**step up, teach Fresno!**

### A Coherent Continuum of Teacher Development

<table>
<thead>
<tr>
<th>Fresno Unified Students</th>
<th>Teacher Academy</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teaching Academy</td>
<td>Para Academy</td>
</tr>
</tbody>
</table>

#### Teacher Development Pathways

- Grow to Teach
- Transition to Teaching
- Student Teacher Candidacy
- Fresno Teacher Residency
- Substitute Teachers
- Internship

#### Induction

- Multiple Subject
- Single Subject

#### Teacher Leadership Opportunities

- Instructional Coach
- National Board Certification
- Mentor Teachers
- Fresno Pacific Reading/Fresno Unified Masters Partnership Program

### Vision

Every classroom has a highly effective teacher where students thrive

### Pipeline Participant Diversity

- African American
- Asian
- Hispanic
- White
- Unknown/Other

- Recruitment
- Training
- Retention

- Over 200 Teacher Academy and Para Academy Participants
- 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 supports 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
- Engaging and Supporting Students
- Creating Effective Environments
- Planning and Designing Learning
- Assessment
- Standards and Content

### Supports

- Orientations
- Face to Face Professional Learning
- Job Embedded Coaching
- Credentialing

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