## step up, teach Fresno!

**A Coherent** Continuum of Teacher **Development** 

Students Fresno Unified

**Teacher** Academy

**Teaching** Academy

Para Academy

**Grow to Teach** 

Transition to **Teaching** 

**Student Teacher** Candidacy

Fresno Teacher Residency

Substitute **Teachers** 

Internship

Induction

Teacher

Development

athways

Multiple Subject

Single Subject

Certification

Fresno Pacific Reading/Fresno **Unified Masters Partnership** 

## Vision

Every classroom has a highly effective teacher where students thrive



Recruitment



Training



Retention

**African American** 

**Pipeline Participant** Asian **Diversity** 

**Hispanic** 

White

Unknown /Other

Growing Our Own—Over



Over 40% of **Teacher New** Hires come from the pipeline



98% of the teachers that go through induction are retained in Fresno Unified



Full-Time Release coaching model for **New Teacher** Support



Over 400 attendees at New Teacher Conference



Teacher **Development** suppports over 1,000 aspiring and new teachers

## **Key Features of University Partnerships**



Common Vision



Collaboration at All Levels



Calibration of Instruction



Co-Teaching Between University and the District

## **Professional Learning Focus**



Developing as a Professional **Educator** 

**Assessment** 



Engaging and Supporting Students



Creating **Effective Environments** 



**Standards** and Content

Planning and Designing Learning



Orientations

Face to Face **Professional Learning** 

> Job Embedded Coaching

Credentialing



Instructional Coach

**National Board** 

**Mentor Teachers** 

**Program**