

Hillsborough County Public Schools (HCPS), the 8th largest district in the nation, in partnership with the University of South Florida (USF), proposes the **Urban Teacher Residency Partnership Program (UTRPP)**, an innovative approach to teacher preparation for undergraduate education majors that significantly alters the current teacher preparation model and serves as a promising solution to a pressing national challenge. UTRPP addresses the i3 Development grant Absolute Priority 1, Subpart 2: *Increase equitable access to effective teachers or principals for low-income and high-need students*, and has the potential to positively impact 2,997 low-income, high-need students in 6 schools.

Special **features** that will support the preparation-to-practice pipeline include supports for both Residents and Collaborating Teachers (CTs). **Activities** include integrated university coursework and field experiences rooted in data-driven decision making; coaching; professional development; cultivating the practice of self-inquiry; exposure to culturally relevant practices and content; and opportunities for CTs to pursue a Teacher Leader Certificate.

The **goals** of UTRPP are to: 1) Increase the effectiveness of teachers serving low-income, high-need students; 2) Increase the equitable distribution of effective teachers for these students; and 3) Increase the academic achievement of these students. Four related **objectives** are to increase: 1) the effectiveness of early career and experienced teachers; 2) the number of effective teachers staffing schools; 3) the retention rates of highly effective teachers in schools; and 4) student achievement. Among the **expected outcomes** is that UTRPP graduates employed by HCPS Title I schools after graduation will demonstrate higher effectiveness ratings and retention rates, fewer classroom management issues, and improved student attendance. HCPS expects CTs served in the program will maintain or improve effectiveness ratings and increase retention rates.