



## Proposal to Springfield Public Schools

Elms College created the Center for Equity in Urban Education (CEUE) to better serve preK-12 educators and their students in Western MA. Several degree completion programs and accompanying professional development for existing educators and school leaders are included in the work of the Center. Plans are in place to develop a school leadership certificate and degree program sequence as well as a “grow your own” undergraduate program for local high school graduates aspiring to careers as educators. In all of this work, attracting, supporting and retaining a more diverse pool of educators and educator candidates is at the foundation of our work.

In continuing our long history of support for educators in our local districts, our goal is to create a center that serves the needs of experienced teachers, sitting and aspiring school leaders, as well as new entrants to the teaching profession. All our new programs are tailored to the unique conditions found in urban schools and schools serving a diverse community of learners.

The balance of this proposal describes four distinct programs:

- Bachelor’s degree completion with initial licensure
- MAT with initial licensure
- Experienced Teacher (leader) Professional Development series
- Formal School Leader Professional Development series

### **Bachelor’s degree completion program targeting paraprofessionals:**

This program is designed for paraprofessionals and others who have some college credit and wish to earn a bachelor’s degree and pass the necessary MTEL tests to become initially licensed teachers of record. Courses will be held on weeknights in the Fall, Spring and Summer. It is designed as a 3 year program for candidates with the equivalent of an associate’s degree, but can be tailored to those with more or less college credits. We are accepting applications for this fall semester and again this spring.

Costs are shared across the sending schools, state grants, Elms College, local donors, leaving a modest amount to be paid by program participants. An example of the cost sharing is below:  
(Assumes roughly an associate’s degree for entering student)

Program duration: 3 years

Program structure: Fall, Spring, Summer classes held on week nights

Total annual cost: \$15,750

	Average Cost	
Elms College	\$2,450	
Local Donors	\$2,450	
State Grant*	\$7,500	(Must be applied for between April 1 – June 1 annually)
Sending School	\$2,350	
Student	<u>\$1,000</u>	
Total	\$15,750	

(State grant is not available again until April 2020, so economics are modified for this school year).

### **(2019-2020 Cost)**

Elms College	\$5,513
Local Donors	\$5,543
Sending School	\$3,695
Student	<u>\$1,000</u>
Total	\$15,750



### **Master's degree targeting bachelor's degree holders seeking teaching licensure:**

This program for bachelor's degree holders is designed to move candidates through MTEL testing to their initial teaching licenses. Courses will be held on weeknights in the Fall, Spring and Summer. It is designed as a 2 year program for candidates with bachelor's degrees and can be tailored to the specific needs of each candidate, with costs shared across stakeholders. We are accepting applications for this fall semester and again this spring.

Program duration: 2 years

Program structure: Fall, Spring, Summer classes held on week nights

Total annual cost: \$13,535

	Average Cost
Elms College	\$4,740
Local Donors	\$3,715
Student	\$2,500
Sending School	\$2,580
Total	\$13,535

### **Experienced Teacher (leader) & School Leader Professional Development Series**

Elms College has entered a partnership with The NAATE Program, a nationally recognized provider of deep, residential programs of advanced learning for experienced, high performing teacher and sitting school leaders ([www.naate.org](http://www.naate.org)). NAATE is tailoring its discussion-based learning materials to the needs of local district, charter and faith-based school educators. These professional development sessions will be conducted as two day sessions in the fall and winter. Ideally, experienced teachers (and their school leaders) in schools that have candidates enrolled in Elms College CEUE programs will participate in these series, and they will be open to other qualified participants. The rationale behind this design is based on a belief that the unit of change is the school and the Elms Center intends to serve all educators within the schools with which it works.

### **Experienced Teacher Professional Development Session Descriptions**

- Qualified candidates will have at least 3 years teaching experience and be nominated by their school leaders
- 2 full day sessions (Friday/Saturday); one fall, one winter
- Conducted at Elms College Campus
- Designed and led by NAATE Program personnel in partnership with Elms College CEUE.
- Design principles: deep, discussion-based learning and experiential learning activities throughout the program.
- Content will include a balance of educators' student facing work and their work with peers. It includes: Equity & Efficacy, Bias, Difference, Stereotype Threat, Trust & Feedback. Interpersonal Dynamics, One-to-One communications and techniques, Developing peer trust, Managing relations with others.
- All materials, copyrights, activities and lunch provided.

Two – 2 day sessions (total 4 full days) Daily Cost = \$475

Elms College & Donor Subsidy	\$350
Sending School	<u>\$125</u>
Total	\$475



### **Formal School Leader Professional Development Series Descriptions**

- Qualified candidates will have at least 1 year of formal leadership experience in roles such as principal, assistant principal, dean, or other non-student facing role.
- 2 full day sessions (Friday/Saturday); one fall, one winter
- Conducted at Elms College Campus
- Designed and led by NAATE Program personnel in partnership with Elms College CEUE.
- Design principles: deep, discussion-based learning and experiential learning activities throughout the program.
- Content will focus on educator adult-to-adult work. It includes: Equity & Efficacy, Bias, Difference, Stereotype Threat, Trust & Feedback. Interpersonal Dynamics, One-to-One communications and techniques, Developing peer trust, Managing relations with others. In addition, for school leaders an exploration of distributed, shared and collective leadership will be included.
- All materials, copyrights, activities and lunch provided.

Two – 2 day sessions (total 4 full days) Daily Cost = \$575

Elms College & Donor Subsidy	\$400
Sending School	<u>\$175</u>
Total	\$575

### **Request of Springfield Public Schools**

We would like the participation of appropriate schools within the district during this school year for one or more of the programs described above. If the central office can identify select schools, or through the process discussed in our meeting together, we can present our ideas to school level leaders, we would welcome the opportunity to include Springfield educators in our professional development series and help the district move promising educators through their degree completion to become initially licensed teachers, as well.

We look forward to taking next steps in the coming weeks.

Many thanks,

A handwritten signature in black ink that reads "Tony Klemmer". The signature is written in a cursive, flowing style.

Tony Klemmer, Acting Director CEUE