner Demographics (N 4)



Rural Residency District Resident Demographics (N 20)

Cohort 1: 20% Former TF

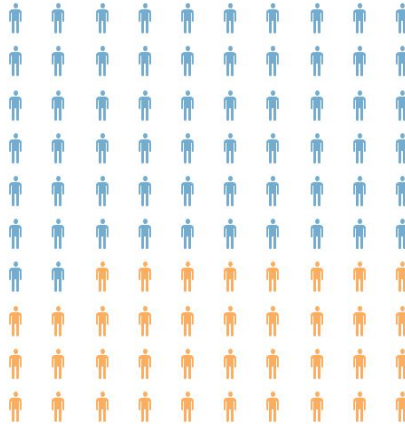
Goal Cohort 2: 50% Former TF



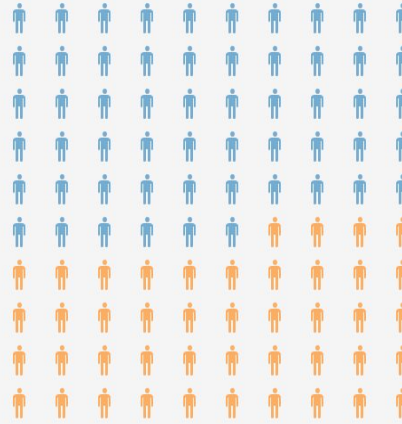
Mentor Teacher Living Proximity to Partnering Districts

Rural Residency District Mentor Teacher Demographics (N 20)

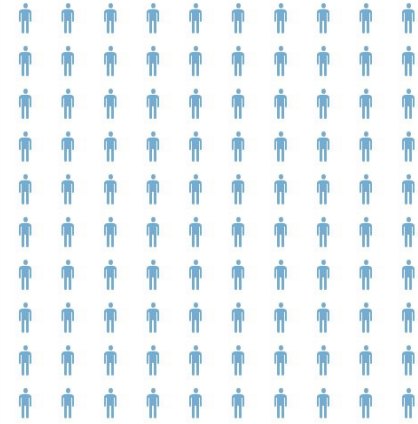
62% of the mentor teachers reported that 1 of the 4 partnering districts was where they attended for their K12 education.



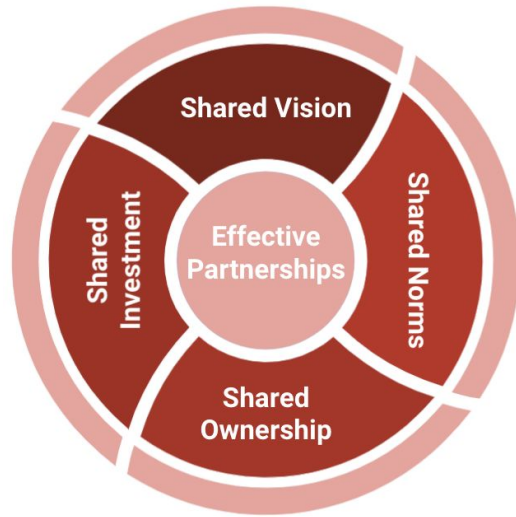
56% of the mentors are teaching in the district in which they attend for their K12 education.



One of the partnering districts has 100% of their mentors as former K12 students teaching in their district.



Rural Residency Partnership Values



Source: NCTR CAN CoP

*Meeting the specific needs of our
rural community & district partners*

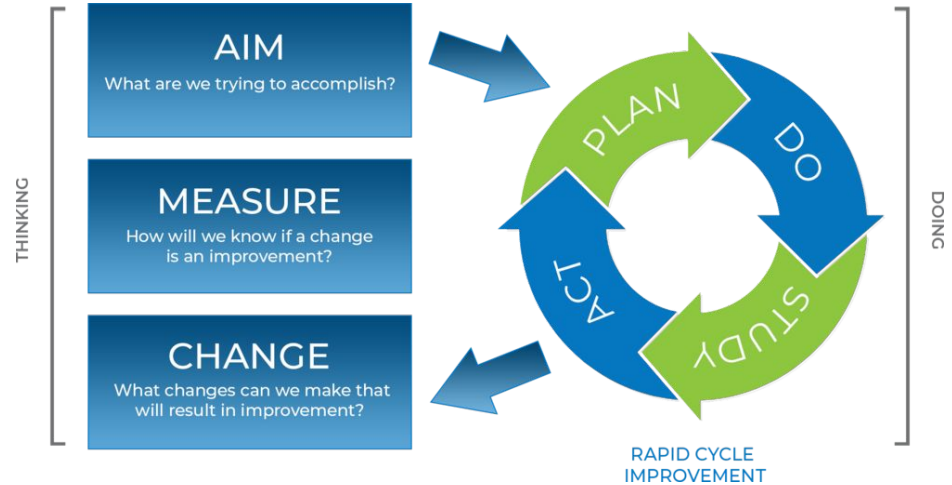
*Diversify Teaching Workforce
Equitable Hiring Opportunities*

*Grow Your Own Philosophy
Asset-Based Mindset
Continuous Improvement*



Opportunity of Practice

Open up the System
Crosswalk Competencies
Recognize Strengths
Understand Structures
Remove Constraints
Test Out a Change Idea



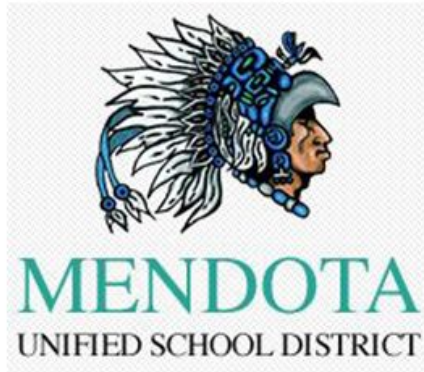


**Residency
Fellow
Program
(In Process)**

What	Paid mentoring program based on mutually beneficial relationships that support growth, learning, & career development
Who	Rural Resident : Teaching Fellow Undergraduate Student
Where	Virtually & In-person after school programs in partner districts
When	Virtual = Weekly & In-person = Monthly After School September - November & February - April
How	Rural Residents provided professional learning on mentoring Weekly Support of Mentee Monthly Observation of Mentee Monthly Reflection on Developing as a Professional Educator
Why	Lift up others into the teaching profession Develop Teacher Leadership Skills Paid Clinical Experience Hours

Rural Resident Fellow Voice

Jocelyn Gutierrez
Mendota, California



Contact

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